

NATIONAL COMMISSION FOR HUMAN DEVELOPMENT (SUPPORT UNIT BANNU) AN ASSESSMENT OF UPLIFTING PRIMARY EDUCATION ASPECTS IN DISTRICT BANNU, KPK, PAKISTAN

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ABSTRACT

There are numerous business and nonprofit organizations (NGOs) in Pakistan. However, I opted for National Commission for Human Development (NCHD). As it is government supported organization and has achieved maximum since its inception. Social sector is very growing sector in the present era. One can learn a lot while having direct interaction with the human capital of society. Human is involved in every activity whether it is business or social welfare. So the importance of people's motivation, efficiency, productivity and objective achievement cannot be denied. Human Resource Management (HRM) gives an insight to tackle various problems related to human beings at their workplace. As being a student of HRM I left no stone unturned to know how human beings can best be motivated and trained to make them more effective and efficient. I was looking for an opportunity to experience all these and NCHD was the best option for me in this regard specially in the field of UPE. Which really uplift the educational level in primary stage in students and teacher as well as in parents of the area of Bannu.

Keywords: HRM, UPE (Universal Primary Education), NGOs, NCHD (Human Resource Development)

INTRODUCTION

History of Bannu

The history of Bannu goes back many years, due to its strategic location there are many historical relics dating back to the 2nd Century BC. The Akra mounds are one of relics from the ancient Indus Valley Civilization Ancient Indus Civilization. There are also relics left behind by Central Asian Invaders en route to the sub-continent.

Origins of Name

Many theories have been proposed about the origin of the word "Bannu". But the widely recognized view is *that the word "Bannu" is derived from "Bano."* "Bano" the wife of Shah Farid alias "Shitak- the founder of the present day Bannu and the founder of Banouchi Tribes. "Bano" was the sister of "Rustum" and the daughter Zalizar and when she was married to Shah Farid, Rustum conferred upon her as dowry.

British Era

After the annexation of the Punjab, which then included the NWFP, the valley was administered by Herbert Edwardes so thoroughly that it became a source of strength instead of weakness during the Indian Rebellion of 1857. Although the valley itself was peaceful it was subject to incursion from the Waziri tribes in the Tochi Valley and the neighboring hills. Salt was quarried on government account at Kalabagh and alum obtained from the same area. The

chief export was wheat. The modern district of Bannu was originally a tehsil of the old Bannu district of British India, in the Derajat Division of the North-West Frontier Province. The capital Bannu in the north-west corner of the district was the base for expeditions by troops of the British Empire to the Tochi Valley and the Waziristan frontier, a military road led from Bannu town towards Dera Ismail Khan. The district of Bannu equivalent to the now defunct Bannu Division, upon the creation of the North-West Frontier Province in 1901, contained an area of 1,680 mi² (4,350 km²) lying north of the Indus, the cis-Indus portions of Bannu was ceded to Mianwali District of the Punjab. In 1901 the population was 231,485, of whom the great majority was Muslims.

The principal tribes inhabiting the district are:

- I. Waziri Pathans, recent immigrants from the hills, for the most part peaceable and good cultivators;
- II. Bannuchis, a Pathan people. The inhabitants of this district have always been very independent and stubbornly resisted the Afghan and Sikh predecessors of the British.

Location of Bannu

Geographically, the modern day Bannu is located in the heart of the southern region with its boundaries touching the districts of Karak, Lakki Marwat and the North, South Waziristan Agencies.

Statistics of Bannu

- a. Area: 1,227 km² (474 sq mi)
- b. Sub-divisions: Bannu
- c. Population: 677,346
- d. Population density: 552 inhabitants per square kilometer (1,430/sq mi)
- e. Annual growth rate: 2.81%
- f. Urban ratio: 7%
- g. Main clans: Bannochis, Wazirs, Marwats and Abbasies. Small tribes include Bhattaan, Syeds and Awan
- h. Religion: Muslims 99.5% Qadianis 0.3%; Christian 0.19 and Hindus 0.03%.
- i. Main Languages: Pushto 98.3%; Punjabi 1.03% and Bannuwali
- j. Literacy rate: 32.11% 54%
- k. Economically active population: 18.97% of the total population
- l. Main occupations: Professionals 5.7%; Agriculture workers 39%, Elementary Occupations 23.7%; Service and shop workers 9.23%; Craft and related trade workers 6%; Others 16.2%.

NCHD SUPPORT UNIT BANNU

National Commission for Human Development established its Human Development Support Unit (HDSU) at Bannu in March 2006. Initially it was located at Bannu town ship on Peshawar road. It suspended its operations for some time due to the continuous threats by the terrorists.

HDSU Bannu worked in three sectors; that are:

1. Education

2. Capacity Development
3. Volunteerism for Community Development

These programs were running successfully but due to uncertainty and insecure circumstances the HDSU was shifted to Karak. It remained there for some period of time and as the situations at Bannu became stable and secure it started its operation here again under the supervision of Mr. Muhammad Saeed Khan, General Manager for District Bannu.

Present Location

HDSU Bannu Office is situated at Sokari Road, Near Sarhad University, Sokari Karim Khan, Bannu.

Management & Staffs

During this stay, I observed that the management of the Org: as well as the staff of the Org: (all department) are very honest & hardworkers. They are very much cooperative with the trainee & help him in all aspect & most of information that he wanted.

Data Collection

In the data collection methods, for collection of primary type of information, I used short-questionnaire, which I prepared for that purpose, & particular take an in review of the Deputy Finance Manager of the Org:, and for secondary type of data , I read different type of books of the Org:, and some of information from the annual report.

Problems

Problems ever exist without remedies. NCHD is not exception. Understanding its complexities and the requirement of new millennium can solve the problems faced by the Org, in this area of modernization.

During the course of training I observed that the Org: faces some difficulty since 2002.

Finding

As I was completing my 8 weeks training program (internship) in the NCHD Bannu, on the bases of work done, studding the book of Org; live in the actual environment, get information from various sources, and to see the overall picture of the Org, I come to the following findings,

I observed that the major reasons for the declining of the valves of the Org, is the lack of advertisement. NCHD does not advertise their popularity channels. Second reason is the lack of fund as compare to the others competitor's .The final reason is the working condition of the Org, the workers are not free as well as to entertain the efficiency of the Org,

The working environment of the Org is very stress for the employees as well as for the workers (skilled, semi-skilled and unskilled labors). Although, the management of the Org, give some reward in the form of SCHOLARSHIP to the employees children, EID-UL-FITHER & EID-UL-AZAH advances, JAHAZE FUND and others several benefits to the employees but expect these, the salaries of the employees and wages of the labor on the permanent basis are very low.

As very rapid changes occurred in the technology now –a –days but the Org, does not make heavy investment in the modern technology to increase production with minimum cost.

Training is very important for employees especially for new employees

Which also affect the efficiency of the workers. But unfortunately there is a lack of training in the Org.

NCHD does not advertise their strategy through any kind of media. It is true that the previous strategy of the Org, are standard quality and demand in Pakistan, India, China, Japan, America, Australia, Middle East, etc, but advertisement is the backbone for progress.

Working in the same environment will make individual lazy and insufficient for work .Org, have a lack of inter-implement transfers.

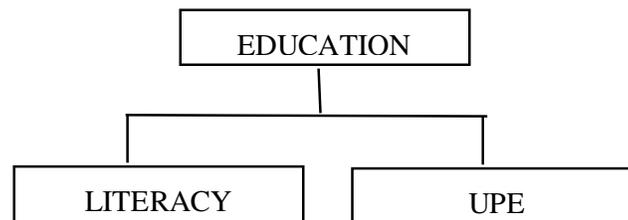
EDUCATION DEPARTMENT

Education department had been established and runs education program with the purpose to educate the masses at the grass root level and make them productive members for their families and community. It means that it is a movement for social change so that each individual who has been educated here can perform its family and social responsibilities effectively and efficiently.

This program is for both males and females. Female teachers are hired for female students at the female centers, while male teachers are for male students having age 10-45 years and are taught at the male centers at different locations of Bannu.

Education department is currently running two programs

1. Literacy Program
2. Universal Primary Education (UPE)



LITERACY PROGRAM

Literacy program is run by Literacy Department. This program is for the people having age range 10-45 years. Literacy program is not only for but female can also avail this learning opportunity in order to learn how to read, write and do numeric.

Mr. Kamran Khan Khattak is supervising all the literacy concerned activities and is holding the position of District Literacy Officer (DLO).

Organizational Structure of Literacy Department

1. District General Manager
2. District Literacy Officer (DLO)
3. Provincial Literacy Coordinator
4. Literacy Coordinator
5. Literacy Coordinator

Prime Responsibilities of Literacy Department

Literacy department has the following responsibilities:

- a. Establishing Literacy Centers

- b. Educating males and females with age range 10-45 years
- c. Gathering community members
- d. Motivating community members
- e. Formulating procedure for making members literate
- f. Hiring teachers for various related localities
- g. Providing basic material like Books, Black Boards etc.
- h. Facilitating literacy program at district level
- i. Monitoring the program progress
- j. Training the teachers
- k. Developing right person for the right job
- l. Recording the progress in the data base system
- m. Recognizing and rewarding work of the people working efficiently in the program implementation

OBJECTIVE

The prime objective of literacy program is to enable people so that they can read, write and do some basic numeric with age ranging from 10-45.

Process for Establishing Literacy Centers

In this process the following steps are taken:

- a. Area selection
- b. Data collection
- c. Clustering
- d. Community Meeting
- e. Volunteers identification
- f. Training to teachers
- g. Basic materials provision

Area Selection

First of all area is selected where there is no school at the distance of 15 Kilo meters. This area must be in the premises of district Bannu.

Data Collection

Data regarding population, illiterate males, and females with age range 10-45 years is collected and recorded for further action. Data may be collected through primary or secondary sources.

Clustering or Grouping

All those people from the area who do not know how to read, write and understand are formed into a group and this group is reported to the office where program is planned and implemented for this group.

Community Meetings

Community meetings like meeting with influential and common people of the area are held in order to convince them for fulfilling this basic need of literacy.

Volunteers Identification

Those people who are willing to do something for the community are identified and are given various assignments to implement the program successfully. These may be teachers and other persons from the community.

Training

Training is given at the office to the teachers so that they can perform their responsibilities effectively. Training is given at the start of the phase and after three months. Each phase is comprised of six months.

The following subjects are taught in training:

- I. Books Methodology
- II. Classroom Management
- III. Adult Psychology

Materials

Materials like Books, attendance register, teacher's guide, black board, sign board and chalks are provided to the teachers.

Teachers' Selection Criteria

Criteria for teachers' selection are as follow:

- a. Resident of the selected area
- b. Having Ten years education
- c. Cooperative
- d. Honest

Evaluation

Performance evaluation is performed at the monthly meeting; however, District Literacy Officer visits the area on monthly basis and sees the progress; this progress is even evaluated at the end of phase. Base Line Assessment is a formal procedure to check the illiteracy of the people of a particular area.

Community's Share

- I. Community members provide venue, place or rooms for the centers.
- II. Community members of the related area can monitor whether the program is being implemented successfully?
- III. Community gets two benefits at a time.
 - a. Literate Society
 - b. Employment

Areas

The followings are the areas where literacy program is running successfully;

- a. Mandan Union Council
- b. Hinjal
- c. City 1 Union Council
- d. City 2 Union Council

- e. Kauser Fateh Khel Union Council
- f. Kala Khel Masti Khan
- g. Haweed
- h. Mamash Khel
- i. Bazar Ahmed Khan
- j. Shehbaz Azmat Khel
- k. Fatima Khel
- l. Garhi Sher Ahmed
- m. Nizam Derma Khel
- n. Koti Saadat
- o. Khander Khan
- p. Khel Zarki Pirba Khel

Achievements

Literacy department has achieved the followings since its inception:

- I. Established Literacy Centers in 10 Union Councils
- II. Trained 630 teachers
- III. Trained 40 Line Assessment Supervisors
- IV. Achieved target by 99.20% so far
- V. Graduated 12154 (Graduate means learner)
- VI. Three phases completed successfully by January, 2008.

As circumstances here at Bannu are not favorable for social activities due to extremism in many areas but the achievement is superb; this shows that people here are of the opinion that learning the basic education is the dire need of the day.

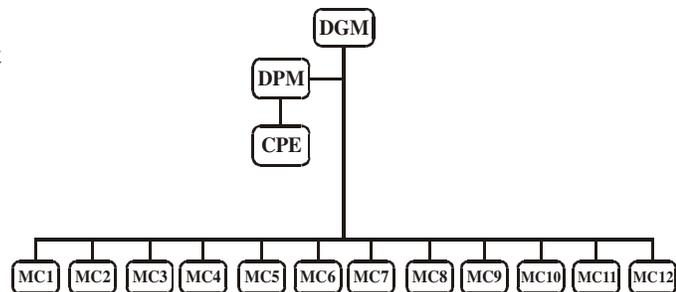
We can say that effort by NCHD would never go to waste and would bring the light of education one day. What is needed the most? The most needed thing is to bring awareness and take a step for a social change that can be resulted in the development of the people.

UNIVERSAL PRIMARY EDUCATION

This program is running under the supervision of DGM and Mr. Irfan Khan Khattak has been working as District Program Manager for the last two years.

This program is being run with the purpose to reduce the dropout rate of school going students at the primary level. The success of the program depends upon the sincere collaboration and coordination of Education department Bannu and NCHD.

Organizational Chart



Key Responsibilities of UPE Department

Some of the key responsibilities of Universal Primary Education (UPE) are as follow:

- a. Facilitating DLO in the Literacy Program
- b. Facilitating District Education Officer in handling drop out
- c. Formulating Plan on monthly basis
- d. Scheduling and arranging trainings
- e. Mobilizing community members
- f. Mobilizing and facilitating District Education Department
- g. Facilitating parents in sending children to schools
- h. Monitoring of the primary school children
- i. Evaluating the progress on monthly basis
- j. Striving to achieve the assigned targets

OBJECTIVES

The main objectives of UPE are:

1. 100% enrollment of students having age 5-7years
2. Bringing dropout rate up to 10% at Bannu
3. Bringing quality education up to 66% at Bannu

Procedure of UPE

Universal Primary Education Department achieves its objective through the following activities:

- I. Survey in various areas of Bannu
- II. Data Collection about children with age range 5-7 years
- III. Data Analysis
- IV. Target Setting
- V. Community Meetings
- VI. Teachers Training
- VII. Feeder Schools establishment
- VIII. Monitoring
- IX. Progress Evaluation

Survey of Children

In order to gain complete information about children having age 5-7 years a survey is conducted. This survey may be done by the District Education Department, NCHD's employees or volunteers. This survey is done in various parts of Bannu. But the cooperation of EDO (Education) can ensure valid and up dated data.

Data Collection

Data about those children having age up to five years whether left school or not enrolled yet, is collected. It is an important step where actual status of drop out can be determined. Data can be collected through:

- a. District Education Department

- b. Teachers & Volunteers
- c. NCHD's Officials

Data Analysis

Data is analyzed to see the actual number of students, reasons, problems and its possible solutions.

Target Setting

Analyzed data becomes target for UPE officials they focus the number of children who do not want to go to school in particular areas and plan to reduce this number of children. This target is monitored and evaluated persistently.

Community Meetings

Community Meetings are held at the targeted area in order to inform parents, teachers, and influential about the drop out children and an effort is made to convince them send their children to school again

Teachers Training

Teachers Trainings are conducted at Provincial Institute of Education Training (PIET) in order to make them capable in handling the followings:

- I. Objective of different subjects
- II. Learning land marks
- III. Teaching Aids
- IV. Child Psychology
- V. Model lessons

Feeder School Establishment

NCHD sets up school called Feeder School with the cooperation of community in those areas where:

- a. School is not accessible for kids
- b. School in the village is over-crowded
- c. School building is available but teacher is not available

Monitoring

Progress is monitored by regular visits of DPM to the site, and through meeting with DCO, EDO, ADO, and Markaz Coordinators on monthly basis

Evaluation of the Program

Monthly and quarterly evaluation is performed in order to see whether actual output is equal to target. If it is behind the target an action plan is formulated in consultation with DGM and District Education Department to achieve the target and more and more children can get their basic right of education.

Record Keeping Procedure

All the record is kept in computer data base through Management Information System (MIS) where Education Management Information Officer (EMISO) works in the following ways:

- I. Develops soft ware for maintaining UPE data

- II. Enters and validates UPE data
- III. Updates data base in terms of enrollment and drop out
- IV. Generates lists of enroll able children at the start of academic year
- V. Generates list of locations for additional schools and teachers

RECOMMENDATIONS

In the light of my study in the Org, I want to give some suggestions for the implementation to increase the overall structure of the Org. Environment has a strong affect over the performance of the individual. NCHD should provide free environment to their employees in which they feel relax and satisfactory .If they satisfy this will motivate them to work more effectively. Although, NCHD is one the leading Org, of the country still it requires some ways to modernize the Org, operation. The installation of the modern computerized information system is necessity of the Org, to compete the private Orgs, of the country. Communication means among the departments and others Org. of the same industry should be modified with installation of computerized networking of the Org. Investment makes in personals are very much important than any other environment. NCHD should implement the training & development program for their employees. Gives workers practical training and to the manager practical as well as theoretical training. NCHD should trained some engineers & managers that operate the modern machinery and repair it, so this will save the cost of gyring Engineers from Japan, china, etc. As the products of the Org, are demanded in national & international level. However, to increase demand, make favorable image in the public of the Org, capture the new madder and to compute the WORLD Organizations.

To get maximum production from the workers the management of the NCHD should prepare such strategies that easily understand by each of the worker of the Org. For this purpose a written copy of goals set by management should be provided to the Org, officers, employees and workers, in which each and every aspect of the strategies, consequences, responsibilities and ultimate objectives are explained in a comprehensive and clear wording. It has been suggested that the NCHD should establish a systematic research system in the research centers of the Org. Research is required to meet the challenges of newly emerging environment of the competition in the area.

NCHD management should keep rotate their employees into department on the regular bases. This will increase the employee's efficiency and prevent the Org, from any kind of fraud. It is added also that the UPE may be streamlined in diverse areas of Bannu with the help of focused mentors.

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