

Human Resource Development

Human Resource Development (HRD) plays a significant role in development. Acting as a catalyst, it makes ongoing and multi-faceted contributions to increase the overall wealth of society. We believe that "skill enhancement is one of the major factors in achieving optimal rural development". Since the establishment of the HRD component, this sector has been meeting the need for capacity building by teaching new skills or by enhancing existing skills and capacities. With the steady growth in its area of operations, the HRD section has also established linkages with different technical training institutes i.e. Institute of Rural Management, TEVTA and NLC etc.



- **Share Resources:** Leverage resources, knowledge, and expertise to achieve common educational goals.

Community Healthcare and Bereavement Support

Increasing access to health services by supplementing the government efforts; Immunization and Polio Initiatives. Participation in projects for mother and child health care, reproductive health and family planning, medical camps, eye care initiatives etc are the main activities under the given below objectives;

- **Medical Assistance:** Provide financial support to community members facing unexpected medical expenses, including hospitalizations, treatments, medications, and rehabilitation.
- **Bereavement Support:** Offer financial assistance to families to cover funeral expenses, including funeral home costs, cemetery fees, and related services.
- **Health Awareness Campaigns:** Provide health awareness through campaigns/workshops and free medical camps.
- **Sanitation and hygiene:** Awareness to community members and individuals about hygiene practices and providing access to essential hygiene facilities and products.



Gender Mainstreaming

GBTI has identified gender as a cross-cutting theme. This requires that gender be integrated into the policy planning, programming, implementation, and evaluation of activities. GBTI acknowledges Gender Mainstreaming as a means of consciously raising the visibility and support of women's contributions to poverty alleviation.



Education Promotion

Increasing access to education by supplementing the government efforts and participating in donor programmes. The main objectives of this component are;

- **Promote Educational Awareness:** Increase awareness of educational opportunities and resources available to the community.
- **Support Educational Programs:** Collaborate on and support educational programs and events that benefit students and community members.
- **Enhance Community Engagement:** Foster a supportive environment for education through community involvement and engagement activities.

Monitoring, Evaluation & Research

The Monitoring Evaluation and the research section is responsible for systematically documenting programme implementation and collecting the data that makes it possible to assess the impact and effectiveness of GBTI activities. Effective monitoring of the quantitative aspects of the mainstream GBTI programme and the projects are accomplished through MIS systems. Periodic evaluation and research activities determine the degree to which GBTI activities are raising income levels and contributing to



-improving the quality of life for rural men and women. In-depth case studies and assessments provide qualitative assessment of interventions.

Key Assumptions

- People have tremendous potential and willingness to identify and prioritize development activities.
- There is at least one activist in each community who is willing to mobilize the community.

Methodology

To mobilize people's willingness through the provision of social guidance, GBTI takes the following steps;

- Collect baseline information through village profile
- Foster rural men and women into the Community organisation and encourage them to pool savings
- Conduct Community Management Skill Training of Officer Bearers
- Prepare Micro Investment Plans which identify development opportunities at the household, group (mohalla) and village level
- Linking up community institutions with various programmes/projects and donors

Finance & Accounts

This section is responsible for accounting, budgeting monitoring, and the management of funds. Accounts of GBTI are being prepared as per the requirements of the Securities & Exchange Commission of Pakistan on International Financial Reporting Standards. GBTI has worked closely with donors to adopt systems of accounts that meet international standards. The organisation also undertakes regular audits by chartered accountants, the results of which have been made accessible. The F&A has also continued the process of upgrading GBTI's operating systems to an integrated Financial Information System (FIS), setting up an online cash management system, and the bulk processing of microfinancing through its branches.



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GBTI

GHAZI BAROTHA TARAQIATI IDARA

Registered under Section 42 of the Companies Act 2017
(repealed Companies Ordinance 1984)

It has a license to carry out Investment Finance Services as NBMFC
Member Organisation of Rural Support Programmes Network (RSPN)

HARNESSING PEOPLE'S POTENTIAL

Vision

Directly and indirectly, GBHP Project Affected Persons (PAPs) will be organised in the form of their own organisations. The community institutions and their activists are recognized by the Government and private development agencies as vehicles for sustainable development and poverty reduction.

Mission

To ensure fair and just implementation and compensation packages announced for affected communities of Ghazi Barotha Hydro Project (GBHP) through the involvement of all stakeholders and promote area development programme with a special focus on the poor and deprived communities.

Objective

To foster the institutions of the people in all villages and settlements in GBHP affected area through a committed cadre of community activists and community extension workers/specialists. GBTI works to harness people's potential for poverty reduction and improve their quality of life.



Mr. Shoaib Sultan Khan
The Founder Chairman/Patron of GBTI

Social Mobilisation

GBTI works to unleash the potential abilities, skills and knowledge of rural men and women, to enable them to articulate their aspirations and effectively organise the resources they need to meet their identified needs. The purpose is poverty alleviation – enabling people to break the cycle of poverty, which begins with the lack of opportunity, extends to the well-known miseries of economic and nutritional poverty and leads new generations to endure the same conditions. The process is social mobilisation - bringing people together on new terms for a common purpose. The conceptual tools are 'social guidance' (recruiting local men and women who will take on a leadership role), advocacy, capacity building and awareness raising. GBTI's vision is manifested in expanded opportunities for income generation; community schools which provide quality primary education, community-owned and managed infrastructure schemes, improved agricultural productivity and so on. Social Mobilisation, the core of GBTI's philosophy is based on acknowledging that the community is the center of all development activities.



Self-Help Initiative Programme

The Self-Help Initiative Program is a women-led community institution driven. These community institutions raise funds through their own contributions, charitable donations, and other means specifically for their development. These institutions design their development activities based on identified needs, and they manage, utilize, and record their funds and activities transparently and in a presentable manner. The Self-Help Initiative Program seeks to empower women by organizing them in community institutions at the Mohallah/Dhoke level, where they represent their households. It includes developing micro-investment plans, participating in village-level development initiatives, contributing to development activities, and establishing linkages with relevant agencies to enhance their well-being. This program is designed to address genuine community needs and drive societal



-change. It focuses on improving economically disadvantaged families' education, health, and income generation to enhance their overall well-being and opportunities.

Empower communities, particularly women, to voice their issues and concerns to relevant agencies for effective solutions. Through a participatory approach and linkage development, the community institutions also address the impacts of climate change and other environmental and social issues.

Affectedes Facilitation Cell

To solve problems including land compensation payments, legal matters resettlement issues, etc. the AFC was established. The cell comprises experienced staff to perform as a task force in coordination with the local representatives of the community. The objective is to facilitate the Water and Power Development Authority and the Project Affected Persons more efficiently.



Environment and Natural Resource Management

The link between poverty and the environment is bi-directional: environmental degradation, whether occurring naturally or as a result of human interventions threaten the livelihoods of the rural poor, most of them depend directly on agriculture, livestock and poultry, horticulture and orchard management to earn a living. Basic nutritional needs cannot be met when crop yields are reduced because of poor soil quality. Environmental degradation affects the poor and vulnerable first because they have fewer social or economic resources to meet their needs. In many areas, environmental degradation has created a new class of poor people. ENRM sector continues to foster productive linkages of CIs with the line departments to benefit from their services. It has established linkages of CIs with the agriculture extension department, soil conservation, livestock, poultry, forest and On-Farm Management Development.



Climate Change Adaptation Practices

The effects of climate change and global warming in Pakistan, the melting of glaciers in the Himalayas, threatening the volumetric flow rate of many of the most important rivers of Pakistan. In Pakistan, such effects are projected to impact millions of lives. As a result of ongoing climate change, the climate of Pakistan has become increasingly volatile over the past several decades; this trend is expected to continue. Given below initiatives aim to enhance environmental sustainability and support local communities in adapting to climate challenges;

- **Plantation Drives;** Efforts to increase green cover through tree planting.
- **Groundwater Recharge;** Techniques to replenish aquifers and improve water availability.
- **Drought-Resistant Crops;** Cultivation of resilient plant varieties to withstand dry conditions.
- **Rainwater Harvesting;** Construction of ponds to collect and store rainwater for agricultural use.
- **Awareness workshops:** Training sessions to inform community about the climate change.



Disaster Preparedness and Mitigation

In case of a natural disaster, GBTI always acts promptly to respond to the needs of the affected people in its programme area. GBTI has vast experience in resettlement and rehabilitation. GBTI not only formed **Village Disaster Management Committees** but also trained them under the "Community Based Disaster Risk & Mitigation" Programme. To enhance disaster mitigation and preparedness, GBTI is implementing several measures;

- Risk Assessments
- Training and Drills
- Community Engagement
- Ecosystem restoration
- Infrastructure Resilience, and
- Partnerships with aligned departments



Rural Microfinance & Enterprise Development Programme

The Community Organisations fostered by GBTI to prepare Micro Investment Plans. Members prepare household-level MIPs and the CO prepares a group Micro Investment Plan. An analysis of the MIPs shows that while the COs as grassroots institutions are generally interested in carrying out social sector projects such as schools, roads, drinking water and sanitation schemes, individual members are most interested in carrying out income-enhancing activities. This usually requires training or financial capital – sometimes both – to begin or expand an income-generating activity, GBTI has created a programme of skills enhancement and a credit line to meet these household-level needs. RMED's primary role is to ensure that credit funds are available to poor households through COs. GBTI has a certificate of compliance with "Sharia and implementing the following two products;

- a) Interest-Free Loan
- b) Tijarat



Physical Infrastructure & Technology Development

The purpose of this sector is to offer guidance to the COs in technical and construction-related initiatives. GBTI also acts as an intermediary and facilitates linkages of the COs with donor agencies, including government departments, that are involved in providing infrastructure services in rural areas. The Objectives of this section are to involve local community members in the identification, planning, execution and monitoring of physical infrastructure schemes, to enhance the capacity of the local community, to develop efficient and productive use of local resources, to demonstrate the acquired skills and capacities of the community to other agencies, to develop a transparent system during the execution of infrastructure schemes and to introduce low-cost technologies.

