

## **Rights Based Capacity Building Program**

Takhleeq Foundation has been giving a lot of emphasis on the capacity building. The projects that have catered capacity building of the community at various levels include “Labor rights based education and capacity building of informal sector workers in Sindh” in collaboration with ISCOS (EU), “Poverty Reduction through integrated development approaches in Ghotki, Sindh” in collaboration with CARE international and “Capacity Building of community workers in Sindh with the support of CIDA PAGE”

### **A.) Organizing the Unorganized labour for Social Justice**

Takhleeq Foundation planned to create awareness among the informal workers and assisted them in forming groups to raise their voted for their rights and also strived to organize these workers to improve their working conditions and raise their earnings in an equitable manner with following objectives. Main outreach task was extended with the formation of Labour Action Support Group (LASG) to organize the unorganized laborers and workers for social justice by building their capacities through training workshops, seminars, discussion dialogues and meetings to create awareness about labor rights. Labour Action Support Group was formed with the motive to support the advocacy process on issues & concerns of laborers by carrying out various activities with supportive environment on labor right at very local level. LASG highlighted the issues.

- Low wages of bangle industry workers.
- Salary structure in textile industries & factory workers.
- Exploitations of contract system existing in most of the institutions and factories.
- Restriction on the formation of trade unions and job security.
- Workers are unskilled and uneducated.
- Extended ratio of child labor in hazardous sectors.
- Low wages for female workers as compare to male workers.
- Basic rights, labor laws & protecting labor rights.

In continuation of this process, Takhleeq Foundation proceeded to organize the unorganized labor force with various strategies through introductory meetings and formation of LASG groups and laborers groups and also organized training workshop for them to comply the basic human rights and CRC, CEDAW and Labor rights to not only defend worker’s rights but also advocate these issues of unorganized sectors through the involvement of civil society groups. To high light the issues of unorganized labor through seminars and discussion dialogue along with this Takhleeq Foundation organized provincial level workshop for all the representatives of LASG and laborers group to share their learning experiences with each other and support for collective action towards the coercion of employer along with this devise their strategies & experiences for future plan of action.

Different training and capacity building components were carried out during this process to more internalize the issues & challenges of unorganized labors in Pakistan. By this initiatives comprehensiveness of minimum labor standards discussed and stressed to be translated into operational standards for compliance by enterprises and supportive public action to acknowledge rights as universal consolidation and rationalization for best arrangements to understand formal, informal, temporary, permanent, contract, waged, salaried, piece rate, home-based.

Takhleeq Foundation initiated this task as a challenge to organize the domestic workers, sanitary workers, cottage industry workers, agriculture workers, working women and children to aware them about their rights and organize them for strategic benefit at grass root level and advocate their issues at all levels.

This program led with **Interactive Training and Capacity Building Workshop, Discussion Dilaogues, Seminars, Street Theater, street children group, Qualitative research, Advocacy, IEC material and Labourer mela**

## **B.) Financial Management Manual Development for CBO's**

Takhleeq Foundation in collaboration with International Council on Management population organized field research based Financial Manual Development for the development of financial system in small NGO and CBO. Before writing this manual, number of organizations (rural & urban) visited to measure the strength & understanding existing financial systems for learning & writing down the basic concepts. It comes with the need to develop a manual, financial, & management accounting and help them by conduct the training program on skill development for financial accounting. Takhleeq Foundation initiated the managerial accounting with basic concepts of accounting and developed manual which consists of four different sections to provide information and management system to the small NGOs and CBOs. The first part of manual covers the Financial Accounting like cashbook, ledger, Bank reconciliation, trail balance, cash flow and balance sheet. This covers the accounting cycle. While the second part is about Management accounting which covers the budget, Management controlling system, cost controlling and inflation rate, Third part based on the program cost, where we discuss about the cost volume analysis and transport cost these two are fundamental task of the program department. Whereas the last part of the manual covers a bite portion of modern management concepts to apply and improves the performances of the organization. For this purpose desk & field research was carried out with Desk review, Checklist / Questionnaires development, Field visits (Urban & Rural), Consultation & Technical Assistance and then developed Financial System Manual.

Financial System Manual Development is not only the referral support for others but also enhanced the skill on material development of Takhleeq Foundation' staff in a more productive and effective with capacity building.

For this effort Takhleeq Foundation and ICOPM make it successfully & with the financial support of CIDA – PAGE, this Financial Management Manual get printed and distributed among CBOs in Pakistan. This initiative helped Takhleeq Foundation to learn more about the organizational effectiveness for such NGOs & CBOs who are at growing stage with improving their financial accounting & management systems.

### **C.) Capacity Building of Women Community Workers in Sindh**

In collaboration with CIDA (PAGE), Takhleeq Foundation initiated three years project with the aims for awareness, sensitization, capacity building and advocacy on women's political rights through mainstreaming political rights based education into training and capacity building process. This project was conceived to ensure empowerment of community workers to highlighted their need and importance in decision making institution. To achieve the objectives Takhleeq Foundation has created resource group in five districts in collaboration with the members of civil society organization, councilors male and females, journalist and political activists. Following the curriculum the Takhleeq Foundation organized workshops, seminars and public rallies in the targeted areas. The main thrust was on training of community workers to aware and sensitizes them on issues related to social and economic development ultimately leading to good governance. Takhleeq Foundation has achieved encouraging results & confident with successfully completion of the program achieving - discharging its responsibility for participatory democracy and good governance.

This program was started in five district of Sindh namely Jacobabad, Thatta, Ghotki, Hyderabad, Mirpurkhas with community workers for the capacity building to prepare them to discharge their role assign to them by their respective institution, effectively, efficiently raising the issues important for the rights of poor and marginalized masses at the decision making stages. Takhleeq Foundation having passed experience for working with local representative both man and women, media persons, political parties representative of both genders as well as women and men belonging to various NGOs and CBOs in these five districts, strongly fait that it can work on this project to achieve the objectives set forth it being in consonance with Takhleeq Foundation's goal of creating adjust society with sustainable social and economic development with equitable distribution of resources leading to the good governance.

### **D.) Women Leadership Initiatives**

Gender sensitive good governance requires attitudinal changes towards involving women in a range of decision making process- from household to national level. Takhleeq Foundation has worked towards this end through political mobilization and capacity building of women leaders. Takhleeq plans not only to continue the political education and awareness raising process in interior Sindh but also to increase its outreach to cover more districts.

Takhleeq Foundation initiated women leadership capacity building program in eight districts of Sindh and organized a platform for women political activists belonging to various social and

political sectors. The main objective of forming these platforms is to unite women social and political activists and support them in a joint struggle on women's issues. These platforms are consisting of various activities, i.e. elected women councilors, NGOs, CBOs, trader unions and women activists. Takhleeq Foundation is also interested to take initiatives in training and capacity building program in each district. These districts include **Jacobabbad, Shikarpur and Nine Talukas**. A detailed training need assessment of community workers and forming of resource groups comprises of 25-30 women and men and organized workshops on gender and good governance to develop a common vision for gender sensitive development