



GOVERNMENT OF PAKISTAN

**MINISTRY OF POVERTY ALLEVIATION AND
SOCIAL SAFETY**

YEAR BOOK 2023-24

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PREFACE

Rule 25 of the Rules of Business, 1973, mandates each Division of the Federal Government to compile and publish a Year Book on its annual activities and achievements. This report serves as a permanent record and a reference document, providing essential information for both the Cabinet and the general public. Ministries and Divisions are required to upload the Year Book on their websites at the end of each financial year.

The online publication of the Year Book not only upholds the public's right to information but also reinforces transparency and openness in governance. In compliance with these requirements, the Ministry of Poverty Alleviation and Social Safety has prepared its Year Book for 2023-24. This publication aims to inform the public about key initiatives undertaken by the Ministry and its affiliated organizations, entities, and departments. Additionally, it is expected to serve as a valuable reference for scholars and researchers.

Navid Ahmad Shaikh
Secretary, Ministry of Poverty
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Islamabad, 18th February, 2025

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ACRONYMS

ACG	Anti-Corruption Guideline
ACL	Audit Command Language
ADB	Asian Development Bank
APP	Associated Press of Pakistan
BISP	Benazir Income Support Program
BMGF	Bill & Malinda Gates Foundation
BSU	BISP Scholarships for Undergraduates
CBDRM	Community-based Disaster Risk Management
CCT	Conditional Cash Transfer
CFE	Certified Fraud Examiner
CIA	Certified Internal Auditor
CISA	Certified Information System Auditor
CPF	Contributory Provident Fund
CRPs	Community Resource Persons
D&FLT	Digital & Financial Literacy Trainings
DAC	Departmental Accounts Committee
DMPP	Drought Mitigation and Preparedness Projects
DPCs	Departmental Promotion Committees
DRC	Dynamic Registry Centers
EAD	Economic Affairs Division
ECC	Economic Coordination Committee
EDF	Ehsaas Donation Fund
EFC	Error, Fraud and Corruption
EICs	Evaluation of Internal Controls
EKBNSF	Ehsaas Koi Bhoka Na Soye Fund
ETPB	Evacuee Trust Complex Pakistan Board
FIs	Financial Institutions
HEC	Higher Education Commission
HEIs	Higher Education Institutions
HH	Households
HRD	Human Resource Development
IA	Internal Audit
ICT	Islamabad Capital Territory
IEC	Information, Education, and Communication
IFA	Iron folic acid
IFA	Individual Financial Assistance
IFAD	International Fund for Agriculture Development
IFL	Interest-free loan
ILO	International Labor Organization
IsDB	Islamic Development Bank
KSE	Knowledge, Skills and Expertise
KSKL	Khana Sab Key Liye
LDC	Lower Division Clerk

MCO	Media Communication and Outreach
MELA	Multiple Entry Localized Access
MoA	Memorandum of Agreement
MoPD&SI	Ministry of Planning Development and Special Initiatives
MoU	Memorandum of Understanding
NADRA	National Data Base and Registration Authority
NITB	National Information Technology Board
NPGP	National Poverty Graduation Programme
NSER	National Socio-Economic Registry
OWSP	Orphan and Widow Support Programme
PACC	Poverty Alleviation Coordination Council
PAO	Principal Accounting Officer
PBM	Pakistan Bait-ul-Mal
PCP	Pakistan Citizen Portal
PES	Pakistan Economic Survey
PGEP	Poverty Graduation of Extremely Poor
PID	Press Information Department
PIDE	Pakistan Institute of Development Economic
PLW	Pregnant & Lactating Women
PMAP	Prime Minister's Assistance Package
PMDU	Prime Minister's Delivery Unit
PMIC	Pakistan Microfinance Investment Company
PMIFL	Prime Minister's Interest Free Loan
PMT	Proxy Means Test
PMU	Programme Management Unit
PPAF	Pakistan Poverty Alleviation Fund
PSC	Project Steering Committee
PSC	Poverty Score Card
PSDP	Public Sector Development Program
PTCL	Pakistan Telecommunication Limited
PTV	Pakistan Television
SAPM	Special Assistant to the Prime Minister
SCO	Cooperation Organization
SDF	Special Development Fund
SDGs	Sustainable Development Goals
SECP	Securities and Exchange Commission of Pakistan
SES	Socio-Economic Status
SHIFT	Securing Human Investments to Foster Transformation
SLIC	State Life Insurance Corporation
SME	Small and Medium Enterprise
SNF	Specialized Nutritious Food
SPDU	Social Protection Delivery Unit
SQL	Structured Query Language
SRCL	Schools For Rehabilitation Of Child Labour

STP	Sehat Tahafuz Programme
SWG	Special Working Group
TVO	Trust For Voluntary Organizations
UCT	Unconditional Cash Transfer
UDC	Upper Division Clerk
UNICEF	United Nation International Children Emergency Fund
WECs	Women Empowerment Centers

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1. Introduction

In February 2019, the Poverty Alleviation Coordination Council (PACC) was formed with the task of developing a poverty alleviation strategy for the Government of Pakistan. Following this on March 27, 2019, the Government of Pakistan launched its Social Safety Strategy, heralded as the country's largest-ever poverty alleviation initiative. Subsequently, in April 2019, the Cabinet approved the creation of the Ministry of Poverty Alleviation and Social Safety, signaling a significant step towards addressing socio-economic challenges and fostering more inclusive society.

1.1 Functions as Per Rules of Business, 1973.

Policies regarding social protection with the objective of providing basic necessities of life, such as food, clothing, housing, education and medical relief, for all such citizens, as are permanently or temporarily unable to earn their livelihood on account of infirmity, sickness or unemployment.

- i. Policies and strategies regarding poverty alleviation with the objective of improving the quality of life of the poorest segments of society; monitoring implementation of such policies and strategies.
- ii. Policies for mainstreaming poverty alleviation and social protection concern the public sector expenditure.
- iii. Establishment of various innovation challenges to design initiatives for poverty alleviation.
- iv. Coordination with all relevant stakeholders including but not limited to concerned divisions and provincial governments for integration and synergizing of efforts and ensuring that all policies are made with a pro-poor focus.
- v. Working with non-government sector to design and implement pro-poor initiatives.
- vi. Establishment of a time-bound and output-based Labor Advisory Council and implementation of the proposals thereof.
- vii. Collection of Zakat and Usher, disbursement of Zakat and Usher to the Provinces and other areas as per formula approved by Council of Common Interests.
- viii. Coordination with relevant ministries and provincial governments for poverty alleviation and social protection initiatives.
- ix. Administration of:
 - Benazir Income Support Programme
 - Pakistan Bait-ul-Mal
- x. Administrative matters of:
 - Trust for Voluntary Organizations
 - Pakistan Poverty Alleviation Fund

1.2 Organizational Setup.

The Prime Minister of Pakistan remained the Minister In charge of the Ministry during period under report. The Secretary is the Principal Accounting Officer (PAO). There are two wings Administration & Finance and Planning & Development in the Ministry. Detailed hierarchy of these wings along-with role, responsibilities and performance of Sections of these wings is explained in pages to follow. The structure sanctioned and working strength of the Ministry is placed at Annexures. The total budget of the Ministry was Rs. 2,252.220 million of which Rs. 1,752.22 was for current expenditure and Rs 500 million for Projects (Sehat Tahafuz Programme Rs 419.13 million and Social Protection Delivery Unit Rs 80.87 million).

2. Administration and Finance Wing

2.1 Administration Section

The Administration Section is looking after matters relating to Human Resource Management. Performance of the Section during 2023- 2024 is as under: -

- i. Issued Seniority List in respect of all cadres of the Ministry.
- ii. Successfully conducted Departmental Promotion Committees (DPCs) for Promotion from Naib Qasid to LDC, Steno typist to Assistant Private Secretary, Assistant to Superintendent and Assistant Private Secretary to Private Secretary.
- iii. Completed 160 cases of hiring of residential accommodation for officers/officials of the Ministry
- iv. Completed 79 cases of medical claims in respect of in-service and retired employees of the Ministry.
- v. Dealt with various cases of local/ foreign trainings
- vi. Completed 09 cases of retirement
- vii. Processed 25 cases of Educational Stipend/ Fee reimbursement and two cases of Marriage Grant with Federal Employees Benevolent and Group Insurance Funds, Establishment Division, Islamabad.
- viii. Dealt with various postings/ transfers of staff within M/o PA&SS.
- ix. Granted various kinds of leaves to the officers/ officials of the Ministry.
- x. Dealt with 03 cases of deputation.

2.2 General Section:

The General Section is custodian of all assets and responsible for their upkeep and maintenance. Its responsibilities include: Telephone and Internet, all kind of procurement, Store, Stock register of the Ministry, Security measures of the Ministry, supervision of janitorial staff. Arrangements of conference room and meetings. Maintenance of office equipment, furniture and fixture and its maintenance. Managing the protocol of Ministries and Secretaries, operation and deployment of staff at reception of the Ministry. Matters regarding office building i.e. rent of office building, electricity bills, repair and maintenance. Supervision of transport and maintenance of staff cars, petrol and to depute staff car drivers with officers. Look after all the matters of receipt & issues of the Ministry

The General Section has achieved the following during period under review:

Timely submission of utility bills such as electricity, telephone and Internet etc.

- i. Pre-qualification of vendors for procurement.
- ii. Concluded rent agreement between Evacuee Trust Property Board and the Ministry for further Two (02) Years.
- iii. Well maintenance of store and stock registers.
- iv. More than 35 meetings arranged meetings in the Conference room of the Ministry.
- v. Timely dispatched letters to others Ministries / Division / Departments
- vi. Timely delivered the received to the respective office of this Ministry.

2.3 Council and Coordination Section

Council and Coordination Section coordinates with respect to the Parliamentary Business, Court and Litigation cases matter as per following detail:

2.3.1 Parliamentary Business

Preparation and submission of replies of Questions, Motions, Resolutions, Amendment Bills etc, Prepare fair replies for the Minister and the Parliamentary Secretary of the Ministry to attend Assembly Session and to keep notes of supplementary or any other development concerning the Ministry, coordination for briefing to the Minister-in-Charge, preparation of Working Paper and coordination for meetings of the Standing Committees, attending sessions of the National Assembly/ Senate, preparation of entry cards/security pass in the Senate and the National Assembly.

2.3.2 Litigation Matters

Vetting para-wise comments and nomination of legal Counsels, filing of para-wise comments/ documents in the Court, attending Courts/ Tribunals.

2.3.3 General Coordination

Includes collection and submission of information/ data/ reports, miscellaneous information required by the Senate and National Assembly

The Council & Coordination Section achieved the following during the period under review:

- i. Processed and got approved 36 questions of the National Assembly & 23 questions of the Senate.
- ii. 36 National Assembly questions and 23 Senate questions were approved / processed and accordingly submitted to the National Assembly Secretariat and Senate Secretariat Islamabad.
- iii. Various replies regarding Motions, Resolutions and Amendment Bill's etc. have been submitted to the quarters concerned.
- iv. Prepared and forwarded the working paper / brief for meeting of the Senate Standing Committee / National Assembly Standing Committee meetings.

2.4 Finance, Accounts, Drawing, Disbursement and Budget Section

The main functions of the Drawing, Disbursement and Budget Section are as follows: -

- i. Disposal of bills, reconciliation of expenditures, maintaining of appropriation account, preparation of revised and budget estimates, coordination with the Finance Division, summaries for re-appropriation of funds.
- ii. Processing of cases for supplementary grants/technical supplementary grants, processing of the cases of grant of honorarium, TA/DA, Pensions etc.

Finance, Accounts, Drawing, Disbursement & Budget Section has achieved the following during period under review:

- i. Timely reconciled expenditure

- ii. Timely prepared and submitted Revised Estimates for 2023-24 and Budget Estimates 2024-25.
- iii. Re-Appropriation cases were submitted and got approved
- iv. Timely processed the case for Supplementary Grant with Finance Division.
- v. 657 contingent bills and 300 salary claims were submitted to the AGPR.

2.5 Information Technology Section

Information Technology Section manages all matters related to the internet, E-Office functioning, managing Cabinet Portal and the attendance system.

The Section has achieved the following during period under review:

- i. Updated and maintained the complex software for Central Zakat Collection & Reconciliation System to fulfill the latest requirements of the Ministry, Banks and the other stake holders, including Auditor General of Pakistan.
- ii. Handled Pakistan Citizen Portal (PCP) complaints & completed Prime Minister's Delivery Unit (PMDU) tasks.
- iii. Supervised the implementation of e-office

2.6 Zakat Section

The Zakat System in Pakistan is governed under Zakat & Ushr Ordinance 1980. After 18th Amendment in the Constitution of Pakistan 1973, subject of Zakat has been devolved to Provinces and Federal Areas (Islamabad Capital Territory & Gilgit Baltistan). The Ministry is only responsible for collection and bulk distribution of Zakat to the Provinces /Federal Areas as per following formula approved by the Council of Common Interest:

Province/Federal Area	% Share
Punjab	57.36% of 93%
Sindh	23.71% of 93%
KPK	13.82% of 93%
Balochistan	05.11% of 93%
ICT	35.14% of 07%
Gilgit Baltistan	18.57% of 07%
FATA	46.29% of 07%
Total	100%

2.6.1 Collection of Zakat:

Zakat is collected on compulsory basis throughout the year on the assets mentioned in the First Schedule of Zakat & Usher Ordinance, 1980, through banks/ financial institutions and is credited in the Account of Central Zakat Fund (CZ-08) maintained with the State Bank of Pakistan.

2.6.2 Disbursement of Zakat:

Every year, Zakat funds are released to Provinces/Federal Areas in bulk after the approval of Prime Minister of Pakistan.

During the Financial Year 2023-24 the Zakat Funds was released to Provinces/Federal Areas as per following detail:

Province/Federal Area	% Share	Allocated Budget 2023-24 (Rs. In Billion)
Punjab	57.36% of 93%	3.944
Sindh	23.71% of 93%	1,630
KPK	13.82% of 93%	0.950
Balochistan	05.11% of 93%	0.351
ICT	35.14% of 07%	0.181
Gilgit Baltistan	18.57% of 07%	0.096
FATA	46.29% of 07%	0.240
Total		7.393

2.6.3 Declaration of Zakat Nisab:

Each year, the Ministry declares the Nisab of Zakat in the last week of Hijri Month Sha'aban ul Muazzam through State Bank of Pakistan, print and electronic media. An amount of **Rs. 135,179** was declared as Zakat Nisab for the **year 1444- 45AH** (FY 2023-24).

3. Planning & Development Wing

The Planning and Development wing is headed by a Joint Secretary. In addition to managing the Wing he is also dealing with the projects under the Ministry.

3.1 Planning And Development Section

The Section has successfully worked on the administration of the following projects during the year 2023-24:

- i. The Sehat Tahafuz Programme (STP) was implemented in collaboration with 19 public hospitals, with patient enrollment and treatment managed through a digital platform. The Social Protection Delivery Unit (SPDU) was initially a three-year project aimed at executing the Ehsaas Strategy and managing 292 initiatives to develop and implement the National Policy Framework for Poverty Alleviation and Social Protection. The Section collaborated with donors and managed all initiatives by the Prime Minister's Office.
- ii. Coordinated with the National Poverty Graduation Programme (NPGP) for provision of Assets and interest-free loans to eligible and needy individuals including women, youth and rural poor was made.

The three main subjects that this Section coordinates with NPGP are:

- a. Poverty Graduation of Extremely Poor and Flood Affected House Holds (PGEP) With the Financial Support of Islamic Development Bank (IsDB).
 - b. Women Empowerment through Transfer of Assets, Interest Free loans and Training under "Prime Minister's Initiatives for Women Empowerment".
 - c. Miscellaneous cases of NPGP received from other ministries including Economic Affairs Division (EAD) and Finance Division.
- iii. 118 complaints with respect to inadvertent deposits by citizens in the Covid-19 Pandemic Relief Fund, Ehsaas Koi Bhoka Na Soye Fund (EKBNSF) and Ehsaas Donation Fund (EDF)

was made. Coordination with the Finance Division, BISP and State Bank of Pakistan is on-going for reversion of funds to the public.

- iv. Coordination with BISP, SECP, Foreign Office and Shanghai Cooperation Organization Secretariat (SCO) was carried out by the Section for holding a webinar on pension prospects and retirement systems in SCO member states in September, 2024. The Section played an important role in the exchange of important official information such as agendas, concept notes, presentations and circulation of final report among all stakeholders.
- v. The Section oversees the MoU signed between Ministry of Poverty Alleviation and Social Safety and the Ministry of Commerce of the Peoples' Republic of China on Poverty Alleviation in the field of commerce. Issues such as coordination between Foreign Office, Prime Minister's Office and M/o Commerce were carried out in this section.

3.2 Organizations Section.

The Section deals with issues related to Pakistan Bait-ul-Mal (PBM) and Pakistan Poverty Alleviation Fund (PPAF). The Section has achieved the following during period under review:

- i. Almost 70 cases pertaining to Financial and Medical Assistance accorded by Pakistan Bait-ul-Mal (PBM) have been processed.
- ii. Under the directions of Prime Minister's Office, summaries for appointment of Managing Director of Pakistan Bait-ul-Mal (PBM) for completion of Board members were processed.
- iii. Various Cases of Pakistan Bait-ul-Mal with respect to its employees have been administratively managed by this Section. These includes individual cases of corruption, litigation and Service matters.
- iv. The Section processes various administrative issues of PPAF and PBM.
- v. Management of PMDU tasks and complaints with respect to PBM and PPAF were resolved successfully.

3.3 Policy Section.

The Policy Section deals with all policy/administration related matters of BISP and TVO. It also examines summaries received from BISP and TVO to seek necessary approvals from the Prime Minister. It deals with all matters of Economic Coordination Committee (ECC) of the Cabinet related to BISP and TVO core programs. It also processes all cases of BISP Kafalat. Coordination with other Ministries/Divisions on miscellaneous matters seeking comments related to BISP, indexation policy of BISP and re-constitution of BISP Board is its ambit. The Section has achieved the following during the period under review:

- i. Successfully forwarded 300+ individual applications from different parts of the country related to Financial Assistance under various programs of BISP.
- ii. Successfully forwarded 100 + applications from Awain-e-Sadar Public and 100+ from Ministry of Parliamentary Affairs, Prime Minister's Graveness wings.
- iii. Successfully completed the summaries related to foreign visits of Chairperson Person BISP, Secretary BISP and Additional Secretary, BISP with the approval of Prime Minister's Office.
- iv. The appointment of Senator Rubina Khalid as a Chairperson BISP was initiated after the resignation of Dr. Amjad Saqib as a Chairperson BISP.

- v. Successfully initiated Summary for the Prime Minister regarding reconstitutions of TVO Board now Summary is submitted to Cabinet for appointment of Private Members in TVO Board.
- vi. Successfully initiated Summary for the Prime Minister for the low downs regarding appointment of Private Members of BISP Board.
- vii. Dealt with 03 cases of deputation in BISP of different individuals of different Ministries.
- viii. Dealt with all matters of Economic Coordination Committee (ECC) of the Cabinet related to BISP core programmes.
- ix. Dealing and processing of all cases of BISP Kafalat was done.
- x. Coordination with other Ministries/Divisions on miscellaneous matters seeking comments related to BISP.
- xii. Prime Minister Office has assigned 04 task to this Ministry out of which 03 tasks were handed over to concerned Ministries and 01 task which relates to “Direct Subsidy Disbursement for Protected Domestic Consumers” headed by the Ministry along with collaboration of BISP, Power Division and Finance Division is in its final stage.

4. Projects under the Ministry:

4.1 Social Protection Delivery Unit (SPDU)

Social Protection Delivery Unit, is a PSDP funded project of Government of Pakistan sponsored and executed by the Ministry since July 2020, for effective implementation of its Rules of Business 1973. The Unit provides technical and advisory support for monitoring and evaluating the social protection programmes through a coordinated effort with the federal ministries and federating units. Besides providing strategic policy formulation support for priority initiatives, the Unit is also providing well-coordinated communication support to relevant stakeholders, including ministries, beneficiaries, and public at large. The total project cost (through revised PC-I) is Rs. 329 million for a period of five years (July 2020 to June 2025).

4.1.1 Key Functions.

The Unit is aligned with the Ministry’s Rules of Business 1973 and designed to serve the following key functions:

- i. Devising a National Policy Framework for Poverty Alleviation and Social Protection.
- ii. Activation of Consultative Group for Poverty Alleviation and Social Protection for coordination improvement.
- iii. Monitoring and reporting of Social Protection programmes under Prime Minister’s Strategic Roadmap.
- iv. Devising Evaluation mechanism for evidence-based policy research on social protection programs.
- v. Communications and Stakeholder Engagement for poverty alleviation and social protection.
- vi. Social Protection Capacity Development of Stakeholders to improve the design and delivery of social protection programs.

4.1.2 Key Achievements of the Delivery Unit During 2023-24.

- i. Monitoring and regular stocktaking of different Initiatives for successful implementation of Social Protection strategy 2019-2024
- ii. Regular follow up with ancillary organizations, i.e. BISP, PPAF, TVO and PBM on operational framework and PM strategic roadmap for timely achievements of targets
- iii. Collection of Milestones for PM's Strategic Roadmap 2023-24 and bi-annual
- iv. Operational framework.
- v. Monthly, quarterly, bi-annual and annual monitoring reports of social protection programmes/Strategic Roadmap 2023-24 prepared through continued coordination with the focal persons of ancillary organizations (BISP, PPAF, PBM, and TVO) for compliance of timelines.
- vi. Support to Ministry in preparation of different documents. i.e. briefs, presentations, speeches, progress reports, concept papers, senate questions etc.
- vii. Application of Governance Observatory in ancillary organizations. Regular follow up on different governance metrics. i.e. Minutes of board meetings, risk registers, audit and financial plans etc.
- viii. Implementation of Private Sector Engagement Policy (2020) under corporate social responsibility.
- ix. Finalization of terms of engagement between Zong and PBM for strengthening Women Empowerment Centers
- x. Finalization of e-commerce-based women empowerment project between Pakistan Telecommunication Limited (PTCL) and PPAF for financial inclusion and digital literacy amounting to Rs 5.9 Million and
- xi. Engagement of Master card foundation as an enabler for fund raising while connecting 1billion Global Master card holder community for donation for PBM and PPAF through donation.
- xii. A briefing was arranged on Informal Workers for ILO Country Director, Pakistan and ILO Senior Technical Specialist Ms. Mariko Ouchi.
- xiii. Technical backstopping (support and coordination) provided for convening two meetings of Special Working Group on Poverty Reduction with SCO member states.
- xiv. Coordination with Chinese and Russian interpreters before and during the SCO meetings.
- xv. Under the co-leadership of the World Bank and the International Labor Organization, USP 2030 partners work together to increase the number of countries that provide universal social protection, supporting countries to design and implement universal and sustainable social protection systems, in line with the 2030 agenda for sustainable development goals. Pakistan has joined USP 2030 as a member in the meeting of USP 2030 Social protection and food security working group.
- xvi. Report drafted on 'Principles of Policy' through aligning Social Protection initiatives under the Ministry with the concerned articles under Constitution of Pakistan.
- xvii. Report on "Performance of the Government" developed for the Minister.
- xviii. Reports prepared on "Material for Annual Plan for MoPD&SI" and "Material for Pakistan Economic Survey".
- xix. Planning, leading, executing, and overseeing all communications and stakeholder engagement including Press Releases and Strategic Communications.

- xx. Prepared testimonials and content for strategic communication, and ensured robust print and electronic media coverage and surveillance of social protection programmes.
- xxi. Convened stakeholder engagement sessions with ancillary organizations to create awareness about Ministry's social protection programmes; Interest Free Loan and Assets Transfer. Through these sessions, the capacity building of partner organizations on outreach, communication tools, development of Information, education, and communication (IEC) material, adherence of SOPs and community engagement tools was ensured.
- xxii. Coordinated with BISP beneficiaries and regional ADs to ensure capturing of videos, static success stories and dissemination through social media channels in Urdu, Sindhi and English languages.
- xxiii. Weekly radio programme (Hotline) and participation in Raabta. Coordination with PID, PTV, APP and private channels for robust media coverage.
- xxiv. Media Coverage of Minister on Poverty Alleviation and Social Safety and SAPM on Poverty Alleviation and Social Safety
- xxv. Trained 75 social protection practitioners including Federal and Provincial civil servants.
- xxvi. Secretariat support to SCO's Special Working Group-SWG on Poverty Alleviation
- xxvii. Activation of Consultative Group for Poverty Alleviation and Social Protection for coordination improvement.

Overview of the budget and expenditure is as under.

Social Protection Delivery Unit (SPDU)				
				Rs in million
Project	PSDP Allocation	Releases	Expenditure	% Utilization
Social Protection Delivery Unit (SPDU)	80.87	46.091	44.904	97.42

4.2 National Poverty Graduation Programme (NPGP)

4.2.1 Programme Overview:

National Poverty Graduation Programme (NPGP) is funded by International Fund for Agriculture Development (IFAD) and Government of Pakistan. The Programme is being implemented through a Project Management Unit under the Ministry as Lead Programme Agency, and its eight partner organizations in 23 districts of four provinces of Pakistan. The programme aims “to assist the ultra-poor and very poor in graduating out of poverty on a sustainable basis while simultaneously improving their overall food security, nutritional status, and resilience to climate change”. The development objective of the project is “to enable the rural poor and especially women and youth to realize their development potential and attain a higher level of social and economic wellbeing through a proven, flexible, and responsive menu of assistance”.

4.2.2 NPGP Goal and Approach:

The overall goal of the programme is to assist the ultra-poor and very poor in graduating out of poverty on a sustainable basis; simultaneously improving their overall food security, nutritional status and resilience to climate change.

4.2.3 NPGP Geographical Coverage / Districts:

The program has a national focus in order to demonstrate the viability of the graduation approach in different geographical settings and socio-economic environments. However, keeping in view the limitations of available resource, the program is focused on a representative sample of the 23 poorest Districts (379 Union Councils) in four provinces of Pakistan.

4.2.4 Programme Components:

National Poverty Graduation Programme (NPGP) has two main Components,

- i. **Poverty Graduation:** The first component mainly focuses on assets creation, interest-free loan and training of assets and IFL beneficiaries.
- ii. **Social Mobilization and Programme Management:** Under this component, the following training opportunities are provided to the households that benefit from Livelihood Assets and Interest-Free Loans:-
 - a) Community training on Climate Change resilience/mitigation.
 - b) Sessions with Households around nutrition.
 - c) Training of Village Organizations around gender.
 - d) Youth engagement activities.
 - e) Campaigns on Health & Nutrition/Gender/Environment/Peace & Justice.
 - f) Training of Community Resource Persons.

To ensure vulnerable communities have access to support service, National Poverty Graduation Programme (NPGP), partner organizations, with the oversight of the Programme Management Unit (PMU), establish a crucial link to the community through village organizations. This grassroots approach allows for targeted and effective interventions. Within each village organization, dedicated Community Resource Persons (CRPs) are the driving force. These CRPs serve as local experts, providing essential knowledge, support, and guidance to their communities. A total of 3,525 CRPs are actively engaged within the NPGP's village organizations, reflecting a significant outreach capacity. This dedicated workforce is comprised of 2,255 male and 1,270 female CRPs, reflecting an effort towards gender inclusivity within the program's human resource's structure.

Beyond the conventional methods of communication, the NPGP actively leverages the power of social media to foster transparency and engagement. Dedicated accounts on various platforms serve as a dynamic hub for daily updates from the field, showcasing the program's activities and progress. This digital avenue not only provides timely information but also creates a vital space for beneficiaries and rural communities to share their experiences, offer feedback, and participate in the ongoing dialogue surrounding the NPGP. The program's commitment to open communication is further underscored by detailed social media engagement statistics, highlighting the reach and impact of these online interactions. This two-way communication channel ensures that the voices of those directly impacted by the NPGP are not only heard but also actively inform and shape the program's development and implementation.

4.2.5 NPGP Outcome Achievements:

As per third party outcome assessment survey, PIDE and World Bank report on impact of NPGP conducted in FY 2022-23:

- 74.4% households who received assets and IFL graduated out of poverty score band 16.17.
- 77.4% households reported an increase of 30% in their monthly income against their baseline income; and
- 37.7% households who received IFL reported 30% increase in monthly income.

Overview of the budget and expenditure is as under.

NATIONAL POVERTY GRADUATION PROGRAMME (NPGP)				
Rs in million				
Programme	Description	Final Budget	Expenditure	Saving (-) Excess (+)
National Poverty Graduation Program (NPGP)	Grant	1,500.000	1,497.399	-2.601
	Total	1,500.000	1,497.399	-2.601

4.3 Sehat Tahafuz Programme (STP)

Sehat Tahafuz is a social protection PSDP programme of the Ministry, designed to protect the poor from catastrophic health expenditures and falling into extreme poverty. Pakistan is a developing country where poverty is a significant challenge, and many people lack access to basic healthcare facilities. This lack of access to healthcare services leads to a high mortality rate, decreased life expectancy, and low productivity, which further perpetuate poverty.

Tahafuz is providing access to quality healthcare services to poorest of the poor and promoting well-being for all at all ages, which helps in reducing the financial burden of healthcare costs and poverty.

The total budget allocated to programme is Rs 1.9 billion, which needs to be utilized in the period of 3 years (2021-2024). Currently, programme partners with public sector hospitals and covers “out of pocket expenditure”. Under the basic eligibility criteria programme is providing health facilities to patients, who fall under certain poverty level (based on BISP PMT score) and unable to receive treatment from Sehat Sahulat Card. Program is currently covers 900 treatments packages across 21 medical departments.

Tahafuz operations are executed through a state-of-the-art automated IT system which was earlier provided by Bill & Malinda Gates Foundation (BMGF) as an in-kind technology support. Later on, a similar indigenous software through National Information Technology Board (NITB) got developed which is functional since November 2022 and patients’ requests are being processed through this automated system. The patient journey process is as under:

Figure : Automated Treatment Process - STP



4.3.1 Key Achievements:

- i. Patients who fall under certain poverty level based on BISP-PMT score < 44 and are unable to receive treatment from Sehat Card.
- ii. All provinces: 19 Hospitals
- iii. Covered 900 treatments packages across 21 medical departments
- iv. Health coverage to 38000 beneficiaries out of which 16206 were treated.

Overview of the budget and expenditure is as under.

SEHAT TAHAFUZ PROGRAM (STP)				
Project	PSDP Allocation	Releases	Expenditure	Rs in million % Utilization
Sehat Tahafuz Programme (STP)	419.13	332.46	304.95	91.72

5. Ancillary Organizations:

5.1 Benazir Income Support Programme (BISP)

Benazir Income Support Programme (BISP) was launched in July, 2008 to serve as the premier national safety net institution with the primary objective of consumption smoothing and alleviating adverse effects of slow economic growth. The Programme targets cash transfers to vulnerable and deserving women and their families from the poorest households across the country irrespective of political affiliations, racial identity, geographic location, and religious beliefs. The long term objectives include meeting the targets of the United Nations Sustainable Development Goals (SDGs) on eradicating extreme and chronic poverty and empowering women. BISP operates nationwide through a network of 385 tehsil offices, 33 divisional offices, six regional offices, and its headquarters in Islamabad.

5.1.1 National Socio-Economic Registry (NSER)

Established in 2010-11, following a nationwide poverty score card survey, NSER has since been evolved as the most reliable dataset of 35 million households; reflecting a full spectrum of household-based data pertaining to the living standards and wellbeing information across the country.

NSER successfully transformed from a static stand-alone registry into the resilient, Dynamic NSER through the Multiple Entry Localized Access (MELA) approach in February 2023. BISP has setup 647 Dynamic Registry Centers (DRCs) across the country, ensuring that every tehsil has at least a dedicated registration center. These Centers provide a local platform for the public to register themselves in their respective tehsils, making the registration process more accessible and efficient. These centers also redress citizens' grievances, including households who were missed out during the door-to-door coverage or households who are required to provide additional information/update existing data based on identified discrepancies. This dynamic approach of NSER has eliminated the need for a recurring nationwide survey. Any Pakistani citizen can go to the DRC for inclusion in NSER. It is mandatory for households to register family members in NADRA through Form-B or CNICs before visiting the DRC for a survey.

NSER has adopted Proxy Mean Test (PMT) approach for assessing the poverty levels of the surveyed households. This assessment approach has high predictability and is widely accepted as a very efficient tool for evaluating households' living standards. NSER has used a comprehensive Poverty Scorecard to capture the information on surveyed households on 43 indicators with respect to; household size, education level, employment status, disability, assets, agriculture, health etc. Every Household is assigned a PMT score from 0-100 based on the survey. The PMT score is indicative of Socio-Economic Status (SES) of the HH. Households having PMT scores close to zero are considered to have low SES and vice versa. This registry is also linked with NADRA for family data verification of surveyed Households. NSER is the basis for identifying beneficiary Households for the Un-conditional and Conditional Cash Transfer Programs of BISP. This data repository is also being used to identify deserving households for domestic income augmentation and to further connect them to other targeted public and private social welfare interventions aiming to improve the living standards of the most deserving segments of the society.

To date, BISP has collected Household data of approximately 35 million households. These HHs are divided in to five Socio Economic Statuses-SES(I-V) based on the PMT score ranges. Each SES comprises around 20% of the registered population with SES-I being the lowest and SES-V being the highest. BISP includes the lowest two SES; SES-I and SES-II in its Kafaalat Program.

5.1.2 Unconditional Cash Transfer (UCT) Programme

The Unconditional Cash Transfer (UCT) also known as “Benazir Kafaalat”, the core initiative of BISP, was started in 2008. Since inception, the UCT/ Kafaalat initiative has grown to the extent that it is now the largest single cash transfer program in Pakistan's history. At the start of the programme, the number of beneficiary families was around 2.2 million which has been increased gradually to 9.35 million. The short term objective of the programme was to cushion the negative effects of slow economic growth, food crisis and inflation on the poor, particularly women. Its long term objectives include meeting the targets set by Sustainable Development Goals (SDGs) to eradicate extreme and chronic poverty and empowerment of women.

i. Selection/Identification of Beneficiaries

Beneficiaries of Kafaalat Programme are identified/ selected through scientific mode of National Socio Economic (NSER) survey based on Proxy Means Test (PMT) that determines the welfare status of the household on a scale between 0-100. The PMT cut-off score for eligibility is decided on the basis of available fiscal space. At present, PMT cut-off score of 32 is being used as eligibility cut-off to identify vulnerable families. However, for families with disabled persons, the PMT cut-off score is set at 37. The recipients of cash assistance can only be ever-married women of the eligible families, with valid CNICs. However, in result of change in policy, transgenders are also included under the programme without any restriction of PMT score.

ii. Size of Cash Assistance under UCT/Kafaalat Programme

Initially, the beneficiaries of the programme were provided cash assistance @ Rs 3,000/- per quarter per beneficiary. The quarterly cash grant has been gradually enhanced over-time from Rs. 3,000/- per beneficiary to Rs. 10,500/- per beneficiary. The summary of year-wise increase in quarterly cash assistance is given as under:

Fiscal year	Quarterly tranche rate
2008 - 09	3,000
2009 - 10	3,000
2010 - 11	3,000
2011 - 12	3,000
2012 - 13	3,000
2013 - 14	3,600
2014 - 15	4,500
2015 - 16	4,700
2016 - 17	4,834
2017 - 18	4,834
2018 - 19	5,000
2019 - 20	5000 - 6000
2020 - 21	6,000
2021 - 22	6000 - 7000
2022 - 23	7000 – 8,750
2023 - 24	8,750-10,500

5.1.3 Disbursements made under UCT/Kafaalat Programme:

BISP's annual budget allocation for UCT/Kafaalat programme rose from Rs. 16 billion in FY 2008-09 to Rs. 356 billion for FY 2023-24. During the FY 2023-24, an amount of Rs. 354 billion has been disbursed to 9.35 million regular Kafaalat beneficiaries @ Rs.10,500/- per beneficiary per quarter.

i. Indexation of Cash Transfer:

In pursuance to fulfill the requirement under IMF's Extended Fund Facility Program, 2019-20 as well as World Bank's Second Securing Human Investments to Foster Transformation (SHIFT II) Policy Reform Framework, Finance Division approved an institutional mechanism and notified a committee on indexation in 2021 for periodic

increase/update of Cash Transfers. The committee holds its meeting once in a year to propose/approve increase in cash assistance under Kafaalat. The indexation Committee in its last meeting held in January, 2024 has approved increase in cash assistance under Kafaalat @ Rs. 1750/- per quarter w.e.f 1st January, 2024.

ii. Digital & Financial Literacy Trainings (D&FLT):

In pursuance of Financial Inclusion Strategy, BISP, designed and launched a pilot project for provision of Digital Financial Literacy Training (DFLT) for Benazir Kafaalat beneficiaries. During the initial period, BISP acquired support from M/s Karandaaz Pakistan for development of curriculum, trainer and trainee manuals, methodology and design of the pilot phase. The pilot phase of DFLT has completed with the achievement of target of 4,000 successful trainees. The support during operational phase was provided by UNICEF and German Government through its implementing agency GIZ. Currently, the pilot phase is being evaluated and based on evaluations a decision will be made regarding further roll-out of the Financial Literacy Program. Meanwhile, with support from German Development Cooperation, BISP is producing video tutorials as well based on the curriculum of DFLT.

iii. Hiring of New Partner Banks/Financial Institutions (FIs):

BISP has recently hired new financial institutions for disbursement to the beneficiaries. Under this mechanism, BISP has adopted a UC-based payment model, which allows ease of access to the beneficiaries. The choice of receiving payments through Point-of-Sale agent or biometric enabled ATMs has also been ensured under this system. It is pertinent to mention here that this beneficiary-centric model has been adopted based on a 'beneficiary feedback survey' conducted in 2023 by BISP which assessed the needs of the beneficiaries regarding disbursement of cash grants. Meanwhile, BISP is also engaged with State Bank of Pakistan to further improve this model and explore more options that would enhance the ease of access to the beneficiaries while providing more touch points for accessing their payments.

5.1.4 Shock Responsive Emergency Cash Transfers:

i. Prime Minister's Ramazan Package:

Prime Minister's Ramazan Package was announced during the holy month of Ramzan in 2024. The approved budget for PM Ramzan package 2024 was Rs. 2.87 billion to be disbursed to 1.435 million beneficiaries @ Rs. 2,000/- per beneficiary. The programme was launched only in Balochistan, AJ&K, GB and Islamabad as the provincial governments of Punjab, Sindh and KPK managed their own Ramzan Relief Packages. During FY 2023-24, an amount of Rs.1.827 billion have been disbursed to 0.913 million beneficiaries.

ii. Cash Assistance to Daily Wages workers of Chamman Border (Balochistan)

On the directions of the Federal Government, BISP has provided cash assistance to daily wage workers at Chamman Border whose livelihood is affected by the closure of border and implementation of One Document Regime. The Government of Balochistan identified around 8,000 daily wage workers for provision of cash assistance @ RS. 20,000/- per month per beneficiary for six months. During FY 2023-24, an amount of Rs. 308 million has been disbursed to 2,183 beneficiaries.

5.1.5 Conditional Cash Transfer CCT (Waseela-e-Taleemi)

The GoP is committed to Universal Primary Education as part of its commitment to the Sustainable Development Goals (SDGs). Recognizing that many children in BISP beneficiary households and families are not currently attending school, the GoP launched a Co-Responsibility Cash Transfer the provision of an additional cash per quarter of BISP beneficiary families in October, 2012 for Primary Education. Since 1st July 2021, programme was expanded for Secondary and Higher Secondary Education. Programme was expanded in phases and currently operational in all over the country. Stipend rate of students is given as below:

Description	Per Boy/per quarter (Rs.)	Per Girl /per quarter (Rs.)
Primary Level	2,000	2,500
Secondary Level	3,000	3,500
Higher Secondary Level	4,000	4,500

Benazir Taleemi Wazaif involves co-responsibility in that its delivery depends on parents ensuring that the targeted children actually attend school and ensure 70% attendance compliance. The overall objective of programme is to encourage education through regular cash transfers to invest in human capital development, while the secondary objectives include:

- i. Increase enrolment rate in primary/secondary/higher secondary education.
- ii. Increase attendance to reduce the drop-out rate and ensure retention.
- iii. Create awareness among BISP beneficiary families regarding the importance of education, not only for their children, but also for the overall economic development of the country.

5.1.5.1 Eligibility Criteria for Enrollment:

Eligibility criteria for enrollment of children in Benazir Taleemi Wazaif program are as under:

- i. Age criteria is 4-12 years for Primary Education
- ii. Age criteria is 8-18 years for Secondary Education
- iii. Age criteria is 13-22 years for Higher Secondary Education

5.1.5.2 Co-Responsibilities:

Benazir Taleemi Wazaif Programme has two co-responsibilities that the children have to comply with in order to receive cash transfers

- i. Admission in a school/College
- ii. 70 percent quarterly attendance

a) Admission Co-responsibility:-

Each child (under the eligible age criteria) of existing active BISP family, is verified in the Programme during registration (when s/he enters the Programme). In order to become a beneficiary child of the Programme, an eligible child has to be admitted in primary/high school/college of any district of the country. Beneficiary has to visit enrolment camp/field offices with following documents to enroll her child in Benazir Taleemi Wazaif programme:

- i. CNIC of the beneficiary.
- ii. B-form/CRC issued by NADRA;

- iii. School admission slip containing information of class, school name verified by the teacher.
- iv. B-form/CRC verification through NADRA database is mandatory for the enrollment of
 - a. child in Benazir Taleemi Wazaif programme. First quarter payment releases after enrolment and admission verification of children from school. However, subsequent quarter payments are linked with 70% attendance compliance in each quarter.

b) Attendance Co-responsibility

Beneficiary child must attend school/college for at least 70 percent of the school/college effective days within a quarter to receive cash transfers from 2nd quarter and onwards.

c) Graduation Bonus to Girls

A one-time graduation bonus of Rs. 3,000 is part of Benazir Taleemi Wazaif Stipend to encourage girls to complete primary education.

5.1.6 Benazir Taleemi Wazaif – Programme Cycle

The Benazir Taleemi Wazaif program cycle encompasses eight key steps. To ensure coverage, precision, transparency and efficiency, each of the processing steps are fully digitized, incorporating multiple layers of verifications and cross-checks. This approach guarantees the utmost accuracy in targeting beneficiaries, validating family-tree information, and ensuring compliance with admission and attendance requirements.

The potential beneficiaries for the Benazir Taleemi Wazaif Program undergo screening from the pool of Benazir Kafaalat beneficiary households using the Dynamic NSER data. The Dynamic NSER data comprises socio-economic information from over 36 million households across the country. Analysis is conducted on the NSER data, applying specific criteria-based filters to identify potential Benazir Taleemi Wazaif beneficiaries nationwide. During this screening process, multiple factors are taken into consideration, including the total number of potential beneficiaries in a particular district and tehsil, the number of potential beneficiary children per household, and the availability of schools in the region.

i. Enrollment Target Allocation

After the finalization of potential beneficiary target numbers, the Benazir Taleemi Wazaif program allocates specific targets to field teams operating across different regions in Pakistan. To facilitate this process, the Headquarter-based Benazir Taleemi Wazaif Enrollment team assigns region-wise enrollment targets onto the customized tablets of field teams through a secure web-based network. The assigned target data contains information of BISP beneficiaries, such as names, their contact details, and addresses. The data serves as a valuable resource for the field teams, enabling them to establish communication with potential beneficiaries and sensitize them about the Programme.

ii. Mobilization

After the region-wise target allocation, potential beneficiaries are mobilized in the field through BISP tehsil office field staff, who conduct awareness campaigns in communities throughout Pakistan. These campaigns aim to inform beneficiaries about the objectives and requirements of the Benazir

Taleemi Wazaif Programme. Mobilization activities are regularly conducted to ensure the widespread dissemination of information in the target areas.

As part of the mobilization campaign, awareness sessions are also provided to officials and teachers from the provincial and district education departments. During these sessions, guidelines are shared with teachers regarding the coordination mechanism and record-keeping/sharing of information about Benazir Taleemi Wazaif enrolled students with CMs. This collaborative effort ensures effective implementation of the Programme and promotes better coordination among all stakeholders involved.

iii. Registration & Enrollments

The process of enrolling potential beneficiary children into the Benazir Taleemi Wazaif Programme is facilitated through the registration & enrollment process, which is conducted by field teams across Pakistan using the enrollment application installed on tablets. To make this process accessible, BISP establishes registration desks at convenient locations.

When a child is registered, he/she becomes part of the Programme's database as a registered child. However, it's important to note that a registered child cannot be considered enrolled until they provide proof of school admission. Once a child provides proof of school admission, they are enrolled with the Programme through the enrollment application. During the enrollment process, the child's B-Form, Date of Birth, and family tree, undergoes real-time verification from NADRA. Once the information is successfully verified, the child is officially enrolled in the Benazir Taleemi Wazaif Programme.

Registration and enrollment activities are conducted throughout the year, ensuring a continuous effort to reach and enroll eligible beneficiaries.

iv. Attendance Compliance Monitoring

After a child is enrolled, their information is automatically synchronized and stored in the Benazir Taleemi Wazaif enrolled children database. This database contains vital details, including the type, addresses, and level of schools where the children are enrolled. Subsequently, the data is loaded into the ACM application, a purpose-built system for collecting attendance compliance data for all enrolled children across Pakistan.

The responsibility of quarterly data collection falls on the Compliance Monitors, who have a primary objective of monitoring the co-responsibility compliance of Benazir Taleemi Wazaif children, ensuring a minimum attendance of 70%. Attendance compliance is a prerequisite for eligible enrolled children to receive the stipend amounts.

To ensure efficient management of the ACM process, region-wise targets are assigned to a team of HQ-based CCs who oversee the coordination and assignment of ACM targets at the tehsil level to field-based Compliance Monitors located throughout Pakistan.

The monitoring and compliance process centers around two main objectives:

- i. *Identifying beneficiary children who have diligently fulfilled the defined co-responsibilities regarding admission and attendance, thereby ensuring they are entitled to receive the stipend.*

- ii. Identifying Benazir Taleemi Wazaif beneficiary children who have not complied with the co-responsibilities, promptly triggering alerts in such cases, and applying appropriate consequences for non-compliance.

In cases where beneficiary children fail to comply with the attendance co-responsibility for three consecutive compliance quarters, they are suspended from the Programme. This careful monitoring and verification of admission and attendance compliance aim to ensure that beneficiaries fulfill their responsibilities and receive the support they are entitled to under the Benazir Taleemi Wazaif Programme.

v. Disbursements

The Benazir Taleemi Wazaif Programme disburses stipend amounts to children who have fulfilled the pre-requisites set by the Programme. The compliance status, whether complied or non-complied, is determined by the MIS of the CCT Wing. This determination is based on the information collected and reported by CMs through the customized

ACM android application. The disbursed amount is released in tranches during different quarters. The stipends are distributed in three categories:

Admission Compliance Cash Transfer: Stipends are provided to children who have met the admission requirements and are duly enrolled in the Programme.

Attendance Compliance Cash Transfer: Stipends are given to children who have maintained a minimum attendance of 70% quarterly.

Graduation Bonus for Girls Completing Primary Education: An additional bonus is awarded to girls who successfully complete their primary education, incentivizing their educational achievement.

The compliance status and subsequent disbursement of stipends play a crucial role in promoting educational participation and retention among beneficiaries under the Benazir Taleemi Wazaif Programme. The goal is to guarantee that deserving children receive the essential assistance to sustain their educational pursuits, thereby fostering a positive incentive for other families to enroll their children in schools.

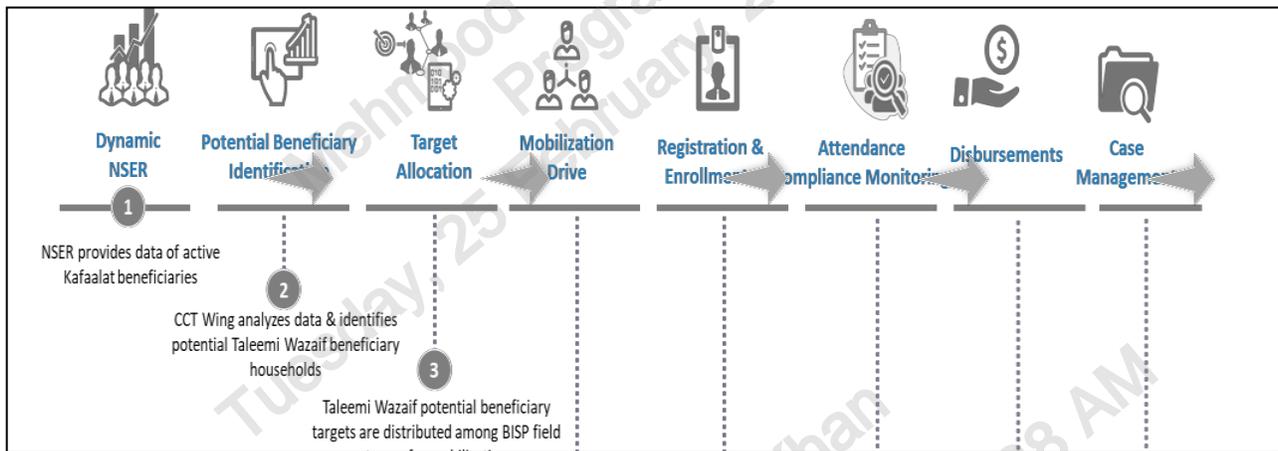
vi. Case Management

Case Management is a crucial and continuous process that starts alongside registration in the Benazir Taleemi Wazaif Programme. Throughout the Programme, beneficiaries have the option to lodge various types of complaints through field offices. The primary objectives of the Case Management process are as follows:

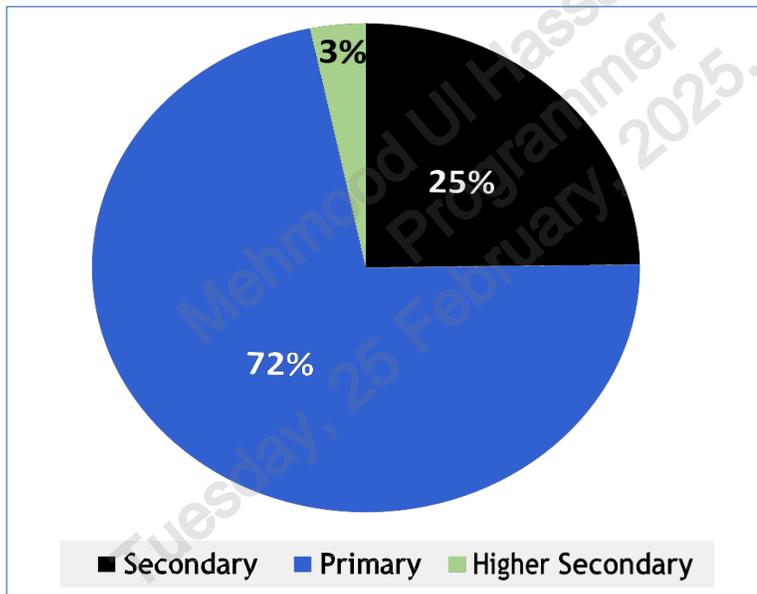
- ii. **Receive and Process Updates of Beneficiary Information:** The system efficiently handles the receipt and processing of updates related to beneficiary information. This ensures that the database remains up-to-date and accurate, reflecting any changes or developments in the beneficiaries' circumstances.
- iii. **Receive Grievances:** The Case Management process acts as a platform for receiving grievances raised by beneficiaries against stakeholders involved in the Programme's service provision. By addressing these concerns, the Programme aims to enhance service delivery and ensure beneficiary satisfaction.

- iv. **Receive and Resolve Claims of Beneficiaries:** In situations where beneficiaries make claims, the case management process takes prompt action to receive and appropriately resolve these claims. This safeguard ensures that beneficiaries' rights are protected, and they receive the support they are entitled to under the Programme.
- v. **Follow Up on Specific Cases Identified through Alerts:** The system generates alerts for specific cases that require special attention. The Case Management process actively follows up on these cases, ensuring timely and suitable resolutions.

Case Management ensures that the Programme remains accountable and effective in achieving its objectives of supporting educational participation and retention among enrolled children.



Taleemi Children Wazaif in 2024



Enrollments by Province/Region

Province/ Region	Beneficiaries
Azad Jammu & Kashmir	193,029
Balochistan	464,516
Khyber Pakhtunkhwa	138,272
Gilgit Baltistan	23,780
Islamabad	2,082,248
Punjab	5,25,829
Sindh	2,269,848
Total	10,428,522

Total Disbursements:

Since inception (2012), **Rs. 140.15 Billion** has been disbursed under Benazir Taleemi Wazaif Programme. Total Active enrolled children are **10.4 Million** (5.6 Million Boys and 4.8 Million Girls).

Enrolled and Active Children and Disbursement in Taleemi Wazaif			
Province/Region	No. of Active Children	Disbursement (Since Inception)	Disbursement (in FY 2023-24)
Azad kashmir	193,029	3,014,628,250	1,100,078,500
Balochistan	464,516	4,417,849,450	2,189,937,500
Gilgit-baltistan	138,272	2,090,360,400	794,139,000
Islamabad	23,780	221,496,050	117,960,000
Khyber-pakhtunkhwa	2,082,248	27,204,327,800	10,964,426,500
Punjab	5,256,829	74,237,107,300	32,369,295,000
Sindh	2,269,848	28,968,066,150	12,180,246,000
TOTAL	10,428,522	140,153,835,400	59,716,082,500

Budget & Enrollment Target for FY 2024-2025

- Allocated Budget for FY 2024-25: Rs. 77 (Billions)
- Target of enrollment of children in CCT WeT Programme for FY 2024-25 is 2.0 Million.

5.1.7 Conditional Cash Transfer Programme (Health & Nutrition)

5.1.7.1 Background and Objective

Pakistan's high rates of malnutrition (40.2% stunting, 28.9% underweight, and 17.7% wasting)² are indicative of an on-going child nutrition crisis. Such levels of malnutrition rank Pakistan the second-highest burden country in the region. The first 1,000 days of a child's life are a window of opportunity to lay a strong foundation for later achievements. This timeframe is a period of enormous change characterized by a high degree of plasticity in the child's neurological development. Investments in the early years of life are the foundation of human capital, and human capital is a key driver of economic development in the modern economy.

Benazir Income Support Programme, Government of Pakistan is implementing flagship Conditional Cash Transfer (CCT) based Stunting Prevention Programme "Nashonuma", initiated in 14 districts across Pakistan and ICT in August 2020 and later expanded to

all districts in December 2022. The programme focuses upon 1000 days window of opportunity to prevent malnutrition in Pregnant & Lactating Women (PLW) and Children under two years of age within the BISP Kafalat Programme households. The comprehensive package of interventions is being implemented through “Facilitation Centers” established within premises of Tehsil/Taluka/District level government health facilities.

The primary objectives of the intervention are:

- i. To prevent stunting children under two years of age
- ii. Improved weight gain of pregnant women during pregnancy
- iii. Reduce anemia and micronutrient deficiencies
- iv. Improved awareness of maternal and early child health and nutrition
- v. Reduced disease burden through improved uptake of available health and nutrition services
- vi. Preventing low birth weight

5.1.7.2: Link with SDGs

According to the Copenhagen Consensus, ensuring good nutrition is the single most important, cost-effective means of advancing human well-being and advancing on the Millennium Development Goals now the sustainable development goals (SDGs)

5.1.7.3: Design Parameters

The programme aims to address stunting among pregnant and lactating women (PLW) and their children less than 2 years of age through the provision of additional cash of PKR 2,500/- per quarter per PLW and boy child and PKR 3,000/- per quarter per girl child of BISP beneficiary families. In return, mothers must commit to attending regular antenatal health checks and awareness sessions during pregnancy, consuming specialized nutritious food (SNF), and taking their children for immunization and regular health checks.

SNF for PLWs, 75g of Maamta sachets are provided while for 6-23 months old children the ration is 50g of Wawamum per sachet per day. Health service delivery during antenatal visits for PLW & their children includes nutrition screening/ IFAS/ Vaccination/ Vitamin A Supplementation/ Nutrition Counselling & Growth Monitoring).

5.1.7.4: Project Area

Initially, the programme was piloted in 15 districts of the country. After successful implementation of pilot phase, BISP Board approved expansion of the programme throughout the country in October 2021. Presently, Nashonuma Programme is operationalized in 158 districts of the country through 559 Facilitation Centers.

Fiscal Year	Total PW Enrolled	Total child Enrolled	Total Payment Disbursed
July 22- Jun	305,790	286,518	3,163,670,500
July 23-June	681,597	761,633	11.14 billion
Total	987,387	1048151	14.24 billion

5.1.7.5: Raised PMT from 32 to 60 for Balochistan and from 32 to 37 for Flood Affected Districts:

BISP is currently covering bottom 40% population using its National Socio Economic Registry (NSER). PMT score 32 is determined as the eligibility cut-off for providing both un-conditional and conditional cash transfer. The eligibility cut-off is determined purely on the basis of available financial resources and not indicating any poverty line. Many poorest of the poor families are still out of the programme due to lack of financial resources and in order to cover all poorest of the poor the eligibility cut-of is being increased to PMT 37.

Since health and nutrition indicators were severely affected due to unprecedented floods in Pakistan, with the support of ECO, additional 20% population of the flood affected districts have been included in Health & Nutrition CCT from April 2023. Eligibility Cut-off increased from PMT 32 to 37 for the flood affected districts and all PLWs and children under 2 years are being provided with specialized nutritious food and conditional cash transfer for preventing them from stunting. Quarterly disbursement of Rs. 3,500 (USD 10) for PLWs and Boy Child and Rs. 4,000 (USD 12.5) for Girl Child in flood affected districts

In order to ensure maximum coverage, PMT increased from universally 32 to 60 in Balochistan. Province wise details are as follows.

Fiscal Year 23- 24					
Provinces	Child		PW		Total
	32-37	37-60	32-37	37-60	
AJK	142	19	96	9	
Balochistan	10,777	5,930	9,408	6,378	
Gilgit Baltistan	1,526	11	661	4	
Khyber Pakhtunkhwa	31,146	32	18,797	17	
Punjab	2,028	2	1,548	--	
Sindh	48,319	67	55,130	95	
Total	93,938	6,061	85,640	6,503	192,142

- ¹Copenhagen Consensus, Hunger and Malnutrition, Challenge Paper, 2008.
- PAKISTAN NUTRITION HUMANITARIAN OVERVIEW 2022

Note: 37-60 in AJK, GB, KP and Sindh is because they got facilitated in facilitation centers in these districts, but their original district in 37-60 is in Balochistan.

5.1.8 Adolescent Nutrition Programme:

To ensure lasting nutritional improvements the programme expanded the intervention to 8,000 days of life, focusing on the health and nutrition of adolescent girls, within the vulnerable Kafaalat households in the six targeted districts one in each province/region. The programme includes the provision of iron folic acid supplementation along with a variety of associated activities aimed at improving their overall health and nutritional status of the adolescent age 15-19 years. Furthermore, a conditional cash transfer of PKR 1,500/- per quarter is linked to consumption of iron folic acid (IFA) and active participation in awareness sessions conducted at the facilitation centers.

By June 2024, a total of 51,764 adolescents are enrolled in the programme that is 50% of the target. Total Amount disbursed was 125.5 Million.

5.1.9 Complementary Initiatives

5.1.9.1 BISP Scholarships for Undergraduates (BSU):

BISP Scholarships for Undergraduates (BSU) was formally launched in September 2019, with the primary objective of addressing the disparity in access to higher education. This initiative aims to provide merit and needs-based scholarships to qualified undergraduate students from economically disadvantaged backgrounds. The scholarship covers tuition fees and a stipend to support living expenses throughout their 4-5 years of undergraduate education. The recipients are selected to study in any of the 135 Higher Education Institutions (HEIs) recognized by the Higher Education Commission (HEC) across Pakistan, including AJ&K and GB. This initiative also ensures that up to fifty percent (50%) of the scholarships are reserved for female students. The project is executed through HEC, which serves as the implementing agency. The implementation of project is overseen by a Project Steering Committee (PSC), established under a Memorandum of Agreement (MOA) signed between BISP and HEC on 20th September, 2019, with subsequent amendments in March 2022. The PSC meetings are co-chaired by Chairperson BISP and Chairman, HEC.

Brief Project Details

Project Title:	BISP Scholarships for Undergraduates
Duration:	FY 2019-2020 to 2025-2026
Total Budget:	Rs. 38.015 billion
Total Scholarships:	102,003

- i. **Date of Launch:** September 20, 2019.
- ii. **Eligibility Criteria:** Family income of Rs. 45,000 per month or less.
- iii. **Special Considerations:** 50% scholarships are reserved for the females.
- iv. **Disciplines Covered:** All academic fields are eligible, with the exception of vocational training programs offered by TEVTAs.
- v. **Approved Degree Programmes:** Any regular 4-5 years under graduate degree Programme (except distant learning Programmes).
- vi. **No. of Participating Universities:** The initiative encompasses 135 public sector universities/HEIs, excluding private and distant learning intuitions.
- vii. **Scholarship Coverage:** Scholarships cover the actual tuition fee and a living allowance/stipend of Rs. 40,000 per annum.
- viii. **Allocation Methodology:** Scholarship slots for universities were allocated on a pro rata basis, in accordance with their enrollment in undergraduate Programmes.
- ix. **Phased Allocation:** All the allocated scholarships have been granted in three batches. The selected students will continue to receive support until their graduation.

Key objectives

- i. Increase access to higher education for vulnerable populations in alignment with the GOP's vision.
- ii. Foster the development of skilled workforce, thereby improving youth employability.
- iii. Cultivate a renewed enthusiasm for education among those students who had to discontinue their studies due to financial constraints.

Progress of last three financial years

FY	New Scholarships Awarded
2019-20 (Batch-I)	50,762
2020-21 (Batch-II)	41,241
2021-22 (Batch-III)	10,000
Total	102,003

Detailed Progress of three batches is as follows:

Batch-I: Scholarship Awarded: 50,762

Province /Region	Scholarships Awarded in FY 2019-20			No. of HEIs
	Male	Female	Total	
Punjab	13,342	1,1162	24,504	39
Khyber Pakhtunkhwa	6796	2504	9300	28
Sindh	4035	1951	5986	23
Balochistan	1708	1194	2902	08
Federal	2899	1137	4036	14
AJ&K	1240	1616	2856	05
Gilgit-Baltistan	608	570	1178	02
Grand Total	30,628	20,134	50,762	119

Batch-II: Scholarship Awarded: 41,241

Province /Region	Scholarships Awarded in FY 2020-21			No. of HEIs
	Male	Female	Total	
Punjab	10,551	9,492	20,043	44
Khyber Pakhtunkhwa	5,174	2,328	7,502	29
Sindh	2,835	1,479	4,314	26
Balochistan	981	815	1,796	09
Federal	2,532	1,372	3,904	14
AJ&K	1,039	1,195	2,234	05
Gilgit-Baltistan	760	688	1448	02
Grand Total	23,872	17,369	41,241	129

Batch-III: Scholarship Awarded: 10,000

Provinces/Regions	Scholarships Awarded in FY 2021-22			No. of HEIs
	Male	Female	Total	
Azad Jammu and Kashmir	127	153	280	5
Balochistan	222	248	470	9
ICT	829	793	1622	14
Gilgit –Baltistan	38	40	78	2
Khyber Pakhtunkhwa	714	800	1514	30
Punjab	1753	2422	4173	47
Sindh	958	903	1861	25
Total	4641	5359	10,000	132

Financial and Physical Progress Financial Year Wise

Financial Year	New Scholarships Awarded	Funds Disbursed	No. of Enrolled Awardees
2019-20 (Batch-I)	50,762	Rs.4.82 billion	50,762
2020-21 (Batch-II)	41,241	Rs.8.46 billion	873,71 (batch-I & II)
2021-22 (Batch-III)	10,000 (last intake)	Rs.7.34 billion	76,854 (batch-I & II)
2022-23(ongoing batches)	-	Rs.8.61 billion	52,449 (batch-I , II & III)
2023-24 (ongoing batches)	-	4.098204251 billion	47,197 (batch-I , II & III)
Total	102,003	Rs. 33.328	

- i. There is no quota policy under the project and all scholarships were awarded on the basis of need and merit.
- ii. The Project is closed for any new intake and only onboard scholarship awardees will be disbursed funds till completion of their degree Programmes.

The, BISP Scholarships for Undergraduates (BSU) Project new intake is closed, however it is an ongoing project till 2025-26 and onboard scholarship awards will be disbursed funds till completion of their degree Programmes.

Recently published in Highlights of Pakistan Economic Survey (PES) 2023-24 as well Booklet of PES 2023-24 published by Finance Division, Government of Pakistan (may be reached at https://finance.gov.pk/survey/chapter_24/Economic_Survey_2023_24.pdf)

5.1.9.2 Waseela e Haq

It is mentioned that the activity is a part of on-going process and no fixed targets were setup. The detail of achievements under Waseela e Haq Programme is given as under.

5.1.9.2.1 Achievements

This section has made utmost efforts to make recovery of funds amounting to Rs.2, 489, 994 during financial year 2023-24 of Waseela-e-Haq loan given to 1487 beneficiaries during 2009-13. The recovery of loan was to be made @1,667 per month from each beneficiary.

- i. 11,967 W.e.H Beneficiaries' loan recovery has been adjusted against UCT lost.
- ii. Made efforts in liaison with F&A Wing for un-authorized retention of Waseela-e- Haq receipt @ Rs. 2.349 million from donation bank account.
- iii. Made efforts that un-utilized donation received from different donors @ Rs. 26.208 million have to be adjusted/ transferred in the head of Endowment fund of BISP.
- iv. Attended and settled the audit paras before DAC related to State Life Insurance Corporation (SLIC).
- v. Latest initiatives of Waseelas Section, CI Wing on "Opportunities for BISP Beneficiaries" has been initiated. MoUs are in pipeline and will be finalized in the current financial year.

5.1.10 Finance and Accounts

BISP Expenditure Statement 2023-24 (Rupees in Million)			
Particulars	Budget Estimates	Revised Budget	Expenditure
Benazir Kafaalat-UCTs	361,500	358,033	358,033
Special Relief Package for Daily Wage Workers on Chaman Border	966	308	308
PM Ramazan Package	-	1,827	1,827
Benazir Taleemi Wazaif (CCT)	55,423	59,716	59,716
Benazir Nashonuma - Nutritional Programme	32,268	34,665	34,665
Benazir Waseela-e-Rozgar (CI)	-	1	1
BISP Scholarships for Undergraduates (BSU)	5,928	4,098	4,098
Poverty Graduation Programme	34	-	-
Hybrid Social Protection Programme	500	-	-
Digital Financial Literacy Programme	250	-	-
NSER Project	2,260	3,183	3,183
Direct cost of Cash transfers	4,525	3,426	3,423
Media Communication & Outreach	200	23	22
Payment for Services Rendered	916	639	633
PRU Cost	250	14	14
Procurement of Assets	980	66	65
	466,000	466,000	465,990
Employee Related Expense	5,683	5,149	5,094

5.1.11 Functions of HR Sections of OM Wing (i.e. HR HQ/Field, P&R, HRD, Board Coordination and Legal Section):

The aim / objective of HR Sections is to establish a suitable structure for BISP to manage official business of the Programme smoothly and efficiently by providing effective human resources to other wings of the Programme. The HR Sections of BISP perform following functions to achieve the goals and objectives:

- i. Allocation of business to various Sections /Wings.
- ii. Postings/transfers/appointments/promotions and all service matters relating to officers/officials of BISP.
- iii. Appointment of Consultants engaged under Technical Assistance of Development partners i.e. ADB, World Bank, GIZ etc. and performance evaluations for these Individual Consultants.
- iv. Implementation of Performance Management System / Processing of Performance Evaluation Reports of officers/ officials of BISP.
- v. Matters relating to Prime Minister's Assistance Package (PMAP) to families of BISP employees who die during service and appointment of the widow or one child under the Package.
- vi. Issuance of NOCs for Arm Licenses, Passport, visits abroad and for appearing against various posts in other Government Departments.
- vii. Grant of performance bonus / honoraria to employees.
- viii. Processing of disciplinary proceedings and departmental inquiries.
- ix. Timely submission / disposal of appeals, preferred under Rule 6 of the Civil Servants (Appeal) Rules, 1977, to the appellate authorities.
- x. To render legal advice and effectively pursue Service and operational litigation matters of BISP in respective courts of law.
- xi. Preparation of Working Papers for the meeting of HR Committees and BISP Board on matters related to HR.
- xii. Formulate, design, review and update Policies and Regulations on subjects pertaining to HR.
- xiii. Efficiently manage MIS reporting of all employees and regularly provide updates and reports to relevant offices.
- xiv. Timely disposal of Parliamentary business pertaining to HR.
- xv. Coordinate meetings of the BISP Board and its subcommittees.
- xvi. Prepare and issue notices, agendas, working papers, and presentations for these meetings.
- xvii. Draft minutes after review and approval by the Secretary and Chairperson, circulating them to all Members.
- xviii. Oversee compliance with BISP (Conduct of Proceeding) Regulations 2015 and BISP Board (Power & Functions) Regulations, 2015.
- xix. Facilitate communication and collaboration between Board Members and BISP management.
- xx. Ensure legal compliance related to BISP HR administration.

- xxi. Draft, review and advise on contracts and other legal documentation.
- xxii. Support legal matters, including fact investigation and document preparation.
- xxiii. Handle routine administrative tasks such as drafting legal letters and scheduling court hearings.

It is intimate that achievements of HR.D Section during the period mentioned above are as under:-

5.1.11.1 Human Resource Development (HRD)

Achievements of HRD Section OM Wing 2023-2024			
S No	Task/Assignment	No of Personnel/ Participants	Completion Date
1.	Higher Time Scale to Class-IV Employees from SPS 01- to SPS-02	658	19 & 20.7.2023
2.	Higher Time Scale to Class- IV Employees from SPS 04- to SPS-05	01	04.10.2023
3.	Promotions of Asst: Directors (SPS 17) to Deputy Directors (SPS-18). Sindh &	24	14.03.2024
4.	Promotion of Class-IV Employees of BISP to the post of LDC	04	04.06.2024

5.1.11.2 Learning & Development Section:

Achievements of Learning and Development section during the year 2023-2024 are as under

Achievements of L&D/ HRD Section OM Wing 2023-24			
Sr. No	Detail of Trainings	Total Trainings Conducted	Total Number of
1	Trainings regarding ATP-2023-24	15	1365
2	Trainings availed outside the BISP	21	133
3	Trainings regarding DCT of SPS-15/16	3	452
4	Foreign trainings	4	5
	Total	43	1955
Sr. No	Detail of Internship (Unpaid)	Students Applied for Internship	Students Completed the
1	Batch I (08-08-2023 to 18-09-2023)	2	2
2	Batch 2 (24-06-2024 to 18-07-2024)	4	4
	Total	6	6

5.1.11.3 Major Achievements and Performance of HR Sections of OM Wing i.e. R HQ/Field, P&R, HRD, Board Coordination and Legal Section):

- i. Appointed **94** officers and **81** officials on deputation by following the prescribed process, with objective to meet the immediate HR requirements.
- ii. Appointed **142** Compliance Monitors to ensure proper implementation of Benazir Taleemi Wazaif Programme. The first phase i.e. written test against the 27 vacant posts

- of Compliance Monitors across the country has been conducted and result announced accordingly.
- iii. Carried out following promotions / grant of higher scale for the first time in BISP history:-
 - i. Grant of next higher scale from SPS-01 to SPS-02 to **656** employees
 - ii. Promotion of **04** Naib Qasids (SPS-01) as LDC (SPS-11)
 - iv. In order to provide relief to the general public, **22-PCP** complaints were resolved. **20-Complaints** were examined and dropped keeping in view the PMDU guidelines. **7-Complaints** responded received from PM Office on the basis of citizen's feedback re-examined and disposed of / resolved as per PMDU guidelines.
 - v. Revised / increased the promotion share for SPS-01 to SPS-04 employees from 10% to 20% against the post of LDC (SPS-09) on the analogy of Federal Government subject to the fulfillment of eligibility criteria such as qualification and typing test etc. shall be observed strictly and relevant amendment has been made in BESR-2018 after seeking approval in the 58th Meeting of the BISP Board and notified vide Notification No. 3(477)/BISP/HR/2019 dated 14th July, 2023.
 - vi. Increased promotion quota to 100% for the post of Deputy Directors, Technical / Operations cadre as one time dispensation.
 - vii. Increased promotion quota to 75% for the posts of Assistant Directors, Technical / Operations cadre (one time dispensation).
 - viii. Revised the appointment share of the post of Assistant Director Media (SPS-17) to 50% each for recruitment and promotion vide 58th Meeting of the BISP Board held on 20th March, 2023 and notified vide Notification No. 3(477)/BISP/HR/2019 dated 14th July, 2023.
 - ix. Introduced Contributory Provident Fund (CPF) & Registration with FEB & GIF for Regular BISP Employees first time in the history of BISP. The CP Fund Regulations-2023 has been notified vide Notification No. 3(477)/BISP/HR/2019 dated 15th September, 2023 and came into force w.e.f. 01.07.2023.
 - x. Developed BISP's indigenous Promotion Policy, which has been recommended by the HR Committee of BISP Board. The BISP Board in its 60 Meeting held on 2nd August, 2023, has approved the Promotion Policy for the BISP Employees and the policy was notified vide Notification No. 3(477)/BISP/HR/2019/285 dated 13th November, 2023.
 - xi. Introduction of Transfer Grant Policy for BISP. The BISP Board in its 58th meeting held on March 20th, 2023 approved amendment/insertion a provision under Regulation No. 98 of the BISP (Employees Service) Regulations, 2018, in PART XXI-Travelling Allowance and notified vide Notification No. 3(477)/BISP/HR/2019 dated 11th July, 2023. The Secretary, BISP approved further guidelines and the same were notified vide circular No. 3(522)/BISP/HR/2021 dated 30th January, 2024.
 - xii. Suitable amendments in the BISP (Employees' Service) Regulations. 2018 as per requirements of the Programme were made in the 60th Meeting of BISP Board held on 2nd August, 2023 and Notified vide Notification No. 3(477)/BISP/HR/2019/286 dated 13th November, 2023.
 - xiii. Initiated hiring process of **08 Consultants** for important positions in BISP to improve efficiency.

- xiv. Upgraded UDCs and LDCs on the analogy of Federal Govt. after recommendation of HR Committee of BISP Board.
- xv. Regularized **223** CPS employees in BISP.
- xvi. Nominated **133** officers/officials for **21** local trainings and **05** officers for **04** foreign trainings.
- xvii. Conducted **18** in-house trainings (**1817** BISP employees trained).
- xviii. **06** students from different universities successfully completed their unpaid internship within BISP.
- xix. Promoted **24** Assistant Directors (SPS-17) to the post of Deputy Director (SPS-18) belonging to Balochistan and Sindh.
- xx. Granted higher time scale to Class-IV from SPS-04 to SPS-05.
- xxi. Adopted Revised Pay Scales 2022 of Federal Government for BISP employees.
- xxii. Revised House Rent Allowance for BISP employees.
- xxiii. Successfully coordinated **05** meetings of BISP Board and **11** meetings of its sub-committees (02 HRC, 02 AC, 01 FC, 04 TDC, 01 RM&AC, 01 RC).
- xxiv. **49** (forty-nine) court cases were decided in favour of BISP

5.1.11.4 Media Communication and Outreach

The MCO Wing has engaged various media strategies for promotion, publicity and awareness of BISP initiatives, progress and achievements. Detail of the activities undertaken/achievements of MCO Wing during last one year 2023-24 is summarized as follow:-

S. No.	Description	Quantity
1.	Press Releases Issued	219
2.	Static Social Media Posts	702
3.	Video Testimonials	87
4.	Short Documentaries	14
5.	Instructional Videos	28
6.	Field Visits / Event Videos	77
7.	Internal meetings coverage	81
8.	Media Appearances of Hon'ble Minister (clips)	59
9.	Hon'ble Minister Video Messages	19
10.	E-Katchehri	48

The greatest contribution of MCO Wing during last one year remained identification of major problem area, i.e. involvement of fraudster elements attempting to swindle beneficiaries, and devising a communication strategy to save potential BISP Beneficiaries from such traps. MCO Wing has so far produced 28 instructional videos which includes multiple videos to educate BISP beneficiaries about their rights, methods to use various facilities as well as to create awareness among them to safe themselves from potential frauds and deduction from their due payment. Some of important instructional videos have gotten huge engagement on social media, especially on Facebook.

5.1.11.5 Internal Audit (IA) Wing

BISP is operating as an autonomous body under the Ministry of PA&SS. The role of internal audit is stipulated in section 15(2) of the BISP Act 2010, shaping the organization legislative framework. To achieve its objectives, BISP has established its governing documents, the Internal Audit Charter, and the Internal Audit Manual. These documents provide a structured and disciplined approach to evaluate and improve the effectiveness of BISP's risk management, control, and governance processes.

To ensure the integrity and independence of the internal audit function, Director General of Internal Audit (IA) Wing reports functionally to the BISP's Board and administratively to the Secretary of BISP. The IA Wing strategically develops a Risk- Based Annual Audit Plan which after seeking approval from Audit Committee of BISP Board, guides the execution of audit engagements.

The observations raised in the audit engagements of different formations i.e. HQ Wings, Regional Offices, District Offices, Tehsil Offices during the Financial Years 2023-24 are addressed through a three-tier process. These observations are initially discussed and resolved at the In-House Departmental Accounts Committee (DAC) level. Further deliberations occur at the Pre-Audit Committee, and finally at the Audit Committee of BISP Board.

Throughout the fiscal year 2023-24, the IA Wing has made remarkable progress in attaining its objectives particularly in successful completion of the approved annual audit plan and had earned praise from the Audit Committee. Meetings of Audit Committee of BISP Board were also convened.

During financial year 2023-24, the IA Wing conducted thirty nine (39) internal audit engagements, encompassing various BISP wings and field offices. To further enhance the control measures within BISP, the IA Wing has embarked on the practice of escalating the concerns related to key controls through the process of Evaluation of Internal Controls (EICs). This proactive approach has notably contributed to facilitating the organization's implementation of robust internal controls.

In addition to the core activities, the IA Wing is overseeing the implementation of the Anti-Corruption Guideline (ACG) of World Bank under CRISP Project. BISP has adopted leading global standards, aiming to minimize the instances of Error, Fraud and Corruption (EFC) while ensuring a transparent distribution of cash grants to the poor eligible beneficiaries. Through the assessment of responses furnished by various BISP Wings, the IA Wing has compiled a comprehensive Progress Report concerning the EFC cases. Prioritizing technological advancement and digitization, the IA Wing is resolute in enhancing the skill set and proficiency of its workforce. Training sessions have been conducted on the Audit Command Language (ACL)-Data Analytic Tool, Microsoft Excel, and Structured Query Language (SQL), utilizing the trained resource of IA Wing. The IA Wing maintains a balanced blend of Knowledge, Skills and Expertise (KSE), enabling to execute a variety of audit engagements. However, audit staff is actively encouraged to pursue international certifications and education, such as the Certified Internal Auditor-CIA (IIA), Certified Fraud Examiner (CFE), Certified Information System Auditor (CISA), ACL, Cyber security and related fields. Further, the core staff of IA Wing is also engaged by BISP HQ in camp site duties and monitoring during quarterly Tranches of disbursement of BISP funds to beneficiaries through different initiatives.

The Internal Audit Wing of the BISP has been functioning for more than ten years and therefore possesses the capacity to assist the federal ministries in establishing their Internal Audit Department in line with the PFM Act 2019 and its subsequent regulations.

5.2 Pakistan Bait-Ul-Mal

Pakistan Bait-ul-Mal is Federal Government statutory body constituted under the act of Parliament called Pakistan Bait-ul-Mal Act 1991. Pakistan Bait-ul-Mal has 7 Provincial/Regional Offices and 164 District Offices across Pakistan.

5.2.1 Functions

- i. To provide financial assistance to destitute and needy widows, orphans, invalid, infirm and other needy persons.
- ii. for rendering help for rehabilitation of the persons specified in clause (a) in various professions or vocations;
- iii. to provide assistance to children of the persons specified in clause (a) for educational pursuits.
- iv. to provide residential accommodation and necessary facilities to the persons specified in clause (a);
- v. to provide for free medical treatment for indigent sick persons and to set up free hospitals, poor houses and rehabilitation centers and to give financial aid to charitable institutions, including industrial homes and other educational institutions established specially for poor and needy;
- vi. to provide stipends to educated youth during their training before their employment in jobs;
- vii. to provide stipends and financial assistance to brilliant but poor students who cannot afford to acquire higher technical or medical education abroad for lack of money;
- viii. to sponsor and promote self-employment scheme; and
- ix. Any other purpose approved by the Board having regard to the aims and objects of the Bait-ul-Mal.

5.2.2 Role:

National Economic Survey of Pakistan for 2023-24 acknowledges Pakistan Bait-ul-Mal importance that Pakistan Bait-ul-Mal plays a crucial role in reducing poverty through targeted services for the most vulnerable. The organization extends support to needy individuals, widows, orphans, people with disabilities, and others in need, focusing on rehabilitation. Pakistan Bait-ul-Mal also strive to align its pro-poor services with UN's Sustainable Development Goals. The details of Pakistan Bait-ul-Mal's social interventions/achievements are as under: -

5.2.3 Pakistan Bait-Ul-Mal (PBM) Sweet Homes

Pakistan Bait-ul-Mal is running 46 orphanages in the name of "PBM Sweet Homes", throughout the country. Each Centre accommodates 100 orphaned children. The age limit for enrolment of orphan children is 4-6 years. Children are kept in a home-like environment with the provision of boarding facilities, food, medical care and clothing. They are provided with quality education from the best educational institutes in the city.

5.2.4 Women Empowerment Centre (WEC)

Women Empowerment Centres (WECs) have been established throughout the country including Azad Kashmir & Northern Areas since 1995. These centres are providing free vocational training to widows, orphan & poor girls in modern professional skills like, dress designing, embroidery, Basic & Advance Computer Courses, Beautician Course, and fabric painting. So far, (165) WECs are functional across Pakistan.

5.2.5 PBM Shelter Homes

PBM Shelter Homes are the place of providence where free dinner is provided to up to (400) beneficiaries and overnight stay plus breakfast is provided to up to (100) persons on daily basis. The target group is the temporarily away from homes, unemployed, students, laborers, daily wagers, poor and transit passengers, attendants of the patients etc. At present, (16) Shelter Homes are operational in the country.

5.2.6 Khana Sab Key Liye (KSKL) / Food for all

Khana Sab Key Liye / Food for all is a mobile food vehicle Programme. From each food vehicle, up to 500 beneficiaries are provided free lunch and up to 500 beneficiaries are provided dinner at the designated routes. The target group is the laborers at their workplaces who could not approach the Pakistan Bait-ul-Mal Shelter Homes or other needy persons. At present, 15 Khana Sab Key Liye vehicles are operational in the country.

5.2.7 Orphan and Widow Support Programme (OWSP)

Keeping in view evidences and various financial, operational and social constraints of institutional care, Pakistan Bait-ul-Mal launched family cum community based conditional cash transfer Programme namely, “Orphans and Widows Support Programme (OWSP)”. The family of a school going children, preferably girl is provided financial support @ Rs. 8000/- and Rs. 12000/- subject to their school attendance. At present, 1074 families are enrolled in OWSP.

5.2.8 Special Friends Project

PBM has been providing standardized assistive devices i.e. customized wheel chairs, standard wheel chairs, white canes, artificial limbs, hearing aids to PWD's since 2009. Financial Assistance is also provided to the families having at least one of their family members as special person. The family with one special family member is provided Rs. 30,000/- annually as financial assistance while the family with two or more special family members are provided Rs. 60,000/- annually.

5.2.9 Schools for Rehabilitation Of Child Labour (SRCL)

It is PBM's initiative to pull out the children from bonded labor and imparting them education, in line with the UN & other international organizations conventions. Starting from 1995, 160 centres are running across the country. 120 children who were involved in child labour are enrolled in each school are imparted education up to primary level. They are provided free books, stationery, uniform / shoes and daily stipend.

5.2.10 Individual Financial Assistance - Medical

Medical Assistance is provided to deserving patients up to Rs. 1(M) per family for the medical treatment of various fatal diseases like cardiac problems, liver diseases, hepatitis – C, kidney diseases etc. The deserving patients are provided free of cost medical treatment from public sector hospitals.

5.2.11 Individual Financial Assistance - Education

Education stipend is provided to deserving and brilliant students up to Rs.100, 000/ per annum per family studying, in Government funded institutions.

5.2.12 Civil Society / NGOs Wing (CS/NGOS)

To provide grand-in-aid to registered NGOs in order to strengthen such institutions aimed at rehabilitation of needy persons. With the public - private partnership the immediate community-based projects are executed. The registered NGOs operating in the field of Cataract Surgery and Kidney Dialysis & Kidney Transplantation are also provided financial assistance.

5.2.13 Pakistan Thalassemia Centre (PTC)

PBM has established State of the Art Pakistan Thalassemia Centre (PTC) in Islamabad inaugurated on May 2015. In this Centre free of cost blood transfusion services and medicines to the needy and deserving Thalassemia patients are provided. Thalassemia Centre has been established through 100% donations by philanthropists (individuals and companies). PTC has the capacity for enrolment of 200 Thalassemia patients and so blood transfusion services are provided to 20 patients per day. At present, Thalassemia Centres are established in Chakwal, Vehari, Quetta and Bajaur.

5.2.14 Cochlear Implant:

A Cochlear implant is a small electronic device that stimulates the cochlear nerve. PBM is maintaining national registry for the patients of hearing loss and is serving such deserving persons with provision of cochlear implant in a public-private partnership mode. The children below the age of 05 years, requiring cochlear implant surgeries are registered online through PBM's website **www.pbm.gov.pk** on first come first serve basis. The child belonging to a family having monthly income equal to or less than Rs.30, 000/- is eligible for cochlear implant surgery. So far 1,103 cochlear implant surgeries have been sponsored by PBM.

5.2.15 Future Targets:

<p>Individual Financial Assistance (IFA) Medical, Education, General, Rehabilitation, Sewing Machine and Special Friends Policy.</p>	<p>Improvement in existing policy of IFA through adoption of NSER (socio-economic profile) of the beneficiaries of IFA, Medical, Education, General, Rehabilitation, Sewing Machine and Special Friends of PBM. The NSER is based on ranking system wherein every beneficiary who is registered is given certain weightage/marks by the system namely, PMT Scorecard, which is universal assessment method and is widely used all across the world. The rationale for usage of PMTs shall be to reduce the discretionary role/person based of the assessor in order to bring transparency in PBM IFA Programme.</p>
<p>Civil Society &NGOs.</p>	<p>To keep on existing operations of concerned NGOs receiving grant in aid from PBM. Upon allocation of further budget for NGOs, the existing operations will be expanded in the year 2024-25.</p>
<p>PBM Sweet Homes.</p>	<p>For the betterment of Pakistan Sweet Homes, PBM has following future plans for the year 2024-25:</p> <ol style="list-style-type: none"> i. Enrollment, boarding / lodging, education, food, medical care, psychological development of 4,000 children in PBM Sweet Homes all over the country. ii. Passing of 100 children in Matric from these homes. iii. Enrollment of 100 children in Orphan Widow Support Programme. iv. Adoption of minimum boarding standards in total 25 sweet homes.
<p>Orphan Widow Support Programme.</p>	<ol style="list-style-type: none"> i. Community based protection, development and maintenance of (1000) families with female orphan through family based support. ii. Enrollment of additional 100 children / families. iii. Impact evaluation of the Programme.
<p>Special Friends Project (SFP).</p>	<ol style="list-style-type: none"> i. Provision of financial assistance to 2500 differently abled persons all over Pakistan. ii. Provision of 1500 Assistive Devices i.e. Artificial Limbs, Hearing Aids, Standard Wheel Chairs, Customized Wheel Chairs and White Canes for better commute of a person with disabilities.
<p>PBM Shelter Homes.</p>	<p>Provision of free meal and temporary night stay along with breakfast to 1,800,000 beneficiaries for the year 2024-25.</p>
<p>Khana Sab Key Liye.</p>	<p>Provision of free meal up to 1,500,000 beneficiaries for the year 2024-25.</p>

5.2.16 Way Forward:

- i. Pakistan Bait-ul-Mal envisions providing support for bone marrow transplant to Thalassaemia patients.
- ii. Increase the outreach of Cochlear Implant surgeries.
- iii. Achieving transparency through digitization of Pakistan Bait-ul-Mal's projects and processes.
- iv. Capacity building of Human Resource.
- v. Enrolment of PBM Sweet Home families into Orphans & Widows Support Programme.
- vi. Up gradation of Schools for Rehabilitation of Child Labor (SRCLs).
- vii. Connecting the Women Empowerment Centers (WECs) with digital and national markets.

5.3 Pakistan Poverty Alleviation Fund (PPAF)

5.3.1 PPAF at a Glance:

Pakistan Poverty Alleviation Fund (PPAF) is the lead apex institution for community-driven local development in the country. PPAF was registered in February 1997 under Section 42 of the Companies Ordinance 1984 (now Companies Act 2017) as a not-for profit company. PPAF's mission is to transform the lives of the poor to create a more equitable and prosperous Pakistan. With a geographic outreach in 150 districts across all four provinces and regions of the country, PPAF supports communities to access improved infrastructure, green energy, health, education, livelihoods, access to finance, and fosters resilience to disasters. It serves the poorest and most marginalized rural households and communities providing them with an array of financial and non-financial services. PPAF seeks to ensure that its core values of social inclusion, participation, accountability, transparency and stewardship are mainstreamed in all processes and programme interventions.

5.3.2 PPAF's Strategic Approach:

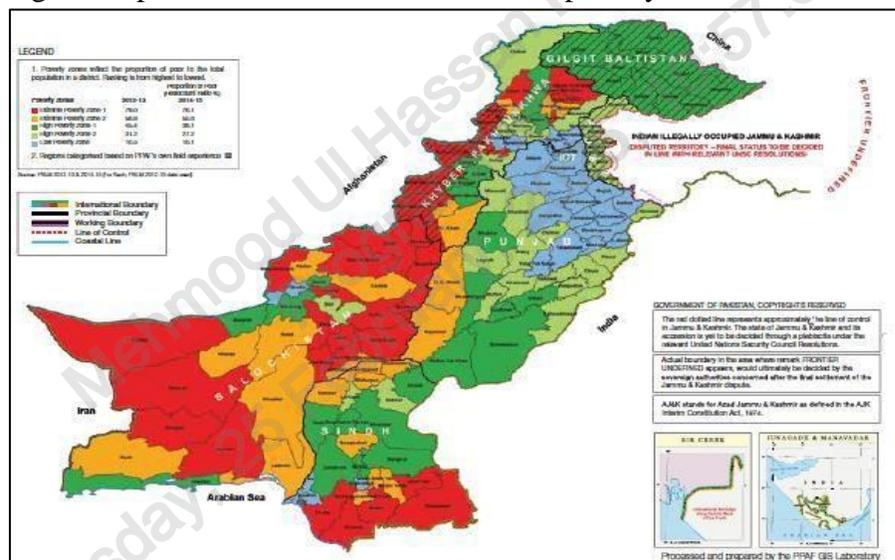
Building on the success and lessons of more than two decades of poverty alleviation initiatives across Pakistan, PPAF has devised its strategy for the five-year period 2021-2025 to contribute towards improving the lives of the poor for a more equitable and prosperous Pakistan.

PPAF focuses on innovation, evidence generation, and scaling up effective models is in alignment with Pakistan's national development agenda. The organization directs its efforts and resources towards achieving specific strategic goals:

- i. Foster institutions of and for the poor to reduce inequalities, promote inclusive governance and development.
- ii. Enhance sustainable and resilient livelihood opportunities to support households to graduate out of poverty.
- iii. Address systemic deprivations that exacerbate poverty through local infrastructure development and community wellbeing initiatives.
- iv. Strengthen organizational effectiveness by aligning resource mobilization, people capabilities and partnerships to transform into a more agile, responsive, and effective institution.

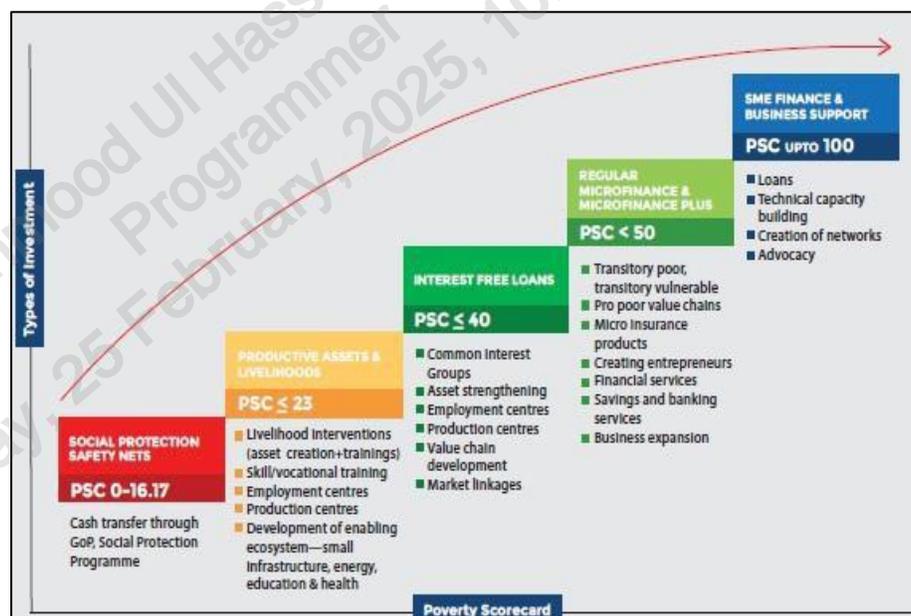
5.3.2.1 Prioritizing Lagging Regions

PPAF depends on robust evidence and reliable knowledge to generate insights into the dynamics of poverty and inequality in the country and contributes to policies and priorities for poverty alleviation. Based on its 2015 study, Geography of Poverty in Pakistan, PPAF has updated its priority areas of intervention and categorized districts into 5 zones in order of highest to lowest headcount ratio (proportion of population that is poor). This poverty estimation uses 27 indicators on four dimensions of health, education, living conditions, and asset ownership. A combination of headcount ratio and districts with the highest deprivations become an investment priority.



5.3.2.2 PPAF's Poverty Graduation Strategy:

PPAF's interventions aim to assist households in graduating out of poverty, reducing reliance on Government's social protection programmes. Our Graduation approach is guided by evidence, with outcomes validated by a global research study published in the May 2015. The above Poverty Graduation Arc illustrates our Graduation model, progressing through consumption support, skills enhancement, economic productive asset generation, savings, access to finance, and enterprise

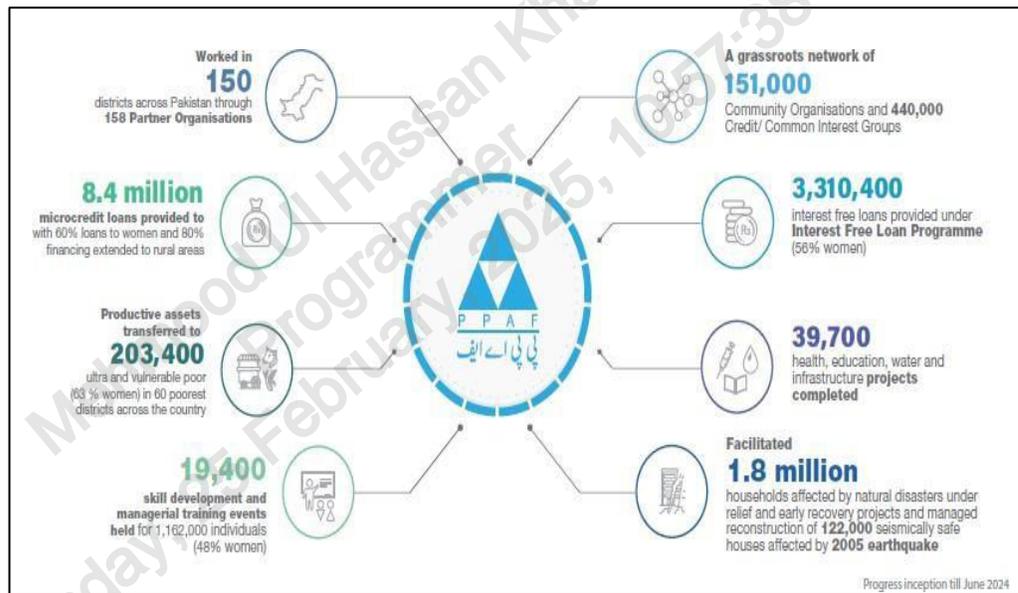


development support, ultimately leading to sustainable livelihoods. Distinct and well-thought-out interventions are tailored to each poverty band to ensure that an appropriate combination of tools is used to effectively graduate people to a higher score on the Poverty Score Card (PSC). PPAF serves as the exit strategy for the Government of Pakistan’s social protection initiative.

5.3.3 PPAF’s Key Outputs (Since Inception of PPAF till June 2024)2:

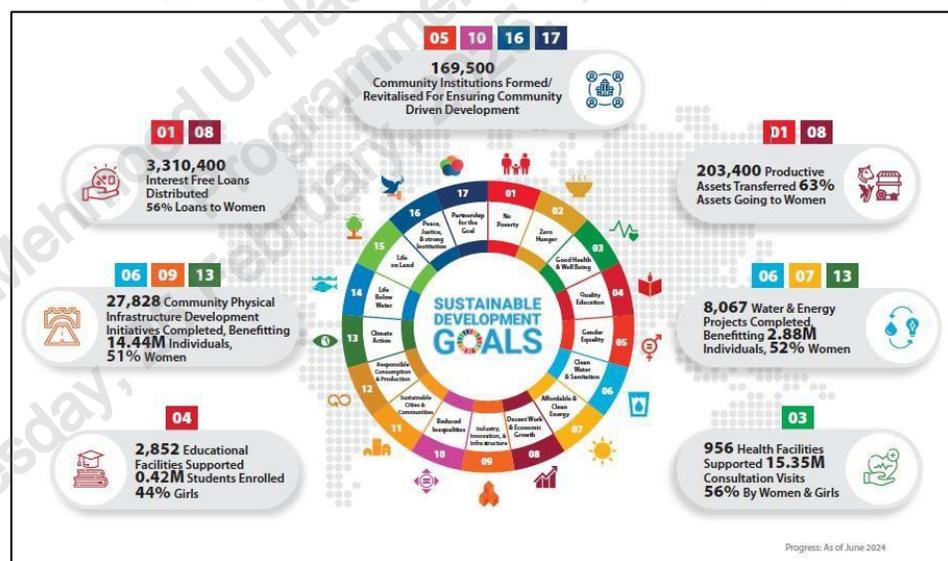
From its inception in April 2000 until June 2024, PPAF has disbursed an amount of approximately PKR

242.32 billion to its Partner Organisations (POs) across 150 districts in the country for implementation of multi-sectoral socio-economic development interventions. Sector-wise outputs are provided in the infographic.



5.3.4 PPAF’s Contribution to the Sustainable Development Goals:

The Government of Pakistan has adopted a multi-pronged approach, demonstrating its commitment and ownership at the highest level, which is instrumental for the successive steps in achieving the SDGs. PPAF, as a supporting arm of the Government of Pakistan participates at various SDGs’ forum organized by the Ministry of Planning, Development, and Special Initiatives (M/o PD&SI) and has shared updates on its contributions to achieving the SDGs. From inception to date, PPAF’s key contributions towards achieving the SDGs are shown in this infographic.



5.3.5 PPAF's Sectoral Progress Update:

5.3.5.1 Financial Inclusion through Prime Minister's Interest Free Loan (PMIFL) Programme:

Financial inclusion is crucial for poverty alleviation, empowering individuals, and households to access essential financial services for investment, asset-creating, and managing financial challenges. PPAF advances this through its majority shareholding in the Pakistan Microfinance Investment Company (PMIC), providing wholesale funding and advisory services to microfinance banks and institutions.

PPAF leads the Prime Minister's Interest-Free Loan (PMIFL) Programme in collaboration with the Government of Pakistan, disbursing over 3.3 million interest free loans amounting to PKR 119 billion³ to support microenterprises, with 56% disbursed to women. Moreover, as a sector developer of Pakistan's microfinance sector, PPAF provides wholesale funding and advisory services to 26 microfinance providers through PMIC, facilitating PKR 104.705 billion⁴ in disbursing overall 1.97 million microfinance loans, with 79% loans to women. Moreover, through Small and Medium Enterprise (SME) development initiatives, PPAF facilitates access to financial services, mobilising PKR 418.9 million and providing PKR 673 million in matching grants to SMEs including primary producers and farmers.

Under PMIFL programme, during FY 2023-2024, a total of 369,905 interest free loans (76% loans to women) amounting to PKR 16.57 billion (including reflows) have been disbursed to borrowers.

Cumulatively, since the start of the programme in July 2019 to June 2024, a total of 3,310,400 loans (56% loans to women) with a value of PKR 119.40 billion (including reflows) have been disbursed.

5.3.6 Combating Climate Change and Disaster Response:

According to the UN Habitat Pakistan Country Report 2023, Pakistan ranks as the 5th most vulnerable country globally facing recurrent environmental, natural, and man-made crises, significantly impacting socio-economic development. Consequently, these challenges pose barriers to poverty alleviation initiatives. Aligned with its 2021-25 Strategy, PPAF remains committed to present innovative solutions for climate change resilience and environmental sustainability. PPAF, in order to combat climate change and under its disaster response, has successfully completed around 1,300 flood protection works, trained approximately 15,000 individuals through Community-based Disaster Risk Management (CBDRM) trainings, and implemented 38 Drought Mitigation and Preparedness Projects (DMPP). Moreover, 122,000 seismically safe housing units were constructed under the Earthquake Reconstruction and Rehabilitation project. To date, approximately 1.5 million households, encompassing 11.3 million individuals, have benefited from PPAF's disaster response efforts.

Responding to the 2023 Sutlej River floods and the March 2024 floods in Gwadar, PPAF has launched several emergency relief initiatives benefiting more than 3,800 households, addressing their immediate needs for food, winterized kits and non-food items.

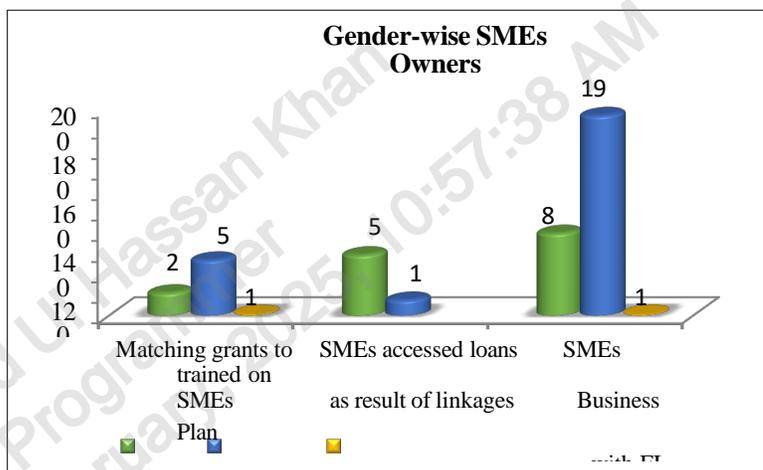
5.3.7 Poverty Graduation:

PPAF is dedicated to enhancing the sustainable and resilient livelihoods of low-income households through a comprehensive "Graduation" approach that includes income-generating assets, technical and vocational skills, access to finance, and value chain linkages to boost enterprise development.

This approach aims to improve the economic and social well-being of ultra and vulnerable poor households by enhancing their income-generating capabilities and entrepreneurial skills. Moreover, the organization has developed the major value chains such as Embroidery/Stitching, Onions, Dates, Olives, Grapes, Livestock, Tomatoes, Mangoes and Bananas etc. Overall, PPAF has transferred 203,405 productive assets (64 % assets to women) while 476,499 livelihood skill trainings provided individuals (48% to women).

During the reporting period, 3,000 productive assets were transferred to ultra-poor and vulnerable households, with over 41% of these assets going to women. Additionally, PPAF trained 3,203 individuals in income and productivity enhancement, with 50% of the trainees being women.

Small and medium enterprises in Pakistan play a significant role in economic growth, the progression of technological innovation, sourcing to large industries, cottage industries and promoting economic renewal and social development. Since 2021, under its GRASP project, PPAF has been working to strengthen SMEs engaged in primary production, service provision and value addition in rural areas of Sindh and Balochistan provinces. So far, matching grants have been provided to 340 SMEs (37% grants to women). Progress during July 2023 to June 2024 is presented in the chart.



5.3.8 PPAF's Progress During FY 2023-24 (July 2023 to June 2024):

5.3.8.1 Financial Progress Update:

The component-wise financial progress update is provided in the table below:

Table : Financial Progress Update (July 2023 – June 2024)

Sr#.	Programme Components	Financial Progress (Amount Disbursed - PKR million)
1	Community Empowerment, Institutional Development/Social Mobilization (ID/SM)/Capacity Building	658.648
2	Livelihood Enhancement and Protection	783.63
3	Water and Infrastructure	98.19
4	Education, Health and Nutrition	204.735
5	Interest Free Loans	296.39
6	Climate Change: Flood Emergency Response	748.15
Total		2,789.74

5.3.8.2 Technical Progress Update:

The highlights of technical progress are as follows:

Table : Technical Progress Update (July 2023 to June 2024):

Programme Components	Physical Progress
Institutional Development and Social Mobilization:	
· Community institutions formed	523
· Community members trained (43% women)	2,504
Livelihoods Enhancement and Protection	
· Individuals received skills/entrepreneurial training (50% women)	3,203
· Productive assets transferred to ultra and vulnerable poor (41%)	3,000
Water and Infrastructure Sub-projects:	
· Sub-projects completed	19
· Sub-projects beneficiaries (48% women)	7,067
Education:	
· Educational facilities supported	80
· Students enrolled and scholarships provided (45% girls enrolled)	13,212
Health:	
· Construction of a Deaf Reach Center	1
· Distribution of ZINC & LOORS, Vitamin A, Iron Folate Tablets	2800
Interest Free Loans Programme	
· Number of Interest Free Loans (65% women)	369,905

5.3.9 Other Key Achievements and Initiatives:

In addition to the above, PPAF achieved the following during the reporting period:

- i. Received global recognition for its Renewable Energy Programme for the 3rd time. The programme has been awarded the prestigious International Energy Workforce Award at the 2024 Energy Institute (UK) Awards for creating a positive impact on over 300,000 individuals.
- ii. Signed an MoU with the Ministry of Planning, Development, and Special Initiatives under the “Prime Minister’s Ba-Ikhtiyar Naujawan Internship Programme” to provide over 500 young interns with internship opportunities at PPAF and partner organization offices across Pakistan.
- iii. PPAF and the Ministry of Information and Public Relations, Government of Balochistan, jointly hosted the Balochistan Women Empowerment event at the Governor House in Quetta, recognizing the resilient women of Balochistan. Honorable Governor Balochistan, Malik Abdul Walk Khan Kakar, was the chief guest at the occasion.
- iv. Celebrated the International Women’s Day 2024 in collaboration with National Commission on the Status of Women NCSW and Paigham-e-Pakistan. During this event PPAF

distributed 11th Annual Amtul Raqeeb Awards recognizing seven women community leaders for their outstanding leadership qualities and resilience in their areas.

- v. PPAF in collaboration with the Balochistan Government and local partners organized a provincial conference on Promoting Peace, Interfaith and Social Harmony in Quetta with key figures including the Federal Minister for Religious Affairs and the Balochistan Education Minister and inaugurated the religious facilities for which PPAF has contributed to renovation and repair.
- vi. Launched the 'Ba-Ikhtiar Digital Hub and Women Strivers Project' in collaboration with PTCL. The project, which aims to empower 100 women with digital skills and financial literacy training, was inaugurated.

5.4 Trust For Voluntary Organizations (TVO)

TVO is a private entity established under the Special Development Fund (SDF) agreement between the Government of Pakistan and the Government of the USA. The trust till date has not received any budgetary support from the Government of Pakistan. TVO uses its own resources which include proceeds from investments and donor funds to support participatory development initiatives of the locally registered CBOs/NGOs as per its mandate.

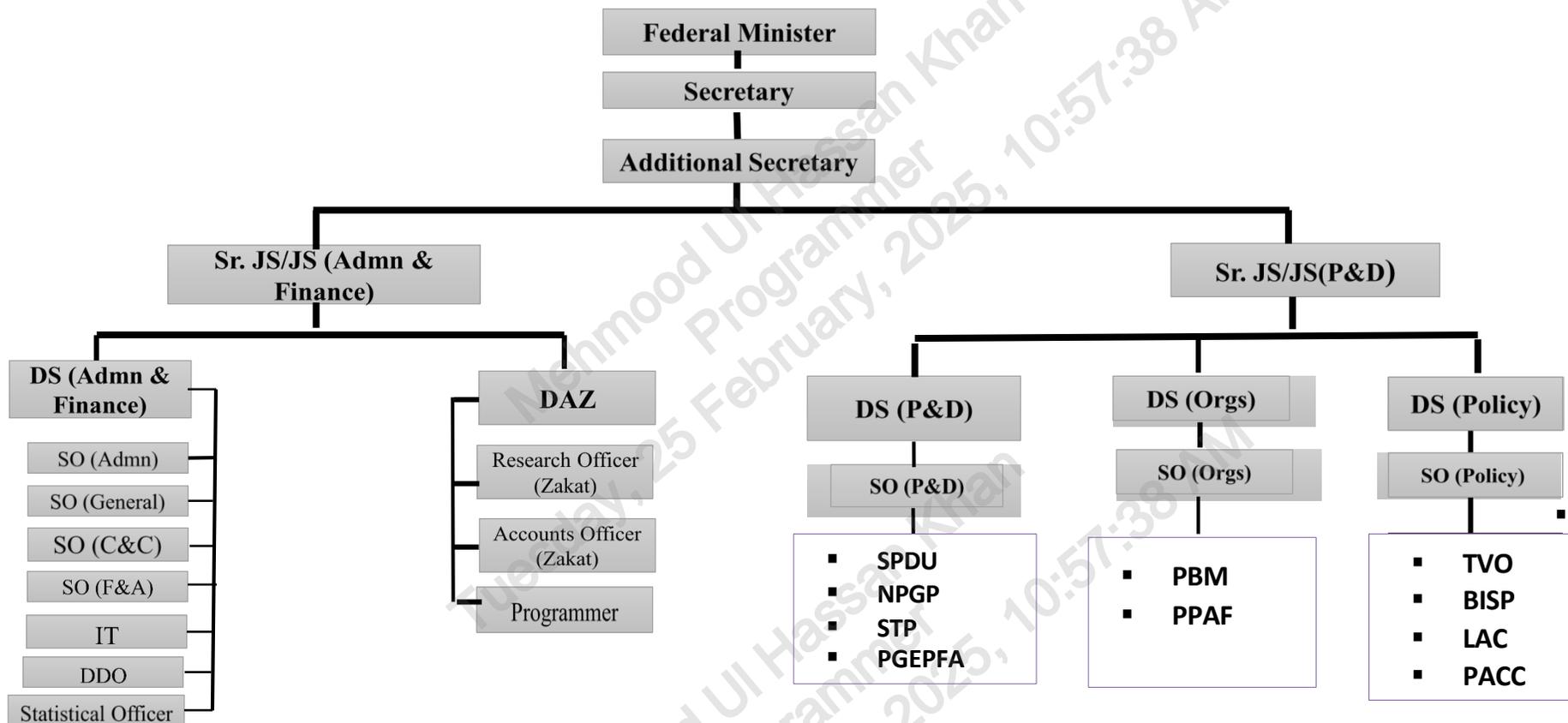
For the Financial Year 2023-24, TVO did not allocate any funds for development activities. However, under the auspices of its Board, TVO has resumed its grant making operations effective 1st July, 2024 and is currently conducting a desk appraisal of project proposals submitted by NGOs/CBOs for possible funding.

Furthermore, during the year 2023-24, TVO with the support of donors has implemented projects, details are as follow:

Sr.N	Donor	Amount	Beneficiaries	Location
1	NPGP/IFAD	PKR 100.48 million	420 families (2,940)	Shikarpur & Badin,
2	IDRF Canada	PKR 8.30 million	500 families (3,872)	Upper Dir, Khyber

6. Annexures

6.1 Organogram



DAZ- Deputy Administrator Zakat

- **P&D**- Planning & Development
- **NPGP**- National Poverty Graduation Program
- **PBM**- Pakistan Bait-ul-Mal

- **PPAF**- Pakistan Poverty Alleviation Fund
- **BISP**- Benazir Income Support Program
- **STP**- Sehat Tahafuz Program
- **PACC**- Poverty Alleviation Coordination Council.

- **PGEG**- Poverty Graduation of Extremely Poor & Flood Affected
- **TVO**- Trust Voluntary Organization
- **SPDU**- Social Protection Delivery Unit
- **LAC**- Labor Advisory Council.

6.2 Strength and Vacancy Position

STRENGTH & VACANCY POSITION					
S. No.	Nomenclature	Scale	Posts		
			Sanctioned	Filled	Vacant
1	Secretary	BS-22	1	1	-
2	Additional Secretary	BS-21	1	-	1
3	Joint Secretary/ Sr. Joint Secretary	BS-20/21	2	2	-
4	Deputy Secretary	BS-19	4	2	2
5	Deputy Administrator Zakat	BS-19	1	1	-
6	Programmer	BS-18	1	1	-
7	Research Officer	BS-18	1	1	-
8	Accounts Officer	BS-18	1	1	-
9	Section Officer	BS-17/18	7	3	4
10	Private Secretary	BS-17	6	2	4
11	Statistical Officer	BS-17	1	1	-
12	Data Base Administrator	BS-17/18	1	-	1
13	Network Administrator	BS-17/18	1	-	1
14	Superintendent	BS-16	3	2	1
15	Senior Auditor	BS-16	1	-	1
16	Assistant Private Secretary	BS-16	14	8	6
17	Assistant	BS-15	20	17	3
18	Steno typist	BS-14	13	6	7
19	UDC	BS-13	9	6	3
20	Data Entry Coder	BS-12	1	1	-
21	LDC	BS-11	13	11	2
22	Librarian	BS-11	1	1	-
23	Khidmatgar	BS-5	1	1	-
24	Driver	BS-4	8	7	1
25	D.R.	BS-4	4	3	1
26	D.M.O	BS-4	2	1	1
27	Daftary	BS-2	1	1	-
28	Qasid	BS-2	2	1	1
29	Naib Qasid	BS-1	26	25	1
30	Mali	BS-1	1	1	-
31	Chowkidar	BS-1	3	2	1
32	Frash	BS-1	1	1	-
33	Sweeper	BS-1	3	1	2
34	Sanitary Worker	BS-1	1	1	-
35	Management Position Scales	MP-I	2	-	2
		MP-II	3	1	2
		MP-III	2	1	1
		Total	163	114	49