

FROK ANNUAL REPORT 2007/08

This is the annual report for FROK (Registered charity number 1095857). The first two pages set out the report on our work and the remaining report from page 3 has been prepared building on information supplied by Khwendo Kor (KK) to illustrate the kind of work that has been enabled by FROK or directly seeded by it.

FROK (UK Friends of Khwendo Kor) was founded in 2001 in York to support the work of KK, a NGO founded in Pakistan by Maryam Bibi in the 1990's, to support the development of women's health and education in the North West Frontier Province of Pakistan. The inspiration for FROK came from Maryam Bibi who was studying at the University of York at that time.

In 2003 KK began to work in the Tribal Areas also where it is now educating over a thousand children in one of the most challenging places in the world. In addition it has extensive health activities and has expanded its scope into micro-enterprise. In summary KK's main activities are education, health and income generation.

The rationale for the role of FROK is that whilst it is possible for KK to gain funds from donor agencies for specific projects, this rarely supports the provision of the necessary infrastructure for gaining new money, to maintain their buildings or vehicles, or to train and retain their staff. FROK is concerned with these core areas but also is involved in some project work.

One of the recent successes of FROK has been the support for the development of the Abbotabad project and subsequent establishment of a new regional office. This would not have happened without FROK's earthquake appeal and this, together with their help in the purchase of the new central building, represents the major contribution by FROK to KK.

The balance of funds in FROK at 31 March 2008 was £14,121.08. During 2007/08, £13,500 was transferred to KK. This was to provide scholarships for staff and internships for students, support for the UWIC schools and the remaining balance of our collection for KK's earthquake work.

The executive committee is in discussion with KK as to how the balance in FROK's account can be used effectively. The intention is to transfer as much money to KK as practical. As stated above, the general role of FROK money is to support activities not supported by other donors such as purchasing buildings and vehicles and staff development.

During 2007/08 a church in Pinner near London decided to make KK the subject of its Lent appeal and successfully collected £11,000 including gift aid. This money was received in 2008/09 and will be used to support a health project to reduce infant and maternal mortality rates, through service delivery and capacity building to improve women's access to health services in the frontier region of Bannu. The original proposal was to provide a fully equipped mobile van, furnished with a health team of one lady health visitor and a trained birth attendant and to set up medical camps to benefit 1500 children directly. More money was collected than expected and this project will increase in size.

The J and A Clark Charitable trust, with whom we work closely, has committed itself to a "Self-help project" partly based in the Khyber agency which at the end of 3-year project, will increase the monthly income of 1200 women by an average of £25. The project will give women the skills and financial support they need to undertake small businesses. For example, it will give them the basic literacy and numeracy they need to be able to manage their businesses and keep the necessary records. To do this it will establish 4 Women Learning Centres (WLC), one in each selected district and two in Khyber agency. The centres will be used for;

- Vocational skill training
- Business development training
- Developing functional literacy,

There were also visits to KK by University of York social work students, the third time this has happened. These contacts are very important and the students themselves have maintained long-term support for the work of KK and FROK.

The year also saw a new website established, www.frok.org.uk, and regular member newsletters sent out. By the end of March 2008 we had 45 members.

It is intended in 2008/09 to continue to raise funds at current levels and to maintain our active support for KK. Early activity in 2008/09 has seen a successful fundraising event in York, which also attracted 10 new members.

Jonathan French
Chair, FROK
6 July 2008

Examples of FROK's Support to Khwendo Kor

March 2007 - March 2008

UK Friends of Khwendo Kor (FROK) have been providing financial support for Khwendo Kor since 2002. Over this time FROK has grown. It is now working in the Tribal Areas and in the earthquake area of Pakistan as well as in its traditional base of the North West Frontier Province. The bedrock of its approach remains its advocacy for the rights of women and children, its work on education, health and micro-enterprise, and its insistence on working in partnership with local people. All this, however, has increased very greatly in scale.

This expansion is built on success. It also brings challenges. Khwendo Kor now has to relate to numerous different donors and meet their requirements for monitoring and accountability. (In the last year alone KK has been evaluated by three different donors.) It must ensure that the schemes they fund last after the funding has ceased. It has to spend time on developing new proposals and negotiating with potential donors. It has to keep up the morale of its staff in this very difficult and sometimes dangerous work, train and keep skilled staff and provide adequate continuity of employment. Donors are willing to profit from such institutional housekeeping. They are rarely prepared to pay for it. It is here that FROK has a key role.

This part of the report illustrates some of the work that has been directly or indirectly supported by FROK in the past year.

1. Capital expenditure

There were no major Capital Expenditure purchases during this period. This does not, however, mean that FROK's support in this area has been irrelevant. The expansion of training (described below) has depended in part on the provision of a headquarters building which FROK originally helped to buy. Money raised by FROK enabled KK to start work in the earthquake area around Abbotabad. This has led directly to enhancing KK's infrastructure. A local woman was so impressed with this work that she has donated a substantial house to act as its base.



2. Programme activities

2.1 Micro Enterprise

KK recently provided financial support of Rs210,000 to 15 women in districts Mansehra and Peshawar for establishment of their small businesses to enhance their income level. This work was indirectly promoted by FROK who put KK in touch with the Clark Trust which has funded a large expansion of their work in this field.

2.2 Urban Working and Indigent Children (UWIC) Community Schools

One area where FROK has been able to help is over the funding of projects whose donor funding has ceased. This was the case with the “UWIC schools”. FROK has extended support in payment of the teachers’ salaries to 4 schools established for Working and Indigent Children in district Mardan since September 2003. Over the last 12 months KK has additionally provided support in the improvement of the schools including school supplies, capacity building and community mobilization. There is currently a total enrolment of 313 (194 girls and 119 boys) and 9 teachers.

2.3 Community Based Learning Centre (CBLC) in Torkham



FROK can sometimes help simply by providing a channel by which individuals can channel money to KK. It did this for one generous German whose donation enabled KK, Peshawar Region, to establish one Centre for working children.

The aim of the project was to help the destitute children who are engaged in cross-border smuggling of spare parts, oil and ghee. The Centre was established in January 2005.

The main purpose of the Centre was to provide basic facilities like education and health to these children and in this way provide them with the opportunity to escape from exploitation.

The Centre provided Non-Formal Education to nearly 65 working children, while vocational training and computer training were also provided to the working children of the area. The Centre was equipped with computers and library books. In this case as in other areas, KK has been successful in handing on its work to

another organisation, 'Terre des Hommes', which is able to enhance the programme with additional incentives to the children such as the provision of sugar, rice and oil.

3. Human Development / Training Unit

Khwendo Kor depends on the skills of its staff. FROK has contributed to the development of these skills through its support in purchasing the headquarters building, its introduction of KK to the Clark Trust and in some cases by its direct support.

A particularly important part of this work is the training of teachers. Since 2002 Khwendo Kor has approved and provided scholarships for 47 teachers including 26 in the last reporting period.

Mostly the teachers have applied for Certificate of Teaching (CT), Primary Teaching Certificate (PTC), Faculty of Arts (FA) and Bachelor of Arts (BA) through Distance Learning with Allama Iqbal Open University (AIOU).

3.1.1. E-Learning

One problem facing KK lies in the ability of foreign agencies to offer high salaries and additional benefits to staff they wish to attract. There is therefore a danger that staff are only able to stay with KK at personal cost. One response to this problem is the ability of KK to offer some advanced training. Here FROK has been able to help. Mr. Ibrash Pasha is an e-student of University of York in Public Policy and Management (PPM). He has completed 2 modules i.e. 'Public Management & Delivery' and 'Policy Process and Analysis by E-Learning'.

He says that his studies in the University of York have given him a clearer understanding of the management of public, private and the not-for-profit sectors as well a better grasp of how to go about changing or formulating policy. KK has provided the amount of Rs.324, 091 of FROK funds for the costs of this course.

According to Mr. Pasha "the team of York University is very supportive, co-operative and innovative too. The learning from York is possible in every part of the world, and I am right to say that the **"Sun never sets on my Campus"**. I can see the accessibility and availability of the course and I suggest that due to the affordability, one should not compromise on education from York".

Mr. Ibrash is one of many energetic and intelligent employees in Khwendo Kor. After completing his PPM studies Mr. Ibrash wants to make use of it in his work for the benefit of the people in Pakistan. KK will try to mobilize more staff to study on the PPM course.

3.2 Resource Centre



The Resource Centre is part of the headquarters building partly funded by FROK and has been running from 1st April 2007. The materials in the Resource Centre are registered in computerized form and a list of available materials is shared with all regions and sections of KK. The Resource Centre works like a Library e.g. it keeps all records of KK like Reports and Proposals and all KK's new materials are registered

and placed there.

The Monthly Newsletter is also published from the Resource Centre and distributed to all KK Regional Offices and also to other organizations, to update them about the activities and successful case stories of KK. The future plans of the Resource Centre are to develop a newsletter in Urdu and English on a quarterly basis.

3.3 Staff Training Programme



Khwendo Kor is extending support for the capacity building of staff and teachers. The main donors are NOVIB and the J. and A. Clark Trust, which was introduced to KK by FROK.

From March 2007 to March 2008, the following training has been provided to KK staff.

S#	No. of Trainings	No. of Staff Trained	Subject
1	2	26	Introduction to KK
2	4	51	Gender Sensitization Basic
3	2	20	Staff Management
4	1	17	Conflict Resolution
5	1	23	Human Rights Basic
6	2	19	Report Writing
7	1	08	TOT General
8	1	09	TOT Gender Mainstreaming
9	3	36	Social Organization
10	2	18	MS. Excel
11	1	30	Social Organization
12	1	14	Sustainable Livelihoods



Teacher Training Modules developed (2007-2008)		
S#	Grade	Modules
1	Grade Kachi	Maths, Urdu, English
2	Grade Pakki	Maths, Urdu, English, Science
3	Grade 2	English, Maths, Science, Urdu
4	Grade 3	English, Maths, Science, Urdu
5	Grade 4	English, Maths, Science, Urdu
6	Grade 5	English, Maths, Science, Urdu

4. Institutional Development

4.1 Strategic Planning

KK carries out its Strategic Planning every three years. The Strategic Planning Workshop 2008–2011 was held over 8 days from 3rd to 10th March and was facilitated by Ms. Carol Morris of **FROK**.



The Aims of the SP Workshop were:

a. To develop a 3-year Strategic Plan (July 2008 to June 2011) whilst ensuring that the KK staff understand and agree the principles, procedures, systems and organizational structure

required to enable KK to efficiently and effectively achieve its Purpose whilst adhering to its Vision, Aims and Organizational Values.

b. To work towards ensuring that the KK staff both understand and fully participate in the Strategic Planning process.

These aims were achieved. During the workshop the participants developed KK's Strategic Plan from 2008 to 2011. This included the milestones to be reached at the end of the first and third years, along with an agreed strategy for reaching them, organizational structure and operational plan.



The plan also dealt with staff development and included such issues as:

- Teachers' scholarships
- Staff scholarships
- Study visit to UK
- Study visit to Nepal / Sri Lanka
- Public Policy Management course by E-learning
- Staff benefits like enhanced salary package, Health Insurance, Provident Fund and leave encashment.
- EOBI for teachers