

Creating Multiplier Effect

Capacity building is a process whereby an individual is capacitated to the extent that he or she becomes a good resource to build capacities of local communities. This is a story of a woman who availed the opportunity of training and trained youth of her locality. Being an active member of society she is actively engaged with different organizations and plays an important role in mobilization of youth in Village and Women Organizations. This is a case of capacitating, where a single person can create a multiplier effect by training youth.

Gulfam belongs to village Hyderabad of district Hunza-Nagar. Since her childhood she has passion for social work. Fortunately, she got an opportunity to serve the community at an early age by joining Girls Guide Association. After completing her graduation, Gulfam worked as a member in Adolescent Committee Hyderabad. However, her passion to work in community initiative programme could not be realized properly due to lack of confidence and limited exposure. As a result, she could not take leading position in activities within her community. She needed a platform where she could groom her leadership qualities.



Following her passion, Gulfam applied for Young Community Leadership Program (YCLDP) through Hyderabad Rural Support Programme (HRSO). YCLDP is an initiative of AKRSP under its EELY program that aims to develop a cadre of youth at Local Support Organization (LSO) level to sensitize other youth on participatory development and create local leadership through skill provision. Mumtaz was nominated for this training program by her LSO and finally got selected after passing the required test and interview.

AKRSP trained a cluster of 24 youth in its first YCLDP session, with participants falling in the age bracket of 15-35 from entire Gilgit Baltistan region. Gulfam was one of the participants in this first batch. She was required to come to Gilgit for a one month training session arranged at Serena Hotel. Gulfam found YCLDP very beneficial in terms of personal development and believes that the training equipped her with the knowledge and confidence she now possesses. Moreover, she also got the opportunity to learn about Local Support Organizations (LSOs) and Rural Support Programmes (RSPs), and further about the professional methods of social mobilization along with a rudimentary knowledge of book-keeping which she now practically implements in her LSO.

After the YCLDP training, Gulfam got hired as a social mobilizer in Hyderabad Rural Support Organization (HRSO). She is also a focal person of Hyderabad youth and sports board (HYSB)

where her prime responsibilities are to increase the participation of youth, to actively engage them in community work. She also facilitates Women Organizations (WOs) that are dormant and constantly strives to motivate other constituents in formation of new WO.

Gulfam commented: “I have learnt so much through *YCLDP*. *The training enriched my communication and interpersonal skills and helped enhance my confidence level*”. Gulfam utilizes her training well to set an example for other girls of her village. She feels happy and confident because her family and friends also appreciate the change in her after *YCLDP*. Gulfam now aspires to make a career with an NGO as she feels ready to plunge in her desire for social work.