DISTRICT GOVERNMENT FAISALABAD
Strategic Policy Unit

DISTRICT PROFILE

<table>
<thead>
<tr>
<th>DISTRICT PROFILE</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Founding Year</td>
<td>1904</td>
</tr>
<tr>
<td>Literacy</td>
<td>48%</td>
</tr>
<tr>
<td>Area Sq. Kms</td>
<td>5,856</td>
</tr>
<tr>
<td>No. of Villages</td>
<td>838</td>
</tr>
</tbody>
</table>

POPULATION
AS PER 1998 CENSUS

<table>
<thead>
<tr>
<th></th>
<th>Rural</th>
<th>Urban</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>1,586,344</td>
<td>1,194,469</td>
</tr>
<tr>
<td>Female</td>
<td>1,474,067</td>
<td>1,085,891</td>
</tr>
<tr>
<td>Total</td>
<td>3,060,411</td>
<td>2,280,360</td>
</tr>
</tbody>
</table>

Annual Growth            | 2.41          |
Rural/ Urban Ratio       | 57:43         |
Male per 100 Female      | 109           |
## SIZE OF DISTRICT & TEHSIL COUNCILS

<table>
<thead>
<tr>
<th>NAME OF LOCAL COUNCIL</th>
<th>GENERAL</th>
<th>SPECIAL INTEREST SEATS</th>
<th></th>
<th></th>
<th></th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>WOMEN</td>
<td>PEASANT/WORKER</td>
<td>MINORITY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DISTRICT COUNCIL FAISALABAD</td>
<td>289</td>
<td>95</td>
<td>14</td>
<td>14</td>
<td></td>
<td>412</td>
</tr>
<tr>
<td>TEHSIL COUNCILS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faisalabad City</td>
<td>113</td>
<td>37</td>
<td>6</td>
<td>6</td>
<td></td>
<td>162</td>
</tr>
<tr>
<td>Faisalabad Sadar</td>
<td>48</td>
<td>16</td>
<td>2</td>
<td>2</td>
<td></td>
<td>68</td>
</tr>
<tr>
<td>Chak Jhumra</td>
<td>15</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td></td>
<td>22</td>
</tr>
<tr>
<td>Jaranwala</td>
<td>57</td>
<td>19</td>
<td>3</td>
<td>3</td>
<td></td>
<td>82</td>
</tr>
<tr>
<td>Samundri</td>
<td>28</td>
<td>9</td>
<td>1</td>
<td>1</td>
<td></td>
<td>39</td>
</tr>
<tr>
<td>Tandlianwala</td>
<td>28</td>
<td>9</td>
<td>1</td>
<td>1</td>
<td></td>
<td>39</td>
</tr>
</tbody>
</table>
All of these plans, other short case studies, news letters and FAUP case studies can be downloaded from www.spu.com.pk and are also included on a CD.
MISSION STATEMENT
“We will provide high quality services which compare with the best in the country. We will work with everyone who wants a better future for our District. We will establish an efficient, effective and accountable District Local Government, which is committed to respecting and upholding women, men and children’s basic human rights, responsive towards people’s needs, committed to poverty reduction and capable of meeting the challenges of the 21st Century. Our actions will be driven by the concerns of local people”

CORE VALUES
Setting High Standards
We will achieve the above by comparing, competing, monitoring, evaluating and reporting on achievement, valuing and developing our workers and involving stakeholders in planning and decision-making.

Equality, Fairness and Respect for Human Rights
We value the contribution of all individuals and groups in the community. We recognise that diversity is an asset. We will ensure that access, opportunities and justice are equally available to everyone irrespective of gender, race, creed and religion and take steps to involve people who have previously been excluded.

Honesty, Openness and Accountability
We are committed to honest, open and accountable local district government and we will try to ensure that these qualities are apparent in all our actions at all times

Building Partnerships
We will work with local communities, the voluntary sector, the business community and other agencies to deliver the best for Faisalabad District, and secure a prosperous future for the District.

Protecting the Environment
We will consider the implications of our actions for future generations. We will develop our strategies in consultations with local communities.
DIMENSIONS OF GOOD GOVERNANCE

The framework for achieving the mission statement and core values are set out below;

Fiscal Responsibility  To aim for responsible and prudent fiscal management through: effective management of revenue and expenditure allocations; improved budget policy estimation and targeting; streamlined accounting, effective auditing; transparent reporting

Citizen Focus  To place citizens at the centre of service delivery processes through better targeted planning; participatory decision-making; more effective service delivery; more accountable for results

Organisational Improvement  To improve the deployment of resources, systems and processes to increase internal efficiency and provide more effective and responsive organisation and management to meet strategic objectives

Capacity Development  To develop competencies, knowledge, skills and attitudes of stakeholders through training, mentoring, coaching and job based learning to improve performance and utilisation of resources

Information Systems  In order to ensure that we make decisions in an informed manner, we will develop management and financial information systems.
STRATEGIC OPERATIONAL PLANS LINKED TO DISTRICT GOVERNANCE PLAN

- Pro-poor budgeting
- Gender focused
- Principals of good governance
- Dimensions of good governance

<table>
<thead>
<tr>
<th>Objective</th>
<th>Detailed Tasks</th>
<th>Performance &amp; Achievement Indicators</th>
<th>Means of Verification</th>
<th>Start Time</th>
<th>Time Allowed</th>
<th>Persons involved</th>
<th>Resources Required</th>
<th>In Budget</th>
<th>Risks / Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area 5: School Management and Teacher Training</td>
<td>Provide relevant, practical training related to the needs of teachers</td>
<td>Identification of 3 pilot school clusters in 3 Tehsils Needs Assessment developed Team identified and trained Data collected Data analysed Training needs defined</td>
<td>Data on 3 clusters available Training plan designed</td>
<td>Mobilisation reports NA materials available Financial statements Baseline local study NA report</td>
<td>Nov 2004</td>
<td>June 2005</td>
<td>Project Education Team and EDO Education departments</td>
<td>Outsourced</td>
<td>Rs3,000,000</td>
</tr>
</tbody>
</table>
**PROGRESS TO DATE**

- Extensive consultation exercise with large number of stakeholders to prepare strategic operational plans; District mission statement discussed in district assembly, at union council level and within departments. Detailed departmental 5 year Strategic Operational Plans which include a major section on “evidence-based situational analysis” developed. This was subsequently discussed and then approved by District Assembly on 1st December 2004.

- **Fiscal Responsibility:** Multi-year planning and budgeting process in line with the MTBF and the Budget Rules 2003; Budget Call letters sent out; detailed financial analysis and projections undertaken; streamlining procedures being considered.

- **Citizen Focus:** One-window CCB desk facility established and operational.

- **Organisational Improvement:** Restructuring plan for the Education department and also Health department being considered. The whole school development concept has been designed and six UCs has been selected to implement this concept; An Institute of teacher training and professional development is currently being established.

- **Capacity Development:** Training on budget preparation in line with Budget Rules 2003 for all district’s Drawing and disbursing officers (960 people in total) **completed.** Short- courses on Management related issues are being developed in-house for EDOs and DOs.; A major Poverty workshop for the District undertaken.

- **District Information Systems:**
  - Employee Motivation Survey to determine “what motivates district employees” is in process;
  - Development of Human Resource Management Information System currently in progress;
  - Graphical Disaggregated Information down to the Union Council and Village Level has been developed using the 1998 Census as a starting point. Union Council and village profile survey (2005) has started. In time, this will assist in identifying areas of poverty and service deprivation.
Example of Information System - Literacy

Select
- Union Council Wise
- Village Wise

Select
- Population
- Literacy
- House Paca
- House Semi Paca
- House Kacha
- Electricity
- Potablewater

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### Human Resource Management Information System (HRMIS)

#### Data Entry
- DDO Record
- Employee Record
- Leave Record
- Proforma B

#### Charts / Graphs
- Staff Strength
- Gender Distribution
- Retirement Status
- Proforma B

#### Organizational Structure
- Agriculture
- DCO Office
- Education
- Health

#### Major Reports
- Employee Bio Data (All)
- Retirement Report
- DDO Report
- Proforma B

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Log Off  Exit
DISTRICT GOVERNMENT FAISALABAD
Strategic Policy Unit
WHAT DOES THIS ALL MEAN FOR FAISALABAD - EDUCATION

Before

After
WHAT DOES THIS ALL MEAN FOR FAISALABAD – TOTAL UPGRADATION

Before

After
Thank You

from

District Government Faisalabad

…….We look forward to continuing and further strengthening our partnership………..