Training Need Assessment (TNA)

STUDENT SOCIETIES
IN PAKISTANI UNIVERSITIES

BARGAD

Youth Leadership on Campuses

Table of Contents

Executive Summary

This training need assessment (TNA) aimed at documenting the perceptions of office bearers of university student societies in Punjab and Khyber Pakhtunkhwa (KP). It recorded responses of a total 68 responses of office bearers and representatives of 33 student societies from 11 universities including 5 of Punjab and 6 of the KP. The overriding purpose was to bring out training needs of the student societies and come up with pertinent analysis which would duly show relevant requirements of student societies in the areas of capacity building, women leadership and use of social media to groom youth leadership on campuses.

In the process of TNA, valuable data on profiles of the student societies was also collected; about the project universities, main categories of student societies, their inception and establishment eras, availability of physical spaces, organizational objectives and as to how these societies are achieving their stated objectives. Information about organization of the student societies were also gathered; about number of members, female membership, recruitment process and structures. Moreover the TNA exercise also looked at operational practices of the student societies and informs about its budgetary allocation, absence/presence of external funding sources, fundraising techniques, planning and consultation, goal-setting, reporting mechanism, prominent past activities, their annual calendars and as to how the student societies go for external collaboration.

Even though a lot of emphasis has emerged recently by higher education and development circles to consolidate the forums of student societies for positively engaging youth and preparing them for leadership roles, there is almost no local study available on student societies. This TNA despite its limited and supportive scope of pooling into the training activities of Bargad's project brings valuable and empirical data on student societies. It fulfils a research gap which will guide all those working on potential of student societies in Pakistan.

A quantitative survey method was used for the TNA.

The TNA makes recommendation in the following directions for training and dynamic roles of student societies on campuses:

- ✓ Office bearers of the student societies need both thematic and management skills, including gender and social cohesion and institutional and fund raising techniques respectively.
- ✓ Highlight effective communication skills as an integral part of leadership training.
- ✓ Enhance skills and the abilities of student bodies in leadership qualities.
- ✓ Focus on thematic clarity and behavioral change towards women leadership on campuses.
- ✓ Impart perspectives on social cohesion and conflict analysis for early signs and mitigation.
- ✓ Prepare the students to document and profile of their own student bodies.
- ✓ Provide thematic clarity on youth networks on campuses and imparting functional skills.
- ✓ Establish significance of documentation and introduce techniques of effective documentation for building an institutional memory of the student societies.
- ✓ Enable office bearers to write reports and proposals and know about fund raising techniques.
- ✓ Introduce the importance of social media and its impact and impart skills for social media activities and effective messaging.
- ✓ Encourage and practice youth-led action.

✓ Encourage further researches on student societies to bring out insights on questions related to profiling, organization, operational practices, training needs and engagement of student societies in a range of development themes.

Introduction

Youth Leadership on Campuses (YLOC)

This training need assessment is part of the project, entitled "Youth Leadership on Campuses." The project's over-all aim is to strengthen student societies in 12 universities of Punjab and Khyber Pakhtunkhwa (KP) provinces. It is based on the premise that student bodies i.e. societies, clubs, forums and other forms of associations working within universities and higher education institutions are a potent form of youth engagement. These societies provide youth platforms and spaces for self-expression and groom different competencies ranging from oral to written communication to management, coordination, leadership, community service and social and development causes. They embody the social capital of youth resources being developed in an organized way and when fully operational they demonstrate sustainability of student-led actions within campuses and communities.

There has been theoretical literature produced elsewhere on student societies from perspectives of student leadership, social capital, youth development, political and civic engagement and non-academic programming. However, in Pakistani contexts the literature is almost muted on role of student societies to groom leadership on campuses. Leadership in the Pakistani literature has been historically attributed to the student politics and unions. With the expansion of higher education sector and greater investment after 2002, a renewed interest has emerged to also look towards student societies as new avenues of youth leadership. We see that there is widespread consensus now in higher education, development and public circles to the utility of student societies but it has hardly risen above talk, observations and wishful assumptions. We can state that there is no systemic and scientific study available on student societies in Pakistan. The present Training Need Assessment (TNA) in that sense fills a compelling gap that will inspire other such assessments and studies. That's why despite having a limited scope of assessing training needs of the student societies in a single project this TNA report is significant mainly on two counts: (i) offering empirical data on a nascent field of research and (ii) setting basis of the research on student societies, which can be explored in further such researches.

Consolidating potential of the student societies is central thrust of the present project, "Youth Leadership on Campuses." It is also well-aligned with Bargad's peace and youth cooperation programme, started in 2001, which aimed at encouraging associational work within campuses. The project seeks collaborating with existing societies on the campuses so as to create a resource pool of youth leadership and mainstream student-led peacebuilding actions within structures and systems of the universities. It was considered that such an intervention will be more sustainable as the student societies are embedded within campus systems and can carry forward the development work demonstrated throughout the project. It also has the potential to create institutional memories of student-led actions which, in the longer run, would help coming cohorts of leaders working in the student societies and the universities by precedents. Under the project, Bargad would select 60 leaders and office bearers of student societies from 12 universities of Punjab and Khyber Pakhtunkhwa (KP) provinces and enhance their knowledge, understanding and skills of youth Leadership and critical thinking through value clarification workshops and practices on campuses. The trainees would generate sixty (60) student-led social action projects in focused universities to transfer the project knowledge on youth leadership to at least 1800 student in their respective universities. At the end, student leaders would hold a 2-day conference. All this will help networking nationally among student

leaders comprising of leaders and office bearers of student societies that would promote mutual cooperation and youth leadership actions among students.

The results framework of the project is as follows:

Objectives of the "Youth Leadership on Campuses" Project:

1. Select 60 leaders and office bearers of student societies from 12 universities and enhance their knowledge, understanding and skills of peace building and critical thinking through value clarification workshops and practices on campuses.
2. Generate Sixty (60) student-led social action projects on peace building in focused universities and surrounding communities.
3. Help networking nationally among student leaders comprising of leaders and office bearers of student societies that would promote mutual cooperation and peace building actions among students.

Outputs:
1. Training sessions for improved management of student-run bodies completed.
2. Training sessions for enhancing skills for awareness-raising by student-run bodies completed.
3. On-campus public events and radio discussion for promoting peace and tolerance and their benefits completed.

Immediate Outcomes:
1. Improved access to skills among students and faculty/administration for managing student-run bodies.
2. Improved access to skills for awareness-raising among students and faculty/administration managing student-run bodies
3. Improved access to opportunities for people on campus (students, faculty and university administration) to engage in open [2] and inclusive [3] discourse on peace and tolerance.
4. Increased awareness among student campaigners and their audiences (students, faculty, university administration and selected communities) of the need for peace and tolerance and their benefits.

Intermediate outcomes:
1. Adoption of new practices [1] by participating student-run bodies to improve their management.
2. Adoption of new practices by participating student-run bodies for communicating messages of peace and tolerance in on-campus public events, communities and social media.
3. Increased support for participating student-run bodies among stakeholders (university faculty and administration and relevant government organizations).

Training Need Assessment (TNA)

To ensure that the selected youth leaders can get most relevant training and are well equipped to meet their leadership competencies, Bargad has conducted a TNA exercise. It has recorded responses of 68 office bearers and representatives of 33 different kinds of student societies from 11 universities

of Punjab and KP, including 5 and 6 respectively from these two provinces. The objectives of the TNA were (a) to determine the current level of Knowledge, Skills, and Abilities gaps of office bearers of the university student societies and provide information on the training needs for further development of capacities as regards to themes of peacebuilding and critical thinking skills, and (b) to outline recommendations for addressing training needs within two priority themes.

The TNA has also helped in bringing out patterns of institutional practices of the student societies in the focused universities and would provide guidance for content development and the substantial input of value clarification workshop.

It is worth mentioning that youth members of the Bargad Volunteer Network (BVN) collected data of the TNA. This is itself is a practice of imparting hand-on practice to the volunteers and in line with Bargad's thinking to engage youth in activities in a meaningful way. It is envisaged that the TNA report would serve as a baseline study on youth leadership needs of university-based societies, clubs and associations in Pakistan.

Methodology: the TNA Field & Sampling

A quantitative survey method was employed for the TNA through questionnaire that probed the issues of organization, recruitment and composition; planning process and operations; objectives; training opportunities and challenges; gender considerations, and social media working of the student societies, clubs and associations in Pakistani universities.

The respondents were office bearers and representatives of these societies. The TNA recorded responses of 68 student office bearers and representatives of 33 different kinds of societies from 11 universities of Punjab and KP, including 5 and 6 respectively from these two provinces. All universities except for two were public institutions. The participating universities were as following:

1) University of Education, Lahore
2) University of Sargodha
3) Gift University, Gujranwala
4) University of Lakki Marwat
5) Qurtuba University of Sciences and Technology, D.I.Khan
6) University of Central Punjab
7) University of Science and Technology Bannu
8) University of Swat
9) Khushal Khan Khattak University
10) University of Malakand, Lower Dir
11) Kinnaird College, Lahore

In the TNA exercise, student societies, clubs and associations have been alternatively been used for student forums and all put together are called '(student) societies' regardless of their departmental, thematic or selection orientation.

Key findings of the TNA

➤ The TNA respondents were office bearers and representatives of these societies. It recorded responses of 68 office bearers and representatives of 33 different kinds of student societies from 11 universities of Punjab and KP, including 5 and 6 respectively from these two provinces. All universities except for two were public institutions.

➤ 89.7% student bodies out of 68 participating student bodies have emerged within the period of 2010-2018. Establishment of most of these bodies was witnessed in 2018 (38.2%), 2015 (13.2%) and 2018 (10.3%).

➤ 70.6% student societies have an office of their own on the campus.

➤ "Platform for Youth" was said to be the top most objective of the student societies. 44.1% representatives viewed it as their organizational objective.

➤ The student societies mostly do 'social work' as a way to achieve their objectives. The frequency of this mode was 25%, while Seminars was another popular mode at 14.7% and workshops and campaigns were used as the most favourite mode at 11.8%.

➤ 51.5% representatives indicated that the number of members in their societies was between 5-50 while 20.6% were between 50-100 and 13.2% had a membership between 100-500 persons. However, 8.8% societies had less than 5 members.

➤ The female membership ratios in the student societies were 39.7% (in a range of 50 - 100%), 19.1% (in a range of 25 - 50%), 17.6 % (in a range of 5 - 25%) and 2.9% (in a range of 1 - 5%).

➤ In most cases (36.8%), members of student societies are recruited through interviews; while, 29.4% representatives revealed that it's an open membership process.

➤ Only 39.7% representatives revealed that their society is student managed.

➤ Teachers and university administration are mostly (86%) involved in membership and formation of societies.

➤ 57.4%representatives indicate that there is an allocated budget by their university for the student society.

➤ In most cases (58.8%), the societies also receive funding from external sources other than university.

➢ 88.2% representatives were highly keen and recognized the need of training on fund raising techniques.

➢ According to the data, 61 (89.7%) representatives responded that there are always planning meetings for dealing society affairs.

➢ 57 (83.8%) representatives responded that there are specific goals for their society laid out by the university administration.

➢ 56 (82.4%) student society representatives indicated that there is a mechanism of reporting to the university administration.

➢ When asked to recall some prominent past activities of their societies, 18 (26.5%) respondents did not answer the question. Other responses include 11 (16.2%) answered that the society has executed environment related activities. 13 (19.1%) student society representatives revealed that there have been community work related activities in the past, 6 (8.8%) representatives each revealed that there were entertainment and sports related activities.

➢ According to the data, 43 (63.2%) representatives responded that their societies have annual calendars.

➢ 61 (89.7%) representatives said that their societies are open to collaboration outside of the university.

➢ 42 (61.8%) out of 68 representatives responded that there are existing arrangements for collaboration with external organizations.

➢ 45 (66.2%) out of 68 representatives told that they have issues relating to training/capacity building of their members.

➢ 60 (88.2%) representatives told that their societies keep a record of your activities (In terms of written record, audio/video visuals, media coverage etc.).

➢ The representatives highlighted opportunities associated with their organization goals. A total of 14 (20.6%) representatives pointed towards gaining interpersonal skills. Ten (14.%) of the representatives believed that there are off campus opportunities. A total of 29 (42.6%) representatives pointed towards lack of resources. Fourteen of the representatives believed that there is no funding. A total of 6 (8.8%) participants shared that there is no funding by the university which is a major challenge associated with the goals of their society.

➢ Student representatives identified ways through which they encourage female participation. A total of 38 (55.9%) representatives pointed towards providing enough opportunities.

➢ According to the data, 50 (73.5%) out of 68 representatives responded that they have female office bearers. 59 (86.8%) out of 68 student society representatives responded that they have women leadership in their society.

➢ According to the data 40 (58.8%) out of 68 representatives indicated that their society has a Facebook page. One respondent said that there is twitter page. A total of 10 respondents have both Facebook and twitter pages. A total of 17 did not answer the question. Facebook was most prevalent of all social media platforms.

➢ 51 (75%) representatives told that their societies use social media platform to promote updates of their society. Another 36 (52.9%) said that the societies arrange social media activities for the students. Moreover, responding to a question, 36 (52.9%) representatives responded that the societies have arranged social media activities for campaigning.

Data Analysis

Profile of the Respondents

The participating universities:

As mentioned earlier, the TNA recorded responses of 68 office bearers and representatives of 33 different kinds of student societies from 11 universities of Punjab and KP, including 5 and 6 respectively from these two provinces. Frequency of the participating office bearers and representatives from each university (also with participation percentages) is given in the table below:

		Frequency	Percent	Valid Percent	Cumulative Percent
1.	University of Education	5	7.4	7.4	7.4
2.	University of Sargodha	7	10.3	10.3	17.6
3.	Gift University Gujranwala	5	7.4	7.4	25.0
4.	University of Lakki Marwat	12	17.6	17.6	42.6
5.	Qurtuba University of Sciences & Technology	4	5.9	5.9	48.5
6.	University of Central Punjab	5	7.4	7.4	55.9
7.	University of Science and Technology Bannu	6	8.8	8.8	64.7
8.	University of Swat	5	7.4	7.4	72.1
9.	Khushal Khan Khattak University	6	8.8	8.8	80.9
10.	University of Malakand, Lower Dir	6	8.8	8.8	89.7
11.	Kinnaird College, Lahore	7	10.3	10.3	100.0
	Total	68	100.0	100.0	

The categories of participating student societies, clubs and associations:

The respondents who were who were representatives and office bearers came from a variety of student societies, clubs and associations, whose themes ranged from Media to Debating, Environment, Writing, Literary, Social Welfare, Women Empowerment, Music and Arts and Crafts, etc. List of all participating student bodies is given as under:

Name of the Student Society	Frequency	Percent	Valid Percent	Cumulative Percent

1.	Media Society	5	7.4	7.4	7.4
2.	Green Society	1	1.5	1.5	8.8
3.	Debating Society	1	1.5	1.5	10.3
4.	E-Media Film	2	2.9	2.9	13.2
5.	Writing Society (DPIR)	1	1.5	1.5	14.7
6.	Writing Club	1	1.5	1.5	16.2
7.	Volunteers Force Pakistan	1	1.5	1.5	17.6
8.	National Media Forum	5	7.4	7.4	25.0
9.	Woman Empowerment	1	1.5	1.5	26.5
10.	Literary Debating Society	1	1.5	1.5	27.9
11.	Environment Society	9	13.2	13.2	41.2
12.	Art and Culture Society	1	1.5	1.5	42.6
13.	Social Welfare	3	4.4	4.4	47.1
14.	Character Building Society	1	1.5	1.5	48.5
15.	UCP Catalyst	1	1.5	1.5	50.0
16.	UCP Media Club	1	1.5	1.5	51.5
17.	Pletera Music Society	1	1.5	1.5	52.9
18.	UCP Adventure Club	2	2.9	2.9	55.9
19.	Rapid Response team	1	1.5	1.5	57.4
20.	Jehad for Zero Thelassimia	5	7.4	7.4	64.7
21.	Society for the Promotion of Social Welfare	2	2.9	2.9	67.6
22.	SUVASTU photo video club	2	2.9	2.9	70.6
23.	Society for the Promotion of Science & Technology	1	1.5	1.5	72.1
24.	Sports Society	2	2.9	2.9	75.0
25.	Debating Society	1	1.5	1.5	76.5
26.	Blood Donor Society	1	1.5	1.5	77.9
27.	Character Building and Arts Society	1	1.5	1.5	79.4
28.	Fine Arts and Culture Society	1	1.5	1.5	80.9
29.	Malakand Entrepreneurship Club	4	5.9	5.9	86.8
30.	Youth Impact Now	2	2.9	2.9	89.7
31.	Kinnaird Music Club	2	2.9	2.9	92.6
32.	Kinnaird Entrepreneurial Club	4	5.9	5.9	98.5
33.	Food and Nutrition Club	1	1.5	1.5	100.0
	Total	68	100.0	100.0	

Inception of student bodies:

The data on the formation of association reveals that most of the student societies were formed in the year 2018 according to 26 respondents out of 68. The concept of student societies in the universities is

rather new. There were only 4 societies that were formed in the year 2010; however, the data shows a rising trend after the year 2014 pertaining to the formation of a student bodies in the societies.

The formation of the student societies also coincides with the fact that many participating universities got the present status quite recently especially as related to universities in the KP province. We can assume that recent emergence of these bodies in the universities may have some relations with questions of how much they have autonomy and how far their structures and working are dependent upon the university administration; unlike in institutions like the Kinnaird College, Lahore where these bodies have a long history of working. The following table and graph detail out inception period of the participating student bodies:

Question 1: When was your association formed? (in Year)

When was your association formed? (in Year)	Frequency	Percent	Valid Percent	Cumulative Percent
2010	4	5.9	5.9	5.9
2011	1	1.5	1.5	7.4
2013	1	1.5	1.5	8.8
2014	3	4.4	4.4	13.2
2015	9	13.2	13.2	26.5
2016	6	8.8	8.8	35.3
2017	4	5.9	5.9	41.2
2018	26	38.2	38.2	79.4
2019	7	10.3	10.3	89.7
No Answer	7	10.3	10.3	100.0
Total	68	100.0	100.0	
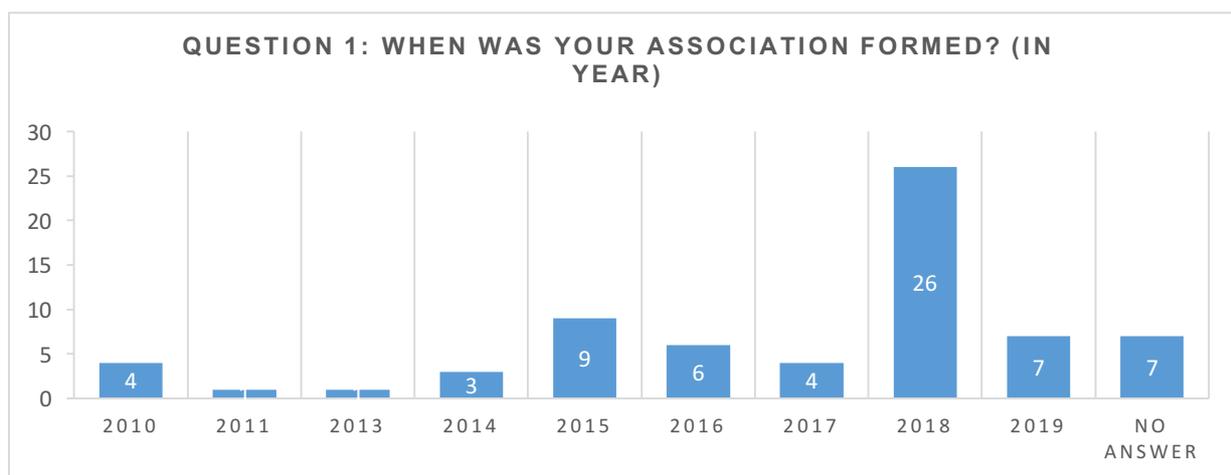
Physical space on campus:

During the survey, it was also indicated by representatives of the student bodies that according to 48 respondents (70.6%) that their society had an office of their own on the campus. 17 respondents (25%) of the survey revealed that there is no office of their society in the universities. These findings have been illustrated in the following table and chart:

Question 2: Has your association an office at University?

Has your association an office at University?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	48	70.6	70.6	70.6
No	17	25.0	25.0	95.6
No Answer	3	4.4	4.4	100.0
Total	68	100.0	100.0	

Question 2: Has your association an office at University?
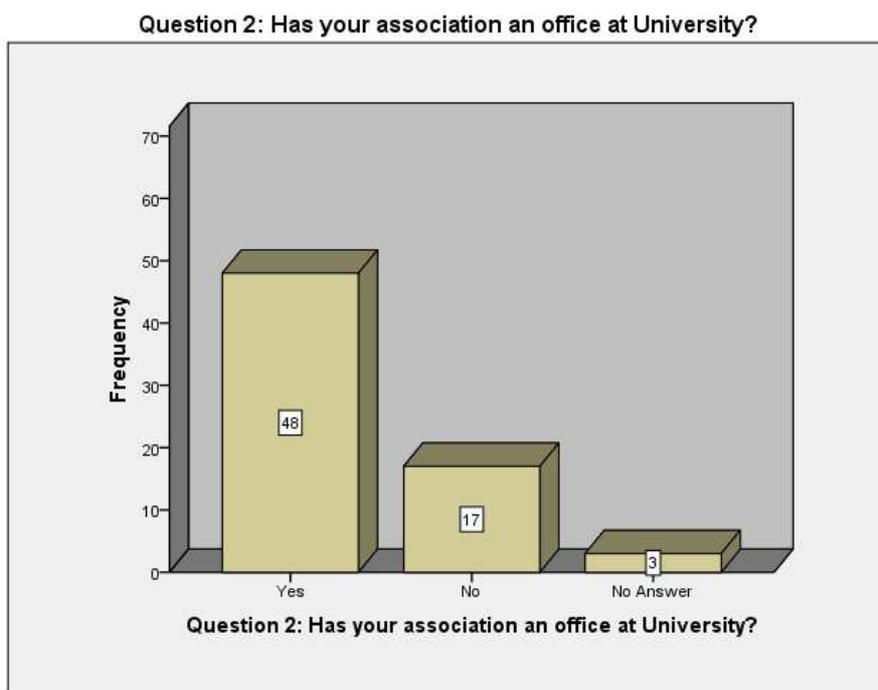
Cross-tabulation –

**Question 1: When was your association formed? (in Year) &
Question 2: Has your association an office at University?**

Name of the institution	Question 1: When was your association formed? (in Year)	Question 2: Has your association an office at University?	Total

		Yes	No	No Answer	
University of education	2015	2	2		4
	No Answer	1	0		1
	Total	3	2		5
university of Sargodha	2018	4	0		4
	2019	2	1		3
	Total	6	1		7
Gift University Gujranwala	2017	2	2		4
	No Answer	0	1		1
	Total	2	3		5
University of Lakki marwat	2018	10	1		11
	2019	0	1		1
	Total	10	2		12
Qurtuba University of Sciences and technology	2015	1	2		3
	2016	1	0		1
	Total	2	2		4
University of Central Punjab	2010	1	0		1
	2011	1	0		1
	2014	0	1		1
	2015	0	2		2
	Total	2	3		5
University of Science and Technology Bannu	2018	6			6
	Total	6			6
University of Swat	2018	3	0		3
	2019	1	1		2
	Total	4	1		5
Khushal Khan Khattak University	2013	0	1		1
	2014	1	1		2
	2016	1	0		1
	2019	1	0		1
	No Answer	1	0		1
	Total	4	2		6
University of Malakand, Lower Dir	2016	4			4
	2018	2			2
	Total	6			6
Kinnaird College	2010	0	0	3	3
	No Answer	3	1	0	4
	Total	3	1	3	7
	Grand Total	48	17	3	68

Main objective of the student societies:

According to representatives of the student societies, 30 representatives responded that their society's main objective was being a 'platform for students.' The other main objectives were 'community work' and 'environment' related activities, former being revealed by 11 representatives and later by 9 representatives of the student council. On the other hand, 5 representatives informed that 'skill development' was objective of their association whereas 4 of the 68 representatives did not give any answer. The findings are described below in the form of table and chart:

Question 3: Main objectives of your association?

Main objectives of your association?	Frequency	Percent	Valid Percent	Cumulative Percent
Cultural	1	1.5	1.5	1.5
Competitions	1	1.5	1.5	2.9
Environment related	9	13.2	13.2	16.2
Community work	11	16.2	16.2	32.4
Platform for students	30	44.1	44.1	76.5
Volunteer work in University	3	4.4	4.4	80.9
Promote Tourism	2	2.9	2.9	83.8
Awareness	2	2.9	2.9	86.8
Skill Development	5	7.4	7.4	94.1
No Answer	4	5.9	5.9	100.0
Total	68	100.0	100.0	

Question 3: Main objectives of your association?
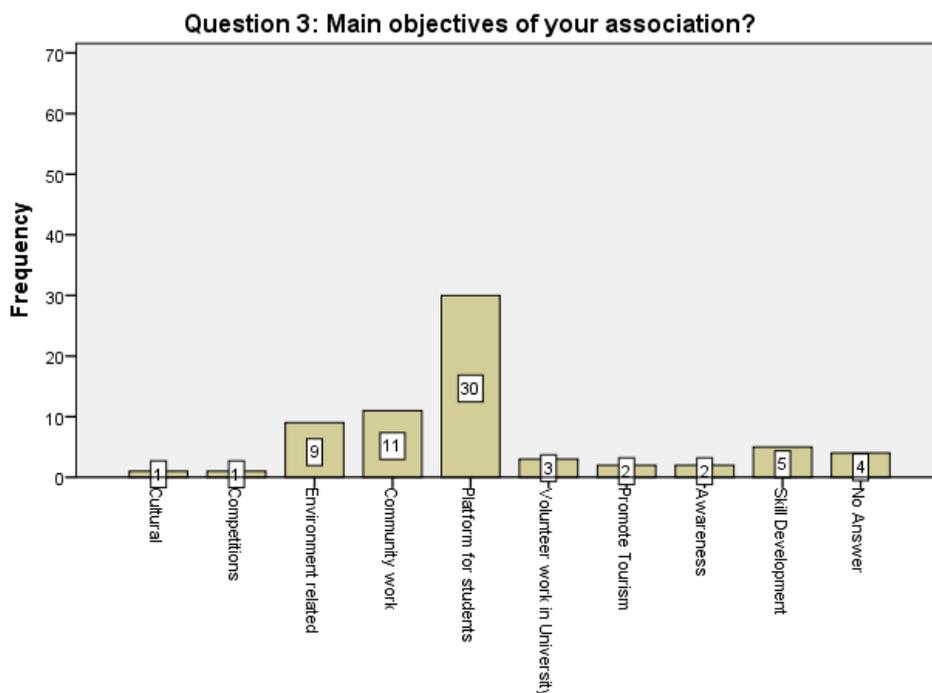
Question 3: Main objectives of your association?

Ways to achieve the society's objectives:

Representatives were asked about the ways through which their student society achieved it objectives. Therefore, 17 of the 68 respondents revealed that social work is the main activity among the student societies through which they achieve their objectives. Seminars were mentioned by 10 students and campaigns by 8 students. Workshops and competitions were also mentioned by the participants as their man activity to achieve their objectives. However, interestingly only representative mentioned about tours as the main activity of student societies. In the following chart and table, the data is illustrated in figures and percentages:

Question 4: How do you endeavor to achieve them?

How do you endeavor to achieve them?	Frequency	Percent	Valid Percent	Cumulative Percent
Seminars	10	14.7	14.7	14.7
Campaigns	8	11.8	11.8	26.5
Workshops	8	11.8	11.8	38.2
Tours	1	1.5	1.5	39.7
Social Work	17	25.0	25.0	64.7
Competitions	5	7.4	7.4	72.1
Discussions	2	2.9	2.9	75.0
Team Work	2	2.9	2.9	77.9

Photo/Video graphy	1	1.5	1.5	79.4
Arrange Tours	2	2.9	2.9	82.4
Sports	2	2.9	2.9	85.3
Events	5	7.4	7.4	92.6
No Answer	5	7.4	7.4	100.0
Total	68	100.0	100.0	

Question 4: How do you endea vor to achieve them?
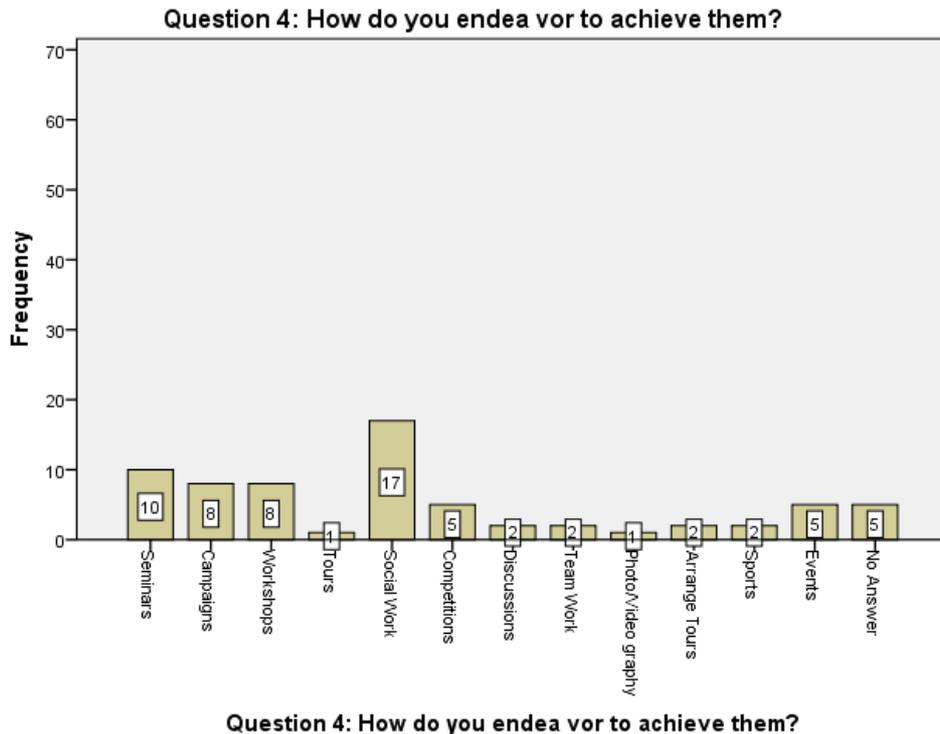
Organization of the Student Societies

Number of members:

The results reveal that out of 4 ranges varying from 1 to 500 members, 6 respondents showed that there are less than 5 members in their society. 50 participants responded that they have less than 50 students in their associations. Moreover, 14 respondents belonged to the societies that had more than 50 students as their members. Only 9 respondents belonged to societies that had more than 100 students as members of their student society. All the answers in numbers along with percentages are in the chart and table below:

Question 5: Total number of your members

Total number of your members	Frequency	Percent	Valid Percent	Cumulative Percent
1 – 5	6	8.8	8.8	8.8
5 – 50	35	51.5	51.5	60.3
50 - 100	14	20.6	20.6	80.9
100 - 500	9	13.2	13.2	94.1
No Answer	4	5.9	5.9	100.0
Total	68	100.0	100.0	

Question 5: Total number of your members
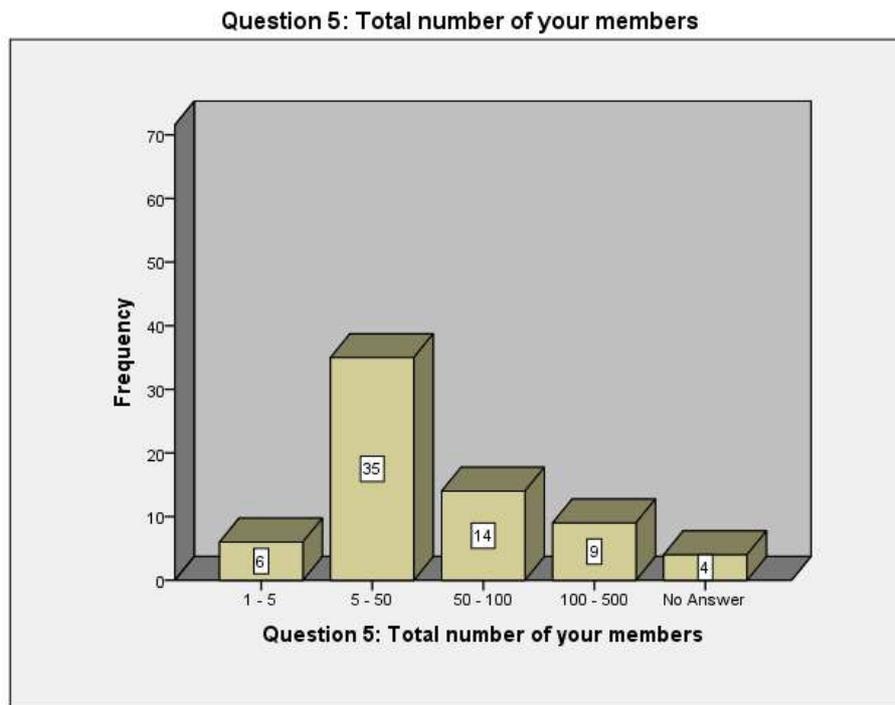
Number of female members in the student societies:

According to 27 representatives there are more than 50 percent female members in their societies. The data from 13 representatives showed that there are less than 50 percent female members in their respective societies. However, 12 of the representatives revealed that there are less than 25 percent female member and there were 7 representatives who revealed that there is no female member in their society which is demonstrated in the table and chart in the following:

Question 6: Total number of your female members

Total number of your female members	Frequency	Percent	Valid Percent	Cumulative Percent
1 - 5%	2	2.9	2.9	2.9
5 - 25%	12	17.6	17.6	20.6

25 - 50%	13	19.1	19.1	39.7
50 - 100%	27	39.7	39.7	79.4
Nill	7	10.3	10.3	89.7
No Answer	7	10.3	10.3	100.0
Total	68	100.0	100.0	

Question 6: Total number of your female members
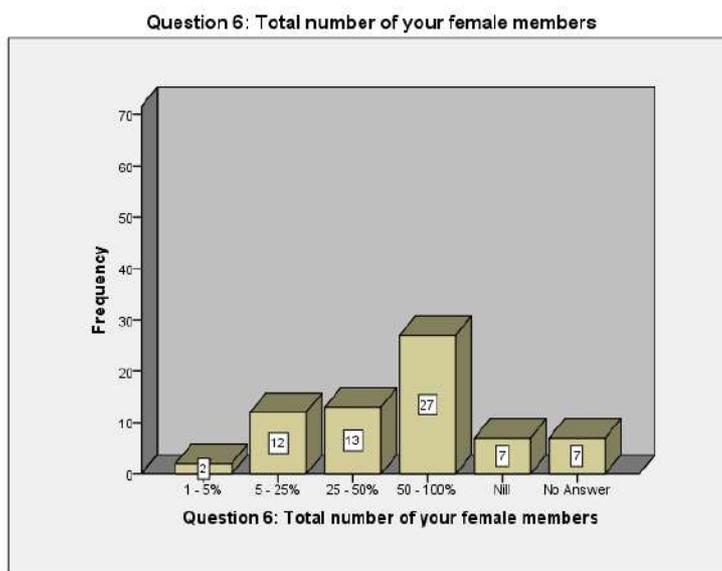
According to 25 student society representatives, members are recruited through interviews. While, 20 representatives revealed that it's an open membership process. Respectively, 3 representatives each told new members are selected through elections and also through university panel. Only, 1 representative defined that students are selected by the nomination of teachers. There were 9 representatives who chose not to answer.

Crosstabulation –

Question 5: Total number of your members &
Question 6: Total number of your female members

Name of the institution	Question 5: Total number of your members		Question 6: Total number of your female members						Total
			1 - 5%	5 - 25%	25 - 50%	50 - 100%	Nill	No Answer	
University of Eduaction		50 - 100				2		1	3
		100 - 500				2		0	2
	Total					4		1	5
university of Sargodha		1 - 5	0		1	1			2
		5 - 50	0		2	2			4

	100 - 500	1		0	0			1
	Total	1		3	3			7
Gift University Gujranwala	1 - 5					3	0	3
	5 - 50					1	1	2
	Total					4	1	5
University of Lakki marwat	5 - 50			0	11			11
	100 - 500			1	0			1
	Total			1	11			12
Qurtuba University of Sceinces and technology	No Answer				1		3	4
	Total				1		3	4
University of Central Punjab	5 - 50		0	0	1			1
	50 - 100		1	2	0			3
	100 - 500		1	0	0			1
	Total		2	2	1			5
University of Science and Technology Bannu	50 - 100		5	1				6
	Total		5	1				6
University of Swat	5 - 50	0	0	1			0	1
	50 - 100	0	2	0			0	2
	100 - 500	1	0	0			1	2
	Total	1	2	1			1	5
Khushal Khan Khattak University	1 - 5		0			0	1	1
	5 - 50		2			3	0	5
	Total		2			3	1	6
University of Malakand, Lower Dir	5 - 50		1	5				6
	Total		1	5				6
Kinnaird College	5 - 50				5			5
	100 - 500				2			2
	Total				7			7
	Grand Total	2	12	13	27	7	7	68

Recruitment of members:

Question 7: How members are recruited?

| How members are recruited?	Frequency	Percent	Valid Percent	Cumulative Percent
Voluntary	6	8.8	8.8	8.8
Open Membership	20	29.4	29.4	38.2
Interview	25	36.8	36.8	75.0
Through university panel members	2	2.9	2.9	77.9
Elections	3	4.4	4.4	82.4
Previous work	2	2.9	2.9	85.3
Nomination by faculty	1	1.5	1.5	86.8
No Answer	9	13.2	13.2	100.0
Total	68	100.0	100.0	

Question 7: How members are recruited?
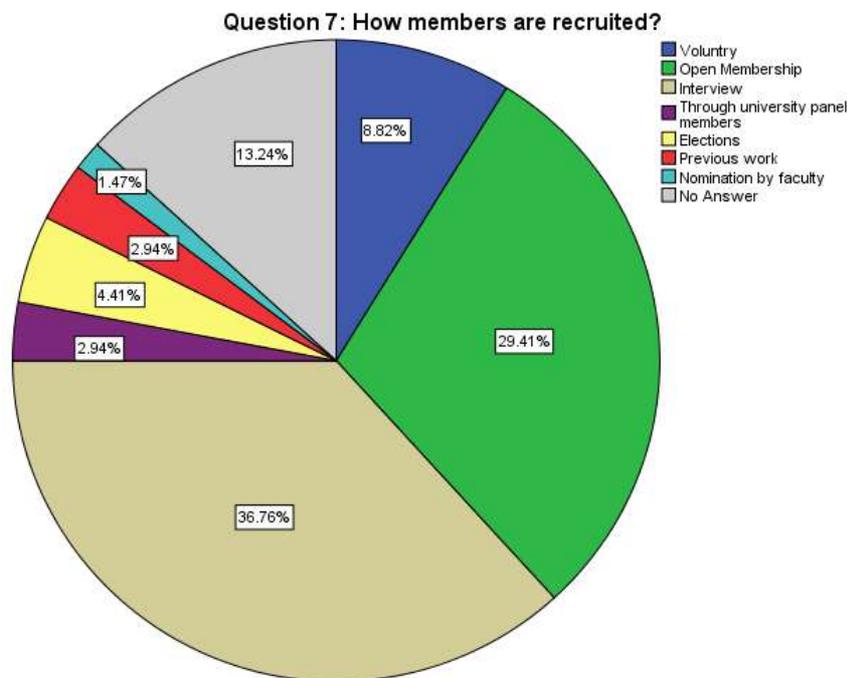
Organizational structure:

On the question about the organization structure of the student society, 27 representatives revealed that their society is student managed. The student societies according to 8 representatives are administered by the departments. Around 6 participants told that their associations are administered by the Department of student affairs. There were 21 representatives who chose not to answer and only 1 member mentioned that it is still in process. The findings are depicted below in the form of table and chart:

Question 8: Could you please tell us about the organizational structure of your association?

Could you please tell us about the organizational structure of your association?	Frequency	Percent	Valid Percent	Cumulative Percent
DSA managed	6	8.8	8.8	8.8
Students managed	27	39.7	39.7	48.5
Still in process	1	1.5	1.5	50.0
Departmental managed	8	11.8	11.8	61.8
Teachers managed	5	7.4	7.4	69.1
No Answer	21	30.9	30.9	100.0
Total	68	100.0	100.0	

Question 8: Could you please tell us about the organizational structure of your association?
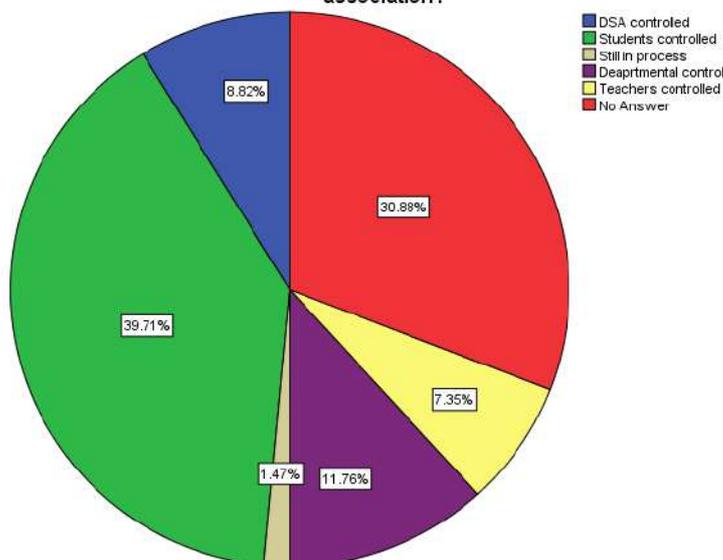
## Is the society membership student-exclusive:

According to 59 (86%) representatives there were teachers and university administration involved in the membership and formation of societies. There were only 9 (13.2%) representatives who mentioned that association representatives the teachers and university administration are not involved in the process of student society formation. The figures are given in the following table and chart:

Question 9: Is your association formed by students only or teachers and university administration are also members?

Is your association formed by students only or teachers and university administration are also members?	Frequency	Percent	Valid Percent	Cumulative Percent

Yes	59	86.8	86.8	86.8
No	9	13.2	13.2	100.0
Total	68	100.0	100.0	

Question 9: Is your association formed by students only or teachers and university administration are also members?
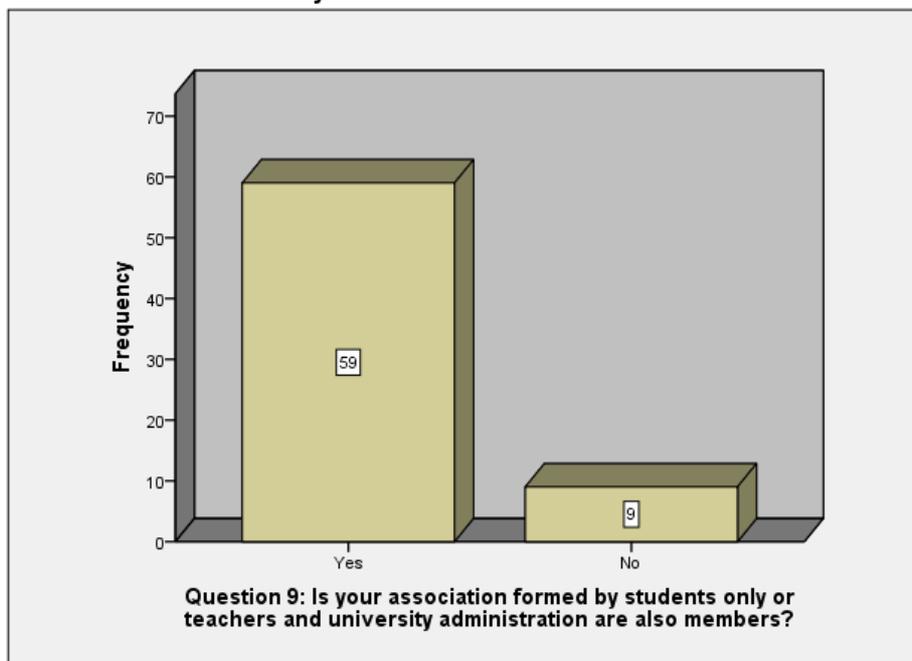
Operational Practices of the Student Societies

Budgetary allocation

According to 39 (57.4%) student representatives association representatives there is allocated budget from their university to the association. On the other hand, a total of 27 (39.7%) student body representatives revealed that there is no budgetary allocation in place for the student societies. Two of the participants chose not to answer. The results in numbers are presented in the chart below:

Question 10: Is there any budgetary allocation from university administration for your association?

Is there any budgetary allocation from university administration for your association?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	39	57.4	57.4	57.4
No	27	39.7	39.7	97.1
No Answer	2	2.9	2.9	100.0
Total	68	100.0	100.0	

Question 10: Is there any budgetary allocation from university administration for your association?
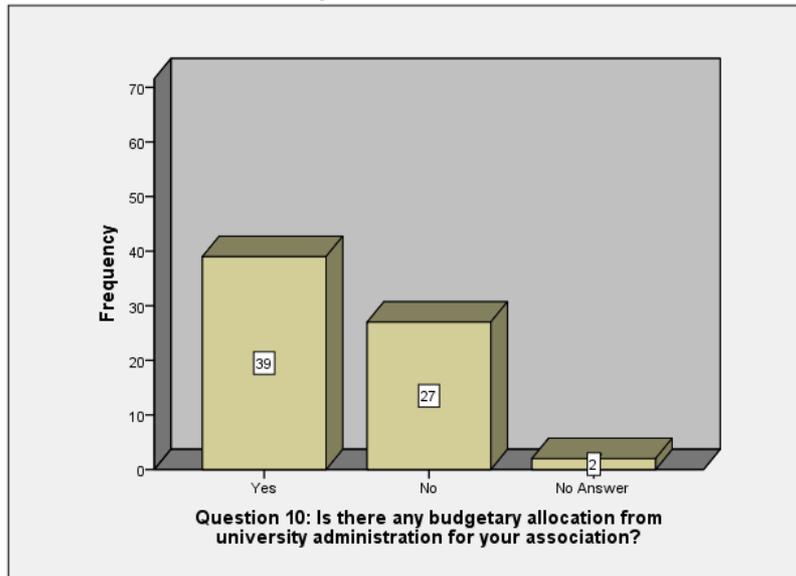
External funding sources:

Data from the training need assessment forms shows that mostly funding is received through external sources according to 40 (58.8%) representatives of the student societies. Whereas, a total of 27 (39.7%) student society representatives revealed that their society do not receive funding from external sources. Below are the results of need assessment as bar graph and table:

Question 11: Do you receive funding from external sources other than university?

Do you receive funding from external sources other than university?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	40	58.8	58.8	58.8
No	27	39.7	39.7	98.5
No Answer	1	1.5	1.5	100.0
Total	68	100.0	100.0	

**Question 11: Do you receive funding from external sources other than university?**
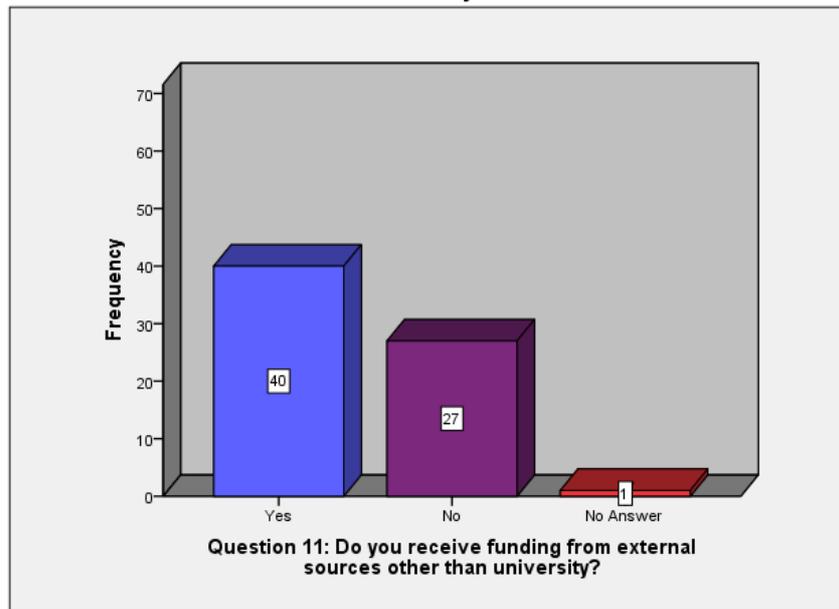
Need for fundraising techniques:

Most of the representatives of the student societies were really interested in getting training on fundraising techniques. According to 60 respondents, they needed training whereas only 6 respondents out of 68 responses showed no interest in the training for learning fund raising techniques. The percentages are illustrated in the following table and graph:

Question 12: Do you want training on fund raising techniques?

Do you want training on fund raising techniques?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	60	88.2	88.2	88.2
No	6	8.8	8.8	97.1
No Answer	2	2.9	2.9	100.0
Total	68	100.0	100.0	

Question 12: Do you want training on fund raising techniques?

Question 12: Do you want training on fund raising techniques?
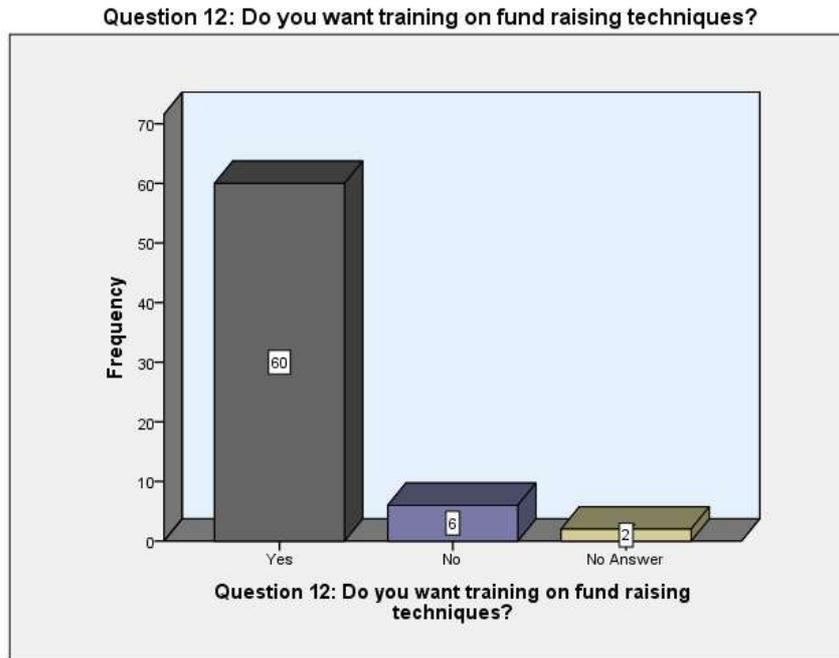
Planning and consultation:

According to the data, 61 (89.7%) participants responded that there are always planning meetings for dealing with affairs of the student society. Only 4 (5.9%) representatives of student bodies revealed that there are no planning meetings for affairs of the society. A total of 3 participants did not answer which is presented in table and graph format in the following:

Question 13: Do you have regular consultative and planning meeting for your association affairs?

Do you have regular consultative and planning meeting for your association affairs?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	61	89.7	89.7	89.7
No	4	5.9	5.9	95.6
No Answer	3	4.4	4.4	100.0
Total	68	100.0	100.0	

Question 13: Do you have regular consultative and planning meeting for your association affairs?

Question 13: Do you have regular consultative and planning meeting for your association affairs?
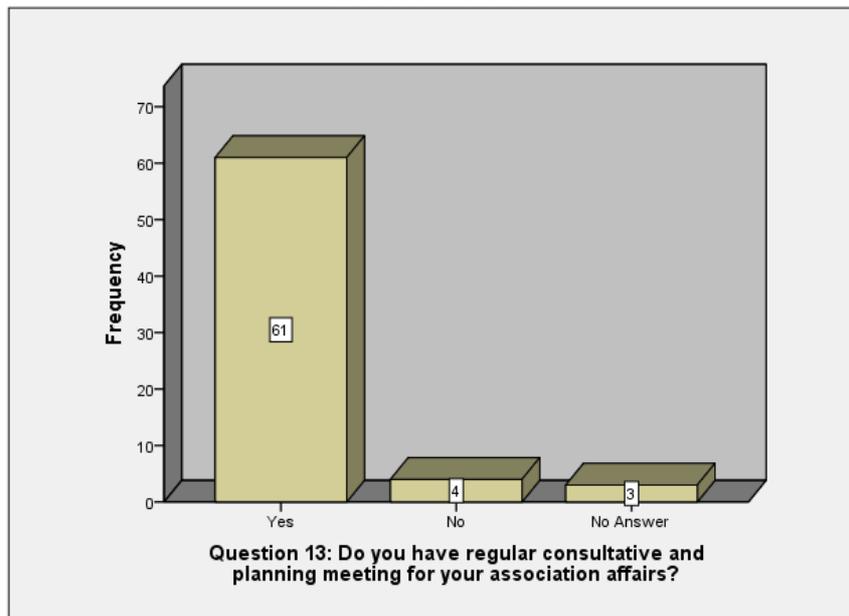
Goal-setting of the student societies:

According to the data, 57 (83.8%) participants responded that there are specific goals for society laid out by the university administration. However, a total of 10 (14.7%) representatives of student bodies revealed that there are no specific objectives for society laid out by the university administration. One representative did not answer. The results of the findings are described below in the form of table and bar graph:

Question 14: Has the University administration laid out specific goals for your association?

Has the University administration laid out specific goals for your association?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	57	83.8	83.8	83.8
No	10	14.7	14.7	98.5
No Answer	1	1.5	1.5	100.0
Total	68	100.0	100.0	

Question 14: Has the University administration laid out specific goals for your association?
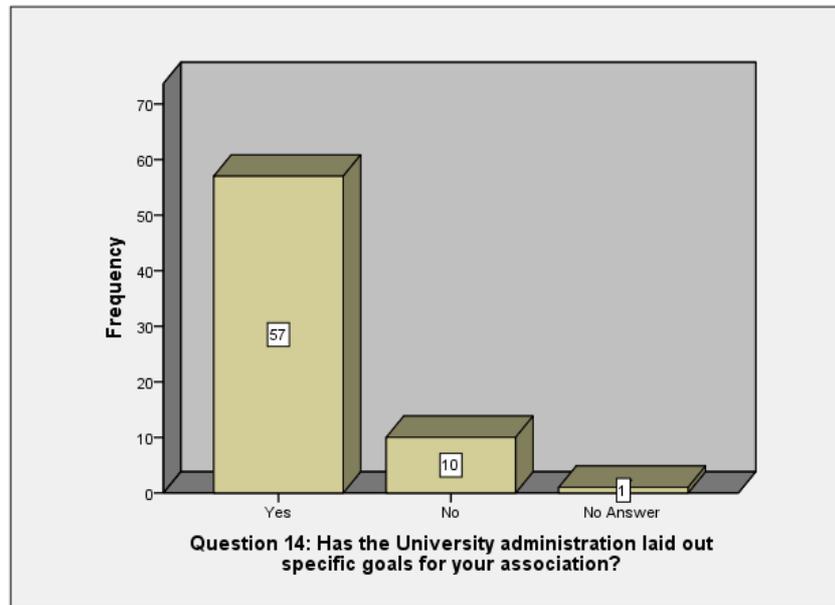
Reporting mechanism

According to the data, 56 (82.4%) student society representatives responded that there is a mechanism of reporting to the university administration. Only 7 (10.3%) representatives of student bodies revealed that there is no mechanism of reporting to the university administration. A total of 5 participants did not answer. Results are also presented as table and chart format in the following:

Question 15: Does your association report to university administration?

Does your association report to university administration?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	56	82.4	82.4	82.4
No	7	10.3	10.3	92.6
No Answer	5	7.4	7.4	100.0
Total	68	100.0	100.0	

Question 15: Does your association report to university administration?
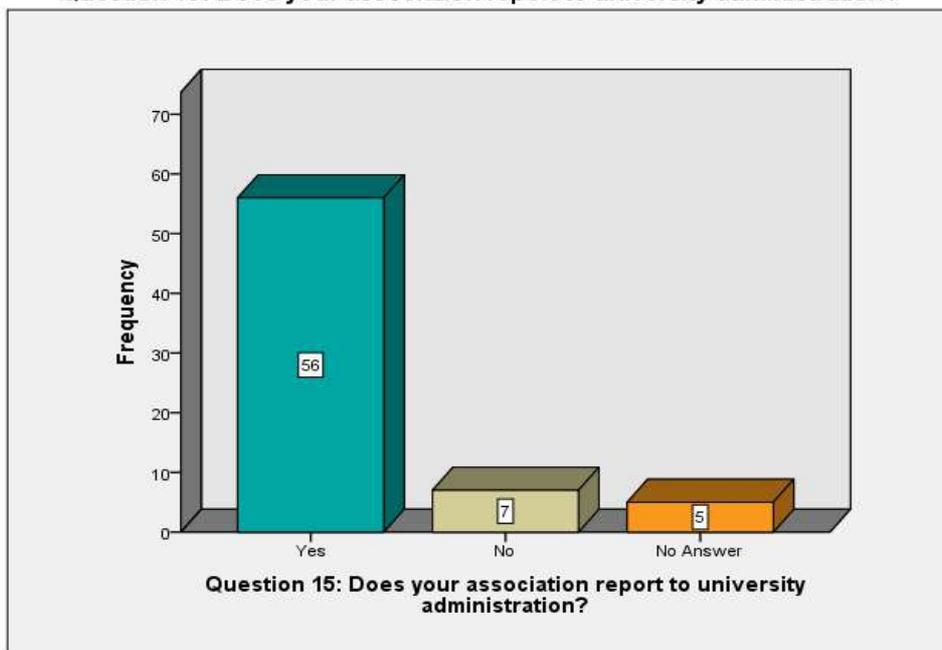
Prominent past activities:

According to the data, 18 respondents did not answer the question. Other responses include 11 answered that the society has executed environment related activities. 13 student society representatives revealed that there have been community work related activities in the past, 6 representatives each revealed that there were entertainment and sports related activities. Different types of competitions have also been held in the past according to 5 participants. Entrepreneurship and media related activities have also been executed according to 2 participants each respectively. One participant mentioned discussion related activities in the past have been carried out. Figures are mentioned in the chart and graph below:

Question 16: Could you recall some prominent past activities of your association?

Could you recall some prominent past activities of your association?	Frequency	Percent	Valid Percent	Cumulative Percent
Environment	11	16.2	16.2	16.2
Community Work	13	19.1	19.1	35.3
Competition	4	5.9	5.9	41.2
Entertainment	6	8.8	8.8	50.0
Celebration	5	7.4	7.4	57.4
Sports	6	8.8	8.8	66.2
IT/Media relating	2	2.9	2.9	69.1
Discussion	1	1.5	1.5	70.6

	Entrepreneurship Related	2	2.9	2.9	73.5
	No Answer	18	26.5	26.5	100.0
	Total	68	100.0	100.0	

Question 16: Could you recall some prominent past activities of your association?
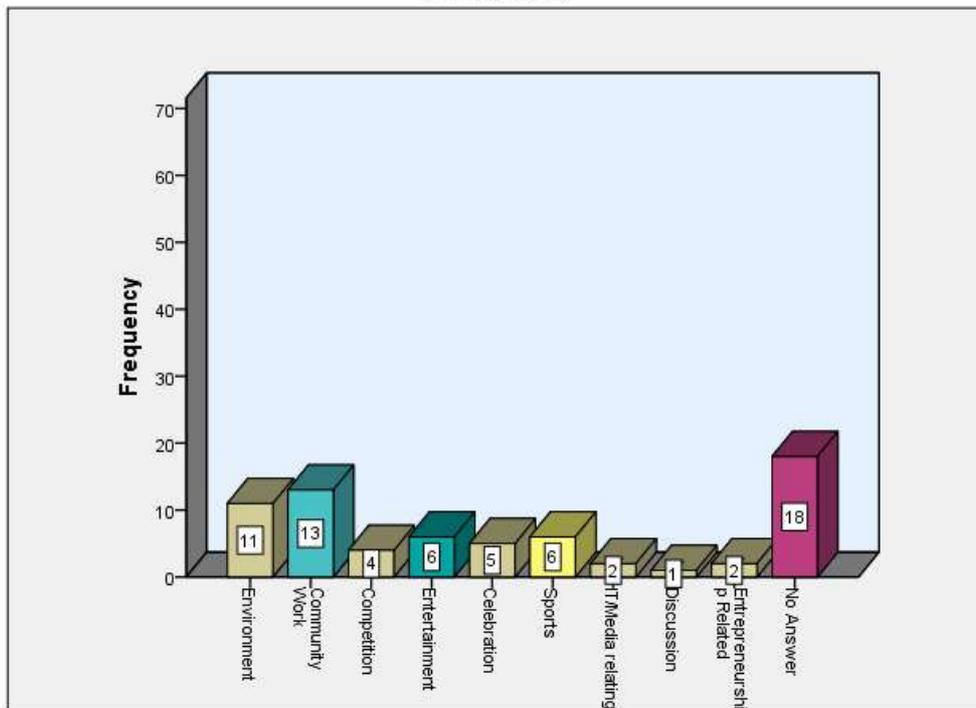
Annual calendars of the societies:

According to the data, 43 (63.2%) student society representatives responded that they have annual calendar. Only 25 (36.8%) representatives of student bodies responded that the societies have no calendar. The results are presented below as table and graph:

Question 17: Does your association have annual calendar?

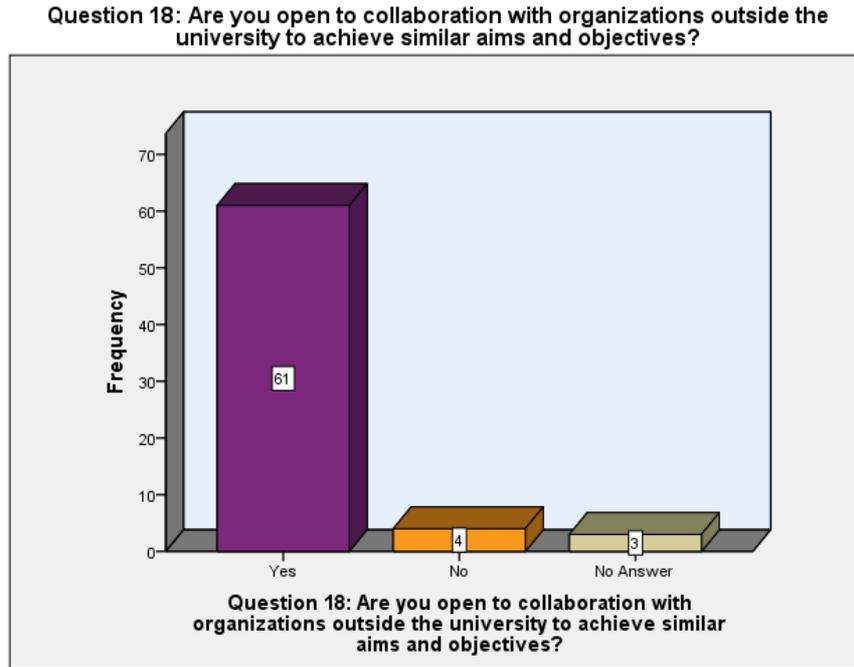| Does your association have annual calendar?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	43	63.2	63.2	63.2
No	25	36.8	36.8	100.0
Total	68	100.0	100.0	

Question 17: Does your association have annual calendar?
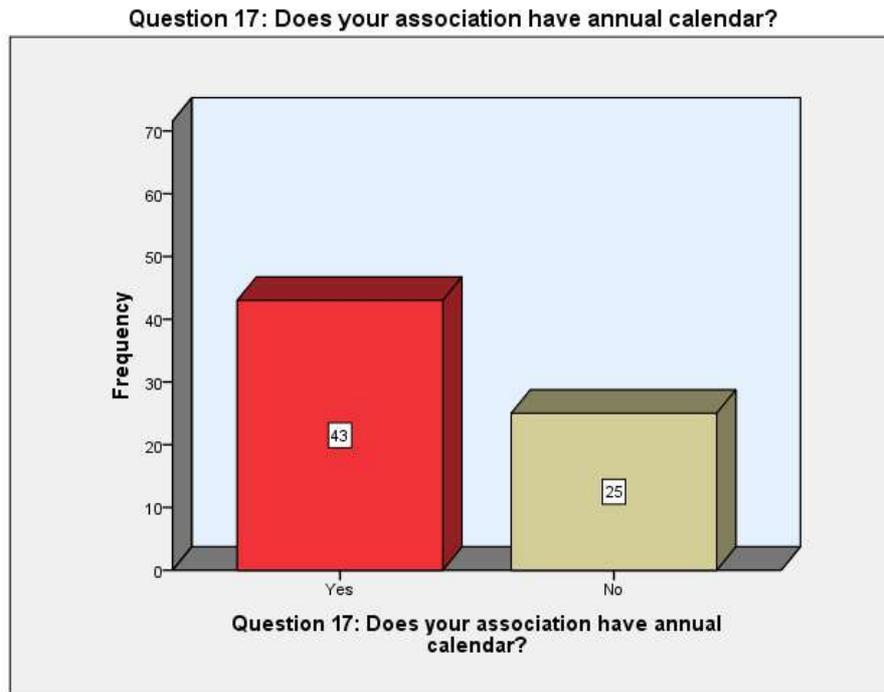
According to the data, 61 (89.7%) student society representatives responded that their societys are open to collaboration outside of the university. Only 4 (5.9%) representatives of student bodies responded that their societys are not open to collaboration. A total of 3 (4.4%) respondents did not answer. Figures can also be found in the below table and graph:

Collaboration outside the university:

Question 18: Are you open to collaboration with organizations outside the university to achieve similar aims and objectives?

Are you open to collaboration with organizations outside the university to achieve similar aims and objectives?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	61	89.7	89.7	89.7
No	4	5.9	5.9	95.6
No Answer	3	4.4	4.4	100.0
Total	68	100.0	100.0	

Question 18: Are you open to collaboration with organizations outside the university to achieve similar aims and objectives?

Arrangements for external collaboration:

According to the data, 42 (61.8%) out of 68 student society representatives responded that there are existing arrangements. A total of 17 (25%) representatives of student bodies responded that there are no existing arrangements. A total of 9 respondents did not answer. The results are in the following table and graph as well:

Question 19: Are there any existing arrangements for collaboration with external organizations?

Are there any existing arrangements?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	42	61.8	61.8	61.8
No	17	25.0	25.0	86.8
No Answer	9	13.2	13.2	100.0
Total	68	100.0	100.0	

Question 19: Are there any existing arrangements?

Question 19: Are there any existing arrangements?
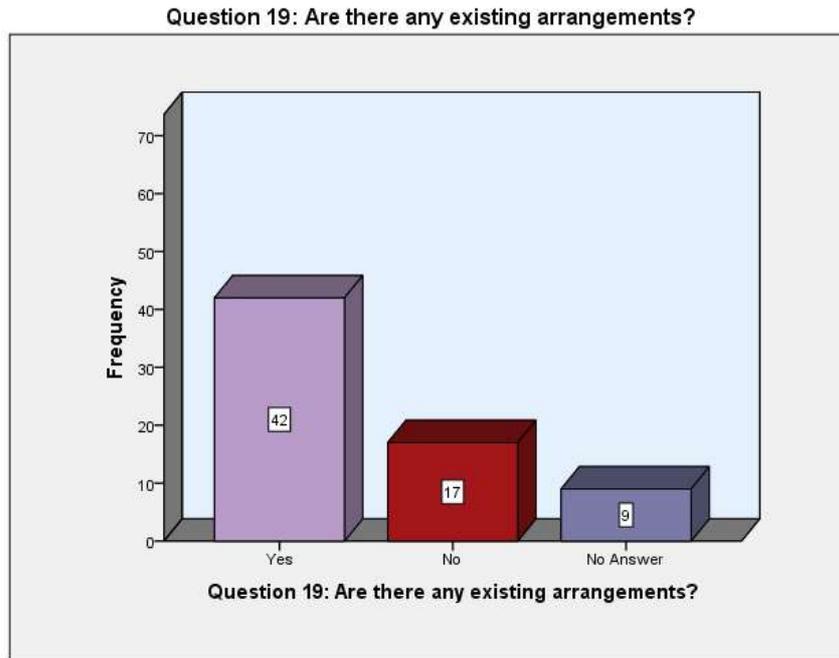
Training/ Capacty Building

**Need for training/ capacity building:**

According to the data, 45 (66.2%) out of 68 student society representatives responded that they have issues relating to training/capacity building of their members. Whereas, total of 21 (30.9%) representatives of student bodies responded that there are no issues related to training and capacity building of their members. A total of 2 respondents did not answer. The answers are also presented in chart and graph in the following:

Question 20: Do you have any issues relating to training/capacity building of your members?

Do you have any issues relating to training/capacity building of your members?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	45	66.2	66.2	66.2
No	21	30.9	30.9	97.1
No Answer	2	2.9	2.9	100.0
Total	68	100.0	100.0	

Question 20: Do you have any issues relating to training/capacity building of your members?

Question 20: Do you have any issues relating to training/capacity building of your members?
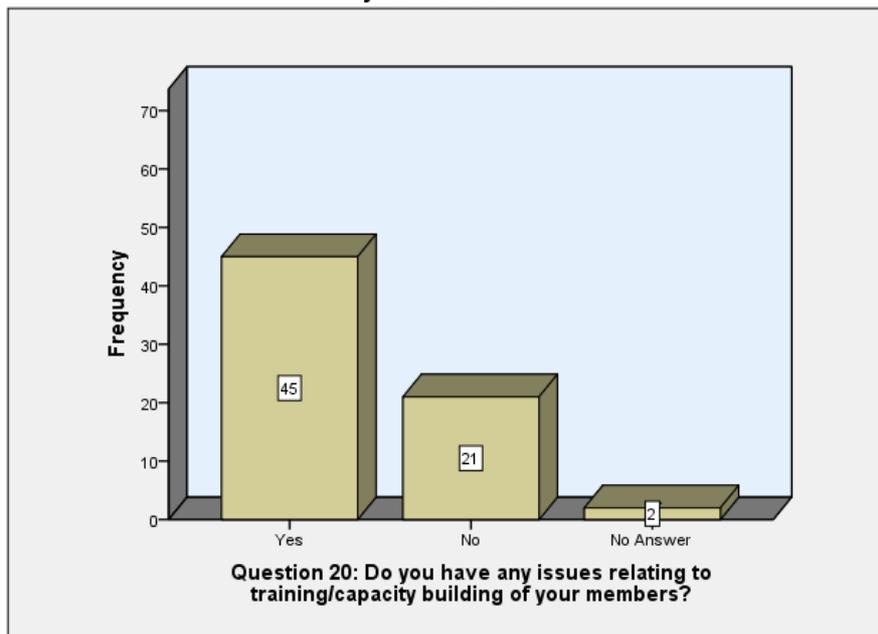
Institutional memory and record keeping:

According to the data, 60 (88.2%) out of 68 student society representatives responded that they keep record of their activities. In contrast, a total of 4 (5.9%) representatives of student bodies responded that they do not keep any record of their activities. A total of 4 respondents did not answer. Below table and graph illustrate the results in figures:

Question 21: Do you keep a record of your activities? (In terms of written record, audio/video visuals, media coverage etc.)

Do you keep a record of your activities? (In terms of written record, audio/video visuals, media coverage etc.)	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	60	88.2	88.2	88.2
No	4	5.9	5.9	94.1
No Answer	4	5.9	5.9	100.0
Total	68	100.0	100.0	

Question 21: Do you keep a record of your activities? (In terms of written record, audio/video visuals, media coverage etc.)

Question 21: Do you keep a record of your activities? (In terms of written record, audio/video visuals, media coverage etc.)
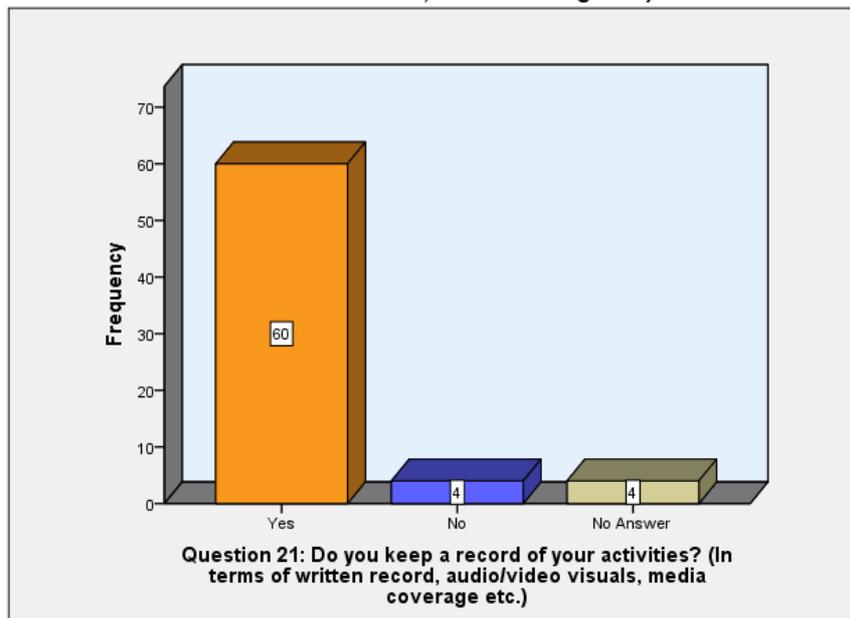
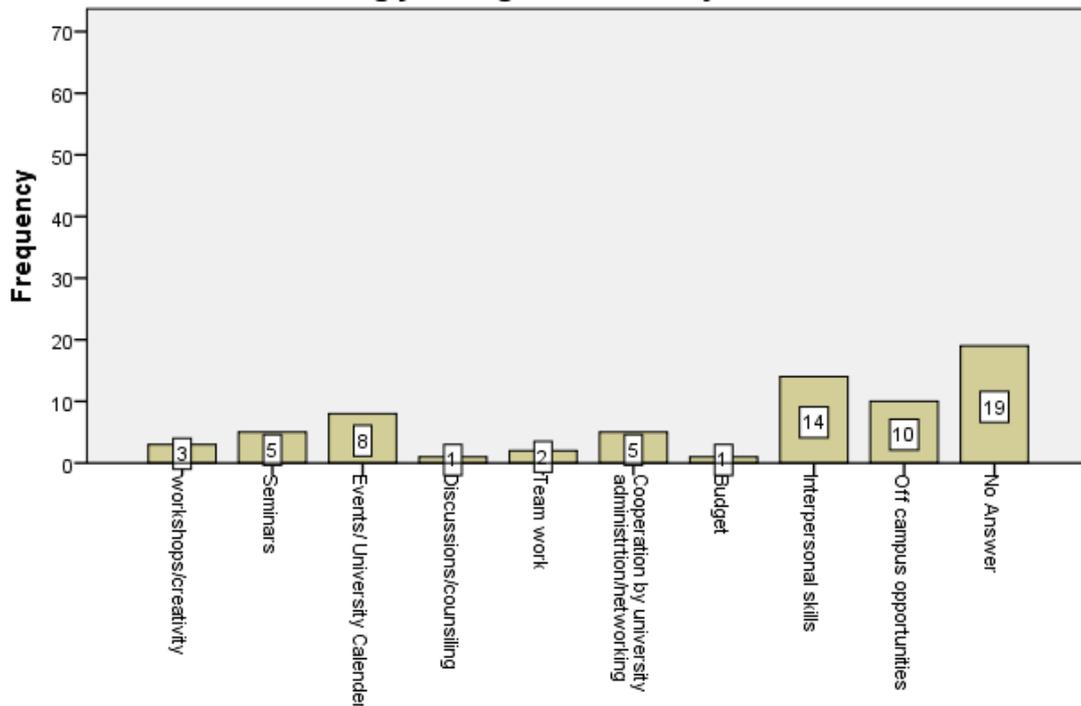## Key opportunities and challenges:

The student society representatives highlighted opportunities associated with their organization goals. A total of 14 representatives pointed towards gaining interpersonal skills. Ten of the representatives believed that there are off campus opportunities. A total of 8 participants believed that university events calendar is also an opportunity associated with the goals of their society. According to 5 representatives seminars are also an opportunity. A total of 19 representatives did not respond to the question. A further detail of results is described in the table and chart below:

Question 22 a: Could you enlist opportunities and challenges associated with achieving your organizational objectives?

Question 22 a: Opportunities	Frequency	Percent	Valid Percent	Cumulative Percent
workshops/creativity	3	4.4	4.4	4.4
Seminars	5	7.4	7.4	11.8
Events/ University Calendar	8	11.8	11.8	23.5
Discussions/counseling	1	1.5	1.5	25.0
Team work	2	2.9	2.9	27.9
Cooperation by university administration/networking	5	7.4	7.4	35.3
Budget	1	1.5	1.5	36.8
Interpersonal skills	14	20.6	20.6	57.4
Off campus opportunities	10	14.7	14.7	72.1
No Answer	19	27.9	27.9	100.0

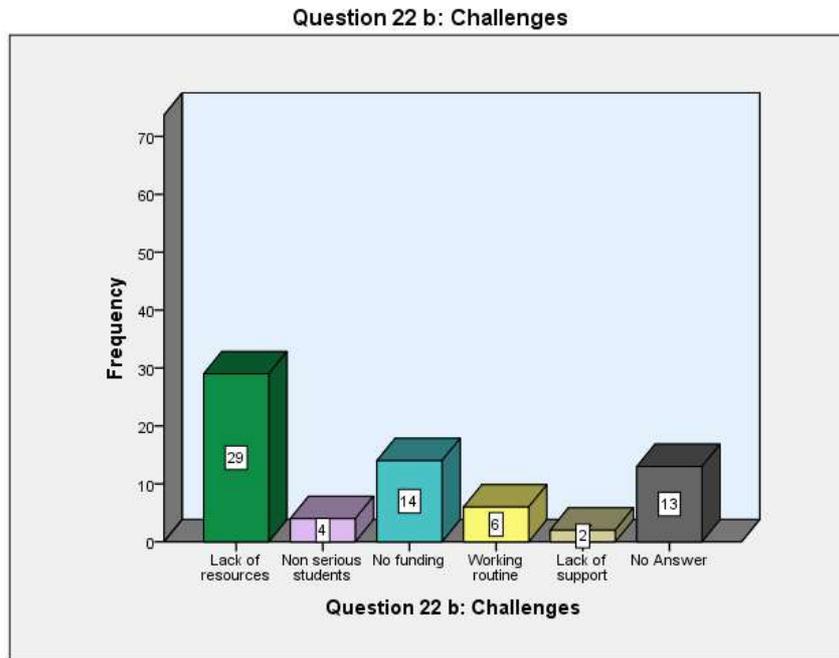|				
Total	68	100.0	100.0	

Question 22 a: Could you enlist opportunities and challenges associated with achieving your organizational objectives?

The student society representatives also highlighted challenges associated with their organization goals. A total of 29 representatives pointed towards lack of resources. Fourteen of the representatives believed that there are is no funding. A total of 6 participants shared that there is no funding by the university which is a major challenge associated with the goals of their society. According to 4 representatives non-serious students are also a big challenge. A total of 13 representatives did not respond to the question. More in detail numerical variations are illustrated in the table and graph below:

Question 22 b: Challenges

Question 22 b: Challenges	Frequency	Percent	Valid Percent	Cumulative Percent
Lack of resources	29	42.6	42.6	42.6
Non serious students	4	5.9	5.9	48.5
No funding	14	20.6	20.6	69.1
Working routine	6	8.8	8.8	77.9
Lack of support	2	2.9	2.9	80.9
No Answer	13	19.1	19.1	100.0

	Total	68	100.0	100.0	

Question 22 b: Challenges

Crosstabulation

Question 22 a: Could you enlist opportunities and challenges associated with achieving your organizational objectives? & Question 22 b: Challenges

Name of the Institution	Question 22 a: Could you enlist opportunities and challenges associated with achieving your organizational objectives?	Question 22 b: Challenges						Total
		Lack of resources	Non serious students	No funding	Working routine	Lack of support	No Answer	
University of education	workshops/creativity	1	0		0			1
	Events/ University Calendar	0	0		2			2
	Discussions/counseling	0	1		0			1
	Team work	0	1		0			1
	Total	1	2		2			5
university of Sargodha	workshops/creativity		0	1	0		0	1
	Seminars		0	1	1		0	2
	Events/ University Calendar		0	1	0		0	1
	Team work		0	0	0		1	1
	Interpersonal skills		1	0	0		0	1
	No Answer		0	1	0		0	1

| University	Category							Total
	Total		1	4	1		1	7
Gift University Gujranwala	Interpersonal skills			1				1
	Off campus opportunities			4				4
	Total			5				5
University of Lakki marwat	Events/ University Calendar	0	0	1			0	1
	No Answer	8	1	0			2	11
	Total	8	1	1			2	12
Qurtuba University of Sciences and technology	Seminars	2					1	3
	Cooperation by university administration/networking	1					0	1
	Total	3					1	4
University of Central Punjab	Budget			0	1	0		1
	Interpersonal skills			1	0	2		3
	Off campus opportunities			1	0	0		1
	Total			2	1	2		5
University of Science and Technology Bannu	Events/ University Calendar	4					0	4
	Cooperation by university administration/networking	1					0	1
	No Answer	0					1	1
	Total	5					1	6
University of Swat	Interpersonal skills	1			0		1	2
	No Answer	0			2		1	3
	Total	1			2		2	5
Khushal Khan Khattak University	Interpersonal skills	2		0			1	3
	No Answer	1		1			1	3
	Total	3		1			2	6
University of Malakand, Lower Dir	Cooperation by university administration/networking	0		0			1	1
	Interpersonal skills	0		1			0	1
	Off campus opportunities	3		0			1	4
	Total	3		1			2	6
Kinnaird College	workshops/creativity	1					0	1
	Cooperation by university administration/networking	0					2	2
	Interpersonal skills	3					0	3
	Off campus opportunities	1					0	1
	Total	5					2	7
	Grand Total	29	4	14	6	2	13	68

Women Leadership in Student Societies

Encouraging women participation:

The student society representatives identified ways through which they encourage female participation. A total of 38 representatives pointed towards providing enough opportunities. Nine of the representatives revealed that there is a quota percentage for women. A total of 8 participants identified that their associations are female centered. According to 1 representative through women specific event female participation is ensured. A total of 11 representatives did not respond to the question. Results are also mentioned in numbers in the following table and graph:

Question 23: How do you encourage participation of women in your association?

How do you encourage participation of women in your association?	Frequency	Percent	Valid Percent	Cumulative Percent
Provide enough opportunities	38	55.9	55.9	55.9
Quota percentage for women	9	13.2	13.2	69.1
Strict harassment policy	1	1.5	1.5	70.6
Female centered society	8	11.8	11.8	82.4
Women specific events	1	1.5	1.5	83.8
No Answer	11	16.2	16.2	100.0
Total	68	100.0	100.0	

Question 23: How do you encourage participation of women in your association?
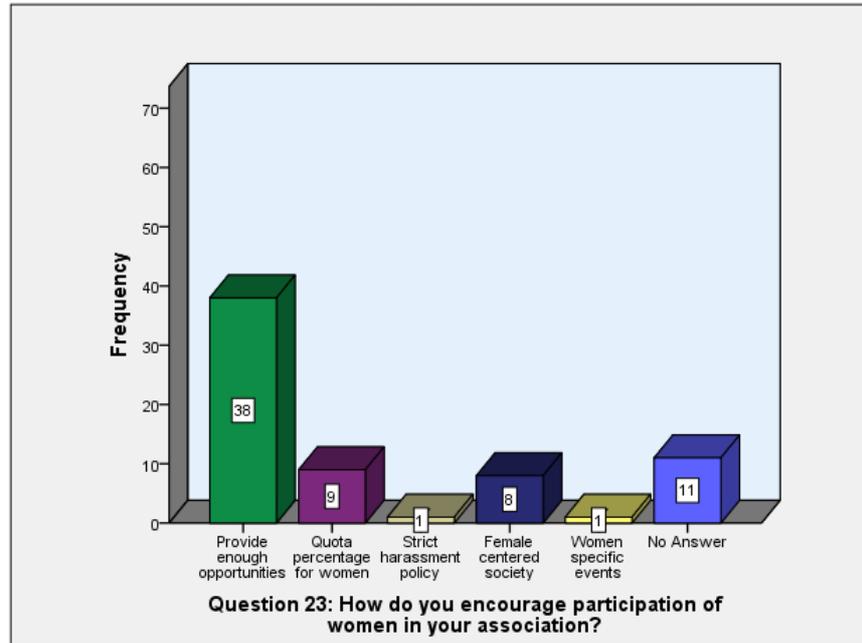
According to the data, 50 (73.5%) out of 68 student society representatives responded that they have female office bearers. On the other hand, a total of 17 (25%) representatives of student bodies responded that there are no female office bearers in their society. One respondent did not answer. In the following table and graph results are mentioned in percentages and numbers:

Female office bearers:

Question 24: Are there any female office bearers?

Are there any female office bearers?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	50	73.5	73.5	73.5
No	17	25.0	25.0	98.5
No Answer	1	1.5	1.5	100.0
Total	68	100.0	100.0	

Question 24: Are there any female office bearers?
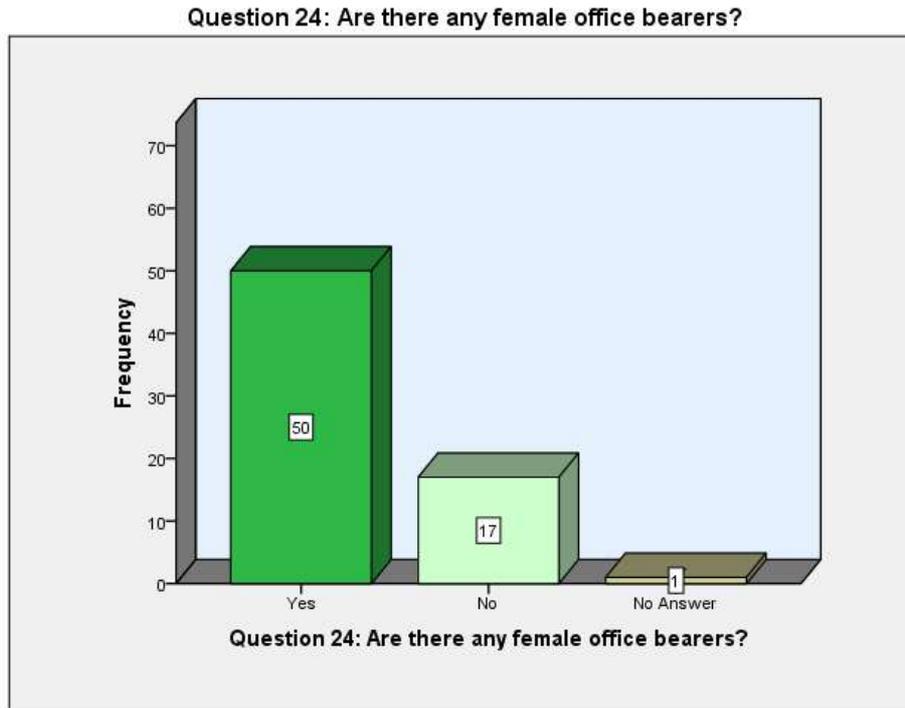
## Equal opportunity:

According to the data, 59 (86.8%) out of 68 student society representatives responded that they have women leadership in their society. However, a total of 8 (11.8%) representatives of student bodies responded that there is no women leadership. One respondent did not answer. In the below table and graph results are described in numbers and percentage:

Question 25: Do you ensure that women are always part of leadership within your association?

Do you ensure that women are always part of leadership within your association?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	59	86.8	86.8	86.8
No	8	11.8	11.8	98.5
No Answer	1	1.5	1.5	100.0
Total	68	100.0	100.0	

Question 25: Do you ensure that women are always part of leadership within your association?
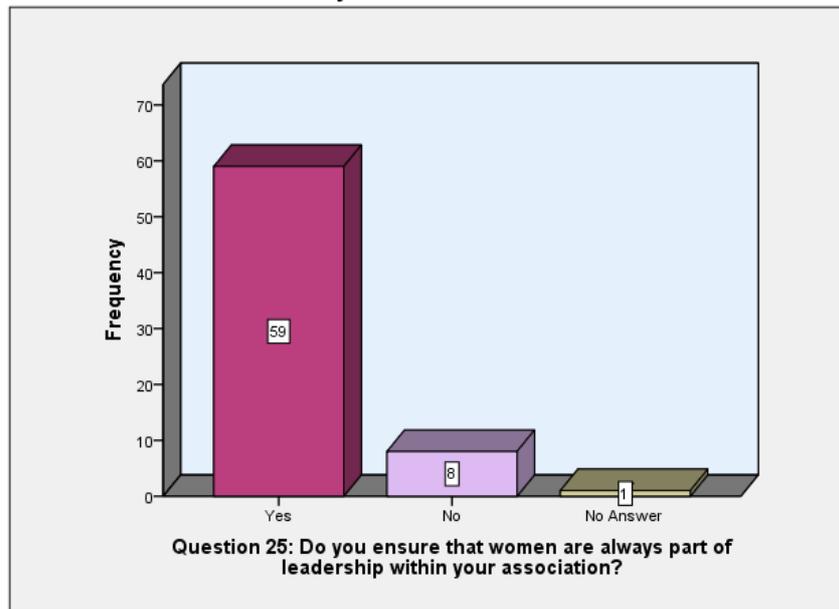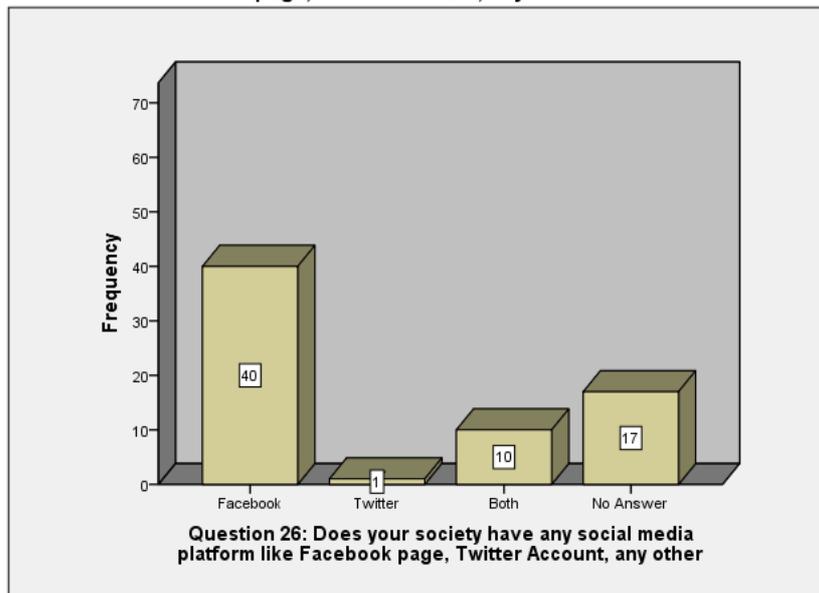
Use of Social Media

Hierarchy of social media platforms used:

According to the data 40 (58.8%) out of 68 representatives responded that their society has a facebook page. One respondent said that there is twitter page. A total of 10 respondents have both facebook and twitter pages. A total of 17 did not answer the question. The results are illustrated table and graph below:

Question 26: Does your society have any social media platform like Facebook page, Twitter Account, any other

Does your society have any social media platform like Facebook page, Twitter Account, any other	Frequency	Percent	Valid Percent	Cumulative Percent
Facebook	40	58.8	58.8	58.8
Twitter	1	1.5	1.5	60.3
Both	10	14.7	14.7	75.0
No Answer	17	25.0	25.0	100.0
Total	68	100.0	100.0	

Question 26: Does your society have any social media platform like Facebook page, Twitter Account, any other

Updating through social media:

According to the data 51 (75%) out of 68 representatives responded that their society uses social media platform to promote the updates of their society. However, total of 15 (22.1%) responses by the representatives of the student societies said that their societies do not use social media for updates. A total of 2 respondents did not answer the question. The answers are presented in table and graph form at below:

Question 27: Does your student society use social media platform to promote your society's updates like events and awards?

Does your student society use social media platform to promote your society's updates like events and awards?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	51	75.0	75.0	75.0
No	15	22.1	22.1	97.1
No Answer	2	2.9	2.9	100.0
Total	68	100.0	100.0	

Question 27: Does your student society use social media platform to promote your society's updates like events and awards?

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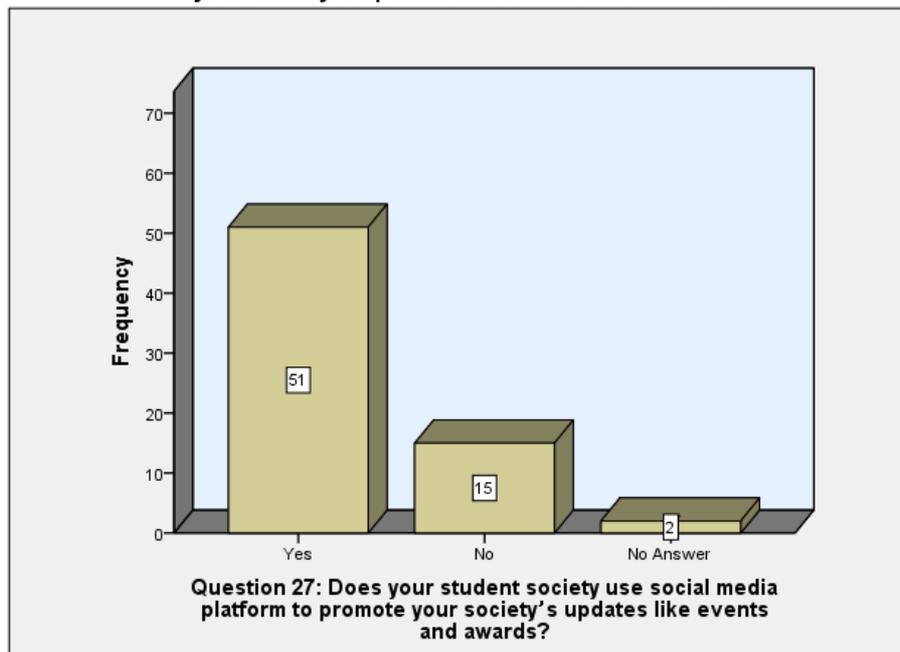
Social media activities:

According to the data, 36 (52.9%) out of 68 student society representatives responded that social media activities have been arranged for the students by their societies. A total of 29 (42.6%) representatives of student bodies responded that their societies do not arrange activities related to social media. Three respondents did not answer. Numerical Table and graph of answers is presented below:

Question 28: Did your society arrange any social media campaigning activity for its members?

Did your society arrange any social media campaigning activity for its members?	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	36	52.9	52.9	52.9
No	29	42.6	42.6	95.6
No Answer	3	4.4	4.4	100.0
Total	68	100.0	100.0	

Question 28: Did your society arrange any social media campaigning activity for its members?

Question 28: Did your society arrange any social media campaigning activity for its members?
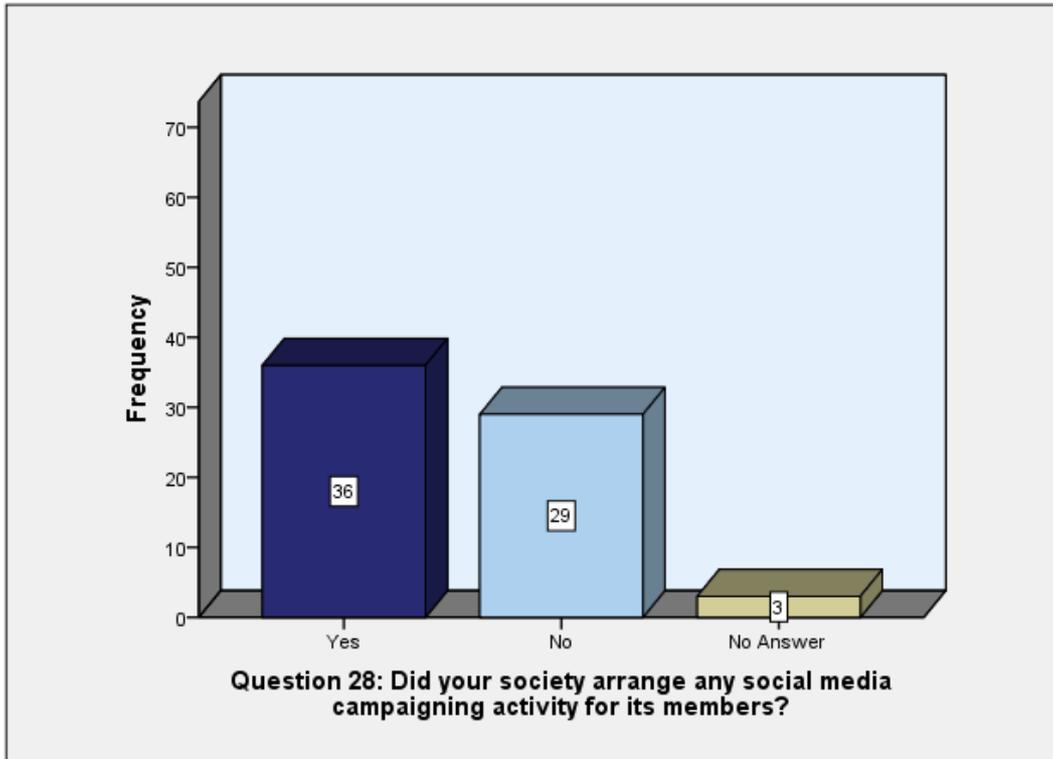
Conclusion and Recommendations

The TNA findings that there has been an upsurge of student societies, clubs and associations in universities in a variety of fields other than the traditionally ingrained student bodies on debating, literary, sports, blood donor, music, social welfare, etc. The students under guidance of administration are also working as core areas on media, e-media, film, writing, photo video, environment, volunteering, woman empowerment, fine arts, art and culture, character building, adventure, rapid response, zero thalassemia, promotion of science & technology, entrepreneurship and food and nutrition. This would indicate a mushrooming of student participation in a diverse way and the scope of student participation is expanding in many directions.

What is also highlighted is that in the participating universities that emergence of student bodies is a new phenomenon starting mainly from 2010. Almost all but two of participating universities are public institutions. This also speaks of how public universities are now responding to competitiveness in the higher education environment and have started realizing the need to engage students in constructive activities and excel personally and professionally.

What is further encouraging that the universities are allotting physical spaces to student societies so that can generate their activities on their own.

For representatives and office bearers the primary function of these bodies is to act as a platform for youth. 'social work' is still the most favorite way for the student societies and seminars, workshops and campaigns are generally used by students to undertake their associational work.

Another visible trend is relatively lesser presence of girls as against their enrolment on campuses. The highest ratio for women participation is at 39.7% which is far lesser than girls' enrollment.

As for recruitment and structures, the student societies work in a managed environment under focal persons from faculty and administration. In funding, the policy is more open and external relations also generate funds for these bodies. Such fund raising is however without informed by due training in fund raising techniques.

There is keenness among student representative and office bearers for training and capacity building activities and hands-on experience guides the work of these societies. It was pointed out that the student representatives faced issues related with lack of resources. The student bodies also did not have yearly calendar of activities. Facebook is the most used social media platform.

Given the trends and needs coming out of the TNA it is recommended that:

- ✓ The representatives and office bearers of the student societies need both thematic and management skills. In themes, gender and social cohesion has to be necessarily considered for capacity building and in management, institutional and fund raising techniques should be highlighted.
- ✓ The training for the student representatives has to inculcate the value of effective communication skills which proves an integral part of leadership

- ✓ The training should enhance the skills and abilities of student bodies for leadership qualities so that they can serve better in their student societies and eventually at bigger platforms.
- ✓ It should focus on thematic clarity and behavioral change towards women participation at leadership roles. Participants will have enhanced skills for awareness raising in their peers. They have to equip for understanding and reflection on women leadership on campuses and how to ensure women participation in student societies.
- ✓ Perspectives on social cohesion and conflict analysis should be imparted so that the representatives can identify factors of cohesion and conflict and their early signs.
- ✓ The training should prepare the student representatives for profiling of their own student bodies and how they can effectively engage students on campuses for social cohesion.
- ✓ It has to provide thematic clarity on how youth networks on campuses create contribute to social cohesion and resilience and impart them functional skills to lead work of the student societies.
- ✓ It should establish the significance of documentation and introduce representatives about techniques of effective documentation and as to why it leads to build an institutional memory.
- ✓ Report and proposal writing are another area. They should also be enabled to know about fund raising techniques.
- ✓ Introduce the student representatives about the importance of social media and how it is shaping people's lives. How youth can manage their activities and spread their message effectively to the targeted audience through social media.
- ✓ Introduce and practice action planning so that the student representatives are familiar and can use planning tools for executing activities of their societies.
- ✓ The present TNA report has limited scope particular to one project on working with student societies. Further researches will help bringing out insights on questions related to profiling, organization, operational practices, training needs and their engagement with multiple other themes on a larger scale in Pakistan.

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Annexures

Annexure 1: TNA Survey Form

General Information								
Interview No:		**Date of Interview:** (DD-MM-YYYY)				**2**	**0**	**1**	**9**
Name of University: (with name of city & Province)								
Name of Association:								
Interviewee Portfolio:	**Name:** …………………………….…………. **Designation:** ……………………………………………………….. **Status:** Student ☐ Teacher ☐ Administrative staff ☐ Other (please explain)……………………..							

Detailed Information
(Please write the details in the answer category. Please also put numbers or tick (✔) where needed

When was your association formed? (in Year)				

Has your association an office at University?

1= No ☐   2= Yes ☐

Please discuss the main objectives of your association?

*(**Instruction for interviewer:** Please Try to record response in bullet points)*

How do you endeavor to achieve them?

What are the total numbers of your members?

What proportion of your active membership are females?

How are the members of your association recruited?
Interviewer: We are interested in knowing if there is open membership, voluntary association etc.)

Could you please tell us about the organizational structure of your association?
Interviewer: The authority/responsibility of office bearers, chain of command, span of control, tenure, mode of appointment of office bearers (nomination/election etc.). In other words, how the organization works.

Is your association formed by students only or teachers and university administration are also members?
1= No ☐   2= Yes   **If yes,** please provide us some details

Is there any budgetary allocation from university administration for your association?
1= No ☐   2= Yes   ☐ **If yes,** how does that work out?

Do you receive funding from external sources other than university?
1= No ☐   2= Yes   ☐ **If yes,** How and from whom?

Do you want training on fund raising techniques?
1= No ☐   2= Yes   ☐ **If yes,** How?

| **Do you have regular consultative and planning meeting for your association affairs?** |
| 1= No ☐   2= Yes   ☐ **If yes,** when and where are these meeting held? How frequent are these meetings? |

| **Has the University administration laid out specific goals for your association?** |
| 1= No ☐   2= Yes ☐ **If yes,** please provide us some details |

| **Does your association report to university administration?**
 (in terms of activity reports, quarterly or annual progress etc.)? |
| 1= No ☐   2= Yes ☐ **If yes,** please provide us some details |

| **Could you recall some prominent past activities of your association?** |
| |

| **Does your association have annual calendar?** |
| 1= No ☐   2= Yes ☐ **If yes,** provide details. If not, could you tell us about any prospective activities you are planning? |

| **Are you open to collaboration with organizations outside the university to achieve similar aims and objectives?** |
| 1= No ☐   2= Yes ☐ **If yes,** provide details. If not, quit the next question |

| **Are there any existing arrangements?** |
| 1= No ☐   2= Yes ☐ **If yes,** provide details. |

| **Do you have any issues relating to training/capacity building of your members?** |
| 1= No ☐   2= Yes ☐ **If yes,** please explain. |

| **Do you keep a record of your activities?** (In terms of written record, audio/video visuals, media coverage etc.) |

1= No ☐   2= Yes ☐   **If yes,** please explain.

Could you enlist opportunities and challenges associated with achieving your organizational objectives?
interviewer: Please Try to record response in bullet points

Opportunities:	**Challenges:**

How do you encourage participation of females in your association?

Are there any female office bearers?

1= No   ☐   2= Yes   ☐   **If yes,** at what designations are they working?

Do you ensure that females are always part of leadership within your association?

1= No   ☐   2= Yes   ☐   **If yes, how?**

Does your society have any social media platform like Facebook page, Twitter Account, any other_____

Does your student society use social media platform to promote your society's updates like events and awards?

Did your society arrange any social media campaigning activity for its members? If yes, what was the theme?

Annexure 2: TNA Credits and Acknowledgements

TNA Lead: Iqbal Haider Butt, Programme Advisor, Bargad

Writing Assistance: Usman Younas, Minza Wajahat (Bargad)

Coordination: Noor Imran Rabiya Dar, Moazam Ali (Bargad)

Data Entry: Areeba Butt (Bargad)

SPSS Assistance: Shakil Abbas

The following coordinators of Bargad Volunteer Network (BVN) are especially acknowledged for data collection and coordination at their respective campus.

List of Volunteers

Sr #	Institution	Name	Designation
1	University of Central Punjab, Lahore	Talha Alam	Campus Coordinator
2	Kinnaird College for Women, Lahore	Iqra Ishtiaq	Campus Coordinator
3	University of Education	Hussain Hashmi	Campus Coordinator
4	University of Sargodha	Hassan Sherazi	Campus Coordinator
5	The Gift University, Gujranwala	Jaan Shair	Campus Coordinator
6	University of Science and Technology, Bannu	Aiman Habib	Campus Coordinator
7	The Lakki Marwat University	Saqib Ullah	Campus Coordinator
8	Qurtaba University, D.I Khan	Muhammad Adeel	Campus Coordinator
9	University of Swat	Awais Ahmad	Campus Coordinator
10	University of Malakand, Lower Dir Campus	Muhammad Uzair Khan	Campus Coordinator
11	Khushal Khan Khattak University, Karak	Marwan Khan	Campus Coordinator

BARGAD

Bargad is a leading youth development organization. It has implemented more than 100 short and long term projects on aspects of youth development since its inception in 1997. The organization works through its youth-led body the Bargad Volunteer Network (BVN).

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