

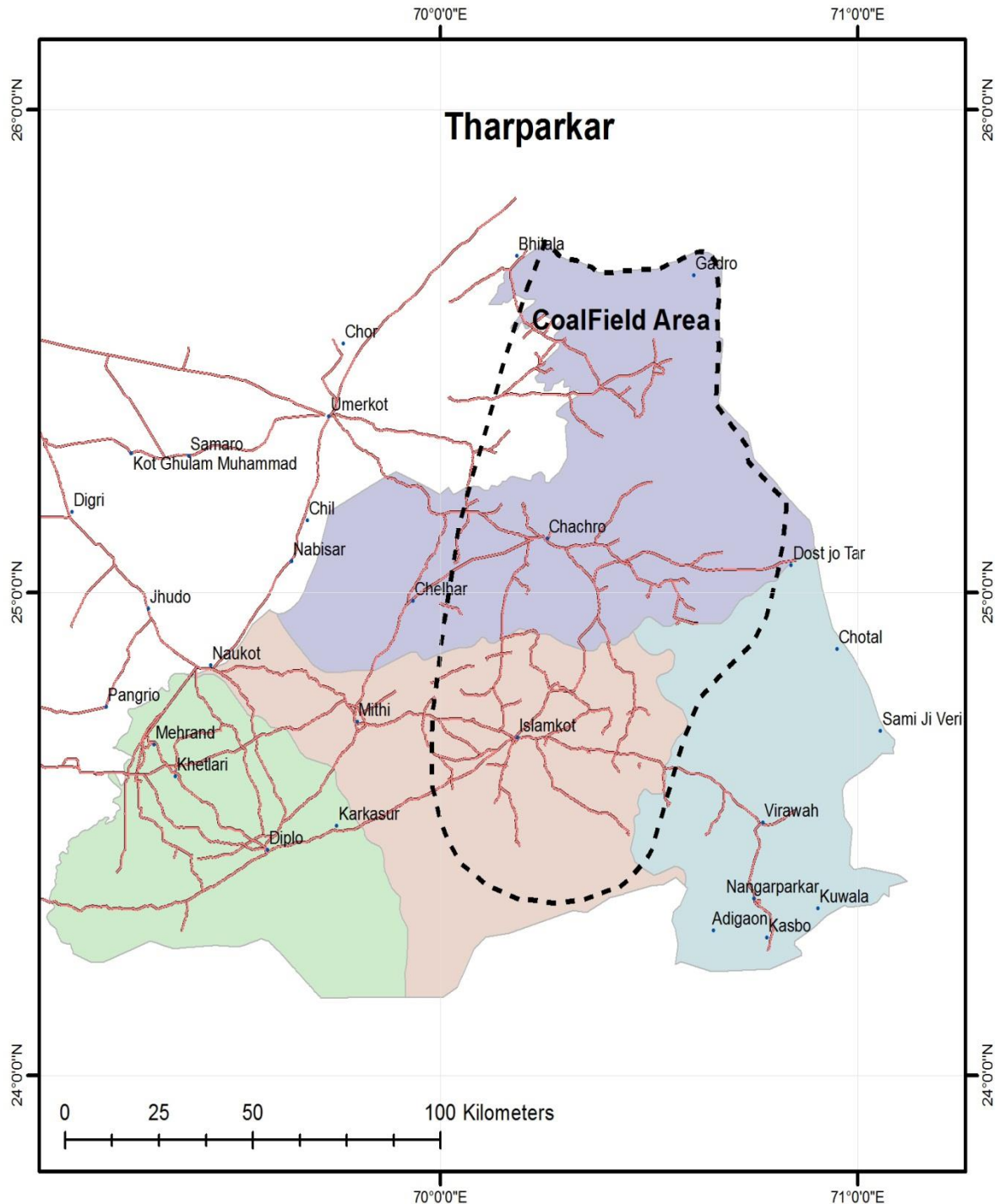
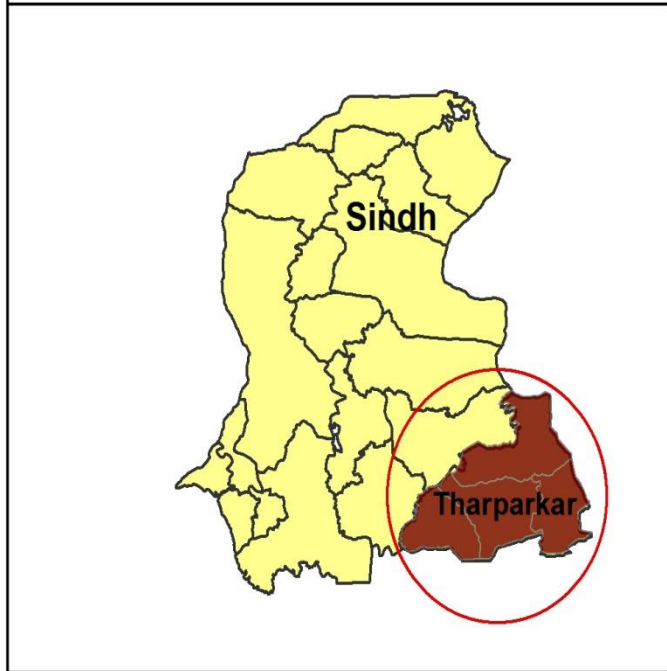
Managing Change in Thar



Mohammed Ali Shishmahal
August, 2016

Change Management

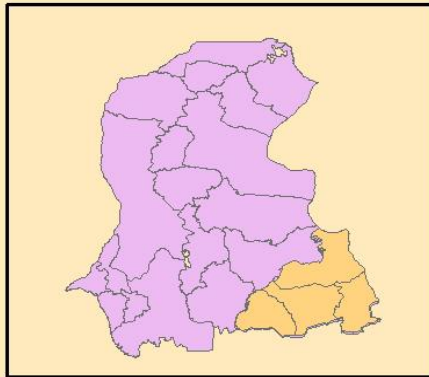
- Physical changes in Thar a pictorial view
- Managing Change in Thar
- Thar and its environment basic information
- CSR limitations
- Change Management Synopsis & conclusion



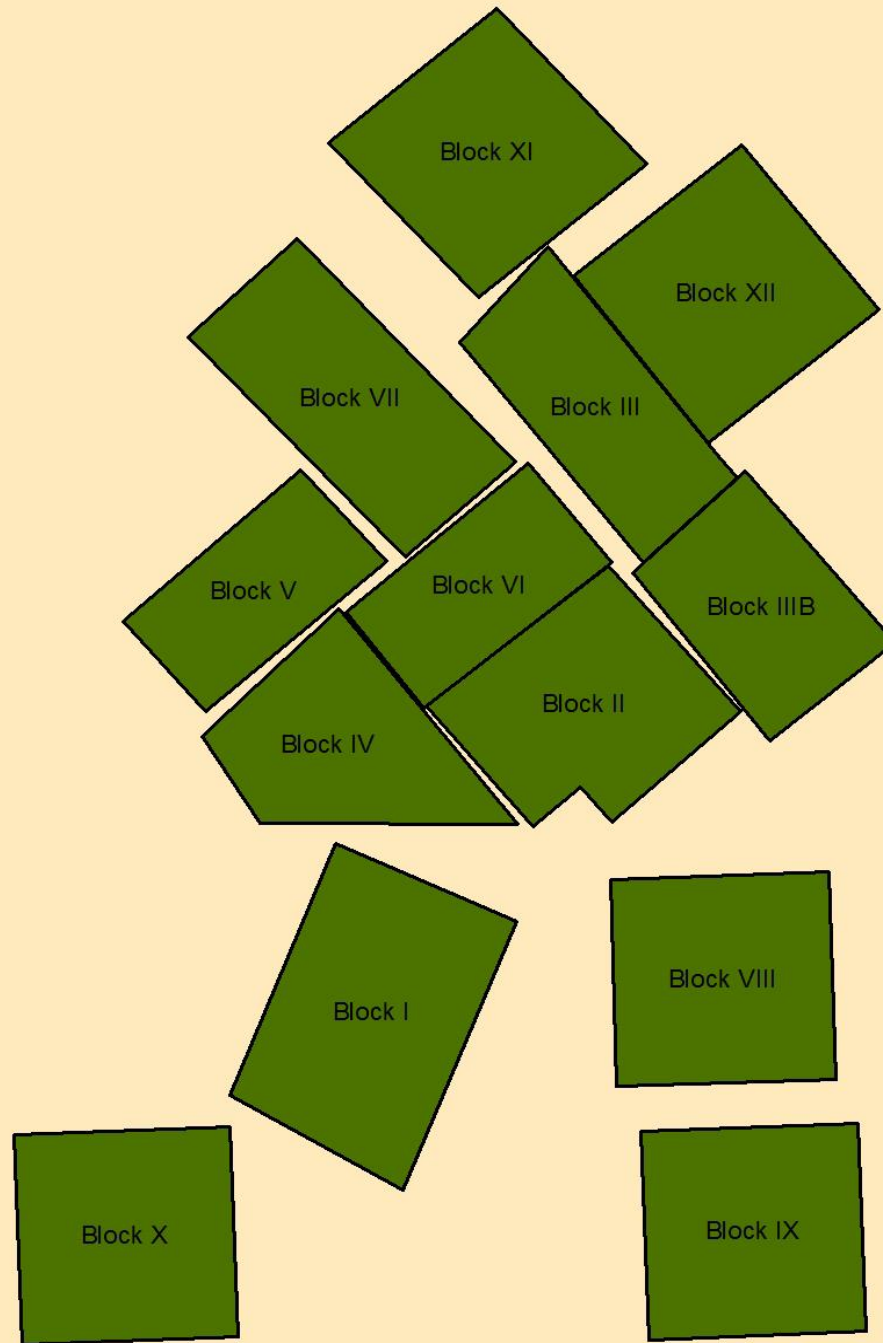
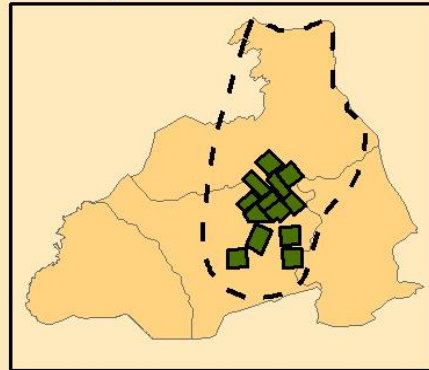
Pakistan



Sindh



Tharparkar



EXISTING



Mohammed Ali Shishmahal
August, 2016







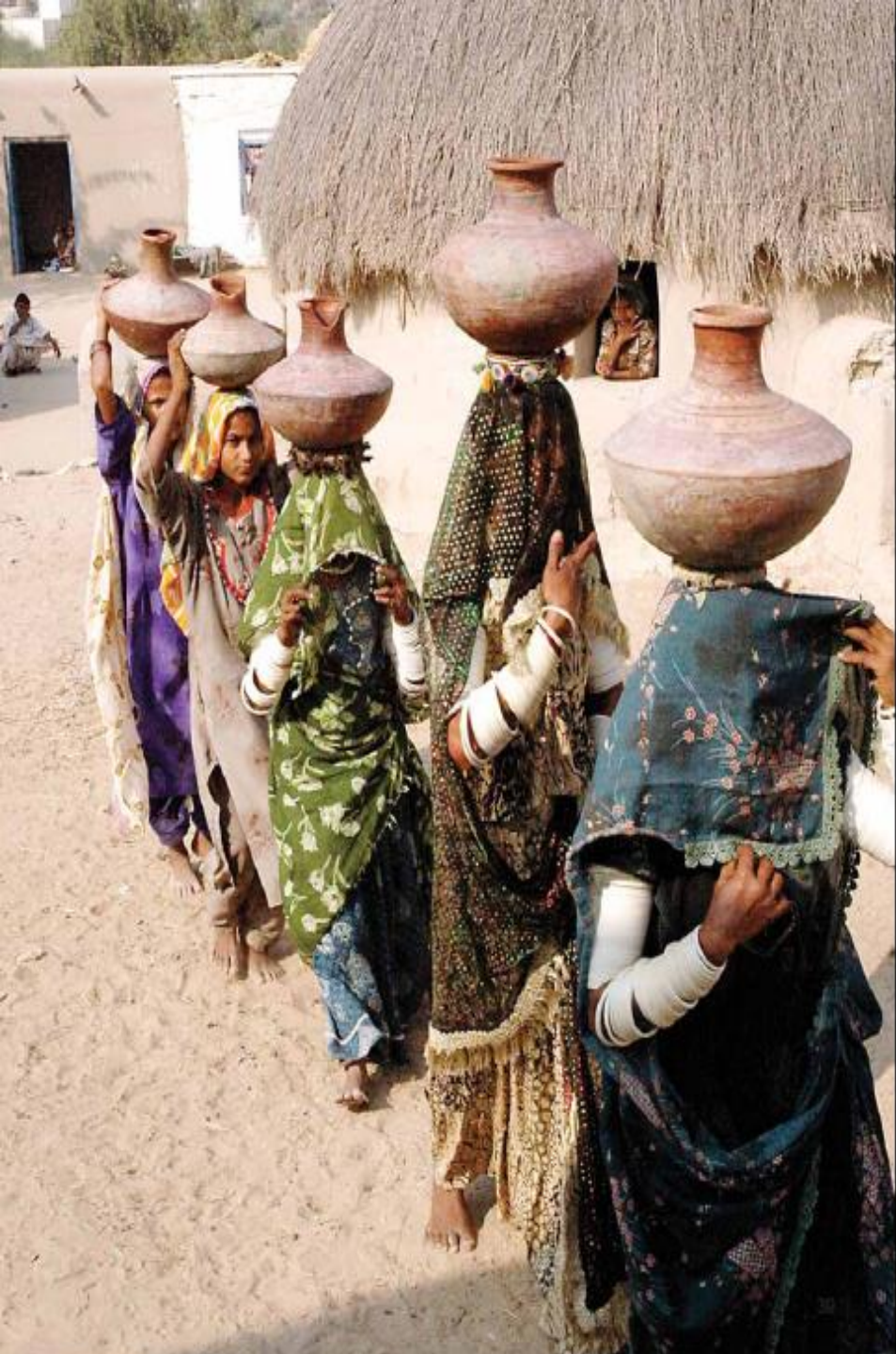






Water Scarcity





Flora & Fauna of Thar



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Thar Products



The Change













NOTE
PARKING BY
HARSHAD ANWAR
ON 10/11/2023















17/06/2016 07:43

مفت موبائیل ٹر اسپتال سروس



شہید راتی جو خواب دردِ مفت علاج

سندھ سڈاریو

صحت سڈاریو

مفت موب
شہید راتی

- غریب اور
- صحت جو
- مومن پر
- سب کو سہولت
- سب کو
- معافی دے
- پھر ان
- عام سارا
- آگہی دے

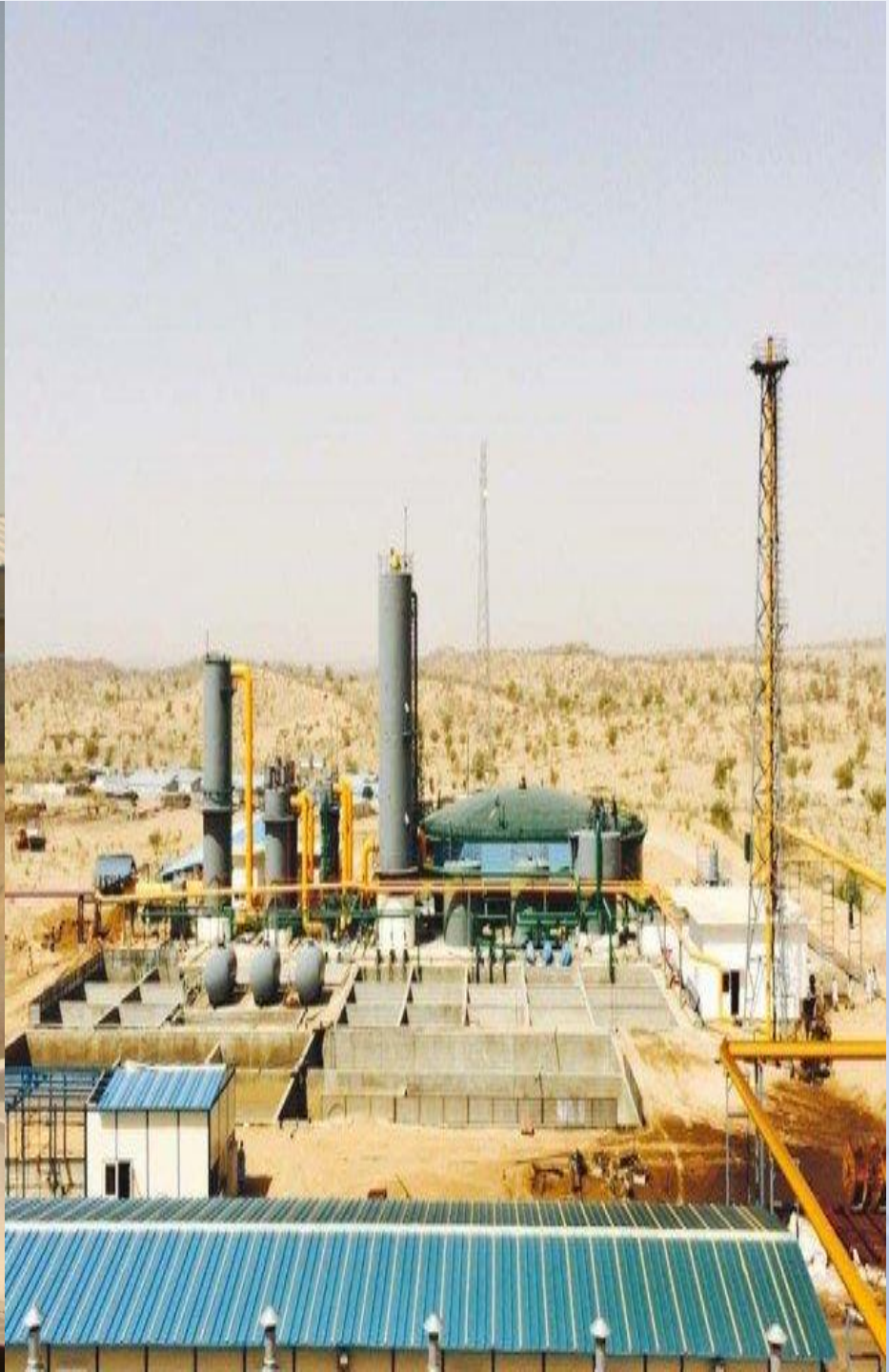


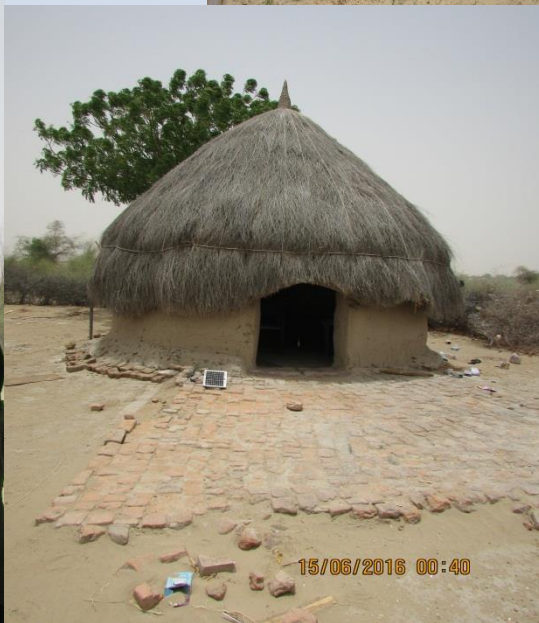


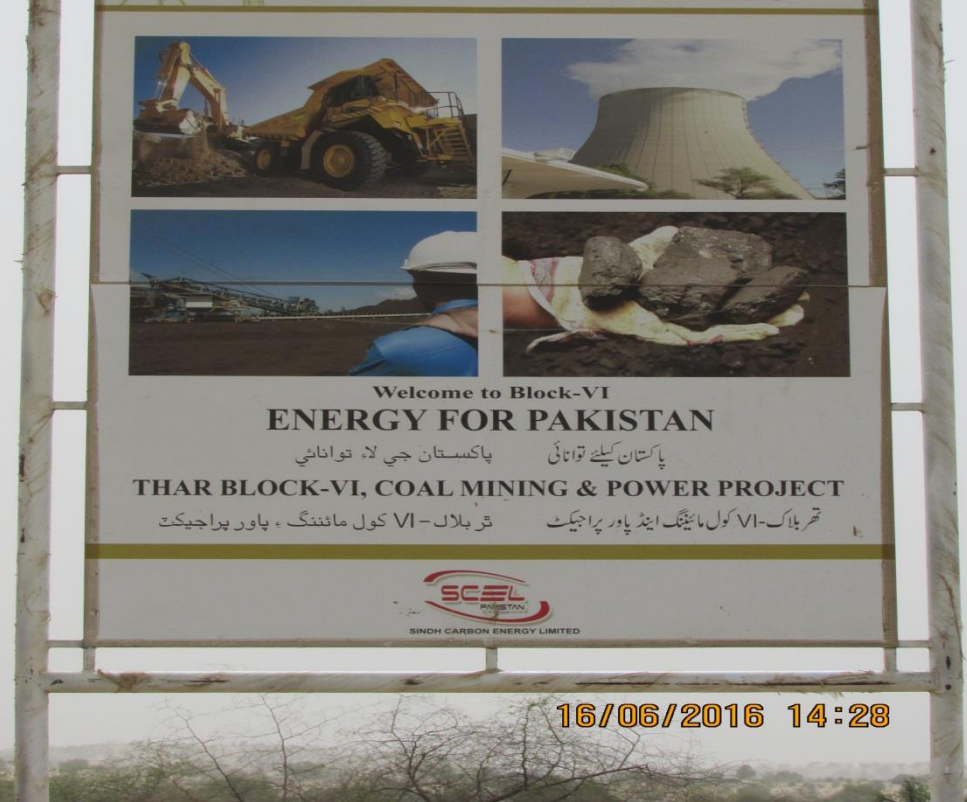














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Thar the "Full Journey"



Mohammed Ali Shishmahal
August, 2016

“Managing Change” in Thar

- To manage change successfully in Thar, it is necessary to attend to the wider, strategic picture taking into account all the tangible impacts of change.
- Change does not happen in isolation – it impacts the whole environment around us, and all the people touched by it.

- The personal impact especially on those affected in their journey towards working and behaving in new ways to support the change

- If one were to proceed in trying to change Thar, based on our own mindset and needs, without giving due consideration to the mindset of people of Thar (Thari's).
- We shall face plethora & fail in achieving the uplift objective of Thar, our country and its economy.

Example of unplanned Change

- To illustrate an example lets take a look at the lighter side of things

Unplanned Changes

- If this were replaced with solar panel and pump motor to draw water and pipelines to take the water to the village
- What will happen :
- A change will have taken place. The change should be managed for example





Reverse Osmosis Plants

- To improve health.
- 700 Reverse Osmosis (R/O) plant were planned to be set up in greater Thar area.
- Due to long power outages the ones installed did not give the desired results.

Failure of some R/O plants

- R/O plants based on Solar energy were introduced
- Second time around, poor result blamed on maintenance of membranes.
- Even to poor quality of water with high TDS.

Possible Reason for failures

- Improper design and effectiveness of R/O due to bribery, corruption and bad intent of supplier and purchaser

OR

- Improper management of change.

Change Management preparedness

- The question to ask is
- Are Thari's ready for this change.

Blame Game

- Do Thari's truly believe that the cause for their poor health is improper water, which has been in use by their fathers and their forefathers before them and now themselves?

Or

- Poverty/malnutrition, education, transport and health facilities is the reason for their woes?

Lack of understanding of Thari's

- First solve these problems before requesting them to pay and maintain R/O plants installed without their consultations.
- For some of them this is the least of their problems

Thar

- Before we move further we need to understand Thar and people of Thar.
- What is in it for Thari's.
- Population : 1,500,000
- Cattle : 6,000,000

Some Traits

Thari's are :

- Proud
- Poor
- Intelligent people

but not beggars.

Are they Indigenous People ?

Indigenous Peoples

- (Kalash are an example of recognized indigenous people from Pakistan)
- The United Nations has issued a [Declaration on the Rights of Indigenous Peoples](#).
- Collective rights of indigenous people—such as culture, identity, language, and access to employment, health, education, and natural resources.
- Thari's meet all the criterion to be called Indigenous People except large numbers.

(Within Thar the Dhatiki dialect Sindhi Language speaking people)

Weather

- Desert conditions
- Harsh hot weather
- Drought conditions often

Environment, health & diseases

Bad quality water { High TDS, salty)

Poor health facilities

Fluorosis

Infant mortality (child death)

Some problems

- Insufficient education/ training support
- Incomplete road network
- Poverty
- Health

Livelihood

- Herding
- Rain harvesting
- Rain-fed agriculture
- Carpet manufacture
- Khadi/ cloth weaving
- Embroidery
- Wood use for construction and fuel.
- Salt Mining





Rainwater harvesting

Rainwater harvesting is the accumulation and deposition of rainwater for reuse on-site, rather than allowing it to run off.

According to a study of the Pakistan Council for Research on Water Resources (PCRWR), the entire Thar Desert receives around one trillion litres of rain annually “ sufficient, if stored, for three years to meet domestic water needs of the Tharis and their livestock

The water is stored in Tankas/Kundis or improved Tarais & open dug wells



Farmers learn that technology of drip irrigation conserves water and allows them to grow crops off season.







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Salt mining and transport



8/27/2016



Attitude

- Important for Thari's to rain harvest and rain-fed agriculture (even if once in three years), rather than be concerned regarding meeting delivery schedules.
- High use of small solar panels to charge mobile phones are currently rampant in Thar.
- Even though telephone connectivity is poor in many area, it is a source of information & entertainment

Problems requiring attention

- Public transport comes twice a day and cost Rs 3000 to hire a taxi and go to main hospital in Mithi from places near Islamkot.
- Certain villages do not have a connecting road
- Long travel time to educational and health facilities, etc

What needs to be done

Use of Awareness campaign budget available and promised by GOS.

- Creation of Information, Education and Communication Center (IECC)
- Awareness regarding benefits post discovery of Thar coal, its mining & power generation.
- How to ensure GoS money being spent on studies is useful and gain fully employed.
- Informing about advantages of staying in Thar for Thari's by Thari's

- Thari Environmental, social doctors, women engineers ready to work there and live there.
-
- Language center, Urdu/ English/ Sindhi
- Micro finance advise, help set up business.
- Benefit of paying and maintenance of water quality via R/o plant.

Corporate Social Responsibility

CSR limited to only health/hospitals, education and water and very few jobs and training. The scope needs to be expanded to cover:

Typical mining will employ 4000 people its a needle in a hay stack

- To provide support to sustainable industry and work
- Work ethics awareness campaign & importance of timely deliveries
- Design Intervention

CSR

continued

- Best use of excess groundwater extracted during mining.
- Improved rain harvesting
- Micro finance.
- Understand new jobs which will come up and train ahead of time before outsiders occupy the crease

Grievance and feedback Mechanism

- Set up of Grievance and feedback mechanism.
- Better governance and proper utilization of government budget via Thari participation in decision making.

Information, Education and Communication Center (IECC) / Store

- Make the IECC into a village store for every village with trained nurse, electrical and mechanical maintenance support.

IECC store to provide

- Free help health phone line for medical support
- Deep freezer operated on Solar energy.
- Emergency Medicine supplies, IV and drip facilities food/ ration

IECC Store continued

- R/O Plant membranes and spares
- Work material on loan, thread, cloth, farming equipment, jewelry material.
- Indigenous finished goods sell & purchase outlet.

Current reality.

Changes are taking place in Thar, if Thari's don't join in the changes the change will still take place with or without Thari's.

Change management and awareness is required otherwise Thari's will miss out on the opportunities.

Islamkot Taluka

- Thar is no longer the same place it was 5 years ago.
- The new Taluka of Islamkot is vibrant and growing phenomenally
- For entertainment Mithi folks now come to container city Islamkot for better food, information and to rub shoulders with who's who and not vice versa
- The Mithi by pass connecting Diplo directly with Islamkot has made stopover in Mithi irrelevant for outsiders.
- Islamkot will out strip Mithi before long.



Leadership

- The Thari's need to:
- Make available the leadership required to manage and become part of the change and demand for their uplift without being part of the coal or anti coal lobby but part of
- “Thar management of change”.

Change Management Synopsis

- Change management is a broad discipline that involves ensuring change is implemented smoothly and with lasting benefits, by considering its wider impact on people effected by it.
- Each change initiative you manage or encounter will have its own unique set of objectives and activities, all of which must be coordinated.

Change management continued

- A clear expression for the reasons for change, and helping the sponsor communicate it.
- Identifying "change agents" and people involved in specific change activities, such as design, testing, and problem solving, and who can act as ambassadors for change.
- Assessing all the stakeholders and defining the nature of sponsorship, involvement and communication that will be required.

Change Management continued

- Ensuring that people involved and affected by the change understand the process change.
- Making sure those involved or affected have help and support during times of uncertainty and upheaval.
- Assessing training needs driven by the change, and planning when and how this will be implemented.

Change Management Conclusion

- Assessing the impact of the changes on people and the structure
- Identifying and agreeing on the success indicators for change, and ensure they are regularly measured and reported on.

In The End what will be left



Being forewarned is being forearmed



Tribute

- Salutation to all the wonderful people I have met along this dream journey





JASMINE



ENTRANCE

arena

EXIT

EXIT









ENTRANCE

arena

EXIT







Spatial Classification

What are the possible best cases of the CofC for various generation as well as for improving the livelihood of the poor?

Why the CofC request to be a CofC that includes all countries in the world? How can the CofC be a CofC for the majority of 7.5 billion people?

Do you suggest a CofC that includes all countries in the world?

BEACH







THANK YOU