

Group-Based Work of NGO and Their Activities to Develop Member's Capabilities: A Study on Two Selected Groups of BRAC

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Abstract: Since war of Liberation different NGOs are working in Bangladesh for poverty alleviation, BRAC is one of them. Our study aims to get the idea about group based work and develop member's capability. This cover the area of consciousness about dowry system, family planning, performance of training, utilizes training of the group members after membership. Both bi-variate and multi-variate analysis are performed. The study found that 85.3% of the members were received training and the percentage for utilize training are 36.7. About 57.3% participate regularly for group discussion, in addition, 97.3% members said that they take family planning and 90% said that their social relation increase after membership. In correlation analysis, social relation is associated with social activity. Regular participation for group discussion is associated with social security, each other relationship and increase social activity after membership. Path analysis reveals that increase social status has significant direct negative effects while social relation increase has significant direct positive effect on participate regularly for group discussion. Effect on dowry system on participate regularly group discussion is found to be negative.

Key words: NGO, group based training, group discussion, path analysis, Bangladesh

INTRODUCTION

Bangladesh is poor and density populated country. It is one of the developing countries in the world. It has limited natural resource (Mahmud *et al.*, 2005). As we have no natural resource significantly, so, development may be possible if we utilize our large number of human resource. It should be understood that the task of eradicating poverty in Bangladesh is a difficult task (Amin *et al.*, 1996). About 50 millions Bangladeshis are still living in abject poverty. The issue of poverty is as old as Himalayas (Sen, 1997). The government alone can do a little in alleviating poverty and it requires the concerned efforts both the public and private sectors to bring the country out of the darkness into light. NGO have accepted challenge to ensure health (mainly reproductive health), non formal education, nutrition sustainable environment, etc. for human development (Chowdhury and Sen, 1997).

The actual history of poverty alleviation in Bangladesh started only after the war of liberation in 1972, government was unable to cope with the poor with keeping in reducing poverty and NGO's has since

grown dramatically. A number of local and international NGO's become active in the humanitarian relief and rehabilitation of the socio economic fabric (Hossain, 1996). NGO's shifted from humanitarian work to developed assistance. While, some confined themselves to health and family planning, others contracted on raising the consciousness and human resource development to attain self reliance. There are many NGO for poverty alleviations and socio-economic development of Bangladesh. Among BRAC is the well-organized NGO. This study is considered the above NGO. Building Resources across Communities (formerly known as the Bangladesh Rural Advancement Committee), is one of the world's largest non-governmental organizations based in Bangladesh. Established by Fazle Hasan Abed in 1972, BRAC today is present in all 64 districts of Bangladesh, over 65,000 villages and has 4.8 million group members of which 4.3 million are borrowers.

The major focus of the following study is to examine of the group-based work of NGO and their activities to develop members capabilities by selecting a 2 groups of a particular NGO BRAC.

MATERIALS AND METHODS

The data was collected on the basis of cluster sampling method from Poba paurashava in Rajshahi district. The total BRAC member of Paba paurashava was 2000 within 8 groups and we have selected 2 groups. Our target sample size was 300 from 2 selected group and all the members of this group is selected. Data analytic methods envisaged in this study are percentage distribution, correlation and path model analysis.

RESULTS

Profile of the group members: The Table 1 shows that majority of the respondents are illiterate and only a small portion completed higher education. Training is learning process that seeks to bring about a permanent improvement in the ability and behavior of employees by enabling them to learn skill, knowledge, attitude and behaviors so that they can become better performances (Ravallation, 1997). It is basically an educational process. Table 1 elucidates that most of the respondents are don't get any training (63.3%) and only 36.7% received training.

Implementation of training in social, economics and real life is very essential to human development. It is very helpful to developed human capacity. Most of the respondents don't utilize this training that they received after group membership and only 36.7% members utilized this training. After getting the membership involving in group based work social improvement is much occurred (36.7%), family income enhances at around 25.3% economics and other income also enhance among the rest of the members. Social validity is much needed living in the society. BRAC has tried to develop their members validity in society. Majorities of the respondents said that their social validity improved after involving in group based work also most of the respondents (90.0%) said that their social relation increases after getting membership.

Family planning has serious role in our society. From Table 1 we observed that most of the group members (97.3%) appreciate to take family planning. Group discussion is very helpful to take a decision. Most of the respondents said that they participate regularly for group discussions. The Table 1 also shows that 50.0% respondents discussed about social matter, 38.7% discuss about family matters and others are discussed not about a particular matter.

Correlation analysis: In this study attempts are made to look at the direction (where positive or negative) and magnitude (intensity) of correlation of the phenomena

Table 1: Distribution of respondents by selected socio-demographic, employment generating and social development related characteristics

| Characteristics | Percentage |
|--|------------|
| Educational qualification | |
| Signature | 26.0 |
| Illiterate | 19.3 |
| Primary | 44.7 |
| Secondary | 8.0 |
| Higher Secondary | 2.0 |
| Duration of membership | |
| 1 Year | 20.7 |
| 1-3 Year | 56.7 |
| 3-5 Year | 18.4 |
| 5+ | 4.7 |
| Group based training or not | |
| Yes | 36.7 |
| No | 63.3 |
| Utilize this training | |
| Yes | 36.7 |
| No | 63.3 |
| Which kind | |
| Family | 25.3 |
| Social | 36.7 |
| Economic | 22.0 |
| Income enhance | 16.0 |
| Increasing social validity after membership | |
| Yes | 82.0 |
| No | 18.0 |
| Social relation increase | |
| Yes | 90.0 |
| No | 10.0 |
| If group members appreciate to take family planning | |
| Yes | 97.3 |
| No | 2.7 |
| Participate regularly for group discussion | |
| Yes | 85.3 |
| No | 14.7 |
| Discuss about | |
| Family | 38.7 |
| Social | 50.0 |
| Others | 11.3 |

under study. The analysis is performed on the basis of zero-order correlation coefficients. Here the result of correlation analysis is presented in the Table 2.

Age of the respondents is significantly positively correlated with marital status and participates regularly for group discussion at 1% level of significance and with increase social relation after membership and each other relationship at 5% level of significance. Regarding educational status of the respondents, except discuss disadvantage about dowry system all the variables like marital status, utilize the training, increase social relation after membership, social security increase after membership, group members appreciate to take family planning, discuss disadvantage about dowry system, discuss about, own decision, problem for loan, each other relationship have found to be insignificantly correlated with 5% level of significance.

Marital status is significantly positively correlated with increase social relation after membership at 5% level of significance but insignificantly correlated with utilize

Table 2: Zero order correlation co-efficient demographic, employment generating and social related variables

| Variable | Age | ES | MS | UT | ISAM | SSAM | SRI | GMAFP | DDADS | PRFGD | DA | OD | PFB | EOR |
|----------|---------|---------|--------|---------|---------|---------|---------|---------|---------|---------|--------|--------|--------|-------|
| Age | 1.000 | | | | | | | | | | | | | |
| ES | -0.078 | 1.000 | | | | | | | | | | | | |
| MS | 0.481** | 0.025 | 1.000 | | | | | | | | | | | |
| UT | -0.066 | -0.022 | -0.103 | 1.000 | | | | | | | | | | |
| ISAM | 0.207* | -0.080 | 0.174* | -0.144 | 1.000 | | | | | | | | | |
| SSAM | 0.120 | 0.108 | 0.127 | -0.167* | 0.175* | 1.000 | | | | | | | | |
| SRI | 0.013 | -0.111 | 0.005 | -0.115 | 0.098 | -0.062 | 1.000 | | | | | | | |
| GMAFP | -0.006 | -0.093 | -0.017 | -0.133 | 0.146 | 0.082 | 0.229** | 1.000 | | | | | | |
| DDADS | -0.001 | -0.183* | -0.005 | -0.110 | 0.231** | -0.106 | 0.325** | 0.002 | 1.000 | | | | | |
| PRFGD | 0.264** | -0.017 | 0.107 | -0.184* | 0.264** | 0.396** | 0.249** | 0.246** | 0.295** | 1.000 | | | | |
| DA | 0.102 | -0.003 | -0.047 | -0.043 | 0.218** | -0.093 | -0.065 | 0.086 | 0.050 | 0.010 | 1.000 | | | |
| OD | 0.091 | -0.133 | 0.123 | -0.106 | 0.263** | 0.041 | 0.364** | 0.075 | 0.267** | 0.186* | -0.060 | 1.000 | | |
| PFB | -0.014 | -0.059 | -0.114 | 0.242** | -0.176* | -0.024 | -0.042 | 0.056 | -0.046 | -0.067 | -0.042 | -0.144 | 1.000 | |
| EOR | 0.171* | -0.048 | 0.026 | 0.085 | 0.060 | -0.038 | 0.045 | 0.065 | -0.038 | 0.259** | 0.138 | 0.163* | -0.069 | 1.000 |

*Correlation is significant at the 5% level (2-tailed);**Correlation is significant at the 1% level (2-tailed). ES = Educational Status, MS = Marital Status, UT = Utilize the Training, ISAM = Increase Social Relation after Membership, SSAM = Social Security Increase after Membership, SRI = Social Relation Increase, GMAFP = Group Members Appreciate to Take Family Planning, DDADS = Discuss Disadvantage about Dowry System, DA = Discuss About, OD = Own Decision, PFB = Problem for Loan, EOR = Each Other Relationship

the training, social security increase after membership, social relation increase, group members appreciate to take Family planning, discuss disadvantage about dowry system, discuss about, own decision, problem for loan, each other relationship. Utilize this training of the respondents is significantly positively correlated with the problem for borrower at 1% level of significance and significantly negatively correlated with social security increase after membership and participate regularly for group discussion at 5% level of significance. Increase social relation after membership are significantly correlated with the discuss disadvantage about dowry system, participate regularly for group discussion, discuss about and own decision at 1% level of significance.

Social security increase after membership is significantly positively correlated with participates regularly for group discussion at 1% level of significance. Social relation increase is significantly correlated with group members appreciate to take family planning, discuss disadvantage about dowry system, participate regularly for group discussion and own decision at 1% level of significance.

Group members appreciate to take family planning is significantly positively correlated with the participation regularly for group discussion at 1% level of significance. Discuss disadvantage about dowry system is significantly positively correlated with the participate regularly for group discussion and own decision at 1% level of significance. Participate regularly for group discussion is significantly positively correlated with the each other relationship at 1% level of significance and is significantly positively correlated with the own decision at 5% level of significance. Own decision is significantly positively correlated with the each other relationship at 5% level of significance.

Table 3: Variables used in the path analysis

| Variable | |
|----------------|---|
| X ₁ | Increase social activities after membership |
| X ₂ | If group members appreciate to take family planning |
| X ₃ | Discuss disadvantage about dowry system |
| X ₄ | Group based training or not |
| X ₅ | Educational status |
| X ₆ | Increase social status after membership |
| X ₇ | Social relation increase |
| X ₈ | Participate regularly group discussion |

Direct and indirect effects of social development and social capital related variables: A path model analysis:

From the path analysis we are able to find out the direct and indirect effect of the exogenous and endogenous variables over dependent variable. Also, the path analysis is used for the strong interrelationship among the independent variables (Table 3).

According to the causal ordering of variables, we may divide the selected set of variables into 3 groups that are given below:

- Exogenous variable X₁, X₂, X₃, X₄, X₅
- Endogenous variable X₆, X₇
- Dependent variable X₈

This model is a recursive path model in which each variable is assumed to be dependent upon all prior causal variables. The system of equation for the method can be written as:

$$X_6 = P_{61} X_1 + P_{62} X_2 + P_{63} X_3 + P_{64} X_4 + P_{65} X_5 + P_u R_u$$

$$X_7 = P_{71} X_1 + P_{72} X_2 + P_{73} X_3 + P_{74} X_4 + P_{75} X_5 + P_{76} X_6 + P_v R_v$$

$$X_8 = P_{81} X_1 + P_{82} X_2 + P_{83} X_3 + P_{84} X_4 + P_{85} X_5 + P_{86} X_6 + P_{87} X_7 + P_w R_w$$

Table 4: Zero order correlation coefficient among selected social development and social capital variables

| Variable | X ₁ | X ₂ | X ₃ | X ₄ | X ₅ | X ₆ | X ₇ | X ₈ |
|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| X ₁ | 1.000 | 0.030 | 0.232** | -0.112 | -0.102 | 0.087 | 0.133 | 0.149 |
| X ₂ | | 1.000 | 0.138 | -0.046 | -0.107 | -0.079 | 0.083 | -0.069 |
| X ₃ | | | 1.000 | -0.112 | -0.119 | 0.132 | 0.191* | 0.002 |
| X ₄ | | | | 1.000 | -0.022 | -0.133 | -0.115 | -0.154 |
| X ₅ | | | | | 1.000 | -0.040 | -0.111 | -0.073 |
| X ₆ | | | | | | 1.000 | 0.011 | -0.005 |
| X ₇ | | | | | | | 1.000 | 0.302** |
| X ₈ | | | | | | | | 1.000 |

**Correlation is significant at the 0.01 level (2-tailed), *Correlation is significant at the 0.05 level (2-tailed)

Table 5: Direct and indirect effect of social development and social capital through endogenous variables

| Dependent variable | Selected variables | Total association | Non-causal effect | Total effect | Indirect effect through | | Other variables (Implied effect) | Direct effect |
|--------------------|--------------------|-------------------|-------------------|--------------|-------------------------|----------------|----------------------------------|---------------|
| | | | | | X ₆ | X ₇ | | |
| X ₈ | X ₁ | 0.149 | 0.1096 | 0.2586 | 0.04674 | 0.06288 | 0.107 | - |
| | X ₂ | -0.069 | 0.2016 | 0.2706 | -0.257 | 0.08267 | -0.217 | - |
| | X ₃ | 0.002 | 0.237 | 0.239 | 0.120 | 0.117 | -0.076 | - |
| | X ₄ | -0.015 | -0.293 | -0.308 | -0.09691 | -0.05795 | -0.093 | - |
| | X ₅ | -0.073 | -0.038 | -0.111 | -0.01347 | -0.02457 | -0.018 | - |
| | X ₆ | -0.005 | -0.047 | -0.052 | - | -0.02115 | - | -0.031 |
| | X ₇ | 0.302 | 0.04 | 0.342 | - | - | - | 0.342 |
| | | | | | | | | |

Non-causal Effect = Total effect-total association

where, P_n's are path co-efficient from X₁-X₈ and R_n, R_v and R_u are random disturbance terms. This system of equation are known as structural equations which gives the estimates of path coefficients and helps in understanding the important links between various variable considered the causal model.

From the path analysis, the direct, the indirect and implied effects and various path coefficients of each of the selected explanatory variables are obtained. At the first step we are consider the whole selected variable and correlation coefficients is shown Table 4 among selected social development and social capital variables. Next the figure, path diagram is shown various types of association between the selected variables. Table 5 describes the direct and indirect effect of Social development and social capital through endogenous variables. From the table we may calculate the total association, non-causal effect and total association. At the same table we may calculate the indirect effect through social development, social capital, other variable (implied effect) and direct effect.

From the above co-relation coefficient table is shows some significant values. We consider the 2 types of signification that are 5 and 1% level. The correlation between participate regularly group members and social relation increase is signified and the value is 0.302. We also find that the correlation discuss disadvantage about dowry system and increase social activities after membership is signified at 1% level and increase social status after membership and discuss disadvantage about dowry system is signified at 5% level. So, we may conclude that the values are significantly correlated with each other.

From the Fig. 1 path diagram we see that there are many significant and non-significant variables. Some

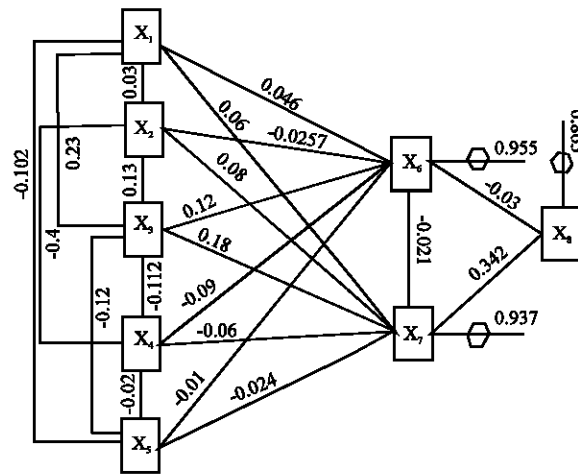


Fig. 1: Path diagram of social development and social capital related variable

correlation are significant at the 0.05 level and some are correlation are significant at the 0.01 level. The dependent variable participate regularly group discussion is correlation with 2 endogenous variables. So, it's clear that participate regularly group discussion are highly sufficient and increase social status after membership and social relation increase is in satisfactory level.

From the Table 5 we observe that the total association if group members appreciate to take family planning, group based training or not, increase social status after membership has shown negative result those are mentioned as exogenous variable. And all of the non-causal effects are shown positive and negative result. Again the total effects are negative for the variable of group based training or not, educational status and increase social status after membership. The indirect

effect through increase social activities after membership, if group members appreciate to take family planning, discuss disadvantage about dowry system, group based training or not, educational status are 0.046, -0.257, 0.120, -0.096, -0.013, respectively while indirect effect through increase social activities after membership, if group members appreciate to take family planning, discuss disadvantage about dowry system, group based training or not, educational status, increase social status after membership are 0.062, 0.082, 0.117, -0.057, -0.024, -0.021, reactively. The direct effect by increase social status after membership and social relation increase are -0.031 and 0.342, respectively.

DISCUSSION

This study has designed primarily to make an assessment on group-based work of NGO and their activities to develop members' capabilities by selection one particular NGO BRAC. The study found that, 63.3% of respondents did not take any group based training and 63.4% of respondent did not utilize training. A small portion of the members (36.7%) told that their social benefit increases after membership. About 97.3% group members appreciate to take family planning and about 82% respondent discuss disadvantage about dowry system during their group based discussion. The study also indicates that 85.3% of the members participate regularly for group discussion. The study also elucidates that age of the respondent was significantly positively correlated with marital status, participate regularly for group discussion. Also, utilize training was significantly positively correlated with problem for borrower, social security increase and participate regularly for group discussion was correlated with each other relationship and own decision.

In the path analysis we observe that the total association of if group members appreciate to take family planning, group based training or not, increase social status after membership has shown negative result those are mentioned as exogenous variable and all of the non-causal effects are shown positive and negative result. Again the total effects are negative for the variable of group based training or not, educational status and increase social status after membership. The indirect effect through increase social activities after membership, if group members appreciate to take family planning, discuss disadvantage about dowry system, group based training or not, educational status are 0.046, -0.257, 0.120, -0.096, -0.013, respectively, while indirect effect through increase social activities after membership, if group members appreciate to take family planning, discuss disadvantage about dowry system, group based training or not, educational status, increase social status after

membership are 0.062, 0.082, 0.117, -0.057, -0.024, -0.021, reactively. The direct effect by increase social status after membership and social relation increase are -0.031 and 0.342, respectively.

RECOMMENDATIONS

On the basis of the above discussion the following recommendations are made:

- Training is the primary element for human resource development. It increases the member's capability. NGOs' should increase group-based training of the members of the organization. NGO should have diversified their various training programs; all these members who are joined with the NGO activities should be given proper self-employment training.
- Mass education program not only provided to their group members but also it would be open for all the people who remain in this category.
- NGO would take part in the health education program by growing consciousness.
- NGO should appreciate group members to discuss not only social, family, economics but also maternal, child health etc.
- NGO should be ensuring that all of the members participate regularly group discussion.

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