

Participation of NGOs for development of Socio-Economic status of Employees in Pakistan

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Abstract

This study investigates the development phenomena launched by local and international NGOs in the context of Pakistan especially in the field of education, health, saving, living standard, socio-economic, environment, micro-finance, good governance and social justice etc. Notwithstanding, this study examines the effect of NGOs' policies on socio-economic development of their employees in Southern Punjab. Data were collected through questionnaires which have been analyzed with E-Views. For this study, total number of 300 respondents was selected from 12 districts of Southern Punjab. The districts included in this study are (Bahawalpur, Bhakkar, Dera Ghazi Khan, Jhang, Khanewal, Layyah, Lodhran, Multan, Muzaffargarh, Rajanpur, Rahim Yar Khan and Vehari). The number of respondents included in this survey varies from organization to organization and district to district. The non-probability (purposive sampling) method was used for the selection of employees of organization and for data collection. Hence NGOs in Pakistan play the important role of catalyst in the attainment of sustainable living standard, prosperity, attitude, per capita income, saving, right decision for family matter, level of eternal satisfaction, social status among colleagues of same level.

Keywords: NGOs, districts, socio-economic, employees, Pakistan

Introduction

NGO is a nonprofit institute that self-governs IGOs and states (Cooley and Ron, 2002). Usually, they are granted by donations but some avoid accepted funding collectively and run mostly by volunteers (Nunnenkamp and Ohler, 2012). Non-governmental organizations are numerous kinds of organizations concerned in a wide range of actions and get diverse methods in dissimilar portions of the world (Puron, et.al, 2016). Some NGOs have humanitarian condition, although some probably directory for tax exception based on identification of social motives (Natsios, 1995). NGO term was firstly introduced in 1945, when the United Nation was created (Crowson, et.al, 2009). 132 international non-governmental organizations were collaborate with one-another in 1910, they did so constrain by the label of International liaisons union. On the other hand, nongovernmental organizations are specialized in voluntary part as they don't work for revenue (Riddell, et.al. 1995).

In current years, non-governmental organizations have developed day by day and play important role for welfare of community (Clarke, 2006). Now a day's non-governmental organizations are charitable organizations in Pakistan with significant financial plan donated by volunteers for those run by experts (Clarke, 2006). In Pakistan, many Non-Governmental organizations are mostly registered with government of Pakistan (Jamal, 2013). These Non-Governmental organizations work for the development of people and for country (Sen, 1996). Mostly development non-governmental organizations are working on participatory approach by organizing and promotion of grass-roots institutions of urban as well as rural areas (Amin and Becker, 1998). The grass roots institution orga-

nized based on common economic interests, geographic proximity, and social acceptability of the group's members. There are many success stories and models developed by the non-governmental organizations (Miller 1994); (Roberts 2003); (Mitlin, et.al, 2007). There are available to replicate by the government, other non-governmental organizations, and even individual social entrepreneurs (Ghauri, et.al, 2014). We are discussing only some important areas of development through which non-governmental organizations developed their credibility.

Education

There are many interventions made by non-governmental organizations informal & non-formal sector of educations (Ahmad, 2003). We have hundreds of and thousands of schools run by non-governmental organizations (Smith, 2004). Where no government schools are available for poor people and government cannot *afford funds to the education of their children's* (Walford, 2011).

Micro Finance

A number of non-governmental organizations are providing micro credit and some providing micro finance facility to hundreds and thousands of people for their micro enterprises and agriculture (Starcher, 1996). They are providing micro credit on Islamic mode of financing and interest based system. People are having skills of any enterprise (vocational/ business/ agriculture) are availing micro credit and participating in the well-being of the country (Odutolu, et.al, 2003). World Bank through PPAF, government of Pakistan and UNDP played a fundamental role in the extending micro credit to the poor people of Pakistan (Garwood, 2000).

Disaster Risk Preparedness and Reduction/ Management

Many non-governmental organizations demonstrated their work during earthquake 2005 and flood of 2010 recognized and appreciated by the government and the people of Pakistan. These non-governmental organizations not only create disaster risk awareness but also prepare the people for DRR and management through exercise, skill enhancement, providing tools, infrastructure, developing networks etc (Ocal and Altinok, 2016). Non-governmental organizations are working with whole cycle of disaster, i.e. risk identification, preparedness, search & rescue, relief, rehabilitation and development (Bourdet, et.al, 2007).

Socio-economic Factors

The factors are the economic and social participations and practicality that support development one's personality, attitudes, and standard of living called socioeconomic factors (Harris, 2002). Socio-economic status contains not just income but also educational achievement, economic protection, subjective awareness of social class and status. SES can include excellence of life characteristic as well as the chances and constitutional rights provided to public within culture (Karklins, 2016). Poverty, particularly is not a solitary feature but somewhat is described by numerous substantial and psychosocial stressors. Additional, Socio-economic status is a dependable and consistent forecaster of a vast collection of outcomes crosswise the life distance, together with psychological and physical health (Bradley and Corwyn, 2002). Therefore, SES is significant to all dominions of behavioral and social science.

Employee

An employee is a word for staff and managers who work for a company, organization, or community (Allen and Meyer, 1990). These people are the staff of the organization. Mostly language any individual appointed by an employer or company to do for a particular job is an employee. Generally, in present economies the word "employee" means a person who works for an organization (Mowday, et.al, 2013). The relationship between employer and employee vary from an organization to another organization. An employee usually gives a resume and has an interview before being offered a job (Baicker and Chandra, 2012). The main part of an institute is its HR (human

resource) or 'Individuals at work' (Noe, et.al, 2006). HR has been definite the point of view at national level, "the knowledge, skills, motivated abilities, aptitudes, and developments get in the people. It is HR which is overcomes value in the realization of any association because most of the problems in organizational settings are human and social somewhat than physical, technical and economic (Schramm, 2006). The word "HR" at the macro level influences out the complete sum of all the modules obsessed by all the public, while the word "personnel" smooth at the macro level is inadequate to all the employees of an organization. HR even at the organizational level contain all the module possessions of all employees like managing director, board of directors, individuals who work on voluntary basis, professionals pinched from different societies and those individuals manipulating the human resources of all the previous clusters. In short, it contains the resources of all the persons who promote their services in the NGOs (Humphreys, et.al, 2014).

There are number of studies available regarding NGO,s and socio-economic development. Asaduzzaman, (1997) emphasize that Non Governmental Organizations stay with the worldwide change of social and economic activities of the institutional arrangement crosswise the country. It was stated that the numeral of Southern Non Governmental Organizations fluctuated amongst 10,000 to 20,000 by (Heijden 1986; Ananth 2003).

Maslyukivska, (1999) stated that the World Bank interrelates with two key classifications of Non Governmental Organizations like as., i. Functional Non Governmental Organizations whose primary determination is the strategy and operation of development affiliated projects, ii. Advocacy Non Governmental Organizations, whose essential purpose is to protect or endorse a particular reason and who pursue to inspiration the procedures and performs of the Bank.

Non-Governmental Organizations are considered by (Mulgunji, 1990; Nyanoro, 1992) as slightly combination of individuals, established with unique objective of indorsing development for a target people so, that it controllers its rotating circumstance on the financial, politically and socio-cultural stages. Non Governmental Organizations are describing by exciting diversity; though, they share mutual aspect as public coming self-possessed to address handled needs in a participating method (Edwards and Jones, 2001).

NGOs have better-quality their commitment, similarly humanitarian and financial, to the purpose of expansion, looking for aggressively to influence a higher number of communities and to recuperate their class of life (Mulgunji, 1990). The estimations of (Nwagha Ngeri, 1995; Mougeot, 2005) that NGOs are better-quality equipped for rural necessities by their smoothness, the understanding to the grassroots, their capability to be familiar with embraced needs of the community and their efficient and cost-effective technique of procedure. David (1982), emphasize that work efficiencies of their workers within the framework of institutional and policy structures presuming. All NGOs work within a conditional atmosphere consequential from particular situation and important conditions that amendments over-time (Carroll, 1992). The withdrawing stream and succession of International Non Governmental Organizations accomplishments in the perspectives of Western Europe and North America is only section of the division. Ishkanian, (2006) suggested that a home-grown categorization of institutes into 3 classifications: "authentic" Non Governmental Organizations, "grant-eaters" (Non Governmental Organizations arrangement as a method of dishonesty that consents unprincipled persons to admittance grants), and the "pocket Non Governmental Organizations," forward-facing societies that be appropriate to the administration.

Bebbington et al. (2008) described that Non Governmental Organizations play their prospective role in assembling and representative "another possibility" to the position since, which remainders a demanding need. In their broadest, Non Governmental Organizations are basically interventions or clusters, which are dissimilar from governmental institutes (Riddell, et.al, 1995). Socio economic growth with modification in the quality of life and measureable development of has

several standards (Atikur Rahman 2017). Quality of life can be better-quality by improving the circumstances of health, nutrition, education, communication, and transportation. Development is a multi-perspective procedure. There are, therefore, many understandings of it. In geographic literature throughout the late 1970s & 1980's there have come up convinced works which challenge to describe development such as the works based on various studies such as (Brook-field 1975; Robert, 1978; Mabogunje, 1980; Chisholm, 1982; Harriss, 1982). Each farmworker has its particular, actual dissimilar opinion of growth and everyone provides a specific approaching from which extra research can take its course.

According to Mabogunje (1980), there are four key methods in which the word development has been used: improvement as monetary growth, renovation, allocation impartiality and as socio economic alteration. The (Hodder, 1968; Chisholm, 1982) have defined development as a word used to indicate an assessment of the economic arrangement associated growth in whole production. Robert (1978), describe that "development is an interdependent process in which some countries and regions acquire a pre-dominant place within the division of labour, using coercion to organize production elsewhere, as in the case of colonialism or control of capital or advanced technology and market ". Gould (1982) argued that in the zone of rural and urban collaboration, geographers have in the philosophies and methods at their discarding and in their obligation of the necessities of comprehensive data gathering, an equivalent benefit over other corrections.

Socio economic status means the circumstances of a community with consideration to the amount of traditional possession, operational income, truthful possession, admiration and social involvement. SES "designates the situation of an individual in a communal with deference to the amount of culturally ownership, effective earnings, material ownership, reputation and social contribution (Oladipo and Adekunle, 2010). The characteristics, which explanations for the SES of Unambiguous in a philosophy are persevering by the civilization. Taylor and Derek (2009) acknowledged that the "history shows that socio-economic status is distributed along racial lines and it is ill advised to attempt to untangle race and class in the case of South Africa". A lot of researchers deliberate that SES is the furthestmost significant and essential factor which is accountable for the educational achievement (Coleman 1966; Duncan 2005).

Socio economic status considers to as an extraordinarily confidential chain of command of social circumstances, which can be used to demonstrate an individual's complete social situation or character. It is can be nominated by numerous perceptions like as occupation status, professional status, educational accomplishment, revenue and prosperity (Graetz, 1995; Parson, Stephanie and Deborah, 2001; Oakes and Rossi, 2003).

More than a few concepts of socio economic status have been expending, containing material procedures of earnings, employment and education along with steepness intensive measures of next of kin status, relative deficiency or class dissimilarities (American Psychological Association, Task Force on SES, 2007). Even though absolute points of comfortable circumstances (such as, house-hold earnings) are amongst the most frequently used procedures of socio economic status in investigation, over the previous period there has been accumulative importance on the ability of social class ascents and supposed socio economic status to better calculate several social and behavior health consequences (Adler and Snibbe, 2003).

The SES is a collective quantity of economic and social situation of an individual or household relative to others on the base of revenue, educational and employment (Lareau and Annette, 2003; Michael, 2004; Marmot, 2004; Saifi and Mehmood (2011). The work-related distinction as one module of socio-economic status incorporates mutually earnings and education accomplishment, Professional status replicates the educational completion compulsory to acquire the job and

earnings levels that differ with dissimilar occupations and within levels of occupations (Gachathi, 1976; Erick and Nyakundi et al., 2012). Socio economic status as “comparatively situations of a household or Individual on a categorized social structure, created on their admittance to, or control over, income, prestige and authority” (Mueller and Parcel 1981; Bradley, 1994, Bronfenbrenner 1995; Willims, 2004; Boskey, 2014). The main objective of this study is to find impact of NGOs on socioeconomic development of their employees in southern Punjab.

Methodology

In this section research design, population, sampling design, cross-sectional design, population of the research study, sampling design and sample size, data collection & data instrument, nature of data & techniques for data collection, data collection tool, data collection methods/ procedure, data coding & analysis techniques, data analysis and presentation are used in the current research to get specific results of this study.

The researcher chooses the population from 12 districts of southern Punjab (Bhakkar, Bahawalpur, Dera Ghazi Khan, Jhang, Khanewal, Layyah, Lodhran, Multan, Muzaffargarh, Rajanpur, Vehari & Rahim Yar Khan) on different basis and conducted survey through questionnaire. Different designations employees of non-governmental organization like; higher management, middle-management and lower-level workers are considered as the population of this research.

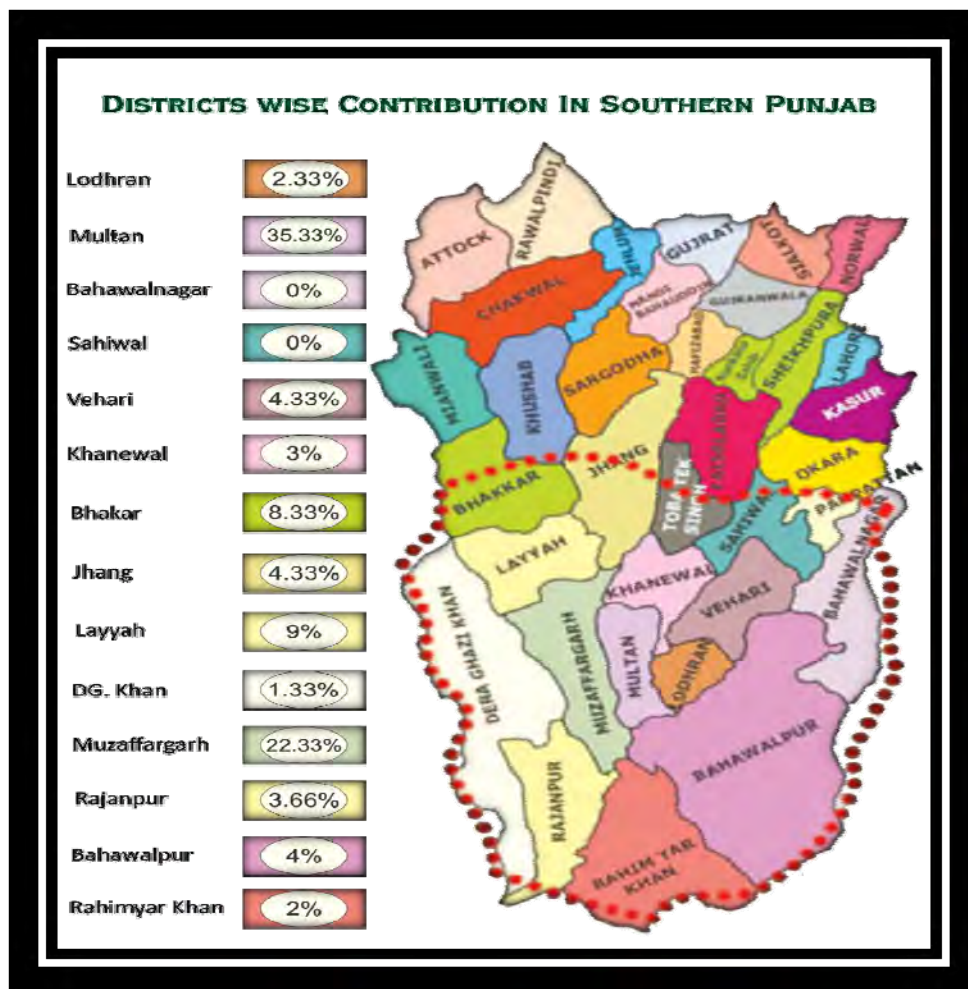


Figure 1. Districts Wise Contribution in Southern Punjab Map

Data Collection Tool

The questionnaire survey was adopted in this research study. For this research, the questionnaire designed in the beginning and it was modified after pilot research study survey for primary data-collection. The same questionnaires were sent to every respondent with same standardized questions format for this research study. The questionnaires were designed in clear and simple language so that respondents could easily understand the questions for their responses. Then survey was selected in agreement with the nominated variables and objectives of this research. In this research the questionnaire encloses three parts that are:

- Demographic Data
- Social Factor
- Economic Factor

Coding of Data and Techniques of Data Analysis

Subsequently the collection of data, the next stage to entered data in the Micro Soft Excel file. During the entry the data, to enter accurate data of respondent therefore, short need to edit or correction of data, classify and allocate coding to essential substances of collected data. The coding of data technique practical by giving the codes to the every variables i.e. Gender of respondent allocated codes like Male - 01, Female - 02 & Transgender - 03, respondent marital status allocated as Single = 1, Married = 2, Widow = 3, Divorced = 4 and Separated = 5, in allotted of educational qualification such as, Metric - 01, Intermediate - 02, Graduate - 03, Masters - 04 & M.Phil. – 05, and experience in this organization codes are assigned as (Less than 01 Year) = 01, (01 - 03 Years) = 02, (04 - 08 Years) = 03, (09-15 Years) = 04 & (More than 15 Years) = 05. Correspondingly, the same concepts used by 05 Point - Likert scale and coding allocated to the Likert-scale are: Strongly Satisfied - 01, Satisfied - 02, Indifferent - 03, Dissatisfied – 04 & Strongly Dissatisfied - 05 and 2 point Likert-scale are coding as Yes = 1 & No - 2. The special consideration of data and analyzing will be complete through the support of E-Views software. In the data analyzing, demo-graphic data, social factors and economic factors data are used for analysis.

Description of different dimensions of demographics data i.e. duty station, gender, marital status, qualification and experience in this organization. The attention of the descriptive statics is based on the frequency, percent, valid percent and cumulative percent. This research sample size was 300 and survey form (questionnaire) sent to several non-governmental organization of southern Punjab in 12 selected districts employees. Data was collected by self-administered method and through email. In this research study included willing respondents, which is elaborated as under.

The results regarding various districts are reported in the Table 1. From Bahwalpur only 12 respondents gave response of close and open ended questionnaires. Frequency is represented in Ist column, while column of percentage and Cumulative Percentage are presented in second and fourth column respectively. Percentage column shows only 4% of total population give answers of the questions. Similarly from Bhakkar 12.3% respondents take participation in this research. Furthermore, 1.3%, 4.3%, 3.0%, 9.0%, 2.3%, 35.3% , 22.3% , 2.0% , 3.7% , 4.3% take participation in this study from DG Khan, Khanewal, Jhang, Liyaha, Lodhran, Multan, Muzferghar, Rahim Yar Khan, Rajan pur, and Vahari respectively.

The results about gender of respondents are reported in Table.2. The 34.7% population from total population is male and 64.6% are female, however 0.7% is transgender. The distribution of gender shows that 194 respondents were male, 104 respondents were female and only two were transgender.

Table 1. Duty Station

Respondents District Name	Frequency	Percent	Valid Percent	Cumulative Percent
Bahawalpur	12	4.0	4.0	4.0
Bhakkar	25	8.3	8.3	12.3
D G Khan	4	1.3	1.3	13.7
Jhang	13	4.3	4.3	18.0
Khanewal	9	3.0	3.0	21.0
Layyah	27	9.0	9.0	30.0
Lodhran	7	2.3	2.3	32.3
Multan	106	35.3	35.3	67.7
Muzaffargarh	67	22.3	22.3	90.0
Rahim Yar Khan	6	2.0	2.0	92.0
Rajanpur	11	3.7	3.7	95.7
Vehari	13	4.3	4.3	100.0
Total	300	100.0	100.0	

Table 2. Percentage of respondents by their Gender Level

Respondents Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Female	104	34.7	34.7	34.7
Male	194	64.6	64.6	99.3
Transgender	2	0.7	0.7	100.0
Total	300	100.0	100.0	

Table 3. Percentage of Respondents by Marital Status

Marital Status of Respondents	Frequency	Percent	Valid Percent	Cumulative Percent
Divorced	2	0.7	0.7	0.7
Married	164	54.7	54.7	55.4
Separated	1	0.3	0.3	55.7
Single	130	43.3	43.3	99.0
Widow	3	1.0	1.0	100.0
Total	300	100.0	100.0	

The percentages of respondents by marital status are reported in Table 3. In the above-mentioned, table no. 3 represents that total 300 questionnaires collected from respondents. There are 02 divorced (0.7%), 164 married (54.7%), 01 separated (0.3%), 130 singles (43.3%) and 03 widow (1.0%) of total respondents.

Table 4 describes the attitude of senior management in organizations. From 300 respondents 2.7% percent employee shows dissatisfaction from the attitude of senior of management in organization, while 8.6 % employees are indifferent, however, 44.7% and 1% are satisfied and strongly dissatisfied respectively. Finally, 43% employees are strongly satisfied from attitude of higher management

*Social Factors***Table 4 Attitude of senior management in organization**

	Frequency	Percent	Valid Percent	Cumulative Percent
Dissatisfied	8	2.7	2.7	2.7
Indifferent	26	8.6	8.6	11.3
Satisfied	134	44.7	44.7	56.0
Strongly Dissatisfied	3	1.0	1.0	57.0
Strongly Satisfied	129	43.0	43.0	100.0
Total	300	100.0	100.0	

Table 5. Feeling of social status among colleagues of same level/ designation

	Frequency	Percent	Valid Percent	Cumulative Percent
Dissatisfied	04	1.3	1.3	1.3
Indifferent	24	8.0	8.0	9.3
Satisfied	188	62.7	62.7	72.0
Strongly Satisfied	84	28.0	28.0	100.0
Total	300	100.0	100.0	

The findings about feeling of social status among colleagues of same/designation are reported in Table 5. From total population 1.3% population are dissatisfied, 8% respondents told that they do not know or indifferent, 62.7% respondents were satisfied, while 84% were strongly satisfied from the attitude or behavior of their colleagues.

Table 6 reported the feelings of parents or guardian of employees who work outside of home district. From findings 06 respondents (2.0%) are dissatisfied with this statement, 29 respondents (9.7%) are indifferent and 67 respondents (22.3%) are satisfied regarding the satisfaction of their parent. However, 11 respondents (3.7%) are strongly dissatisfied, while 187 respondents (62.3%) are strongly satisfied about the satisfaction of parents.

Table 6. Satisfaction of parents/ guardians with their work outside of home district/Tehsil

	Frequency	Percent	Valid Percent	Cumulative Percent
Dissatisfied	06	2.0	2.0	2.0
Indifferent	29	9.7	9.7	11.7
Satisfied	67	22.3	22.3	34.0
Strongly Dissatisfied	11	3.7	3.7	37.7
Strongly Satisfied	187	62.3	62.3	100.0
Total	300	100.0	100.0	

Table 7. Level of eternal satisfaction as a social worker and as a family member

	Frequency	Percent	Valid Percent	Cumulative Percent
Dissatisfied	06	2.0	2.0	2.0
Indifferent	97	32.3	32.3	34.3
Satisfied	140	46.7	46.7	81.0
Strongly Dissatisfied	02	.7	.7	81.7
Strongly Satisfied	55	18.3	18.3	100.0
Total	300	100.0	100.0	

The findings regarding level of eternal satisfaction as a social worker and as a family member are reported in Table 7. 06 respondents (2.0%) told that they are dissatisfied with their roles as a social worker and as a family member. 97 respondents (32.3%) told that they are indifferent. 140 respondents (46.7%) informed that they are satisfy with their roles as a social worker and a family member. While 02 respondents (0.7%) notified that they are strongly dissatisfied with their roles as a social worker and a family member. Other 55 respondents (18.3%) assumed that they are strongly satisfied with their roles as a social worker and as a family member.

Table 8. Satisfaction of your family members with your decisions

	Frequency	Percent	Valid Percent	Cumulative Percent
Dissatisfied	07	2.3	2.3	2.3
Indifferent	47	15.7	15.7	18.0
Satisfied	125	41.7	41.7	59.7
Strongly Dissatisfied	08	2.7	2.7	62.3
Strongly Satisfied	113	37.7	37.7	100.0
Total	300	100.0	100.0	

The level of rights decisions regarding in family matters are reported in Table 8. The 28 respondents (9.3%) informed that they have no right to take decisions in the family matters and 272 respondents (90.7%) let knew that they have take right decisions in the family matters.

Economic Factors

Table 9.Types of salaries

	Frequency	Percent	Valid Percent	Cumulative Percent
Consultancy Pay	05	1.7	1.7	1.7
Contractual Pay	242	80.7	80.7	82.3
Permanent Pay	44	14.7	14.7	97.0
Time share based pay	05	1.7	1.7	98.7
Volunteer	04	1.3	1.3	100.0
Total	300	100.0	100.0	

The response of the respondent about the type of salary is reported in Table 9. 05 respondents (1.7%) informed that their salaries are consultancy type, the response of 242 respondents (80.7%) demonstrate that they get contractual type of salaries. 44 respondents (14.7%) response that

the type of salaries are permanent, and 05 respondents (1.7%) told that they get time share base salaries, other 04 respondents (1.3%) notified they are working voluntarily in the organizations.

The monthly salary package is described in Table 10. The response of the respondent regarding about the type of salary is presented in the respective table. 05 respondents (1.7%) said that their salaries are consultancy type, the response of 242 respondents (80.7%) contractual type of salaries. While 44 respondents (14.7%) response that the type of salaries are permanent, and 05 respondents (1.7%) said that time share base salaries, other 04 respondents (1.3%) said they are working voluntarily.

Table 10. Monthly salary package

	Frequency	Percent	Valid Percent	Cumulative Percent
15,001-30,000	108	36.0	36.0	36.0
30,001-45,000	98	32.7	32.7	68.7
45,001-60,000	43	14.3	14.3	83.0
Less than 15,000	16	5.3	5.3	88.3
More than 60,000	35	11.7	11.7	100.0
Total	300	100.0	100.0	

Table 11 Improve living standard of the family

	Frequency	Percent	Valid Percent	Cumulative Percent
Deteriorated	02	.7	.7	.7
Highly Deteriorated	03	1.0	1.0	1.7
Improved	222	74.0	74.0	75.7
Indifferent	43	14.3	14.3	90.0
Notably Improved	30	10.0	10.0	100.0
Total	300	100.0	100.0	

The improvement living standard of the family is represented in Table 11. The views of the respondents about the standard of living are distributed among the employees. 02 respondents (0.7%) are deteriorated with this statement, response of 03 respondents (1.0%) are highly deteriorated. While 222 respondents (74.0%) are improved standard of living regarding this and 43 respondents (14.3%) are indifferent, 30 respondents (10.0%) are notably improved regarding the opinion of this statement that how has the standard of living of the family improved by your going to work. In the above-mentioned, Table No. 11 shows that the opinion of the respondent about their utilization of mostly salary. The response of 35 respondents (11.7%) said that mostly salary use for saving, 39 respondents (13.0%) response used salary to educate children. While 05 respondents (1.7%) to give, donation regarding this, mostly salary used to purchase assets 19 respondents (06.3%) respond, and other 202 respondents (67.3%) used salary to run family. According this statement how do you utilize the major part of your salary.

Conclusion

A total sample of 300 respondents was selected from 12 districts of Southern Punjab. The survey questionnaire was a blend of closed and open ended questions. There were seven closed and

seven open ended questions. The data was analyzed through the use of statistical tools. The frequency and percentage methods were used for data analysis. The perception of 23 respondents (7.7%) showed dissatisfaction about the views of society regarding their jobs as employees of NGO whereas 63 respondents (21.0%) were indifferent with the view of society about their jobs as employees of NGO. Other 151 respondents (50.3%) were satisfied with the view of society about their jobs as employees of NGO. Another 03 respondents (1.0%) were strongly dissatisfied with the view of society about their jobs as employee of NGOs. The remaining 60 respondents (20.0%) were strongly satisfied with the view of society about their jobs as employee of NGO. The 68 respondents (22.7%) shared that NGOs offer attractive salary package and that was the reason for preference by the parents, and 27 respondents (9.0%) responded articulated that there is a job security in NGOs and while 07 respondents (2.3%) shared that there are leave benefits in this sector, other 66 respondents (22.0%) termed it as a noblest job, another 132 respondents (44.0%) responded to make him/her-self humanitarian regarding this statement.

The response of the respondents regarding the type of salary they used to get from the NGOs was also recorded in the study. The five respondents (1.7%) worked as consultant and used to get consultancy fee and termed it as a consultancy type, 242 respondents (80.7%) were on contractual type of salaries. While 44 respondents (14.7%) were on permanent salary, and 05 respondents (1.7%) were on time share base salaries, other 04 respondents (1.3%) worked voluntarily. The local and international NGOs in the context of Pakistan exert positively affect especially in the field of education, health, saving, living standard, socio-economic, environment, micro-finance, good governance, living standard and social justice etc.

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