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Sindh Union Council and Community Economic Strengthening Support (SUCCESS) Programme

National Convention of LSOs 2021

8th April 2021

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Introduction

In order to reduce poverty and empower the poor people (especially women), the Rural Support Programmes Network (RSPN) uses the Community-Driven Development, also known as the social mobilisation approach. The social mobilisation approach of RSPN organises the communities into a three-tiered structure; Local Support Organisations (LSOs) — Union Council level, Village Organisations (VOs) — Village level, and Community Organisations (COs) — neighborhood level.

Local Support Organisations (LSOs) are the community institutions at the Union Council level and deal with coordination and implementation of development activities, formation of linkages with government, donors and other development organisations and provide guidance and support to other tiers. Ms. Shandana Khan, CEO – RSPN, explained the role of RSPN in development of LSOs as "capacitating the society; to create the organisations that will function independently for their own benefit".

The National Convention of LSOs is an annual event organised by Rural Support Programmes Network (RSPN) in collaboration with Rural Support Programmes (RSPs) to highlight the achievements of Community Institutions. LSO Convention is a platform to interact with LSOs and have the community leaders reflect upon their experiences, challenges and lessons learnt in the field. The achievements of LSOs in rural communities are shared with a broader set of stakeholders including policy makers, government authorities, donor agencies and non-government organisations (NGOs) from across the country. This year, the National Convention of LSOs took place on April 8th, 2021. The event was held online under the observation of Standard Operating Procedures (SOPs) put forward by the Government of Pakistan due to COVID-19 pandemic.

The convention comprised of three panel speaker sessions. The first session highlighted the role of Community-Driven Development in socio-economic empowerment of rural communities. The second session demonstrated the response of Community Institutions to COVID-19 in partnership with government and donors whereas the last session aimed at understanding the state of nutrition in Pakistan and the role of Community Institutions to respond to the issues of malnutrition. The RSPN staff, government officials, and international donors appreciated the commitment and passion displayed by the LSOs in their work. RSPN's contribution to the European Union Mission as well as the Government of Pakistan's poverty reduction objectives was well received by Mr. Ovidiu Mic, Head of Cooperation, European Union Delegation to Pakistan as he applauded RSPN Chairman Shoaib Sultan Khan's endeavours towards Community Driven Development in Pakistan.

Community Economic Strengthening Through Social Mobilisation

Local Support organisations (LSOs) are a crucial element of social mobilisation approach to promote socio-economic empowerment of rural communities (especially women) in Pakistan. Social mobilisation, also known as Community-Driven Development approach, is a holistic model that organises people into communities in order to enable them to make decisions and therefore, take collective action for their development. The first session at the convention explored the role of LSOs in organising poorest rural households and taking actions for their economic strengthening through Community-Driven Development approach.



Development Activities Undertaken by LSOs and Their Impact

At the National Convention of LSOs, LSO representatives from across the country shared the economic interventions being undertaken in their community to reduce poverty for the individual poor community members. Interventions such as Community Investment Fund (CIF) and Income Generating Grants (IGG) empower individuals (especially women) to change their financial situation by investing in an income generating activity such as starting a small business, livestock etc.

This was highlighted through the case of Ms. Noor Jahan from District Jamshoro, Sindh. Noor Jahan is a mother of five children and her husband uses the rental cart to earn living on daily basis. As her husband's daily wage earning was not sufficient to meet the basic needs, the Poverty Score Card (PSC) of her household was below 23 when she first reached out to the Community Institutions. Under the EU-funded SUCCESS (Sindh Union Council and Community Economic Strengthening Support) Programme, Ms. Jahan received IGG for her household which was invested to purchase a donkey cart so that they do not have to pay the rent anymore. Noor added that, "the unconditional provision of IGG has added value and given the means to our lives. We are moving towards financial stability. Recently, we are not only bearing the daily expenses easily but also saving some of our earnings for the rainy days". Under Jahan's LSO

Umeed, 61 poorest households have received Income Generating Grants (IGG) of worth Rs. 1,285,000 for investing in livestock and small business.

In addition to the economic interventions, LSOs also implement multiple other Community-Driven Development strategies through improvement in education, health, and infrastructure. These strategies include Technical and Vocational Skills Training (TVST) to provide an open access to labour market for the community members. Similarly, Community Physical Infrastructure (CPI) upgradation, Micro Health Insurance, nutritional support, guide to combat COVID-19 pandemic have also been implemented in pursuit of betterment of the marginalised rural communities of Pakistan.

LSOs also increase the socio-economic status and decision-making awareness of women through women-oriented initiatives such as Youth Micro Challenge Award conducted at LSO Hilbosh, District Ghizer, Gilgit Baltistan. This award provided PKR 50,000 each to 22 innovative women entrepreneurs in the Union Council to promote the employability of women. The ability of women to achieve their entrepreneurial goals increases their self-esteem and enables them to address the communal issues on their own in a confident manner.

Linkages with Government Agencies and Donors

The panel discussion of LSO representatives also shed light on the synergies between Community Institutions, provincial government, and donors. At the government level, these synergies are created by the Joint Development Committees (JDCs) to provide support for the development work. JDCs provide access to social services in the rural areas by bridging a link between government officials and rural communities. The President of LSO Kamalzai, District Pishin in Balochistan province explained that the LSO meeting with JDC members, chaired by the Deputy Commissioner, led to the upgradation of civil dispensary to Basic Health Unit (BHU) in the area.

The partnership of LSOs with local government is a step towards sustainability as the Community Institutions capitalise on the government resources for poverty reduction and provision of social services. Ms. Sajida, President LSO Umeed, District Jamshoro, Sindh explained that the LSO has partnered with the District Administration and the Education Department for reopening of closed schools and for enrolment of children in school. A similar partnership has been observed between National Commission for Human Development (NCHD) and LSO Umeed for the opening of six adult literacy schools in the area. This linkage was further reinforced by the executive body member of LSO Hope in Haripur who mentioned that the collaboration of LSO with NADRA led to the CNIC registration and facilitation of more than 150 females in the Union Council, therefore, providing not only an identification but also voting right to females.

The Community Institutions have also been successful in establishing links with local and international donors for the developmental projects. During the panel discussion, the LSO representatives shed light on the assistance provided by the donor organisations which included financial aid, community infrastructure projects, healthcare facilities and awareness raising.

Ms. Nighat Siddiqui Additional Director General, Election Commission of Pakistan urged the importance of Community Institutions for the political empowerment of communities. The Election

Commission of Pakistan inherits the gap of male and female CNIC registration in the voter registration. LSOs can play an important role in the CNIC registration, especially for women, transgender, minorities, and disabled persons. Through the awareness raising campaigns, the Community Resource Persons (CRPs) can covey the importance of each voice in selecting the community representatives who will bring about developmental reforms in the area. She claimed LSOs to be a crucial element for the backbone of inclusive political processes in Pakistan.

Community Institutions and Their Response to COVID-19

COVID-19 is an infectious disease caused by a newly discovered Coronavirus. First discovered in 2019, the virus transmits through droplet generated by the coughing or sneezing of an infected person. Being declared as a global pandemic, COVID-19 has severely affected the whole country resulting in social and economic disruption.

During the COVID-19 pandemic, Rural Support Programmes (RSPs) have launched awareness interventions and community protection enhancement support. The response against COVID-19 is ongoing in all provinces in collaboration with the National and Provincial Governments. The work for COVID-19 emergency response is being done in 126 districts of Pakistan i-e in 3204 Union Councils through 69,463 Community Institutions, with a membership of around 1 million member households. RSPs fostered community leaders and volunteers have played a vital role in dissemination of messages on preventive measures. Community Resource Persons (CRPs) have conducted door-to-door visits raising awareness about social distancing, use of masks and handwashing with soap. LSOs, with the help of CRPs, have also contributed to the identification of suspected cases and coordination with the provincial health departments at local level for mobile sample collection.

Role of Community Institutions in COVID-19 response

During the second panel discussion, the LSO representatives shared the initiatives undertaken in their communities to combat COVID-19. Understanding the importance of Community Institutions to mobilise the people against COVID-19, LSOs have trained the community members through awareness sessions. Religious leaders have been engaged to make announcements in mosques regarding the use of masks and soaps. Furthermore, the meetings have been conducted with the family heads of positive cases to ensure proper quarantine. The Community Resource Persons (CRPs) are also assisting in tracing the contacts and family members of COVID-19 positive persons to identify the suspected cases.

An award-winning Community Resource Person (CRP) for her exemplary work in LSO Chirah, District Islamabad, Ms. Shabana Ikhtiar, shared her experience of disseminating messages and its impact on the community to protect against the disease. As a foremost achievement, a change in attitude of community members towards the coronavirus pandemic was observed who were not willing to accept the disease previously. With the help of awareness sessions by LSOs, people did not

only understand the need to wear the masks but also utilised it as an opportunity to produce masks locally. An increase in handwashing practices was also noticed in the community.

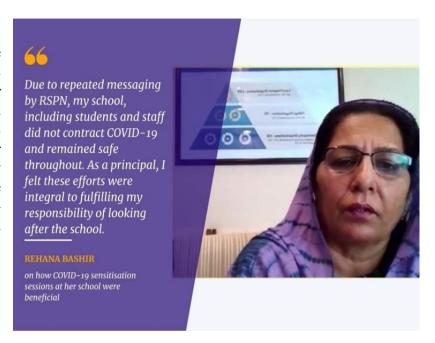


Ms. Nawab Khatoon from LSO Jeeyapo, District Shikarpur, Sindh showed the enthusiasm for COVID-19 vaccination outreach in her community. Most recently, LSOs have started to facilitate the registration of individuals above 50 years of age for COVID-19 vaccination. However, most COVID-19 vaccination centers are located in urban areas and the lack of resources does not allow poor people from rural communities to reach these centers. She claimed that if government initiates the mobile COVID-19 vaccination, LSOs will play their role in gathering all eligible persons for the vaccination.

COVID-19 has not only affected the impoverished communities in rural areas but have also impacted the vulnerable population in the cities. The Rural Support Programmes Network (RSPN) in collaboration with Local Support Organisations (LSOs) have continued their support to individuals in urban business setting during the pandemic. The local traders in the market of G-10 Markaz, Islamabad were briefed about the social distancing, use of masks and sanitisers, and COVID-19 vaccination. As the government has enforced reduced lockdown timings for the markets across the country, it was essential to raise awareness among the local traders in order to protect them from further potential loss by being acquainted to Coronavirus disease.

Rural Support Programmes Network (RSPN)'s exemplary and rapid emergency response through community engagement is evident in the case of Ms. Rehana Bashir, Principal – Islamabad Model School. As the students at the school hail from a local poor community, it was hard to convince the parents and guardians to practice the COVID-19 prevention guidelines. With the support from RSPN,

masks and sanitisers were provided to students and staff as they could not afford on their Awareness was raised own. through banners and pamphlets which further reached their families as well. Due to timely response from RSPN, there were zero suspected cases of COVID-19 at the school after the second national lockdown.



Partnership with Government and International Donors

Rural Support Programmes (RSPs) have begun the initiative of 'Rural Communities in the Fight Against COVID-19' as Pakistan's first community led response to COVID-19 emergency. This initiative is a unique public-private partnership between Government of Pakistan and Local Support Organisations (LSOs), facilitated by RSPs.

Banking on the national outreach of RSPs, a partnership has been developed between National Command Operation Center (NCOC) and Rural Support Programmes Network (RSPN) to implement the Trace, Test and Quarantine (TTQ) strategy amidst the pandemic. Under this collaboration, RSPs have worked in 66 districts and 1500 rural Union Councils of Pakistan to mobilise the rural communities. Mr. Bashir Anjum, Specialist Social Sector Services RSPN, briefed the audience that at the grass root level, 1295 Local Support Organisations (LSOs) have undertaken public awareness campaigns along with creating productive linkages with the government and development organisations in 4556 villages. More than 2.9 million people have benefitted (53% were women) from these campaigns and they were facilitated by 10,051 community leaders (57% were women) trained by RSPs and relevant district authorities.

The Deputy Commissioner of Islamabad, Mr. Hamza Shafqaat, acknowledged the social mobilisation approach and support of RSPs during the COVID-19 emergency response. The COVID cases in rural areas of Islamabad were observed to be 70-80% less than the urban areas of Islamabad. He mentioned that;

"Community empowerment is the only sustainable method. The government is spending a lot of money its non-pharmaceutical interventions to get the same things done. If we had to do all of this on our own, we would have required millions of rupees— RSPs have done it for us, for free".

While sharing the experience and plans of the Government of Sindh to respond to COVID-19, Dr. Sohail, Senior Technical Staff to Secretary Health, Government of Sindh, addressed the importance of Community Institutions for mobilising the senior citizens for the vaccination campaign. The public-private partnership of RSPN with local and national government has opened the opportunities for the betterment of healthcare delivery system in Pakistan. The Local Support Organisations (LSOs) and other Community Institutions will strengthen the citizen-state link in stopping the COVID-19.

Mr. Bashir Anjum also gave a snapshot of collaborations between RSPs and international donors for relief support and fighting a chance against the spread of COVID-19.

In the fight against COVID-19, Rural Support Programmes Network (RSPN) has partnered with Unilever Pakistan for distribution of soaps among poor households. Through the effective use of three-tier social mobilisation strategy, RSPs have distributed 53,000 soaps to 13,800 poor rural households in 12 districts across Pakistan. In another project for Dissemination & Reinforcement of Basic Preventive Measures on COVID-19 by UNICEF, 180 urban councils of Pakistan have been targeted through engagement with religious leaders to reinforce SOPs, community awareness in urban markets and educational institutes, corner meetings with youth, and vaccination awareness and registration.

Ms. Zohra Hunzai, Communication for Development Specialist at UNICEF Pakistan, stressed upon the crucial role of RSPs "in telling people to stop this virus so that it doesn't reach other people". She mentioned

that LSOs are practicing community engagement for the communal benefit by working with youth, schools, and religious leaders. The community engagement has not only produced fruitful results emergency for response implementation but has also served as an important feedback mechanism for the evaluation of strategies in practice. The surveillance data from the interaction with the communities has helped in the behavioural analysis communities and their response to preventive measures COVID-19.



Similar projects are underway with Concern World Wide, European Union, Foreign, Commonwealth and Development Office (FCDO) - Population Services International (PSI), and UN agencies.

Empowering Communities to Improve Nutrition

Due to poor economic conditions in the rural communities of Pakistan, the chronic malnutrition is prevalent in the children under five and women. Mr. Masood Abbasi from Alliance for Safe Motherhood in Pakistan highlighted the contribution of factors such as household food insecurity, poor dietary diversity, early and frequent childbearing, insufficient amount of clean and proper sanitation, low educations among women towards the malnutrition among women and children. Under the funding of European Union, the Rural Support Programmes (RSPs) are bringing the change for improved nutrition in Sindh province of Pakistan through the Community-Driven Development and women led Community Institutions.

As a reflection of the European Union's commitment for improving nutrition in Pakistan, the Programme for Improved Nutrition in Sindh (PINS) is being implemented by RSPN. During the Panel discussion, Mr. Mudassar Ahmed, Director, PINS explained that the programme aims to sustainably improve the nutritional status of children under five (U-5) and of Pregnant and Lactating Women (PLW) through the support of 193 Local Support Organisations (LSOs). He mentioned that

"Our philosophy is about tapping into and unleashing the human potential and one of the things with malnutrition is that it is not just inhibiting but destroying the human potential for the future".



At the government's end, Mr. Zulfikar Ali, Coordinator for Accelerated Action Plan (AAP), also shared the agenda of Government of Sindh to reduce stunting and malnutrition in the province through a multi-sectoral plan. The Accelerated Action Plan (AAP) aims to reduce stunting from 40% to 30% in the first five years (2017-2021) and to 15% by 2026 through the increase and expansion of multi-sectoral interventions that are known to reduce stunting in first five years of children's lives.

Community- Based Interventions to Improve Nutrition

The goal of Rural Support Programmes (RSPs) to empower the communities to respond to the issue of malnutrition has been well received by the Local Support Organisations (LSOs) in Sindh province. After the launch of PINS-RSPN Programme, nutrition has been included in the overall development agenda of the targeted LSOs. Through a breakdown of nutritional goals at Village and Union Council level, LSOs train the executive body members for effective implementation of the of interventions to improve nutrition in the poor communities. Community Resource Persons (CRPs), Agricultural Entrepreneurs, and Community Health Workers (CHWs) are the core components for the outreach to previously unreached rural areas.

While briefing the audience, Ms. Marya Pratab, General Secretary, LSO Digh Mori, District Tando Muhammad Khan, Sindh, mentioned the steps taken by LSOs for improving Water, Sanitation and Hygiene (WASH) conditions in poor communities. LSOs are working to achieve the goal of Open-Defecation Free communities and lead the Community Led Total Sanitation (CLTS) triggering to mobilise communities into action, particularly for construction of latrines. Community Resource Persons (CRPs) conduct awareness visits at household level and sessions at community level to reinforce key messages on hygiene and nutrition.

Improved nutrition is linked to good dietary practices. Proper nutrition and dietary diversity have cascading effects. A woman with nutritious diet will give birth to a healthy baby paving the way for a healthy childhood. Ms. Marvee, Community Bookkeeper, LSO Sindhoo Darya, District Larkana, Sindh talked about the initiative of Farmer Field School at the community level. By engaging the community members into learning about different seeds and vegetables, LSO mobilises the community by enabling them to take healthy decisions for their diet. As an important element for strengthening dietary diversity, LSO Sindhu Darya has a dedicated community livestock extension worker, Ali Asghar, who works with Community Institutions to treat 1180 animals in the community.

LSOs are also focused on routine immunisation and treatment for malnourished children. As routine immunisation is important to build immunity in children, LSO Digh Mori is actively working to implement National Rural Support Programme's flagship programme WISE (Water, Immunisation, Sanitation, and Education) to sensitise the parents on routine vaccination of children. A strong immunity supported by good nutrition leads to the healthy childhood and therefore, healthy, and serviceable community members. On the mission for improved nutrition, Community Health Workers (CHWs) visit households to provide nutritional supplements to children under five (U-5) and Pregnant and Lactating Women (PLW).

European Union's Support for Community-Driven Development in Pakistan

Ovidiu Mic, Head of Cooperation, European Union Delegation to Pakistan, claimed that the programmes under RSPN have showcased that Community Driven Local Development (CDLD) is a way towards an efficient Poverty Reduction Startegy (PRS). Over the years, European Union has enhanced the programmes through innovation such as support for fiscal and regulatory policies at the provincial and district level to provide additional resources to the rural communities. While sharing his views, he highlighted that the aim of EU's Community-Driven Local Development (CDLD) is

"to improve the living conditions of rural communities in districts which includes well defined social mobilisation, capacity development with systematic women empowerment, and the attempt to institutionalise the relations between communities and government".

Mr. Ovidiu Mic also applauded the role of RSPs towards the development of sustainable community institutions and stressed upon the need for effective communication between communities and the local governments for effective social service provision for the population.



The National Convention of LSOs 2021 celebrated the achievements and vital role of LSOs as an important Community Institution for RSPs Community-Driven Development approach. It provided a platform for the community leaders, government officials, and donors to share their voices on the recent development interventions for the betterment of rural communities in Pakistan. The convention also acknowledged the support of European Union in improving the living conditions for rural communities of Pakistan. "The European Union has been such an immense support to the Rural Support Programmes to bring us to the point where we see such a profound impact", said Shandana Khan, CEO – Rural Support Programmes Network (RSPN). As a first virtual event due to the global pandemic, Mr. Shoaib Sultan Khan, Chairman Rural Support Programmes Network (RSPN) congratulated the RSPN team on successfully conducting the event.

Appendix: Convention Agenda

Rural Support Programmes Network (RSPN)

National Convention of Community Local Support Organisations (LSOs), 2021

April 8, 2021 – Virtual (Zoom Webinar)

The LSO Convention is an annual event hosted by the RSP Network and the Rural Support Programmes. LSOs are community institutions at the Union Council level and an important part of the RSP community-driven development approach. The Convention is a platform to interact with LSOs, to learn from them, and to share with interested stakeholders' lessons from working with Pakistan's rural communities. This year the LSO Convention is being held online due to the

COVID-19 pandemic.

Session I: The Role of Community-Driven Development in Socio-Economic Empowerment of Rural Communities in Pakistan

Objective: To understand the need for and importance of social mobilisation and achievements of Community Institutions (COs/VOs/LSOs) in empowering rural communities.

Timing: 1000-1245 Pakistan Time.

Moderator: Ms. Anjum Malik, Communications Officer, SUCCESS, RSPN

Time	Speakers
1000-1005	Ms. Anjum Malik (Moderator)
	Introduciton of the convention and speakers
1005-1025	Mr. Shoaib Sultan Khan, Chairman Rural Support Programmes Network (RSPN)
	Rural Support Programmes' Approach and Experience of Community Driven Development in Pakistan
	and South Asia
1025-1140	Socio-Economic Empowerment of Poor Rural Households through the Three-Tiered Social Mobilisation
	Approach- the Experience of LSOs. Presentations by community/LSO representatives.
	1. Ms. Razia Leghari, General Secretary, LSO Bhale Dino Sathio, district Tando
	Mohammad Khan, Sindh. (EU funded SUCCESS programme of National Rural
	Support Programme - NRSP)
	2. Mr. Abdul Hai, President LSO Kamalzai, district Pishin, Balochistan. (EU funded
	BRACE programme of Balochistan RSP)
	3. Ms. Sajida, President LSO Umeed, district Jamshoro, Sindh. (Thardeep Rural
	Development Programme - TRDP)
	4. Ms. Saeeda, Vice President LSO Hilbosh, district Ghizer, Gilgit Baltistan. (Aga Khan
	Rural Support Programme - AKRSP)
	5. Ms. Lubna Shafique, Executive Body member LSO HOPE, district Haripur, Khyber
	Pukhtunkhwa. (Sarhad Rural Support P - SRSP)
1140-1155	Ms. Nighat Siddiqui, Additional Director General, Election Commission of Pakistan
	Community participation in voter registeration
1155-1225	Mr. Ovidiu Mic, Head of Cooperation, European Union Delegation to Pakistan

	EU's support to Community-Driven Development in Pakistan
1225-1240	Ms. Shandana Khan, CEO, Rural Support Programmes Network (RSPN)
	Ms. Shandana Khan, CEO, Rural Support Programmes Network (RSPN) Concluding Remarks
1225-1245	Closing of session 1, by moderator

Session II: Community Institutions and their Response to COVID-19 in Partnership with Government and Donors

Objective: To share the achievements and learning of Community Institutions as frontline responders during the COVID-19 crisis.

Timing: 1245-1500 Pakistan Time.

Moderator: Ms. Anjum Malik, Communications Officer, SUCCESS, RSPN

Time	Speakers
1245-1300	Experience of RSPN/RSPs Collaboration with NCOC, Donors, and LSOs in responding to the
	COVID-19
	Mr. Bashir Anjum, Specialist Social Sector Services, Rural Support Programmes Network
	(RSPN).
1300-1315	Ms. Shabana Ikhtiar, Community Resource Person (Award winner for exemplary work in her
	community) LSO Chirah, district Islamabad (NRSP Programme Area)
1315-1330	Ms. Nawab Khatoon, LSO Jeeyapo, district Shikarpur, Sindh (Sinsh Rural Support
	Organisation - SRSO)
1330-1340	Ms. Rehana Bashir, Head Teacher, Islamabad Model School # 2, G 11/2 Islamabad
1340-1350	Hafiz Molana Wajhi Udin, Imam e Masjid, Jamia Masjid Abu Sufian G11/2 Islamabad
1350-1400	Mr. Muhammad Bashir Abbassi, President Market Committee, Buland Market G10/1
1330-1400	Islamabad
1400-	Ms. Zohra Hunzai, Communications for Development (C4D) Sepcialist, UNICEF Pakistan
1415	Lessons from the COVID-19 response and way forward
1415-1430	Mr. Hamza Shafqaat, Deputy Commissioner, Islamabad Capital Territory
1430-1445	Dr. Sohail, Senior Techncial Staff to Secretary Health, Government of Sindh
	The experience and plans of the Government of Sindh to respond to COVID-19
1445-1500	Questions and Answers

Session III: Empowering Communities to Improve Nutrition and Economic Opportunities

Objective: To understand the state of nutrition in Pakistan and the role of community institutions to respond the issues of malnutrition.

Timing: 1500-1700 Pakistan Time.

Moderator: Ms. Anjum Malik, Communications Officer, SUCCESS, RSPN

Time	Speakers
1500-1515	Status of Nutrition in Pakistan
	Mr. Masood Abbasi, Alliance for Safe Motherhood in Pakistan
1515-1530	An introduction to the EU funded Programme for Improved Nutrition in Sindh (PINS)
	Mr. Mudassar Ahmed, Programme Director PINS, RSPN, followed by a short documentary
	on PINS
1530-1615	Ms. Marvee, Community Bookkeeper, LSO Sindhoo Darya, district Larkana, SRSO, Sindh
	Ms. Marya Pratab, General Secretary, LSO Digh Mori, district Tando Muhammad Khan,
	Sindh
	Experiences and lessons from community-based nutrition interventions
1615-1630	Mr. Zulfikar Ali, Coordinator for Accelerated Action Plan (AAP), Government of Sindh
	Experience and lessons from the implementation of the AAP of the Government of Sindh
1630-1700	Questions and Answers



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