



# Annual Report

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## 2022

Noor Educational & Capacity Development Organization (NECDO)





**Table of Contents:**

Executive Summary ..... 1

Project 1, Unconditional Seasonal Support (UCSS) ..... 2

Project 2, Unconditional Seasonal Support (UCSS) ..... 3

Project 3, Unconditional Seasonal Support (UCSS) ..... 5

Women Capacity Building for Girls and Women..... 7

TEBAR HEWAN KURBAN (THK) DOMPET DHUAFA..... 9

NAZO ANA LIBRARY..... 11

Afghanistan Humanitarian Fund (AHF) Registration..... 13

NECDO Policies Developed and Revised..... 14

NECDO Board of Directors Meetings ..... 15

Staff Capacity Building Training..... 16

NECDO Staff Participated in Meetings..... 17

Overall Organization’s SWOT Analysis..... 19

NECDO Annual Financial Summary 202..... 20

## Executive Summary:

NECDO is a well-recognized women organization in Afghanistan and abroad being laureate of 3 international awards (Clinton Global Initiative, Tallberg Foundation and Tanenbaum). For the past 22 years, it has been working on women empowerment as well as conducting advocacy initiatives to support the “Elimination of Violence against Women-Law” (EVAW). NECDO is currently active in 23 provinces of Afghanistan and is working with religious leaders (Imams), women activists, youth, government institutions, CSOs, media groups on issues relating to gender, EVAW, and women’s empowerment. NECDO is a member of “Girls not Bride” International Network and has conducted assessment, studies and awareness rising sessions, focus group discussions on child marriages related issues. Since 2008, NECDO has initiated four Family Welfare Clinics for Elimination of VAW in four provinces (Kabul, Jalalabad, Ghazni and Mazar), which are addressing the needs of vulnerable women and girls who are victims/survivors of family violence. In order to reduce suffering and provide some protection to the survivors, the clinics are providing medical, legal as well psychosocial consoling. The target group was (47,735) victims or potential victims of family violence married women, unmarried old ages women, widows (divorced/separated women) adolescent girls and children in rural and urban areas. Special attention is paid to victims living with specific health and social status i.e. disabled female, orphans; multiple wives, working women. The main objectives of Family Clinics for EVAW are: To provide services (first aid, legal and psychosocial) to victims and families of victims; To raise awareness on family violence through training of staff of (government) institutions as well as establishment of networks of volunteers (women activities, spiritual leaders) and; To advocate for law reform policies and legislation which impacts the life of women and girls.

## Impacts include:

- Initiating Psychosocial and Peace Education for Elimination of VAWG.
- Initiating Imams Committees for the Elimination of VAWG.
- Conducting research on sexual harassment in higher education institutions in 20 universities.
- Publicizing 200 minutes of nation-wide radio messages against sexual harassment and its prohibition from Islamic perspective.
- Publication of a report on 5 core rights of women in Islam (Education; Inheritance; Ownership and property; Marriage and Divorce; and Social Participation)
- Providing long term courses in women leadership and advocates for EVAW
- Development of Women Shuras (Councils of Women) leadership potentials in North Eastern provinces
- Family Welfare Centres established in Kabul in 4 provinces for EVAW
- Mobilizing 1600 Imams and women activists to advocate for women’s political participation in the 2014 presidential elections.
- Relief and humanitarian assistance for more than (100,000) needy families in Kabul and provinces
- Establishment of NAZO ANA library with more than (7280) books and articles in Kabul and in the provinces with special priority and focus on women capacity building and enhancing reading skills.
- Provision of scholarships for both boys and girls as newly graduates in universities in different countries

I am grateful to all the respected donor and friends who supported us technically and morally to implement various projects in Humanitarian assistance, women social, political and economic empowerment as well as youths’ engagements in various social and development activities.

As we have concluded the year 2022 despite the challenges due to the take-over of Taliban and the collapse of the government. In fact, despite all the challenges NECDO is still determined to continue its mission for the empowerment of women and gender equality and respect to human rights and justice for all. We look for the support and cooperation of friends to achieve this together.

Thank you very much

Dr. Fazal Ghani Kakar

Director NECDO-March 2023

**Unconditional Seasonal Support (UCSS)**  
**1<sup>st</sup> January to 30<sup>th</sup> June 2022**  
**Supported by World Food Program (WFP)**

**Project Implementation Summary:**

Noor Educational & Capacity Development Organization (NECDO) successfully implemented WFP Unconditional Seasonal Support (UCSS) Title: (KAO-SO1-NECDO-AF01-1305) within 6 months from 1st January, to 30<sup>th</sup> June 2022 in Kabul, this project covers District 1, District 7 and District 9 of Kabul city. It covers 1909 families in PD-1, 17557 families in PD-7, 11047 families in PD-9, in total it covers 30513 vulnerable families.

Location	Total HHs	Male HHs	Female HHs	Total CBT (6 months)
PD # 1	<b>1909</b>	<b>1321</b>	<b>588</b>	<b>37,798,200 AFN</b>
PD # 7	<b>17557</b>	<b>11000</b>	<b>6557</b>	<b>214,195,400 AFN</b>
PD # 9	<b>11047</b>	<b>7564</b>	<b>3483</b>	<b>218,730,600 AFN</b>
Total for four PDs	<b>30513</b>	<b>19885</b>	<b>10628</b>	<b>470,724,200 AFN</b>

**Survey and Scope Description:**

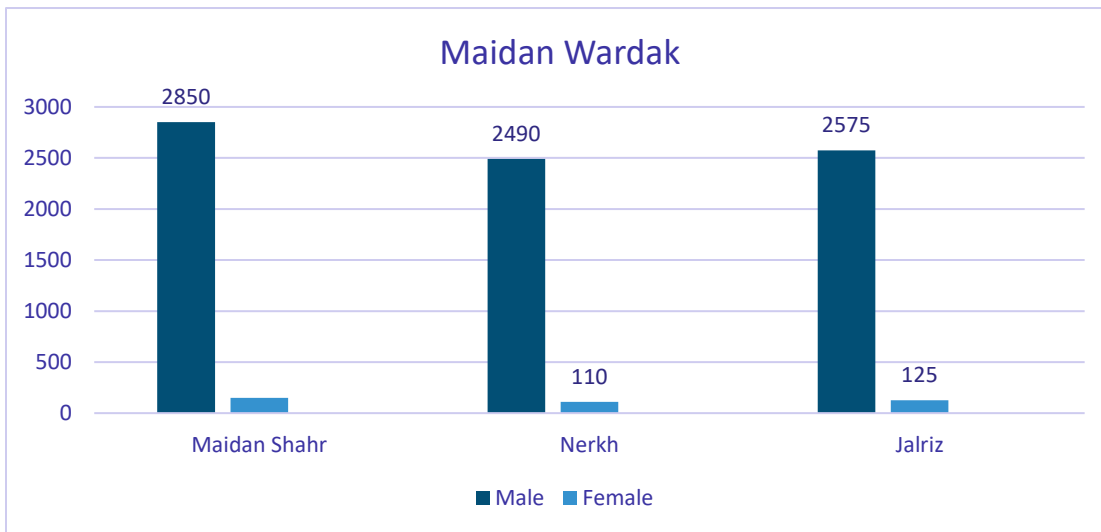
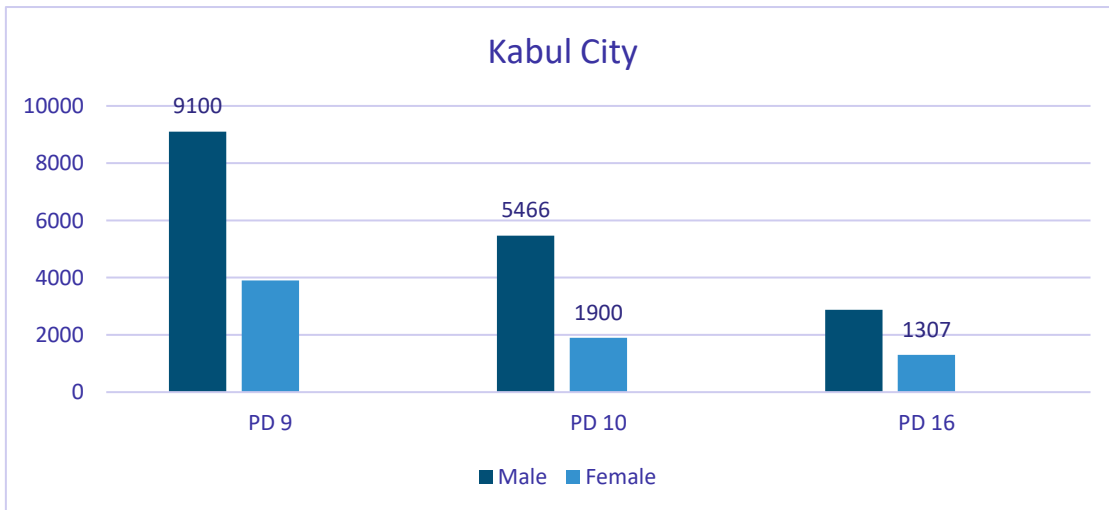
First, NECDO recruited survey and scope teams in consultation with WFP representatives from United Nations Day, January 01 to June 30, 2022. The research team may be a list of focal points, community leaders (Wakil-e-Guzars), and Mullah Imam’s vulnerable families. Once the list was created, the team began investigating. Approximately 900 families were interviewed daily and a specific number of families were asked to return to the scope process subsequent day a complete of 30,513 households were surveyed, of which 3,800 received for a month and selected tokens. However, during scoping, WFP notified that thanks to time constraints, it had been necessary to bypass the scope process and start entering data into the survey list. After completing the info entry, we sent them back to WFP for reconfirmation and ready the quantity to pay to every person through the list. This allowed us to start out paying in cash.



**Unconditional Seasonal Support (UCSS)**  
**1<sup>st</sup> July to 30<sup>th</sup> September 2022**  
**Supported by World Food Program (WFP)**  
**CSP/AF01-1305**

**Project Implementation Summary:**

Noor Educational & Capacity Development Organization (NECDO) successfully implemented WFP Unconditional Seasonal Support (UCSS) Title: (CSP/AF01-1305) within 3 months from 1st July to 30<sup>th</sup> September 2022 in Kabul and Maidan Wardak province, this project covers District 9, District 10 and District 16 of Kabul city and Maidan Shahr, Nerkh and Jalriz of Maidan Wardak Province.





**The PD 9, PD 10, PD 16, and Nerkh and Jalriz was Food Distributed for 3 Months:**

The final approved list of beneficiaries was prepared by WFP and food assistance including 50 kg flour, half kg salt, 6.250 kg pulse, and 1.5 kg Wawa-mum was given to each family for one month as per list with the in-kind of WFP for the months of July and August. And for the month of September in commodity voucher of Gulzad Group Company.

**The Maidan Shahr was Cash Distributed:**

July 2022, Male 2268 + Female 149 \* 4200 AFN = 10,151,400.00 AFN  
 August 2022, Male 2713 + Female 190 \* 4900 AFN = 14,224,700 AFN  
 September 2022, Male 2770 + Female 147 \* 4300 = 12,543,100 AFN



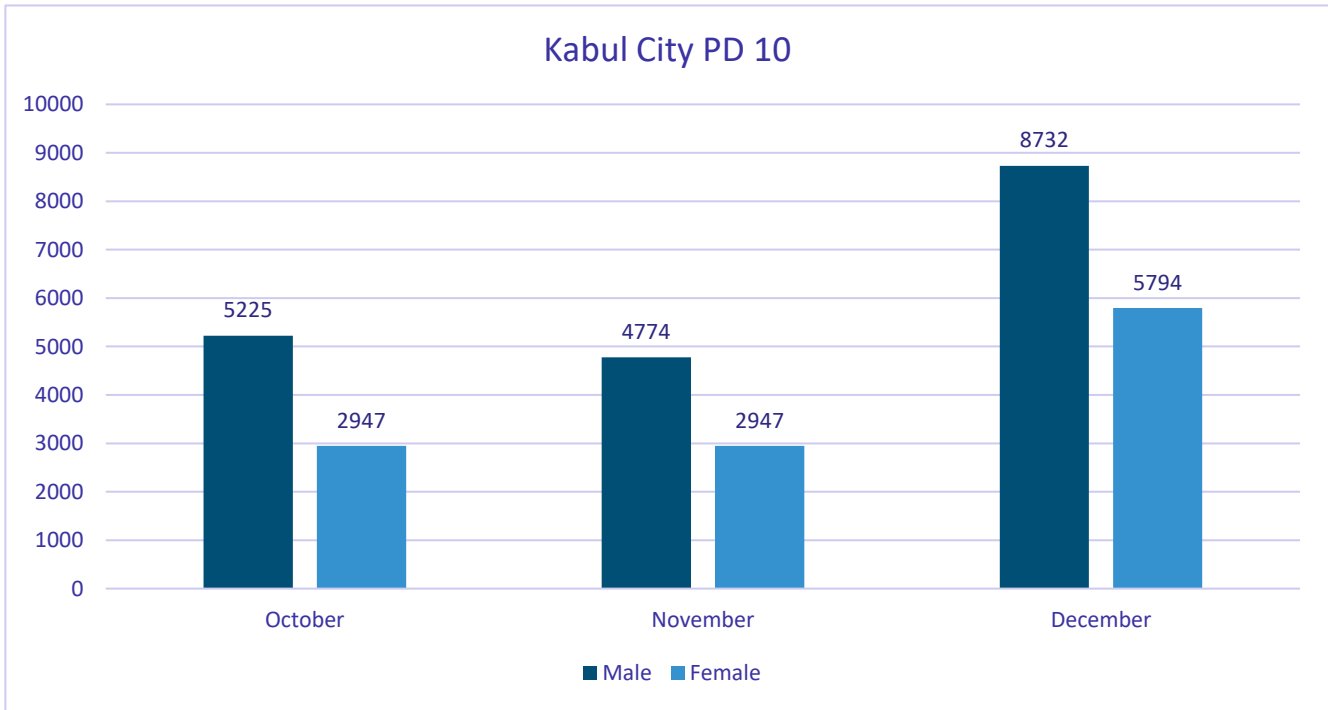
**Unconditional Seasonal Support (UCSS)**  
**1<sup>st</sup> October to 31<sup>st</sup> December 2022**  
**Supported by World Food Program (WFP)**  
**AF01-1579**

**Project Implementation Summary:**

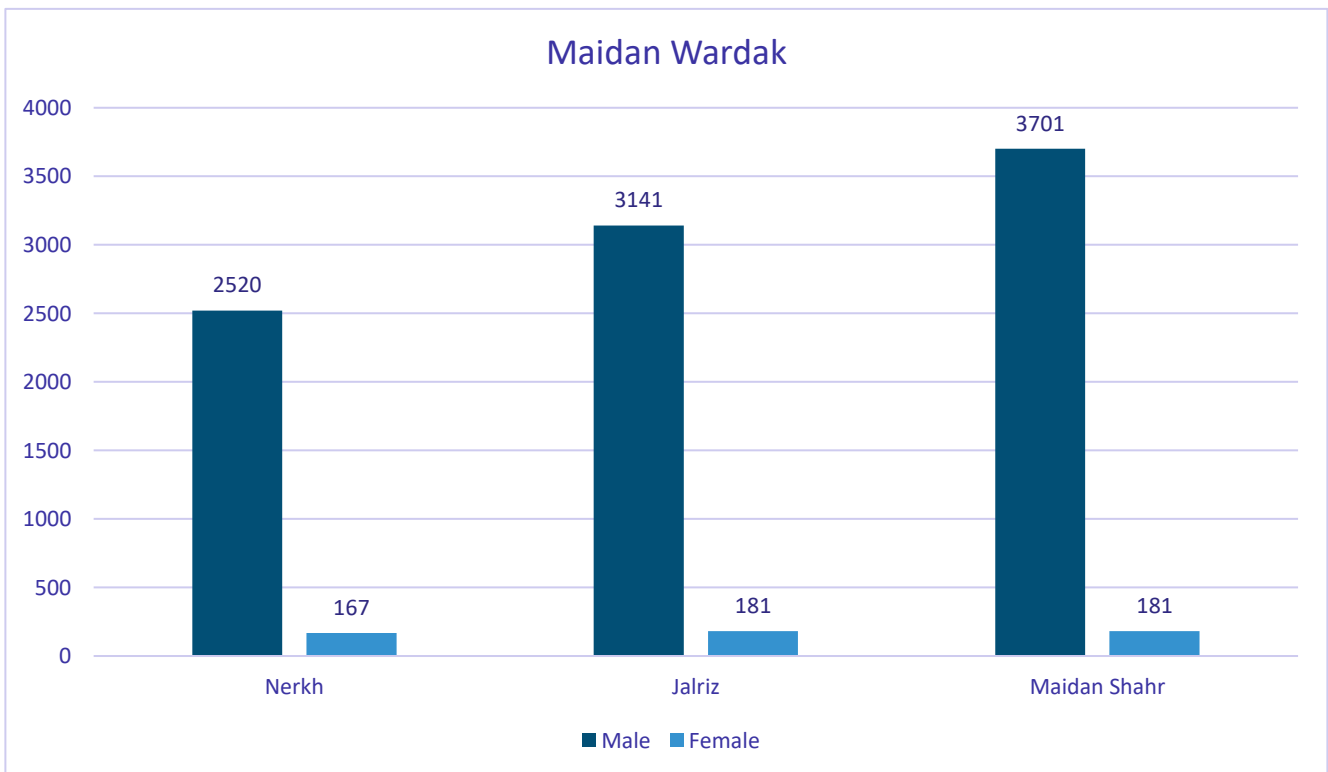
Unconditional Seasonal Support (KAO-SO1-NECDO- AF01-1579) is a 9 months project from 1<sup>st</sup> Oct 2022 to 30<sup>th</sup> June 2023 funded by World Food Program (WFP) covering the vulnerable families affected by COVID-19, poverty, social, economic, and the new Taliban Regime from districts 10<sup>th</sup> of Kabul province and Maidan Shahr, Nerkh and Jalriz of Maidan Wardak Province. This project covers District 10th of Kabul province. The vulnerable families include widows, disables, orphans, the families living in tents, the families which were living in rented houses, families which headed by women and most importantly the affectees of COVID-19. The project includes sub-activities for completing the milestones in each district the vulnerable families were identified by CFAC (Community Food Assistance Consultation Which consist of 10 Members Women, Doctors, Mullah Imams, widow women, Influenced people in the area in each district. The identified families were surveyed by NECDO relief program team and vulnerable families were selected based on the 13 Vulnerability Criteria of WFP. They were given Tokens and asked to come for Scope on the given date so that Scope team could be able to do the entries in database for the relief program.



**Each HHs received 4300 AFN for 3 Months**



**Each HHs received 4300 AFN for 3 Months in Maidan Shahr and Each HHs received and food assistance including 50 kg flour, half kg salt, 6.250 kg pulse**





## Women Capacity Building for Girls and Women

1<sup>st</sup> Round: 1<sup>st</sup> June 2022 to 31<sup>st</sup> September 2022 / Funded by: AWPFO  
2<sup>nd</sup> Round: 1<sup>st</sup> October 2022 to 31<sup>st</sup> December 2022/ Funded by: Indonesian Embassy

### Project Implementation Summary:

The capacity building training for 2 Rounds, 1<sup>st</sup> Round from 1<sup>st</sup> June to 31<sup>st</sup> September 2022 for 10 female teachers, 20 female university students, and 10 Ulama and the 2<sup>nd</sup> Round from 1<sup>st</sup> October to 31 December 2022 for 21 female teachers, 42 female university students, and 10 Ulama (**total participants 20 Male and 123 Female**) successfully held in Nazo ana library hall, this was the most comprehensive training for the participants who were deprived of schools and were impacted by the current critical situation of Afghanistan, they learned most important issue and topics.

### Training Objectives:

The program's goal is to help students learn and comprehend lessons in a variety of ways. Students from various schools throughout the province of Kabul participate in this program and learn about the most important topics. The topics covered in this program were both interesting and novel to the students, and NECDO made an effort to educate them about issues primarily related to technology leadership, networking, management, and women's rights with regard to Islamic values. NECDO aimed to transfer essential concerns to students so that they might then transfer them to others.





**MISSION:** To have a peaceful & prosperous Afghanistan through the empowerment and the development of leadership potential of women and girls in order to have skilled, professional human resource advocating for the enhancement of a just society.

**VISION:** NECDO leads for educated, skilled, and professional women & girls in order to create lasting solution to social injustice



**Objective:**

- To empower women and girls, through capacity building as professional leaders for key positions (Example: Literacy & catch-up programs; Peace education, psychosocial, conflict resolutions; computer skills; higher education in Management)
- To mobilize community influential leaders (women and men) and building their capacity as advocates of human rights and women’s rights. (Example. Master trainers and training of trainers; Women’s human rights; Islam and Women’s Rights)
- To empower Afghan women and girls towards sustainable life and economic empowerment (Example: Income generation and vocational training such as handicraft and tailoring training, production, and marketing.)
- To conduct advocacy for a just society through research, networking, and advocacy (Example: Elimination of VAWG through awareness raising campaigns and media; Establishment of youth committees for Elimination of violence against women in Universities and High schools; Publication of Newsletters; Conducting surveys and assessments on VAWG.
- To assist the needy families and orphans through its relief program and provide urgent needs during the emergencies.

## TEBAR HEWAN KURBAN (THK) DOMPET DHUAFA Ediul-Adha Distribution

### Project Implementation Summary:

NECDO (Noor Educational & Capacity Development Organization) management began its preparations for the Udhia (Qurban) program from 1st Zilhajja 1443 after the preliminary negotiations with Ms. Farah Ghassani of DOMPET DHUAFA. It was first planned that 8 Cows will be slaughtered in Afghanistan under NECDO supervision and implementation. However, due to the funds transfer restrictions and the crisis in the banking system of the country and lack of availability of the amounts in NECDO's treasury the decision was changed to reduce the number to 4 cows (bulls) for which NECDO could arrange to get loan from other project and purchase the livestock and do its preparations.

Eid in Afghanistan was celebrated with Saudi Arabia, Saturday was the first day of Eid and (Sunday and Monday) the second and third days. As the final decision was taken very late the Qurban for the 4 cows (bulls) was done on Sunday the second of Eid-u-Aladha in Afghanistan.

The slaughter took place on Sunday the second day of Eidul-Adha in Afghanistan in the afternoon in the presence of NECDO management team, the butchers and labour after the cows (bulls) were transported to Shahr-e-Naw Kabul Afghanistan. Each Cow (bull) was slaughtered by Saying Bismillah and the Takbiraat:



**Method of Distribution:**

1. NECDO relief team was mobilized to purchase the 4 (Bulls) for the Qurbani.
2. The bulls were purchased in the Eid Market and transported to the locations chosen by the supervisor of the program and were handed over to the management team of NECDO there.
3. Two butchers and 5 labors were also hired to slaughter, chop and pack the meat
4. List of the needy families was developed and was informed to be present at the location in various times in order to avoid crowd and disorder
5. Banners were printed for the locations with Eidu-Aldha greetings and felicitations, and all the activity was photographed



The needy families were listed based on the assessment done by NECDO distribution team the criteria set for the needy families was, being a widow, a family with very lower income and having big number of children and the disables. The Udhia was done in 1 location in Kabul during the second day of the Eidu-Aldha this year.

## NAZO ANA LIBRARY

**Introduction:** Naz Anna Library was established in 2003 as a starting project of NECDO (Noor Educational & Capacity Development Organization) in Kabul as main branch and expanded its outreach branches in Jalalabad, Ghazni and Badakhshan and recently a branch in NIC (Noor Islamic Center) in Bothkhak of Kabul Province. This library is named after Nazo Anna who was a famous national hero in Afghan Women in the history of Afghanistan. This library started from small and basic stage, but today we have 7120 books in our main branch library. The system of the library is explained below:

**Summary:** Nazo Anna library has 7120 books and different manuals. These books are registered in a specific database and all the specification of a book are recorded there. Based on Catalogue system each book has a serial number, a section number, letters of the title, card, stamp of the organization as well as the stamp of the library. This number is increasing day by day as new books are purchased, donated or gifted to the library by members and friends.

**Details:** Nazo Anna library has now 7120 books, these books include the below sections:

- Islamic Literature Section
- Social Science Section
- Computer and IT Section
- General information Section
- Comic Books and Children Section
- Novels and Stories Section
- Health and Sport Section
- Manuals and Handouts on various topics related to capacity building and women rights issues, E.G Anti-sexual Harassment & elimination of violence against women
- Also had distributed different story books

### **Nazo Ana Branches ( Botkhak and Herat):**

Nazo ana has two branches in Kabul and Herat (Al-Noor Islamic Center).

NIC is sub office of NECDO, beside of NIC library NECDO has established Masjid and madrasa for more than 1500 students from different diversity and age, they study Islamic subjects, NECDO has built spacious class for the student, boys and girls study in NIC in two separated shifts, NECDO conduct competition among these students and provide them all facilities( Books, Note books, stationary, uniform and recently NECDO built toilets for women and girls). NIC has four female teachers with good salary. Every month we monitor the library and madrasa and teachers and hear to their suggestion, complain and criticize. Some of them said we need more books in the library especially in Pashto language because most of them were pashton. The teachers and manager of this madrasa every month give report to NECDO main office. The books in the Nazo

There are 669 books in the collection in four sections (Islamic, Science, Sociology and Children).

### Nazo Ana Library Branch in Herat:

This library recently established in Herat province with more than 1000 Books. 2 librarians are responsible in this librarian, they are working hardly to increase the visitors of the librarian and encourage them to study books, and they conduct competitions and strengthen connections with people and community.



## Afghanistan Humanitarian Fund (AHF) Registration

### a. NECDO become partner of ACBAR Twinning Program (TP2)

NECDO signed MOU with ACBAR and NAC

- This MoU is valid for 13 months from January 15 to February 15, 2023
- ACBAR Twinning Program is a learning partnership,

#### Approaches are:

- Strengthening organizational structure
- Improving staff skill and knowledge

#### With two Outcomes:

- Included in OCHA Afghanistan Humanitarian Fund 's Data Base
- To encourage & participate in partnerships

### b. OCHA Eligibility process:

- Twinning meeting= Advisor (NAC) 2 meeting each month
- Mentoring meeting= Remote manager(ACBAR) 2 meeting each month.
- Directors' meeting= Advisor and NECDO directors quarterly
- Field visit= Advisor and NECDO
- Capacity Assessment

### c. Clusters membership:

Cluster meetings occur monthly at the national level and are coordinated by the respective cluster lead agencies through Cluster Coordinators. Meetings are attended by cluster partners, members and observers and aim to strategize and coordinate humanitarian activities at the cluster or sector level, as well as to share information on challenges and bottlenecks faced at the operational level. Clusters have strategic advisory groups to inform high level strategy and direction of the group, while many clusters also have technical working groups depending on emerging needs. Sub-national clusters exist depending on need and capacity, with cluster focal points often participating in other coordination forums and calling ad hoc cluster specific meetings as necessary. There are currently 7 clusters, including: Emergency Shelter and Non-Food Items (ES-NFI), Food Security and Agriculture (FSAC), Health, Nutrition, Protection and Water, Sanitation and Hygiene (WASH), and Education.

### d. HCT membership:

- Humanitarian Country Team (HCT)
- The Humanitarian Country Team (HCT) serves as a strategic, policy-level, and decision-making forum that guides principled humanitarian action in Afghanistan. Afghanistan's HCT is comprised of core humanitarian UN agencies, seven NGO representatives (4 national and 3 international) as elected by the Agency Coordinating Body for Afghan Relief (ACBAR – the umbrella organization for NGOs in Afghanistan), and three donors. Additional members/observers include Observers include ACBAR, UNAMA Human Rights, UNDP, World Bank, ICRC, INSO and most recently MSF. NGO representatives

rotate on an annual basis as elected by ACBAR. The HCT meets weekly, encouraging participation at the Head of Agency level

**NECDO Policies Developed and Revised**

**HR Policy, Financial Operational Manual, Procurement Policy, Gender Policy, Communication Policy, Travel Policy, Security Policy, Fund Policy, Investment policy, Anti-Corruption Policy, M&E guidelines, Code of Conduct Policy, PSEA Policy, Anti-fraud Policy, Asset management and Disposal Policy, Conflict of Interest Policy, Child Protection Policy, Partnership Policy, Accountability to Affected Populations (AAP) policy.**





## NECDO Board of Directors Meeting Reports

The first, Second and third Board meetings for the year 2022 was held on 28<sup>th</sup> May, 22 Sep and 31 Dec 2022. NECDO top management invited respectable members of the board of directors to discuss the organization's concerned issues based on the agenda with special focus on the so far implemented activities, outcomes, results, and introduction of new members of the BD, approval of policies by BD and signing the appointment letter.

### The Meeting Participants:

1. Dr. Fazal Ghani Kakar (Through Zoom)
2. Ms. Jamila Safi
3. Ms. Toorpekai Mohmand
4. Ms. Husnia Toba
5. Ms. Sobhul Nisah
6. Mr. Amanullah Hotak (Through Zoom)
7. Ms. Nazifa Mohammadi
8. Mr. Ahmad Zia Anwari
9. Ms. Khatera Alizaye
10. Mr. Ali Reza Hussaini (NECDO AO)



## Staff Capacity Building Training

### Quick Book Training for Staff:

The Training was started on 27/11/2022 by Mr. Ali Khan the professional consultant of Infinidea consultancy at the very first the trainer explained the Importance of the QuickBooks software like following 1. Data Storage Capacity 2. Easy access 3. Secured then Excel 4. Worldwide acceptance 5. Transparency after that the customization section of the QuickBooks was began while going through customization very useful points were discussed like following: 1. Create a Company file 2. Preference 3. Chart of Accounts or Budget line 4. Types of Charts of Accounts 5. Multiple currencies account 6. Home Currency Accounts 7. Class 8. Fixed Assets list 9. Name Lists 10. Other Name Lists. After that the Transaction step was started which is also called the main section and it is also named as Data Entry section of QuickBooks here the trainer discussed on some more useful points like (1. Opening Balance 2. Bank Entries 3. Expenses Entries).



### Exposure Visit & Tour of NECDO Employees to Nangarhar:

Exposure Visit and tour of the employees of NECDO in the beautiful province of Nangarhar.

The purpose of this trip was to the spirit of teamwork among the employees of NECDO. NECDO always pays attention to the mental health of its employees and among pressures and suffering they need to enjoy their free time and recover their health and serve people in a better way.



**Training for Staff on NECDO Policies:**

NECDO management team conducted several training for its staff to increase their capacity and knowledge, for instance on 20 August we trained our staff in terms of code of conduct, PSEA (Prevention from sexual harassment and Abuse), AAP (Accountability to Affected Population) policies.



**NECDO Staff Participated in Meetings on National Level During to the Year 2022**

No.	Meeting Descriptions	Conducted By	Participated By	Remarks
1	HCT meeting	OCHA	Khatera Alizaye	Every week
2	AAHF meeting	ACBAR	Khatera Alizaye	Every month
3	Mentoring meeting	ACBAR	Khatera Alizaye	Twice in month
4	Twinning meeting	NAC	Khatera Alizaye	Twice in month
5	Director's meeting	NAC, NECDO	Dr. Fazal Ghani Kakar	Quarterly
6	NHAG meeting	ACBAR	Khatera Alizaye	Every month
7	ADF meeting	ACBAR	Khatera Alizaye	Every month
8	HR WG meeting	ACBAR	Ali Reza Hussaini	Every month
9	FSAC cluster	FSAC cluster coordinator	Khatera Alizaye	Every month
10	Education Cluster Meeting	Education Cluster	Khatera Alizaye	Every month
11	Protection cluster	Protection Cluster	Khatera Alizaye	Every month
12	GBV Sub cluster	GBV sub cluster	Khatera Alizaye	Every month
13	AWG Meeting	ACBAR	Khatera Alizaye	Every month
14	AAP WG	ACBAR	Khatera Alizaye	Every month
15	INSO meetings	INSO	Khatera Alizaye	Every month
16	Coordination meetings	ACBAR	Khatera Alizaye	Every month
17	ACBAR Directors' meeting	ACBAR	Khatera Alizaye	Every month

**Overall Organization's SWOT Analysis**

Strengthens	Weakness
<ul style="list-style-type: none"> <li>• NECDO is rich for its policies.</li> <li>• NECDO has expertise staff in every field</li> <li>• NECDO maintain gender equality.</li> <li>• NECDO has professional technical advisor.</li> <li>• NECDO has focal points for AAP, PSEA and it is accountable for the beneficiaries.</li> <li>• NECDO has potential and separated space and environment for staff.</li> <li>• NECDO has long history working in different provinces of the Country</li> </ul>	<ul style="list-style-type: none"> <li>• Sometimes NECDO due to emergency projects can not apply recruitment process in a common way.</li> <li>• Due to DfA restriction NECDO cannot hire female in a higher position because DfA do not deal with women.</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Improving staff skill</li> <li>• Improving quality and productivity of the organization</li> <li>• Improving technical skill</li> <li>• Improving managerial skills( motivating skill, planning skill, organizing skill, problem-solving skill, decision making skill)</li> <li>• Managing workforce diversity.</li> <li>• Improving ethical behavior</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of funds is another area of concern for the organizations. Financial stability is of utmost importance and organizations need to have a stable background.</li> <li>• Security Issue.</li> <li>• Interference of Dfa in organization recruitment process.</li> </ul>

**NECDO Annual Financial Summary 2022**

No	Project or Activity	Year	Budget
1	Unconditional Seasonal Support (UCSS)-AF01-1305	2022	193,035 USD
2	Unconditional Seasonal Support (UCSS)-AF01-1305-AM1	2022	201,972 USD
3	Unconditional Seasonal Support (UCSS)-AF01-1579	2022	169,361.99 USD
4	Women Capacity Building for Girls and Women	2022	14700 USD
5	TEBAR HEWAN KURBAN (THK) DOMPET DHUAFA	2022	4800 USD
6	NAZO ANA Library	2022	1275 USD
7	Afghanistan Humanitarian Fund (AHF) Registration	2022	2500 USD
8	Staff Capacity Building Training	2022	1000 USD
<b>Total</b>			<b>588,644 USD</b>