



# Annual Report 2021

Noor Educational & Capacity Development Organization (NECDO)



1. Humanitarian Assistance
2. Capacity Building
3. Human, Women Rights & Elimination of GBV
4. Education and Library
5. Awareness Raising and advocacy
6. Environment Protection Campaign
7. Covid 19 Awareness Campaign
8. Other Social Engagements
9. Awards, supports and appreciation letters received
10. Board of Directors Meetings



## Content

1. Executive Summary.....	P2
2. Unconditional Seasonal Support (UCSS).....	P3
3. Vulnerable Families Effected by COVID-19.....	P4
4. Relief Program-Food Package Distribution Ramadhan.....	P5
5. Relief Program-Eidul-Fitr Gifts Distribution.....	P6
6. Safe Educational and Working Environment from Sexual Harassment for All.....	P7
7. The Contest Program (The Rule of Fasting).....	P10
8. Story Books Distribution.....	P11
9. Elimination of Gender-Based Violence against Women.....	P12
10. NECDO Board of Director Meeting Reports.....	P13
11. Social Media Activities.....	P17
12. Awards and Certificates.....	P18

## 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 20 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 22 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 consulting. 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 (60,000) needy families in Kabul and provinces
- Establishment of NAZO ANA library with more than (7000) 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 2021 despite the challenges due to the take-over of Taliban and the collapse of the government. Despite all the challenges NECDO is 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 2022





## Project Implementation Summary:

Noor Educational & Capacity Development Organization (NECDO) successfully implemented WFP Unconditional Seasonal Support (UCSS) Title: (KAO-SO1-NECDO-AF01-1128) within 2 months from 1st August, to 30st November, 2021 in Kabul, this project covers District 1, District 7, District 8, District 9, District 16, and District 18 of Kabul province. It covers 3,000 families in PD-1, 3,000 families in PD-7, 3,500 families in PD-8, 3,000 families in PD-9, 3,000 families in PD- 16, and 3,500 families in PD-18; in total it covers 19,000 vulnerable families. The NECDO team started Survey for cash distribution to the most vulnerable families as (Widow, Orphans, Wobble and cripple, those who have monthly the lowest income), the project was supported by World Food Program (WFP).

## MALE/FEMALE BENEFICIARIES:

Location	Per HH/CBT	1st Month CBT	2nd Month CBT	Total CBT (2 months)
<b>PD # 1</b>	3000	7,000 AFN	3500 AFN	31,500,000 AFN
<b>PD # 7</b>	3000	7,000 AFN	3500 AFN	31,500,000 AFN
<b>PD # 8</b>	3500	7,000 AFN	3500 AFN	36,750,000 AFN
<b>PD # 9</b>	3000	7,000 AFN	3500 AFN	31,500,000 AFN
<b>PD # 16</b>	3000	7,000 AFN	3500 AFN	31,500,000 AFN
<b>PD # 18</b>	3500	7,000 AFN	3500 AFN	36,750,000 AFN
<b>Total for four PDs</b>	<b>19000</b>	42000 AFN	<b>21000 AFN</b>	199,500,000 AFN

### SURVEY & SCOPE EXPLANATIONS:

Initially NECDO recruited the survey and scope teams upon agreement with WFP representative from 1st August 2021 to 31st December 2021. The survey team asked the focal points, community leaders (Wakil-e-Guzar) and Mullah Imams to provide us the list of vulnerable families. As soon as lists were gathered, the team started the survey and each day approximately 1000 families were surveyed and the selected numbers of families were asked to come next day for Scope process. In total 19000 households were surveyed.

### CONCLUSION:

This project has been started from PD-1 and NECDO survey and scope team conducted survey successfully with scope (data entry in database) which was started in August, 2021 and completed in December, 2021. The purpose of this project is to assist the most vulnerable families as (Widow, Orphans, Wobble and cripple, those who have monthly the lowest income) with cash assistance. Each district has a specified portion of beneficiaries therefore 19000 families were surveyed. Each beneficiary received the cash assistance of in 1st month 7000 AFN and 2nd month 3500 AFN through Afghan-Sharq (cash provider). The cash distribution took place in presence of the field monitor from WFP.



## Project Implementation Summary:

Noor Educational & Capacity Development Organization (NECDO) had successfully implemented Social Safety Net Project within two months from 1st December 2020 up to 31st January

2021 in Kabul, PD-2, PD-4, PD-11, PD-15, PD -17, PD – 20 the NECDO team started food distribution to vulnerable families, to support needy and affected families by COVID-19. The project was supported by World Food Program (WFP), in first step approximately 6390 COVID-19 affected families were assessed by the survey team, 6390 families as widow, orphan, disabled families who have very lower income were selected as legitimate beneficiaries.

No.	Province	PDs	Vulnerable Families Effected by COVID-19			
			Recipient	Beneficiaries		Total Indirect
				Male	Female	
	Kabul	PD-2	1050	650	400	7350
		PD-4	1050	706	344	7350
		PD-11	1050	702	348	7350
		PD-15	1050	706	344	7350
		PD-17	1095	792	303	7665
		PD-20	1095	884	211	7665
TOTAL			6390	4440	1950	44730

### Method of Distribution:

In order to have appropriate distribution, first the NECDO staff called each beneficiary, give them particular code number and invite them for the next day, upon the beneficiary arrival to the relevant site office, his/her name was checked and confirmed in the system, then stamped token was given beneficiary and then the NECDO logbook was finger printed by beneficiary and then simultaneously the food made to the beneficiary. It's worth to mention that at the end of each business day all the token was counted and recorded by NECDO staff and endorsed by the WFP representative.

Additionally, the NECDO staff and all stakeholders tried up to optimum extent to manage the distribution process in such way to reduce the COVID-19 hazards. We encouraged beneficiaries to respect minimum social distance and other instructions given by the Ministry of Public Health.

### Criteria for beneficiary selection:

The selected beneficiary should be living in the areas that WFP made decision for.

Those People should be selecting they have lower income, poor economic, situation, disabled status.

They should be selected for WFP humanitarian assistance, that their movements are restricted due to COVID-19 from business activities.

Those people should be selected for assistance which has been internally or externally displaced.

Those people should be selected for the humanitarian assistance, which their houses are rental and their activities are restricted in these lasts due to Covid-19 pandemic.



### Project Implementation Summary:

NECDO (Noor Educational & Capacity Development Organization) is thankful for the support extended by JOA food package distribution for 483 needy families. NECDO management began its preparations for the distribution of the Ramadhan 2021 Food Package for 483 needy families in Kabul. With focusing on Kabul due to the Pandemic COVID 19, added to the vulnerability of many people. The needy families are listed based on the assessment done by NECDO distribution team the criteria set for the needy families was, being a widow, orphan, a family with very lower income and having big number of children and the disables.

As we convey the Duas and prayers of the needy families (widows, orphans and needy) we also pray to Allah (SWT) to accept the Sadaqat of JOA and shower you with his mercy, forgiveness and rewards you in both Dunya and Akhirah. (Amin Ya Rabbal-Alamin).

### Beneficiaries Categories of JOA Distributions:

No	Province	Total Beneficiary	Needy Family with big number of children	Widows (orphans)
1	Kabul	483	300	183
Total: 483				

### Food Items Distributed Cost:

No	Item	Packs	Total Qty	Total Cost in USD
1	Flour one pack of 50KG	483	24150KG	10386\$
2	Cooking Oil 5liter	483	2415Lt	4129\$
3	Rice 7KG	483	3381KG	4204\$
4	Bean 7KG	483	3381KG	4380\$
5	Sugar 7KG	483	3381KG	2002\$
6	Salt 1 KG	483	483KG	156\$
7	Dates 1KG	483	483KG	375\$
8	Administrative and management Cost			1000\$
G. Total Cost: 27007/USD				

### Method of Distribution:

In order to keep the distribution organized each needy family was given a card to present to the distributors who only provided the food staff based on showing and presenting the card. The card had the serial number, name of the beneficiary, quantity of the food item, signed and stamped by the head of NECDO and verified by the relief program officer. Due to the security reason and the pandemic, we controlled the crowd of the people by releasing a limited number of cards each day 55 to 60 cards a day so that we keep the distance and sanitization into consideration.





### Project Implementation Summary:

NECDO (Noor Educational & Capacity Development Organization) is thankful for the support extended by JOA Eidul-Fitr distribution for 675 orphan and needy children (Girls and Boys). On May 19<sup>th</sup> we received amount 14962.97 USD wired by JOA (with thanks) in our account to facilitate and distribute Eidul-Fitr Gifts for 675 needy and orphan children.

NECDO relief management team began its preparations for the distribution of the Eidul-Fitr Gifts 2021 for 675 orphans and needy children in Kabul. With focusing on Kabul due to the Pandemic COVID 19 and the Lock Downs, added to the vulnerability of many people. The needy and orphan children are listed based on the assessment done by NECDO distribution team and the criteria set for the needy child.

As we convey the Duas and prayers of the needy and orphan children, we also pray to Allah (SWT) to accept the Sadaqat of JOA and shower you with his mercy, forgiveness and rewards you in both Dunya and Akhirah. (Amin Ya Rabbal-Alamin)

### Beneficiaries Category of JOA Eidul-Fitr Gift Distributions:

No	Province	Total JOA Eid Gift Beneficiary	Needy and orphan Boys	Needy and orphan Girls
1	Kabul	656	356	300
<b>Total: 656</b>				

### 3. Gift Items Distributed Cost:

No	Item	Packs	Unit Cost in \$	Total Cost in \$
1	Cloths	656		
2	Stationary (Notebooks, Pen, Pencil, Rubber, Sharpener)	656		
3	Shoes	656		
G. Total Cost:				

### Method of Distribution:

In order to keep the distribution organized NECDO team has transported the gifts to different locations in Kabul province, to orphanages, Madrasas and Boarding schools based on the lists provided by the mentioned institutions and verified by NECDO. The gifts were handed over to each child according to the lists and photos were taken. At the end of each distribution, the children and the administration of the institutions thanked JOA for their support and donation.

## Capacity Building

### Safe Educational and Working Environment from Sexual Harassment for All

OR2020-72813

## Project Implementation Summary:

NECDO in collaboration with Ministry of Religion Affairs (MoRA) selected a group of experts based on the criteria already set from among the 25 imams introduced by the Department of Masajid of MoRA. This group included of six top religious scholars (Imams of mosques) who had much experience and background in working on human and women rights who were appointed as members of consultation committee to work on regular basis with the Consultant and Master Trainer on the development of a manual about elimination of sexual harassment in education and working environment in the light of Islamic teaching, (Fiqha), the national law and international conventions. Due to the COVID 19 situation and the lockdown in particularly in the south Asian countries, we could not invite a consultant expert from India or Indonesia as planned in the proposal we hired a capable and expert on sexual harassment from Afghanistan. This position was announced in ACBAR website and 5 people were shortlisted, after the written test an interview was conducted and Mr. Moaz Hanif was hired for the Consultant position based on his knowledge, experience and background on similar task.

The Consultant (Master Trainer) started working with the group and formed a committee of the imams to develop the manual. The committee developed the manual through six consultation sessions over a period of about two months. The manual named as 'Elimination of Women Sexual Harassment from Legal and Islamic Sharia Perspective' contained seven chapters (see further details in the Introduction). After finalizing of the manual, the manual was translated from Dari language to Pashto.

Training on elimination of sexual harassment conducted in three rounds over three weeks. All 25 Imams selected for implementation of the project from different mosques and districts of Kabul attended the training. The training was successful and significantly helped the Imams to understand the sexual harassment concepts and methods how to sensitize the public on the issue. The materials were very interesting and discussions during group work were truly inspiring.

The final evaluation results of the trainings to Imams revealed that 95% of the participants marked the training method, materials, time, timetable, trainer's attitude and the training environment as excellent. To the question of "what did you learn from the sexual harassment manual?" the participants stated that they learned definition of the sexual harassment, its types, causes and reasons as well as its effects and impacts on the persons harassed. They also stated that they learned how to avoid sexual harassment as per instructions of the Holy Quran, anecdote (Hadith) and religious jurisprudence (Feqha) as well as the national and international laws and conventions, and they learned effective ways how to sensitize the public on the elimination of sexual harassment.

At the same time, we had sensitization training for university girls in one round during which they understood the definition, types, causes and reasons of sexual harassment and solutions. In addition, they learned that sexual harassment is a sin and Islam. They also learned how to raise voices against it and how to avoid sexual harassment in their society and how to react to these who harass others, especially women and children. The training was good and met their expectations; the contents were extremely informative and incredibly useful. However, the final evaluation result of the training to girls recorded a bit lower marks compared to that of the Imams mentioned above, for the training method, materials, time, timetable, trainer's attitude and the training environment – 57% excellent, 29% very good, 10% good and 4% poor. The key reasons behind this difference could be the better level of knowledge that the Imams enjoyed about the Islamic principles according to the Holy Quran and Hadith compared to that of the schools and university students.



For collecting the Imams' feedback about the training and working with NECDO, the Project Manager conducted a meeting with the trained Imams and asked them to write their experience on papers. Some of the Imams wrote that the training was superb and genuinely enjoyed every moment of it. Based on the project plan the Project Manager conducted 32 Focus Group Discussions (FGDs) on elimination of sexual harassment on weekly basis. In total 1034 (500 men and 534 women) people covered in FGDs including 312 students were from institutions, 420 from universities, 160 government employees, 99 NGOs staff, 23 civil society member and 20 school students. From the age point of view, the participants ranged from 17 to 60 years, while the big majority 687 (66%) of the total participants were between the ages of 17 to 25 years.

Some of the immediate results (outcomes) of the FGDs can be listed as:

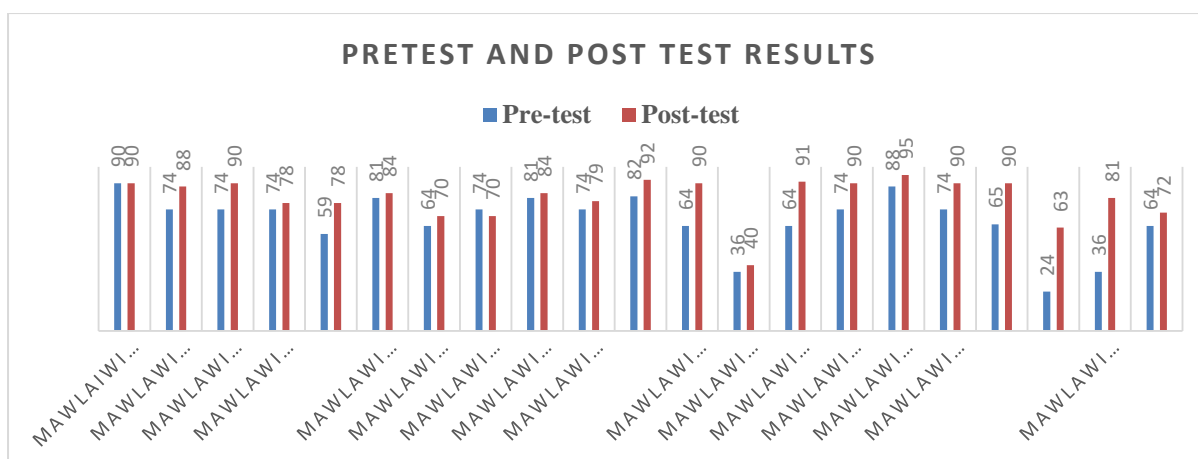
- **Empowered and sensitized participants in the light of Islamic perspective and international laws.**
- **They got a good insight about the sexual harassment and the role and importance of conducting FGDs in this regard.**
- **The participants learned how to, actively, protect sexual harassment that includes reporting the harassment cases, standing against discrimination and violence and encourage others to do so.**
- **The participants committed responsibility for their society to start working with their organizations to sensitize and to reduce the sexual harassment cases.**
- **The participants committed to transfer and adopt what they have learned from FGDs on sexual harassment to their friends, families and others.**

As part of the project activities, two monitors were hired to monitor the speech of the trained Imams in the assigned Mosques where the 23 Imams pray the Friday Prayers. They visited 17 mosques in total where, in total, around 9,000 people in all targeted mosques attended the Friday Prayers and listened to the speeches of the trained Imams, which resulted in raising their awareness about the sexual harassment. The elimination of sexual awareness in accordance to the Islamic orders discussed by the trained Imams in Friday Khutbas grabbed the attention of prayer attendees.

The Project Manager communicated with media channels and radio to widen the pool of reach out to the public for the subject matter as a part of the project activities as well. So, the media (TV and Radio channels) were used to promote sensitization and awareness of the public on sexual harassment in bigger scope and on national level. The trained Imams talked in round tables and weekly programs on the issue of sexual harassment from Islamic and law perspective with faith obligations.

The participants also placed some recommendations as steps forward for the project that can be summarized as,

- **Organizations should publish an anti-sexual harassment policy at workplace and ensure all staff understand it and implement it.**
- **The policy should include clear procedures about whistleblowing and reporting as well as protection of the whistleblowers.**
- **The organization should conduct regular and ongoing training for employees and supervisors and provide refresher training on an annual or as-needed basis.**
- **The subject of harassment should be included in the curriculum of the Ministry of Education.**
- **The organizations should provide a free harassment workplace for men and women staff.**
- **Government and organization should provide tips for dealing with street harassment in safe and assertive ways.**



**Table 1: Summary quantitative evaluation of the training for Imams:**

No.	Final evaluation	Excellent	Very good	Good	Poor	Total
1	How was the training in general	17	2	1		20
2	The methods	19	1			20
3	The material	19	1			20
4	Training timetable	19		1		20
5	Time	20				20
6	Attitude of trainer	20				20
7	Training environment	19	1			20
8	How do you evaluate the Sexual Harassment manual	20				20
9	To which extent the sexual harassment training matches your field of work?	19		1		20
10	Total in percentage	95%	3%	3%		

**Table 2: Summary qualitative evaluation of training for Imams**

No.	Questions	Feedback
1	Have you ever heard about sexual harassment? If yes, from whom?	Seven of the Imams who filled out the final evaluation form stated that they heard about Sexual Harassment on radios, from their teachers in university, and during the similar programs conducted by NECDO in the past. Some of the participants said that they witnessed harassment of girls on the way to schools.
2	What did you learn from sexual harassment manual?	The participants stated that they learned definition of the sexual harassment, its types, causes and reasons as well as its effects in the persons harassed. Further, they learned how to avoid it as per instructions of the Holy Quran, anecdote (Hadith, Sunnah) and religious jurisprudence (Fiqha) as well as the national and international laws and principles.
3	Participant's suggestions	The participants suggested this guideline should be included as a subject in schools and universities' curriculum.

## Project Implementation Summary:

**Nazo Ana Library** based on its annual plan conducted its first contest with the participation of more than 30 female library visitors. The Contest was well attended under the **"The Rules and Ethics of Fasting"** on Thursday, 17<sup>th</sup> Ramadan, 1442 from 10:00 am up to 12:30 pm at **Nazo Ana Library** with the intent to raise awareness regarding the Fasting during the holy month of Ramadhan, and to promote Nazo Ana Library visitors book reading capacity and encourage more youths to become the members of library. The participants were divided in two teams, A & B. The participants were invited from. The jury of the contest was Ms. Abida Majidi and Ms. Prina jahed, hosted by Ms Rahema Ghafari and Aqila Noori.

This brief report will describe how the contest was arranged and what our goal and objectives were set to conduct it.

### Agenda of the Contest:

- Recitation of few verses from the Holy Quran by one of the participants
- Welcome and Introduction of Participants by the in Charge of Nazo Ana Library
- Introduction of Nazo Ana Library through a power point presentation
- Naat Sharif by one of the participants
- Questions and Answers by the host of the contest
- Announcement of Result by the jury
- Distribution of Gifts by the chief guests Ms. Jamila Safi and Ms. Momand

The main objective of the program is to raise Islamic knowledge and awareness of the youths and in particular the visitors of NAZO ANA library. This attracted many participants in the contest, but due to place limitation we registered only 30 members all female.

Ms. Rahema Ghafouri hosted the contest:

The contest (The Fasting Rules and Ethics) started at 10:00 am Kabul time by the recitation of few verses by on of the participants, followed by Ms. Aqila Noori who gave Introduction to Nazo Ana Library explaining the following points:

- Number of books available
- Types of books
- Library system, for the membership
- Information about the new database
- Current activities of Nazo Ana Library
- Subsequent programs for Nazo Ana Library
- Sections of Nazo Ana library in other provinces

She also encouraged the participants to join the library and inform their friends to get membership of the library. This was followed by a Naat sharif, which was recited by team A with beautiful lyrics and great sound, admired by the participants.

The Contest began with Questions and Answers session:

The important part of the contest program was the questions and answer session introduced by Ms. Aqila Noori for both team A and B (of six persons each), she also mentioned the prizes that were prepared for the winning team. (A Holy Quran, a pack of dates and cash prize)

Nazo Ana Library also provided gifts for the non-winning team in order to persuade them and make them happy and not to dis-heart them from Nazo Anna's Library.

The first part of the program started with easy questions and ended with difficult questions. The program slowly became entertaining and both teams responded with more enthusiasm and interest as both teams wanted to win the contest. Both teams A and B responded equally as both had enough preparations they had for this contest.

In case there is a tie between both team, Nazo Ana Library, had prepared two questions outside the subject of the rules of fasting, which were about the revelation of the Holy Quran, so that one team could win. Because the members of both teams were religious background, they were able to answer the questions.

The results was decided by both judges (Ms. Abida Majidi and Parina Jahed). The winners of the programming contest was announced by Ms. Abida Majidi the score of both teams were equal, therefore the gifts were presented to both team, A & B by Ms.Parina Jahed. Meanwhile the judges were also honored by special gifts.

### 5. Conclusion:

- We thanked both team for their hard work and full participation.
- This contest was extremely exciting for the participants and keen to conduct more contests in future.
- Ms. Abida Majidi advised the participants to give their commitment to work for raising their knowledge awareness through these kinds of programs

## Education and Library

### The Contest Program

#### (Women Empowerment)





## Education and Library

### Story Books Distribution



#### Project Implementation Summary:

**Nazo Ana Library** so far distributed 12,631 storybooks all over Kabul from 17,436 storybooks. The books were distributed in preschools, schools, Madrasas and Nazo Ana library members, with the intention to increase the reading literacy skill and general knowledge of the Afghan children and kids; alongside to increase empathy, expand vocabulary usage, reduce stress, aid sleep, and alleviate depression of children, as well as to encourage children to cultivate the culture of study and reading books.

NECDO appointed a team for distribution in March who did a good job of communicating, networking and introducing the books to preschool, schools and Madrasas, orphanages and other educational centers. By end of May 2021, almost more than two third of the books were donated. We are sure that in this tough situation of Afghanistan these books may have a very good impact on children's behaviors.

**Explanation:** The main objective of distributing these storybooks is to encourage children to study and reduce stress as well, as for promotion and improvement of library and information services and "the profession of librarianship in order to enhance learning and ensure access to information for all."<sup>1</sup>

In total we had 40 kinds of books, 18 of them were storybooks and 22 of them were guide- books for story. The books were available in three languages: Pashto, Dari, and English.

From those books and their category, we labeled 10 books as a reference for that category, ending up labeling 400 books.

**Strategy of Nazo Ana Library for Distribution of the Books:** We wrote a plan addressing each schools, preschools and Madrasas. Each week, we distributed 12631 storybooks including the guidance books for their teachers. We had members from NECDO visiting these children in their schools, encouraging them, and asking them their problems.

Children were pleased to get free and fully functioning storybooks; they started reading these books with full interest, keen to get more books.

Picture of each distribution were taken for broadcasting in media. MoUs were assigned between NECDO-N.A and the targeted schools. They were very thankful for assessing their students and encouraged them for studying.

No	Number of books	Receiver	Date
1	650	Masod-e Sad High School	31, 03, 2021
2	750	Zarghona High School	01, 04, 2021
3	750	Aamena Qudawi High School	04, 04, 2021
4	850	Abdul Hadi High School	07, 04, 2021
5	900	Madrasa At-tahzib	08, 04, 2021
6	790	Wahdat High School	12, 04, 2021
7	500	Setara Pre-School	13, 04, 2021
8	750	Daricha-e-Noor Elementary School	14, 04, 2021
9	790	Sardar Muhammad Dawood Khan High School	18, 04, 2021
10	815	Speen Kalai High School	19, 04, 2021
11	500	Madrasa Darul-Aitam	21, 04, 2021
12	300	Madras-e Talimul-Quran Rahe Sadat	22, 04, 2021
13	800	De Kali Aama ketabtoon	
14	500	Sapeedar-e-Danish High School	02, 05, 2021
15	20	Mr. Qadri, Nazo Ana Library member	12, 05, 2021
16	600	Bibi Hajar High School	17, 05, 2021
17	20	Mr. Naseer Kakar, Nazo Ana Library member	20, 05, 2021
18	25	Ms. Torpekai MoMand, Nazo Ana Library member	23, 05, 2021
19	1000	Madrasa Al-Noor	31, 05, 2021
20	2321	Nazo Ana Library	31, 05, 2021
Total	12631 distributed books remained 4805 books	The remaining books will soon be distributed	



### Project Implementation Summary:

Program in connection with the elimination of gender-based violence against women. NECDO activities of this program are categorized in the following directions: This program which began in NECDO main office with aim to raise women voice against gender-based violence in the country and to do advocacy for the rights of education and work of the Afghan women, and a lunch was served in the honor of women employees of NECDO who were also awarded certificates of appreciation.

**Explanation:** To honor its women employees and appreciates their courage working and serving their people in such critical and challenging situation and to raise awareness on gender-based violence against women and to advocate for women rights to education and work, NECDO organized this event beside several other activities planned in connection to the 16day international campaign on eliminate of gender-based violence against women. The communication and admin departments worked together to arrange for the program. The agenda of the program was developed, the speakers were appointed from the invited guests as well as NECDO staff, admin also prepared the appreciation certificates for 25 female employees of NECDO. The program commenced with the recitation of few verses from Holy Quran by Miss. Masouda Azizi, after that Miss. Iqra Baba Khail introduced the program to the audience and the participants. In the following a nice poet on women's role and women's position was recited by Miss Suhila Safa Mohammadi, which was admired and admired by the participants. Later Professor Abdul Sattar the general supervisor NECDO spoke about women's right and their position and status in Islam. He said that Islam gave women their inalienable right, a society that wants to be self-sufficient have to study Islam. If a woman wants to know her rights, she should study Islam. Islam is the religion that puts paradise under a woman's feet and in Quran it is named a Surah by her name (Al-Nissa- Chapter 4). If a man learns something an individual gets educated and becomes aware of something, but if a woman learns something, she educates not only.

The first person that acknowledged the Prophet was a woman. The first person to be martyred in Islam was a woman. Islam does not consider woman as a secondary person, but on the other hand she is considered the noble and most respected human being.

Then Ms. Khatera Alizaye had a PPP on the history of 16day international campaign on elimination of gender-based violence against women. she explained about who the founders of this campaign were, why this campaign is being held internationally on annually.

Thereafter NECDO team made an interesting allegorical fabric about the elimination of all sorts of violence against women that was liked by most of audience, the meaning of this allegorical fabric was to show that women also have the right to education and should not be deprived of their right to education and right to social participation.

At the end, to encourage the female staff and their tireless efforts Mr. Naseer Ahmad and Mr. Ali awarded certificates to NECDO female staff. Ms. Aqila Noori and Ms. Torpekay Momand made the conclusion of the program they argued that women should not go back, but they should defend their rights as they are half body of the society, ignoring women leads to the collapse of a society socially, and ethically. The program was ended with prayers of Miss. Iqra Baba Khail.

## NECDO Board of Director

### Meeting Reports



#### 1st NECDO BD Meeting:

The first Board meeting for the year 2021 was held on 18<sup>th</sup> March 2021. NECDO top management invited respectable members of the board of directors to discuss the organization's concerned issues based on the agenda with focus on the so far implemented activities, outcomes, results and achievements in addition to take the Board ideas on how the organization can be sustainable in future.

#### The meeting participants:

1. Ms. Jamila Safi
2. Ms. Husnia Toba
3. Mr. Faramarz Jahanbeen
4. Mr. Ahmad Zia Anwari
5. Ms. Toorpekai Mohmond
6. Ms. Jamila Afghani participated on line
7. Ms. Parina Jahid

The meeting started by recitation of few verses from Holy Quran then, Ms. Parina Jahid welcomed the Board on behalf of Mr. Kakar the executive director NECDO who was outside the country, followed by a presentation on NECDO activities from Jan 2021 until March 2021. The board was briefed on.

1. Safe Educational & Work environment from Sexual Harassment for All and the B option of this project on raising awareness on COVID 19 pandemic
2. WFP social protection safety Net assistance to the needy families which was successfully completed on 31<sup>st</sup> January 2021
3. The Ulama conference on peace, tolerance and mediation held on 11<sup>th</sup> March 2021 in Serena Kabul attended by national and international stakeholders and male and female Ulama from NUA and AWPFO
4. NECDO developed policies on Travel, Security, Reserve Fund and Investment and Sexual Harassment, in addition, a revision of the Marriage Holidays in HR policy.
5. More than 24000 books for school children were received from KOR organization to be distributed to schools, madrasas and orphanage



Board welcomed the activities achieved so far and asked related questions to the policies as well as the WFP project implemented. They came up with the following suggestions:

- Ms. Jamila Safi suggests that all board members should work to find resources and donors to further support NECDO activities.
- Mr. Anwari suggests that at least 60% of the labor law (MoLSA) should be enforced and wedding leave days should be increased from three days to ten days.
- Mr. Jahanbeen suggests that all staffs should be evaluated every year in accordance the organization policies.
- Ms. Husnia Toba suggests that if the staffs do not use their leaves during the year that should be given as bonus to them at the end of the year based on the HR policy.

#### **Decision Made By BD:**

- The BD appreciated and up held NECDO efforts during the two months period 2021.
- The BD members will support with finding opportunities to further strengthen the projects.
- The BD decided NECDO should give bonus to their employees who does not use their leaves
- The BD decided NECDO should enforce at least 60% of lobar in its policies.

#### **Approval and Signing of the Policies:**

At the end of the meeting the members approved the new policies and signed the policies, as it is one of the requirements of the MoEc.

#### **2nd NECDO BD Meeting:**

Summary: Due to the critical political and economic situation in the country after the takeover of Taliban and the collapse of the government, most of NECDO BD members have also been scattered, therefore, the NECDO top management decided to develop a general report on the activities of 2021 and was shared with the respective board to get their view points and any guidance or instructions for the new year 2022.

The report shared with NECDO BD members, Ms. Marghoba Safi, Dr. Fazal Ghani Kakar, Mr. Faramarz Jahanbeen, Mr. Ahmad Zia Anwari, Ms. Jamila Safi, Ms. Husnia Tooba, Ms. Toorpekai Momand.

Details: The NECDO activities report in brief as below:

Feedback of Board of Director Members (Received through Email):

#### **1-Dr. Fazal Ghani Kakar:**

Dear Friends,

Assalam.....wrwb,

Hope this email finds you all well, safe and healthy.

Yes, as Mr. Ali mentioned in his email due to the unstable conditions in the country and that most of the respectable members of the board of directors are abroad, therefore the report on the activities of NECDO during the year 2021 developed by Mr. Ali is shared for your kind review. Your comments, inputs, and guidance after the review of this brief report will be considered as the last email meeting for the year 2021.

Looking forwards to your comments, instructions and guidance for the betterment of the activities during the new year 2022.

We wish you all best of the time and happy new year.

Thanks a lot.

## 2-Dr. Faramarz Jahanbeen:

سلام بر تمام همکاران محترم،

گزارش را با دقت مطالعه کردم، واقعا مثل همیشه و سالهای قبل در سال ۲۰۲۱ با وجود مشکلات و چالشهای عدیده در کشور، کار های بس مهم و ارزشمندی را انجام داده اید. هرچند بهتر خواهد بود تا درین گزارش در مورد اینهمه فعالیتهای با ارزش و همچنان فعالیتهای که در سال ۲۰۲۲ پلان کرده اید اندکی شرح داده شود. با استفاده از فرصت سال نو میلادی را برای تمام همکاران عزیزم صمیمانه تبریک گفته و از خداوند متعال سال پر از خوشی و موفقیت برای همه تان آرزو میکنم.

با احترام،

فرامرز جهانبین

## 3-Ms. Husnia Tooba:

با عرض سلام و وقت

همکاران محترم معزز ،

در ابتدا فعالیت های همکاران نیکدو را در شرایط کنونی کشور خیلی تمجید و تحسین نموده خداوند پاک موفقیت های مزید را نصیب شان گرداند .

گزارش بسیار عالی است موفق باشید .

با احترام

حسنیه طویا

## 4-Ms. Jamila Safi:

با عرض سلام و درود به همکاران عزیز ما در NECDO

گزارش سال 2021 تان را مطالعه نمودم و گزارش بسیار عالی و خوبی بود و فعالیت های مثمري را انجام داده بودید برایتان موفقیت های بیشتر را آرزو میکنم.

با احترام

جمیله صافی

## 5-Ms. Toorpekai Momand:

همکاران محترم (NECDO) و اعضای رهبری (NECDO)،

با تشکر و قدردانی از شما برای به اشتراک گذاشتن گزارش سالانه NECDO، جای قدردانی است که شما در این موقعیت حساس سخت تلاش می کنید و به مردم نیازمند افغانستان خدمت می کنید.

با احترام،

تورپکی مومند

## 6-Mr. Ahmad Zia Anwari:

همکاران محترم

تشکر از شریک کردن گزارش سالانه. گزارش را مطالعه شد با وجود مشکلات و چالش ها موجود در کشور، فعالیت ها و زحمت کشی های تیم های کاری بسیار خوب ارزشمندی صورت گرفته است و نیاز است مطابق معیار ها کمی تفصیلی و تشریحات مثل سایر گزارشات کاری ارایه گردد و همچنان در قسمت مصارفات لازم میدانیم که بخش مالی و اداری نهایت اجرات شفاف و دقیق را برای هر نوع بررسی ها مد نظر گیرند تا همه مسؤل استیج.

موفق و رستگار باشید

احمدضیا انوری



# Social Media Activities

**Manage Page**  
Noor Educational and Capacity Development Organization

**Meta Business Suite**  
Inbox (20 new messages & 21 new comments)  
Planner  
News Feed  
Business Apps

**Home**  
Messenger tools  
Podcasts  
Creator Studio  
Notifications (200 new)  
Insights  
Publishing tools

**Page likes** 72 (+14%)  
**Tagged product clicks** 0

**Set your Page up for success**  
Finish setting up your Page so people on Facebook know you're a credible business.  
10 of 13 steps completed

**Completed**  
Establish your Page's identity (2 steps left)  
Provide info and preferences (1 step left)  
Introduce your Page (1 step left)

**About**  
Enter location  
Seeking Allah's pleasure by supporting our people through the light of education, empowerment & community mobilization for a just society.  
1,789 people like this

**Noor Educational and Capacity Development Organization**  
February 13 at 11:10 AM  
د نور تعلیم او برآختیاو موسسې د نړیوالې خوراکي سازمان (WFP) په مالي مرسته د اړو کورنیو سروي او پوښتنو وروسته د ویسټرنو توکونه توزیع کوي ترڅو دوی زړ او زړه د بانکونو له لارې خپلې نږدې مرستې ترلاسه کوي. موسسه تعلیمي و اکثاف طرفینې نور NECDO یا همکارې مالي WFP بعد از سروي و شناسایی خانواده های مستحق و نیازمند برای شفافیت یوسه توزیع کمک های نغدي را آنها تواناند کمک های نغدي شان را از طریق بانک ها به اسرع وقت دریافت نمایند.  
See Translation  
473 People reached  
84 Engagements  
Boost post

**Manage Page**  
Noor Educational and Capacity Development Organization

**Meta Business Suite**  
Inbox (20 new messages & 21 new comments)  
Planner  
News Feed  
Business Apps

**Home**  
Messenger tools  
Podcasts  
Creator Studio  
Notifications (200 new)  
Insights  
Publishing tools

**Create ad**  
How would you like to grow your business?  
Create new ad (Make an ad using text, photos or videos to promote your business)  
Boost a post

**Automated Ads**  
Get personalized ads that adjust over time to help you get better results.

**Free Facebook Business Tools**  
Add appointment bookings (Display your services and availability so that people can book an...)  
Add chat to your website (Drive sales and provide support by adding Messenger to your website.)

**Insights**  
Last 28 days: Feb 12 - Mar 11  
People reached: 2,761 (+30%)  
453 People reached  
95 Engagements  
Boost post

**Noor Educational and Capacity Development Organization**  
February 13 at 3:35 PM  
موسسه تعلیمي و اکثاف طرفینې نور NECDO یا همکارې مالي WFP بعد از سروي و شناسایی خانواده های مستحق و نیازمند برای شفافیت یوسه توزیع کمک های نغدي را از سیستم بانومتریک استفاده میکند.  
#WFP #NECDO  
453 People reached  
95 Engagements  
Boost post

When Your Fans Are Online

Post Types

Top Posts from Pages You Watch




The success of different post types based on average reach and engagement.

Show All Posts

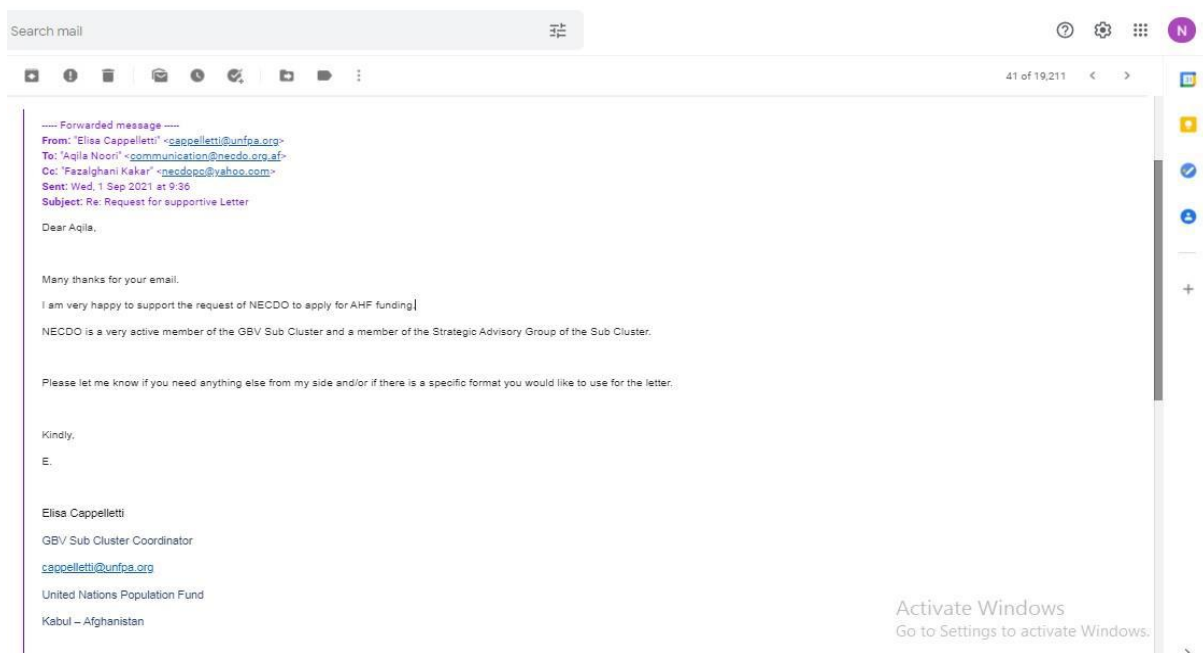
Reach

Post Clicks

Reactions, Comments & Shares

Type	Average Reach	Average Engagement
 Photo	730	<div><div>69</div><div>55</div></div>
 Video	420	<div><div>27</div><div>23</div></div>
 Link	283	<div><div>8</div><div>16</div></div>

# Awards and Certificates



Fighting Hunger Worldwide



World Food Programme  
wfp.org

نړېوال خوراکي پروګرام | پروګرام غذايي جهان  
Afghanistan

Date: December 20, 2021

## To whom it may concern

**Subject: Certification of Noor Educational & Capacity Development Org (NECDO) in partnership with WFP-KAO**

This letter certifies that **Noor Educational & Capacity Development Org (NECDO)** is an indigenous national non-governmental organization (NGO) that has been collaborating with the United Nations World Food Programme (WFP) and has implemented a number of Unconditional Seasonal Support projects in Kabul Urban & Rural and Daikundi provinces since 2019.

During the performance review conducted in December 2020, the NECDO was rated as "Good".

The United Nations World Food Programme-Kabul Area Office wishes the NECDO office all the best and further successes in the future.

Note: This letter has been issued based on the partner (NECDO) request.

Sincerely Yours,

Siddique Amin  
Head of Kabul Area Office  
WFP, Afghanistan



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