



HEALTH EDUCATION AND DEVELOPMENT SOCIETY (HEADS)



Organization Profile-June 2023

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HEADS Introduction

Health Education and Development Society known as HEADS, a Non-Profit organization, Non-Political and Non-Governmental Organization registered under the Societies Act 1860. HEADS is a rights' based national organization working extensively in both development and humanitarian sectors since year 2013. HEADS is led by a Board of Directors (BoD), comprising professionals with diverse educational backgrounds and capacities. HEADS is governed through set of policies that ensure transparency, accountability and effectiveness within its systems and operations. Since establishment in 2013, HEADS is working with the community and other stakeholders in Education, Health, Protection, Livelihoods, Community Infrastructure (CPIs) Shelter and Settlement, Community Development, Institutional Capacity Building, Research, Gender issues, Legal Counselling, referral Mechanism, Social Accountability, Right to Information and Governance.

Since establishment in 2013, HEADS has been providing multi-sectoral services in the field of Education, Livelihoods Enhancement and Protection, Primary Healthcare and Nutrition, Community Physical Infrastructure (CPIs), Water, Sanitation and Hygiene (WASH), Housing/Shelter and NFIs, Skills Development, Child Protection, Renewable Energy, Community Services, Social Mobilization and Institutional Development, Youth Promotion through Entrepreneurships, Disaster Risk Management, Agriculture and Livestock, Institutional Development & Social Accountability, Emergency relief and Rehabilitation and Peace and Conflict Management and Peace Building etc. Social mobilization, gender mainstreaming, inclusion, and resilience are cross cutting themes of HEADS's core program.

Over the past 10 years, besides its volunteer emergency relief activities, HEADS has partnered with a number of International Organizations, UN Agencies, Government Departments, Corporate Entities and National Institutions. Some of these are,

1. International Rescue Committee (IRC),
2. Concern worldwide Rapid-Fund, PHPF,
3. ACTED,
4. PepPak,
5. DAI USAID,
7. Cherat Cement Limited and
8. PEDO etc.

At present, HEADS has a Social Network of more than 200 Community Based Organizations (CBOs) in 5 KP districts and NMDs. HEADS has recently filed presence in DI Khan, Charsadda, Mardan, Haripur, Bunir and Naushehra through ongoing projects in emergency and development nature. Most of the field teams comprises of locals who understand the cultural context of the area and are fluent in local languages. HEADS is currently partner with IRC for Improving Primary Healthcare, Livelihoods, Protection and WASH through DEC Project in DI Khan, with PEDO on Social Mobilization and community empowerment through Community and Leadership Trainings for small energy power houses in Charsadda, Mardan, Bunir and Haripur, with Cherat Cement on provision of basic health care services in District Naushehra and with Pepak on consultancy and institutional development in Orakzai, Kuram and North Wazirsitan.

HEADS Other Registration and affiliations;

- National Humanitarian Network (NHN),
- System for Award Management (SAM),
- DUNS,
- PADOR,
- PDMA Sindh
- Commissionerate Afghan Refugees (CAR)
- UN Clusters/working groups
- Economic and Social Council - the United Nations (ECOSOC)

HEADS Vision

Equality for everyone

HEADS Mission

Provide a peaceful environment for all human beings where they can utilize their potentials for sustainable development.

HEADS OBJECTIVE

- Protect the dignity of the destitute and oppressed, and join hands with them in their struggle for basic rights;
- Support and develop replicable models of and strategies for sustainable human resource development through skills development initiatives;
- Network and collaborate with the government departments, NGOs, CBOs, VOs and international agencies for sustainable development;
- Support initiatives for sustainable community based and gender sensitive development;

THEMATIC DOMAIN

S. No.	Program	Sectors of Interventions
1	Emergency Response	Food Security, Livelihood, WASH, Community Infrastructure, Shelter, NFI, Nutrition, Education, Health (COVID-19) and Protection.
2	Sustainable Development	Sustainable Livelihoods, Social Mobilization, Human and Institutional Development, Community Infrastructure, Health, Education.
3	Research, awareness and Capacity Building	Research, Gender issues, Legal Counselling, referral Mechanism, Social Accountability, Right to Information, Governance.

Structure of the Organization and Institutional Strength

HEADS has an independent Board of Directors (BoDs) responsible for the policy-level decisions. The Executive Director (ED) is the administrative head who along with the Management Core Team is responsible for programs implementation. At the head office level, ED assisted by the HEADS of Program (HoP), Director Operations along with core managers heading Program Support Unit (PSU), HR, Finance, M&E, and IT&DB. HEADS has a strong Internal Financial, Social and Procurement Audit departments provides strong bases for internal control in terms of compliance and adherence to agreed terms and conditions set-forth in SOPs/donors' agreements. The field operations are directly managed through regional offices. Each regional office is managed by Project Managers/Coordinators assisted by local field teams. At present HEADS operates in District Charsadda, District Mardan, District Haripur, District Bunir, District Naushehra and District DI Khan.

Governance Structure

HEADS, which stands for Health Education and Development Society, is a registered non-profitable, non-governmental and non-political organization comprising seven members with a Board of Directors responsible headed by Chairperson for its governance and overall functioning. The Board of Directors serves as the governing

body, providing strategic direction, decision-making and oversight to ensure the HEADS operates in accordance with its mission and objectives. The BoDs establish policies, set goals and overseeing the organization's activities, ensuring transparency, accountability, and adherence to legal and ethical standards. The Board also plays a crucial role in financial management, fundraising and resource allocation, ensuring the HEADS's financial sustainability. HEADS has independent audit committee which is reporting to the Chairperson is overseeing the financial matters, for the purpose to ensure accountability and transparency in the system. Furthermore, the BoDs engage in hiring key personnel, evaluating their performance and maintaining effective internal systems and structures. By overseeing the governance and functioning of the HEADS, the Board of Directors enables the organization to effectively carry out its mission and achieve its desired impact in society.

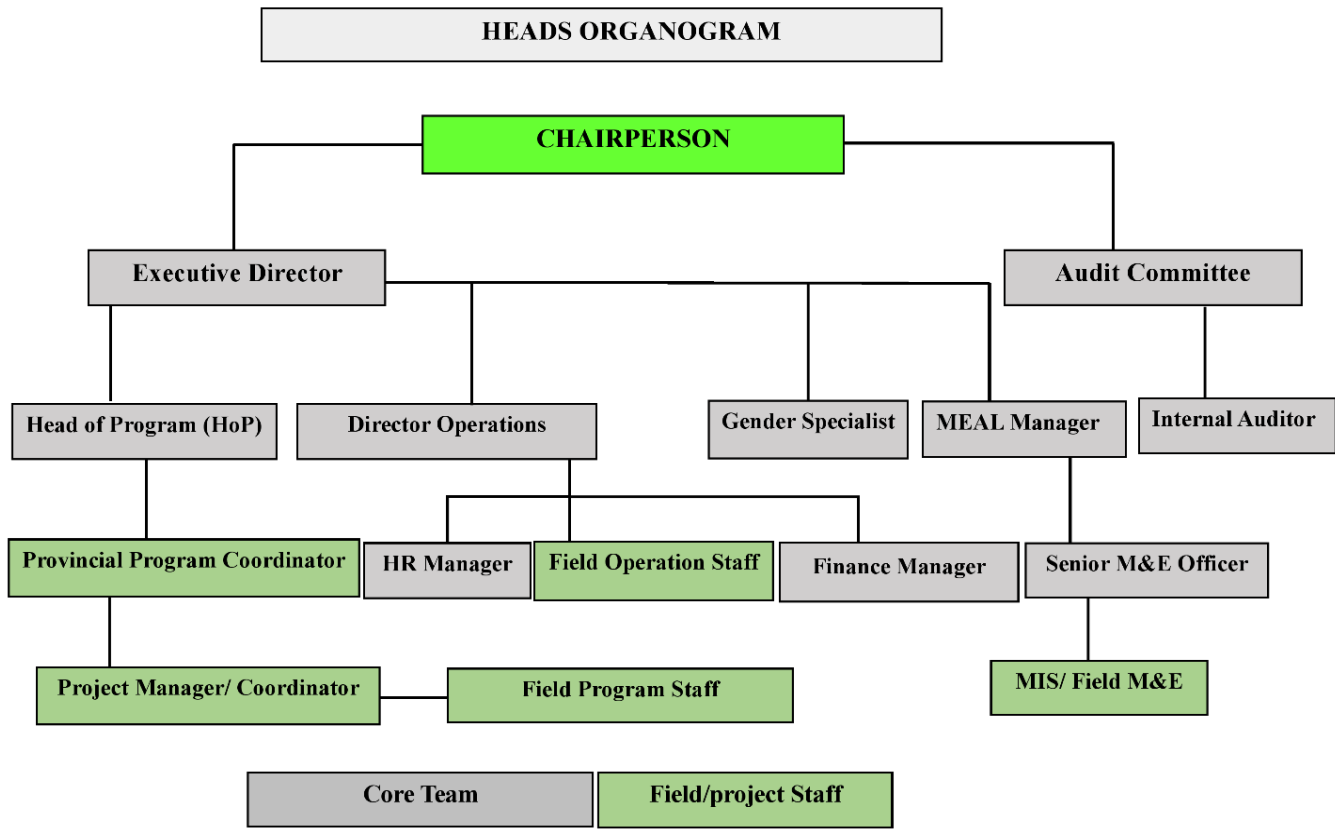
Management – Core Team

HEADS management structure consists of various hierarchical levels and functional departments that work together to achieve the organization's mission and goals. At the top level, there is a Board of Directors responsible for overall governance and strategic decision-making. The Executive Director the highest-ranking staff member who oversees the day-to-day operations, manages staff and implements the decisions made by the board. Below are the core positions operating in HEADS;

S.No	Designation	Accomplishments
1	Executive Director	<ul style="list-style-type: none"> - Overall Management of Organization - Resource Mobilization - Networking and Partnership - Overall quality assurance
2	Head of Program (HOP)	<ul style="list-style-type: none"> - Develop and implement program strategies - Manage program activities - Stakeholder engagement - Evaluation and reporting
3	HR Manager	<ul style="list-style-type: none"> - The HR Manager is responsible for managing the organization's human resources functions, - HR Manager oversee the development and implementation of HR policies, - The HR Manager is responsible for employee relations, handling grievances, disciplinary actions and conflict resolution, - HR Manager manage employee benefits, compensation and performance
4	Director Operations	<ul style="list-style-type: none"> - The Director of Operations is responsible for overseeing and managing the day-to-day operations of the organization. - The Director Operations is developing and implementing operational strategies, policies and procedures to optimize efficiency and effectiveness. - The Director of Operations is involved in resource allocation, budgeting and financial management, - The position collaborate with other departments to ensure seamless coordination, communication, and collaboration,

5	Gender Specialist	<ul style="list-style-type: none"> - Conduct gender analysis and assessments to identify gender-related issues, inequalities, - Develop and implement gender-responsive policies, strategies, and action plans, - Provide technical expertise and guidance on gender mainstreaming and integration across all organizational activities, - Deliver capacity-building and trainings to staff members and partners on gender-sensitive approaches,
6	MEAL Manager	<ul style="list-style-type: none"> - Designing and implementing monitoring and evaluation frameworks to assess program/project effectiveness and impact. - Developing and managing data collection systems and tools to gather relevant information for analysis and reporting. - Analyzing and interpreting data to provide insights and recommendations for program improvement and decision-making. - Facilitating knowledge sharing and learning within the organization and with external stakeholders to promote best practices and continuous improvement.
7	Internal Auditor	<ul style="list-style-type: none"> - Conducting regular audits of financial records and transactions to ensure compliance with internal policies, donor requirements, and relevant regulations. - Assessing the effectiveness of internal controls and risk management systems, - Reviewing and verifying the accuracy of financial statements, budgets, and reports, - Providing independent and objective assessments of the HEADS's operations,

HEADS Organogram



Internal Audit Committee

HEADS has an internal audit committee appointed in 2022 by the BOD. The Internal Audit Committee plays a crucial role in ensuring the transparency, accountability, and efficiency of operations within HEADS. As an independent and objective body, the committee is responsible for reviewing and evaluating the HEADS's internal controls, financial management practices and compliance with applicable laws and regulations. By conducting regular audits and risk assessments, the committee helps identify potential areas of concern or weaknesses in the organization's processes and provides recommendations for improvement. Additionally, the committee oversees the implementation of these recommendations and monitors their effectiveness. Through its diligent oversight and proactive approach, the Internal Audit Committee enhances the HEADS's governance structure, promotes ethical behavior and fosters the trust of stakeholders, donors and the wider community.

Monitoring Evaluation and Learning (MEAL) System

The Mentoring Evaluation and Learning (MEAL) system within HEADS serves as a comprehensive framework for assessing, monitoring and enhancing the impact of mentoring programs. It encompasses a range of activities, including the collection and analysis of data, feedback mechanisms and knowledge-sharing initiatives. Through systematic evaluation, the MEAL system enables the HEADS to measure the effectiveness and efficiency of its mentoring interventions, identify areas for improvement and make evidence-based decisions. It also facilitates learning and knowledge exchange among stakeholders, allowing for the adoption of best practices, innovation, and continuous program refinement. By integrating monitoring, evaluation, and learning into its operations, the HEADS enhanced its accountability, demonstrated its impact to donors and beneficiaries and optimized the outcomes of its Program and Projects.

Program Management and Quality Control

Program management and quality control in HEADS are integral components of its operations, which ensuring effective implementation and delivery of its initiatives. The HEADS's program management covers the strategic planning, coordination and execution of its projects and activities, including resource allocation, timeline management and stakeholder engagement. By employing robust monitoring and evaluation mechanisms, the Organization assess the progress and impact of its programs, identify gaps or areas for improvement, and make informed decisions to enhance their effectiveness. In HEADS, quality control measures, such as adherence to best practices, standards and policies, are crucial in maintaining high standards of service delivery, mitigating risks, and ensuring compliance with relevant regulations. Through efficient program management and rigorous quality control, HEADS optimized its outcomes, maximized its impact and fostered trust and credibility among its stakeholders and beneficiaries.

HEADS's Community Liaison

The HEAD Community Liaison serves as a vital link between the organization and the communities it serves. This role involves establishing and nurturing strong relationships with community members, local leaders and relevant stakeholders. The Community Liaison ensures effective communication, collaboration and engagement by actively listening to community needs, concerns and aspirations, and facilitating the exchange of information between the HEADS and the community. They play a key role in building trust, promoting inclusivity, and fostering a sense of ownership and empowerment within the community. By understanding the community's context, cultural dynamics, and specific challenges, the Community Liaison helps HEADS to design and implement

programs that are responsive to the community's needs, and also advocates for the community's interests within the organization. Overall, the Community Liaison is instrumental in bridging the gap between the HEADS and the community, enabling meaningful and sustainable impact.

HEADS provide facilitation for the role of a 'catalyst' by organizing communities into 'institutions of people', that are broad-based, inclusive and democratic in nature. These are the representative bodies that are empowered to mobilize and plan resources, resolve conflicts, raise voice for rights that could influence pro-poor policies and development. The community institutions are three-tier structures, beginning with Community Organizations (COs) which are formed at the household level. These are thence federated at the village level into Village Organizations (VOs) which are ultimately represented by apex level bodies at the union council and are called the Local Support Organizations (LSOs). The process of collective approach through building community institutions is steady and incremental so that it is contextual and according to the nature of local needs. They are formed to mobilize collective action and enhance social cohesion in communities for meeting common interests. HEADS has developed linkages with a network of 200 community-based organizations (COs, VOs and LSOs) both for men and women that makes participation of the communities possible. These institutions ensure authentic initial assessment and feedback on problems and facilitates planning and management of projects. Through a specially designed package of trainings the institutional and managerial capacities of these organizations have been enhanced to support the community development process. Additionally they are provided with regular backstopping and technical support in their operations at the grassroots.

HEADS Sector Wise Experience

HEALTH

The health system in Pakistan faces various challenges but has seen some improvements over the years. Here's an overview in eight lines:

Structure: The health system in Pakistan is primarily composed of public and private sectors. The public sector includes government-run hospitals, clinics and healthcare centers, while the private sector consists of privately-owned hospitals, clinics and medical practitioners.

Accessibility: Access to healthcare remains a challenge, particularly in rural and remote areas. Limited healthcare facilities, inadequate infrastructure and a shortage of healthcare professionals contribute to the accessibility gap.

Government Initiatives: The government has taken steps to improve the health system, such as the launch of the National Health Vision 2025 and the establishment of the Health Services Academy to train healthcare professionals.

Primary Healthcare: Primary healthcare services are provided through Basic Health Units (BHUs), Rural Health Centers (RHCs) and dispensaries. However, there is a need for more primary healthcare facilities, especially in rural areas.

Infectious Diseases: Pakistan faces a burden of infectious diseases like malaria, tuberculosis and hepatitis. Efforts have been made to control these diseases through vaccination campaigns, awareness programs and improved healthcare infrastructure.

Maternal and Child Health: Maternal and child health indicators in Pakistan have shown improvement, but challenges persist. Initiatives focus on improving antenatal care, skilled birth attendance and immunization coverage.

Healthcare Financing: The majority of healthcare expenditure in Pakistan is out-of-pocket, placing a financial burden on individuals and families. The government has introduced health insurance schemes like Sehat Sahulat Program to provide health coverage to low-income segments.

Private Healthcare Sector: The private healthcare sector in Pakistan plays a significant role in delivering healthcare services, with private hospitals and clinics offering a range of specialized treatments. However, affordability and regulation of private healthcare remain concerns.

HEADS has undertaken a broader initiative for lessening the health related problems in KP, and newly merged districts (NMDs) aimed at Improving/enhancing the health status of the marginalized communities and reducing the infant mortality (IMR) <5, Maternal Mortality Rate (MMR) and morbidity rate (MR). Under its health activities, the interventions include the improving primary/ basic and mother/child health services through life cycle approach at both the facility and community levels. This include improving basic health services, mother and child health, imparting awareness and education on health, hygiene and nutrition, control of communicable diseases, provision of vaccination to avoid disability, providing reproductive health services at different levels, capacity-building of health staff etc.

Following are the HEADS main achievements in Health Sector;

- HEADS established six well equipped and appropriately staffed Community Health Centers meant to provide mother child health services in Naushehra and DI Khan. It has treated more than 32000 patients; provide treatment to 14500 children including 9800 under-five years of age and 2,230 laboratory tests conducted whereas 1,064 vaccines provided.
- Strengthened and capacitated 07 Tertiary Health Institutions in the District DI Khan and Naushehra by providing them with essential medical equipment and supplies.
- Established and trained a network of 28 village health committees in KP and NMDs comprises of Traditional Birth Attendants (TBAs), and (Lady Health Workers (LHWs), and Community Health Workers (CHWs) in 35 villages. This network is working to improve the overall health status of children, especially those <5 through increase awareness and knowledge at the household level. The health network is serving almost 15000 populations.
- Strengthened the immunization program and has conducted 23 events in the communities.
- Conducted 130 child health days to strengthen immunization through the public health system.
- Conducted 25 child health care workshops/awareness sessions on newborn and child health.
- Conducted 135 mobilization/sensitization sessions to attract people to the BHUs.
- Rehabilitated 11 Basic Health Units (BHUs) in district Orakzai and Naushehra and DI Khan by improving infrastructure and provided lifesaving medicines and medical and office equipment.
- Trained 230 teachers, to conduct hygiene and sanitation promotion activities in the schools which benefited more than 3200 children.
- Trained more than 60 Primary Health Care Staff of government health facilities and more than 250 community members on best nutritional practices, preventive measures for communicable diseases and hygiene education.
- Conducted 70 medical Camps in Charsadda, Naushehra and DI during flood emergency and treated 24500 disaster affected population.

- Conducted screening of 4000 under 5 children in District Charsadda and DI Khan through ICCM activities.
- Provided food supplements to 2500 malnourished children and women.

EDUCATION

The education system of Pakistan is comprised of 305,763 institutions accommodating 51,835,089 students and 2,073,433 teachers. The system is composed of 189,748 (62%) public institutions and 116,015 (38%) private institutions, which also include 31,115 Deeni Madaris.

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1. **Primary Education:** Primary education in Pakistan is typically from grades 1 to 5 and is compulsory. It aims to provide basic literacy and numeracy skills to students. Primary education is administered by provincial education departments and is mostly offered in government and private schools.
2. **Secondary Education:** Secondary education in Pakistan covers grades 6 to 10 and is divided into two levels: middle school (grades 6 to 8) and high school (grades 9 and 10). Secondary education is also administered by provincial education departments. The curriculum typically includes subjects such as English, Urdu, mathematics, science, social studies, and Islamic studies.
3. **Higher Secondary Education:** After completing secondary education, students can pursue higher secondary education, also known as intermediate education. This stage usually includes grades 11 and 12. Students can choose from three main streams: pre-medical, pre-engineering, and general arts/commerce. The completion of higher secondary education is marked by the Intermediate examination, which is conducted by various provincial boards.
4. **Tertiary Education:** Tertiary education in Pakistan includes colleges, universities, and vocational institutes. The higher education system is overseen by the Higher Education Commission (HEC). Pakistan has both public and private universities offering undergraduate and graduate programs.

HEADS has more than 10 years of experience in a variety of interventions for the promotion of education for children in KP and former FATA now newly merged districts (NMDs). It provides education services in line with MGD Goals and Government of Pakistan targets. HEADS efforts in this regard include formal quality education, transitional non formal education, early childhood education, adult literacy program, institutional development, reconstruction and rehabilitation of schools, capacity building of teachers and district education departments, and school supplies assistance program. These activities were designed to attract and retain children at schools and prevent drop out by mitigating discouraging aspects of the system. HEADS is also working for institutional strengthening, smooth implementation of legislation and effective administration of schools while closely working with the government education department for filling the gaps within the institutions. The wide range of HEADS education services intend to withdraw people from extreme poverty, towards enhanced opportunities of livelihoods through increased education and literacy levels.

HEADS is playing a significant role in the education sector. HEADS worked towards improving access to education, especially in underserved areas, by establishing schools and providing educational resources. HEADS is also

focused on enhancing the quality of education through teacher training programs and curriculum development. Additionally, HEADS promoted initiatives to address gender disparities and increase enrollment rates, particularly for girls. These efforts have complemented the government's initiatives and contributed to the overall development of the education sector.

Following are the HEADS main achievements in Education Sector;

- Over 3,500 persons benefitted in education and Literacy Programs that include 54% girls
- Established 11 Early Childhood Education Centres and enrolled 750 children that include 60% girls
- Established 7 Transitional Non-Formal Education Centre with total enrolment of 560 children that include 65% girls
- Mainstreamed 550 children into formal education centres, while provided vocational skill training to 350 children aged 14-16 boys and girls
- Established TLCs in the TDPs camps and provided services to school going children's in the established TLCs.
- Provided school supplies including books, stationery, school bags, stitched uniforms and shoes to 1200 children under school supplies assistance program in 23 government schools
- Provided teachers and students furniture to 7 government schools
- Reconstructed and rehabilitated 7 primary and middle schools under schools infrastructure program
- Trained 125 government school and NFE teachers on advanced teaching methodologies, student performance evaluation etc.
- Trained 7 PTCs male and female members in government schools
- Formed 25 children reading clubs for 470 students in 25 schools on reading, writing and speaking skills

Livelihoods

In Khyber Pakhtunkhwa (KP), Pakistan, livelihoods are diverse and largely dependent on the region's geographical features and economic activities. Agriculture, including crop cultivation and livestock farming, forms a significant part of the rural population's livelihoods. Farmers engage in growing crops such as wheat, maize, fruits, and vegetables, while rearing cattle, sheep, and poultry for dairy and meat production. The province also has mineral resources, such as marble and gemstones, which contribute to the economy and provide employment opportunities. Additionally, trade, remittances and commerce play a crucial role, with markets and small businesses thriving in urban areas.

The livelihood enhancement activities mainly included agricultural and livestock development, assets distribution to the ultra and vulnerable poor, vocational skills trainings, social entrepreneurships, and small to medium scale enterprises development. The livelihood program interventions also supported and contributed in the rehabilitations of hundreds of Internally Displaced Families (IDPs) from conflict affected areas and KP districts. HEADS's livelihood program over the last few years has been able to develop successful demonstration of its livelihood program outcomes in the least developed areas of districts where Sub-Village level Community Organizations formed in the least developed union councils of the target districts which are presently functional

and implemented different level development activities. Following are the HEADS achievements in the Livelihood sector;

- Provided 800 agriculture packages (one-bag wheat seeds, one-bag fertilizer, one-bag urea, one-bag of vegetable seeds, livestock feed) to 800 flood affected families
- Trained 350 IDPs families on skills such as masonry, plumbing, electrician, carpentry, tailoring and embroidery were provided
- Lined 2100 rft long irrigation channels/water courses
- Constructed 15 schemes of high efficient irrigation which benefited more than 45 orchard growing farmers
- Constructed 18 flood protection walls/schemes which protected more than 320 acres of land
- Installed 5 solar water pumps
- Trained 350 persons both male and female youth in various vocational trades/trainings
- Provided wage compensation to 450 vulnerable poor persons cash for work.
- Provided Multipurpose Cash Assistance (MPCA) to 1800 flood affected HHs.
- In current response, HEADS is providing assistance in livestock and agriculture in DI Khan with the support of IRC.

Enterprise Development

HEADS has made significant achievements in enterprise development, particularly in empowering marginalized communities and fostering economic growth. They have provided training and capacity building programs to individuals, equipping them with entrepreneurial skills and knowledge. HEADS has facilitated access to finance, helping aspiring entrepreneurs to start or expand their businesses. These initiatives have led to the creation of sustainable livelihoods, employment opportunities, and improved incomes for individuals and communities, contributing to poverty reduction and socio-economic development.

HEADS in partnership with IRC is currently working work in DI Khan to resume enterprises of flood affected community. This include RNA, capacity building workshops and provision of small grant to a total of 140 small business owners.

Water Sanitation and Hygiene (WASH)

Water, Sanitation, and Hygiene (WASH) facilities in Khyber Pakhtunkhwa (KP), Pakistan, present a mixed scenario across communities, education, and health sectors. In some areas, especially rural and marginalized communities, access to clean water and proper sanitation facilities remains a challenge. Adequate sanitation infrastructure, including toilets and waste management systems, is often lacking, leading to open defecation and increased health risks. Limited access to safe drinking water also poses health hazards. In educational institutions, efforts have been made to improve WASH facilities, including the construction of toilets and hand-washing stations. However, there is still a need for further investment and awareness campaigns to ensure proper hygiene practices among students. In healthcare facilities, WASH infrastructure is crucial for infection prevention and control. While some healthcare facilities have improved access to clean water and sanitation, gaps still exist, particularly in remote areas. Enhanced investment, maintenance, and education on WASH practices are essential for ensuring the well-being and health of communities, students, and patients in KP, Pakistan.

HEADS has implemented different project to provide Water, Sanitation, and Hygiene (WASH) services in communities and public institutions. Previously, their focus was on infrastructure development, including the construction of clean water sources, toilets, and hand-washing stations along with mass awareness. HEADS have shifted towards a more comprehensive approach, emphasizing sustainability and community involvement. HEADS work closely with local communities to ensure the ownership and maintenance of WASH facilities, while also providing training and capacity building to community members, teachers, and healthcare workers. HEADS collaborate with government agencies and other stakeholders to advocate for improved policies and regulations related to WASH. HEADS also prioritize monitoring and evaluation to assess the impact of their interventions and make necessary adjustments for greater effectiveness and long-term impact. Following of HEADS achievements in WASH sector;

- HEADS have made significant achievements in the Water, Sanitation, and Hygiene (WASH) sector during emergencies, such as natural disasters or humanitarian crises. Here are some notable accomplishments in eight lines:
- Rapid Response: HEADS has been able to provide immediate assistance by swiftly mobilizing resources and personnel to deliver clean water, sanitation facilities, and hygiene kits to 2500 affected HHs in Floods and complex emergency.
- Emergency Water Supply: HEADS has established temporary water supply systems, including water tanks, water purification units, and distribution points, ensuring access to safe drinking water in emergency situations in floods and complex emergency.
- Sanitation Facilities: HEADS has constructed emergency latrines, communal toilets, and shower facilities to address the urgent sanitation needs of displaced populations, preventing the spread of diseases.
- Hygiene Promotion: HEADS conduct hygiene promotion campaigns, distributing hygiene kits containing items like soap, hygiene education materials, and conducting awareness sessions on proper hand-washing, sanitation, and waste management.
- Health Facility Support: HEADS work to ensure that healthcare facilities in emergency settings have proper water supply, sanitation facilities, and infection prevention measures to maintain hygiene standards and provide quality healthcare services.
- HEADS is currently working IRC in the flood affected Tehsil of DI Khan where HEADS is providing emergency WASH assistance. The activities included reconstruction of water supply schemes, de-selting of drainage lines, and rehabilitation of washing points. Similarly HEADS is working with the target community to discourage open defecation through CLTS approach.
- In newly merged districts (NMDs) HEADS rehabilitated 32 water points in schools and 8 in health centers. Similarly 40 flush latrines and solid waste bin were constructed. Through emergency WASH interventions, HEADS reached to 155,000 individuals in camps, host and return areas.

Protection and GBV

HEADS has made significant achievements in the realm of protection and gender-based violence (GBV) in Pakistan. Their efforts are included:

1. **Awareness and Advocacy:** HEADS has raised awareness about GBV, its consequences, and the rights of survivors through campaigns, workshops, and community dialogues. HEADS advocated for stronger laws and policies to protect survivors and prevent violence.
2. **Support Services:** HEADS established helplines, safe spaces, and shelters for survivors of GBV in previous interventions. HEADS provide counseling, legal aid, medical support, and rehabilitation services to survivors, ensuring their physical, emotional, and psychological well-being.
3. **Capacity Building:** HEADS has conducted training programs and workshops to equip frontline workers, community leaders, and law enforcement officials with knowledge and skills to respond effectively to GBV cases. This includes sensitization on gender issues, trauma-informed care, and survivor-centered approaches.
4. **Research and Data Collection:** HEADS has conducted research and collected data on GBV prevalence, patterns, and underlying causes. The evidence helps in developing targeted interventions, policies, and advocacy strategies.
5. **Community Engagement:** HEADS work closely with communities to challenge harmful gender norms and promote gender equality. HEADS facilitate community-based initiatives, such as men's engagement programs and youth empowerment activities, to foster positive change and prevent GBV.
6. **Collaboration and Partnerships:** HEADS collaborate with government entities, other NGOs, and international organizations to strengthen the collective response to GBV. HEADS participate in coordination mechanisms and contribute to the development of national strategies and action plans.
7. **Currently HEADS working with IRC in the floods affected areas of DI Khan where HEADS has established 7 children facilitation centers. In these centers the protection staff is providing MHSS and engaging the target children and women in education and skill encasement activities along psychosocial support.**

Shelter/NFIs and settlement

HEADS has made significant achievements in providing shelter and settlement assistance during emergencies:

Rapid Response: HEADS shown the ability to swiftly respond to emergencies, providing immediate shelter solutions to displaced populations, including emergency tents, temporary shelters, and basic household items.

Coordination: HEADS actively collaborate with government agencies, international organizations, and local communities to ensure a coordinated and effective response, minimizing duplication of efforts and maximizing the reach of shelter assistance.

Community Engagement: HEADS prioritize community participation, involving affected populations in decision-making processes, and empowering them to take an active role in the construction and maintenance of shelters, fostering a sense of ownership and dignity.

Capacity Building: HEADS conduct training programs to build the capacity of local communities, promoting skills development in shelter construction, maintenance, and disaster risk reduction, enabling communities to better respond to future emergencies.

Protection and Vulnerable Groups: HEADS prioritize the needs and safety of vulnerable groups, such as women, children, and the elderly, by incorporating protection measures into shelter design and providing specialized support services.

Sustainable Solutions: HEADS focus on providing sustainable shelter solutions, aiming for long-term recovery and reconstruction, including the use of resilient materials, supporting livelihood opportunities, and facilitating the transition from emergency shelters to permanent housing.

HEADS distributed 250 shelter kits and 750 NFIs in the floods and complex emergency affected households (HHs) in KP and NMDs.

Community Institutional Development and Social Accountability

HEADS has achieved notable accomplishments in community institutional development and social accountability:

- **Strengthening Community Organizations:** HEADS has played a crucial role in empowering local communities by facilitating the establishment and strengthening of community-based organizations. These organizations enable communities to participate in decision-making processes, advocate for their rights, and actively engage in local development initiatives.
- **Capacity Building:** HEADS has conducted capacity building programs, providing training and skills development opportunities to community members. These initiatives enhance their knowledge in areas such as project management, leadership, financial management, and governance, enabling them to effectively manage community institutions.
- **Promoting Social Accountability:** HEADS promoted social accountability by encouraging transparency, accountability, and citizen engagement at the community level. The organization facilitated platforms for dialogue between communities, service providers, and government authorities, ensuring that service delivery meets the needs and expectations of the community.
- **Advocacy and Policy Influence:** HEADS has been instrumental in advocating for policies and reforms that promote community institutional development and social accountability. Through research, advocacy campaigns, and networking, HEADS influenced policy discussions and brought attention to the importance of citizen participation and community-led development.
- **Local Resource Mobilization:** HEADS has facilitated local resource mobilization initiatives, enabling communities to identify and utilize local resources for development projects. This approach reduces dependency on external funding and fosters self-sustainability and resilience within the community.
- **Improved Service Delivery:** Through community institutional development and social accountability efforts, HEADS has contributed to improved service delivery in areas such as healthcare, education, water, and sanitation. By strengthening community institutions and encouraging citizen oversight, the organization helped ensure that services are provided effectively, efficiently, and in a manner that aligns with the needs and aspirations of the community.
- **Currently HEADS is working with Pakhtunkhwa Energy Development Organization (PEDO) for building the capacity of target community to take decision for their development and oversight the project activities as per their assigned domain in Charsadda, Mardan, Bunir and Haripur.**

Emergency Response

During emergency HEADS has provided foods assistance to 3000 food insecure families, 1200 families were provided wheat seeds fertilizers, vegetable seed, and livestock feed. 225 transitional shelters were constructed for war and flood affected population and reached to more 20000 people to through emergency WASH response in KP and merged districts. HEADS has the following achievements in emergency

Rapid Response: HEADS has played a crucial role in providing immediate relief during emergencies, ensuring timely access to food, shelter, clean water, and healthcare services to affected populations.

Coordination and Collaboration: HEADS actively collaborated with government agencies, local communities, and other humanitarian actors to coordinate efforts, share resources, and maximize the impact of emergency response.

Targeted Assistance: HEADS has focused on reaching vulnerable populations, including women, children, elderly, and displaced individuals, ensuring their specific needs are addressed in terms of protection, healthcare, and psychosocial support.

Capacity Building: HEADS has conducted training programs and workshops, strengthening the capacity of local communities and organizations to effectively respond to emergencies and build resilience.

HEADS Internship Program

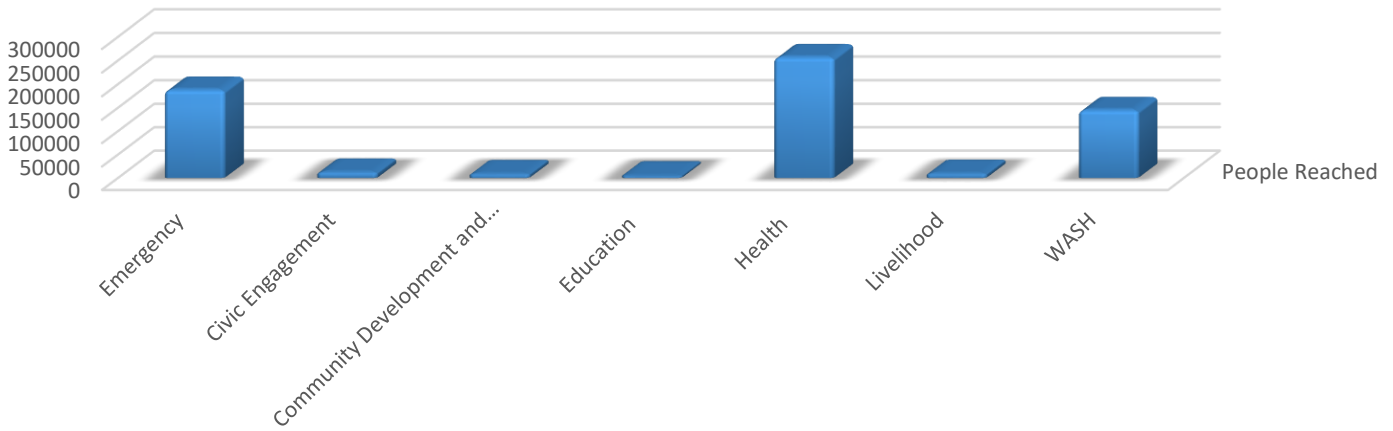
The HEADS Internship Program offers valuable opportunities to Afghan students. It aims to provide them with practical work experience and enhance their skills. The program collaborates with leading organizations to offer internships in various fields. It focuses on fostering talent and empowering Afghan youth for a brighter future. Through the program, Afghan students gain exposure, professional networks and the chance to contribute to their country's development.

List of Projects Implemented by HEADS

*Sr.	Project Name	Donor	Total Project Budget	Project Duration	Geographical Area (districts)	Number of Beneficiaries Reached
1	“Pakistan Flood Response” Disasters Emergency Committee (DEC) Phase-2	International Rescue Committee (IRC) Funded	380,48,000/-	1Mar, 2023 till to 29Feb, 2024	District D.I. Khan, Kp	124,243
2	“Pakistan Flood Response” Disasters Emergency Committee (DEC)	International Rescue Committee (IRC) Funded	9,551,475/-	1 Oct, 2022 till to 28 Feb, 2023	District D.I. Khan, Kp	32,300
3	Lifesaving Assistance to Flood Affected Communities in KP Pakistan DRA Flood Response	International Rescue Committee (IRC) Funded	16,107,529/-	20 Sep, 2022 till to 19 Feb, 2023	District Charsadda and District D.I.Khan, KP	27,898
4	“Free Medical Camps in Flood Affected Area of District Charsadda and District Nowshera of KP”	International Rescue Committee (IRC) Funded	2,852,700/-	1 Sep, 2022 15 Sep, 2022	District Charsadda and District Nowshera, KP	3,436
5	Provision of Humanitarian Services for Project “Establishment of GYNE Section/General OPD”	Cherat Cement Company Ltd (CCCL)	6,164,000/-	1 Aug, 2022 till to 30 Aug, 2023	District Nowshera, KP	80,640
6	ACCESS TO CLEAN ENERGY PROJECT (Construction of Mini / Micro Hydropower Projects	JV with Telcon Engineering PVT LTD Funded By (PEDO)	40,534,559/-	17 May, 2022 till to 16 Feb, 2026	District Charsadda, Mardan, Bunir, Swat and Haripur of Khyber Pakhtunkhwa	8,600

7	Disbursement of Cash in support to the refugee families in hosting areas of Khyber Pakhtunkhwa	International Rescue Committee (IRC) Funded	29,346,130/-	1 Jun,2022 till to 31 Aug,2022	District Peshawar, KP	9,240
8	Hygiene & Non Food Items (NFI) Support to the refugee families in hosting areas of Khyber Pakhtunkhwa.	International Rescue Committee (IRC) Funded	8,669,907/-	25 Oct, 2021 till to 24 Dec, 2021	Districts Khyber, Peshawar and Charsadda, KP	2,112
9	Consultancy Services LONG TERM (LTA) For Services of Engineering Consultancy Firm Stabilization & Development Programmer (SDP)	PEPAC Consultant	22,321,000/	22 Sep, 2021 till to 21 Sep,2023	Merged District Khyber, Kurram, Orkzai, North and South Waziristan, KP	132,000
10	Rapid Data for rapid actions in Pakistan through Local Health Task Force (LHTF).	ACTED Pakistan	2,96,429/-	6 Nov, 2020 till to 6 Dec,2020	Districts Swat, Upper/Lower Dir, Bannu, Kohat, Hangu, Nowshera and Merged Districts Orakzai, Bajour, KP	162,391
11	WASH, NFI and Hygiene Kits distribution	Own Fund	1,015,000/-	1 Aug, 2020 till to 31 Oct, 2020	District Mir Pur Khas, Sindh.	3,250
12	Rehabilitation of three Health Units in Orakzai Agency	CONCERN WORLDWIDE USAID	5,653,229/	1 Mar, 2018 till to 15 May, 2018	Merged District Orakzai, KP	10,500
13	Promoting Peace through sports events	DAI-USAID	4,783,338/-	6 Jun, 2017 till to 7 Nov, 2017	District Peshawar	12,300
14	WASH Assistant in return areas of Orakzai Agency	PHPF UN-OCHA	34,317,042/-	22 Sep, 2016 till to 21 Feb, 2017	Merged District Orakzai, KP	7,200
15	To improve access to quality education in protective environment in TDP areas	PHPF UN-OCHA	18,026,079/-	1 Aug, 2016 till to 28 Feb, 2017	Merged District Orakzai, KP	4,940
16	Establishment of Medical Camps and provision of Basic NFIs to the IDPs of North Waziristan.	Own Fund	1,450,500/-	Dec,15 th 2014 till to January, 15th 2015	Bannu district KP	3,320

HEADS Achievements



DONORS/ PARTNERS



HEADS Field Offices

Sr. No.	Location	Address	Contact Person Name	Contact Number	E-mail Address
1.	Charsadda	Dagai Ghulam Qadir Khan, Tehsil and District Charsadda	Abdul Samad Khan	0331-5062462	samadkhancharsada8@gmail.com
2.	Nowshera	Free Medical Dispensary, Cherat Cement Factory, District Nowshera	Tufail Ahmad	0300-0929012	Tufailahmad048@gmail.com
3.	Mardan	Main Malakand Road, Near Nadra Office, Tor Gul Kalay, Takht Bhai, Mardan	Kamal Hussain	0345-2846742	Kamal2013biochemist@gmail.com
4.	Swat	Haji Muhammad Rahim Mohallah Mula Baba Mingora, Swat	Azmat Ali Khan	0346-9481033	azmatali1033@gmail.com
5.	Buner	Masheer Mama new houses, near Secondary Girls School, Village Cheena Buner	Hidayat Ullah	0332-9699644	hidayatullah42@gmail.com
6.	D.I Khan	House # 14022, VIP Colony Canal Road Ratta Kulachi Stadium Road	Ashfaq Ali Khan Mehsud	0333-9953345	aakmasid@gmail.com
7.	Quetta	Flat # 2, 2 nd Floor Aryana Manzil, Satellite Town Quetta Bazar	Khyal Wardak	0333-2990616	globalkhayal@gmail.com
8.	Karachi	KE-01 Dost Muhammad Janjhar GOTH, SCHE Ghadap District Malir Karachi	Gul Sher	0347-2676643	-
9.	Kurram	Tehsil Sadda, Upper Sateen Azam Hospital 1 st Floor.	Saeed Ullah	0333-9716080	saeedul08@gmail.com

Pitcher Gallery

