

Organization Profile

HEALTH EDUCATION AND DEVELOPMENT SOCIETY (HEADS)



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1. Profile's Summary

Name of Organization	Health Education and Development Society
Acronym	HEADS
Countries of Organization	Pakistan, Afghanistan
Operational Area	Pakistan & Afghanistan
Year of Registration in Pakistan	August 2013
Registration Authority in Pakistan	The Office of The Registrar Joint Stock Companies & Societies Khyber Pakhtunkhwa, Peshawar under the Societies Act 1860.
Registration No.	5/7411
SECP License (Pakistan)	Licensed by the Securities and Exchange Commission of Pakistan (SECP) Under Section 42 of the Companies Act, 2017.
Year of Registration in Afghanistan	June 2023
Registration Authority in Afghanistan	Ministry of Economy Islamic Emirate of Afghanistan
Registration No.	511
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2. ABOUT HEADS

Health Education and Development Society (HEADS) is a non-profit, non-political and non-governmental organization registered in Pakistan. It is licensed by the Securities and Exchange Commission of Pakistan (SECP) Under Section 42 of the Companies Act, 2017. while it is also registered under the Societies Registration Act, 1860 in August, 2013. Since its establishment, HEADS has been actively engaged in the developmental and humanitarian sectors. The organization is led by a dedicated Board of Governors (BoG), consisting of professionals with diverse educational backgrounds and capabilities. HEADS operates under a comprehensive set of policies designed to ensure transparency, accountability and efficiency in its systems and operations.

HEADS Currently is also registered in the Islamic Republic of Afghanistan, and established an office in the capital city, Kabul.

Throughout its history, HEADS has worked closely with communities and various stakeholders, addressing a wide range of issues, including but not limited to Education, Health, Protection, Livelihoods, Community Infrastructure (CPIs), Shelter & Settlement, Community Development, Institutional Capacity Building, Research, Gender Equality, Legal Counselling, Referral Mechanisms, Social Accountability, Right to Information, and Governance.

In addition to these programmatic areas, HEADS places a strong emphasis on cross-cutting themes, including social mobilization, gender mainstreaming, inclusion, and resilience in all its core programs. These themes reflect the organization's commitment to addressing the holistic needs of communities and promoting sustainable development.

In addition to these partnerships, HEADS holds various registrations and affiliations, including:

- Security Exchange Commission of Pakistan (SECP).
- Pakistan Centre of Philanthropy (PCP).
- System for Award Management (SAM).
- DUNS (Data Universal Numbering System).
- Provincial Disaster Management Authority (PDMA) Khyber Pakhtunkhwa (KP), Sind and Baluchistan.
- Charity Commission KP, Baluchistan.
- National Humanitarian Network.
- Economic Affairs Division.
- UN Clusters/ Working Group.
- Tax Exemption 2 (36) C, 159.
- Allow to Work (ATW) SAFRON.



2.1. Vision

"Every individual, regardless of background or circumstance enjoys equal opportunities and rights with dignity"

2.2. Mission

"Empowering communities through strategic investment in human capital and institutional capacity development, raising sustainable development at the grassroots level."

3. Goal & Objectives

HEADS empowers vulnerable communities by enhancing their access to quality health, education, Livelihood, WASH and protection services while promoting sustainable development, resilience in the face of climate change and emergencies, and providing timely humanitarian assistance.

Objectives:

- Support and progress replicable models and strategies for sustainable human resource growth through skills development initiatives.
- Network and collaborate with the Government Departments, NGO's, CBO's, WOs and international agencies/donors for sustainable development.
- Support initiatives for sustainable community-based gender sensitive development with particular focus on; Human and institutional Expansion, Natural Resource Management, Drinking Water Supply, Environmental Sanitation, Education, Agriculture, Health & Nutrition, Disaster Management and Micro Credit & Enterprise.
- Create economic and recreational opportunities for youth through skill enhancement programs for peace promotion.
- Enable equitable access to quality education and healthcare, raising holistic community development and well-being.
- Promoting Social Inclusion and Empowerment;
- Strengthen Resilience to Climate Change and Environmental Degradation.
- Advocacy for Peace, Human Rights, and Social Justice.
- Building Disaster Resilience and Preparedness

4. 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.

5. Structure of the Organization and Institutional Strength

HEADS has an independent Board of Governors (BoGs) led by the Chairperson. BoG is responsible for the policy-level decisions. Administrative head of the organization is the Executive Director (ED), 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 have 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. Besides this, HEADS established regional offices in Dera Ismail Khan (D I Khan) and Swat, and satellite offices in Chitral, Quetta and Karachi for coordination and administration of the HEADS interventions in the concerned districts of these regions.

The field operations are directly managed through project offices. Each project office is managed by a Project Manager/Coordinator assisted by field teams. At present HEADS is executing projects

in District Charsadda, District Mardan, District Haripur, District Buner, District Nowshera, District D I Khan and Chitral upper.

6. Overall Governance Structure

The overall governance Structure of the HEADS is led by a Board of Governors (BoG). The BoG is comprising seven members, headed by a Chairperson. BoG is responsible for the governance and overall functioning of the organization. The BoG serves as the governing body, providing strategic direction, decision- making and oversight to ensure that the HEADS operates in accordance with its mission and objectives. The BoGs 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, overseeing the financial matters, for the purpose to ensure accountability and transparency in the system. Furthermore, the BoGs 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 BoG enables the organization to effectively carry out its mission and achieve its desired impact in society.

7. Management – Core Team

The management structure of HEADS consists of various hierarchical levels and functional departments that work together to achieve the organization's mission and goals.

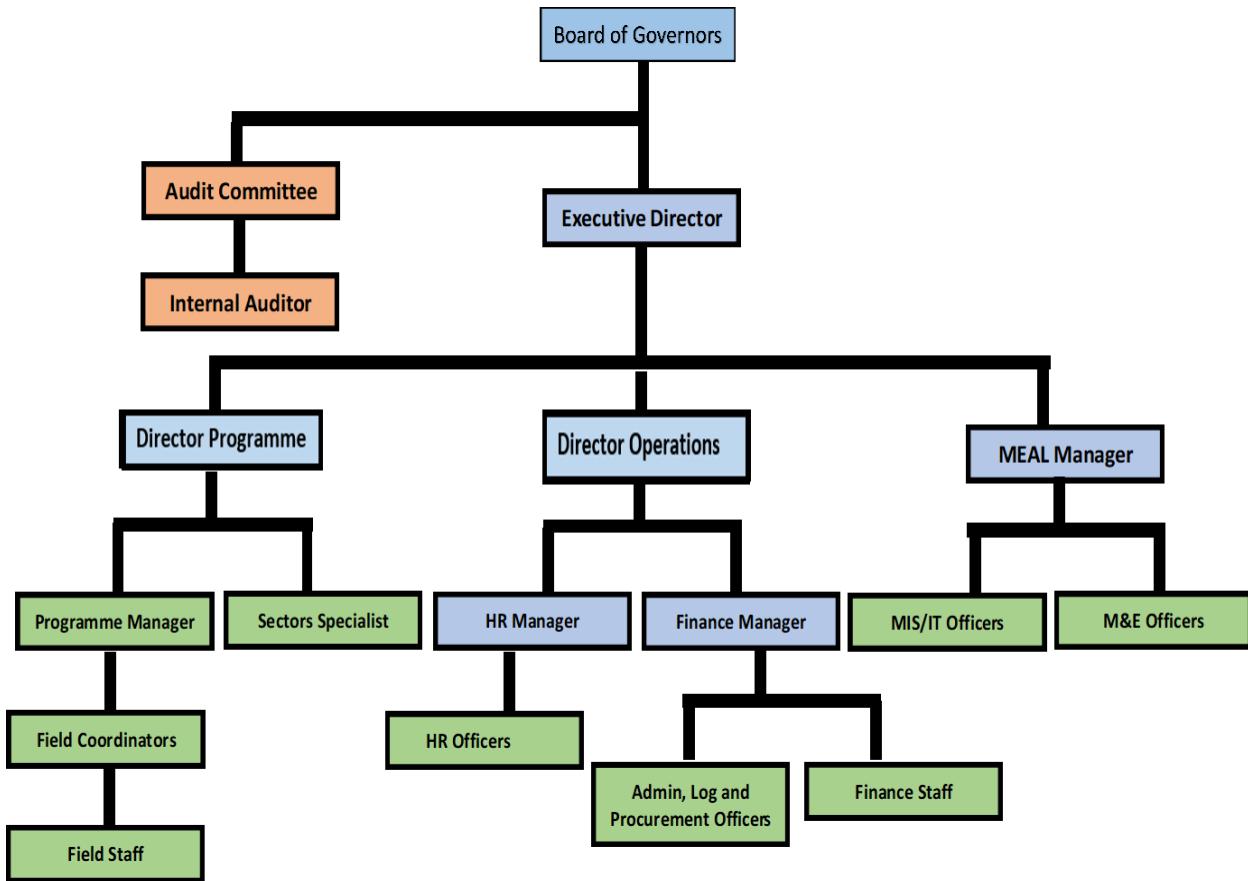
At the top level there is a BoG, responsible for overall governance and strategic decision-making. The Executive Director is the highest-ranking staff member who oversees the day-to-day operations, manages staff and implements the decisions made by the board. Below are the core positions operating in HEADS:

S. No	Designation	Accomplishments
1	Executive Director	<ul style="list-style-type: none">- Overall Management of Organization.- Resource Mobilization.- Networking and Partnership.

		<ul style="list-style-type: none"> - Overall quality assurance.
2	Head of Programme	<ul style="list-style-type: none"> - Develop and implement program strategies. - Manage program activities. - Stakeholder engagement. - Evaluation and reporting.
3	Programme Coordinator	<ul style="list-style-type: none"> - Oversee all the field projects. - Reviewing field reports and coordinating project management units accordingly. - Coordinating/ responding with the HEADS partner. Organization/ Project Stake holders. - Conducting field visits and sharing situation/updates with the HEADS management and projects stakeholders.
4	HR Manager	<ul style="list-style-type: none"> - Managing the organization's human resources functions. - Oversee the development and implementation of HR policies. - Responsible for employee relations, handling grievances, disciplinary actions and conflict resolution. - Manage employee benefits, compensation and performance.
5	Director Operations	<ul style="list-style-type: none"> - Overseeing and managing the day-to-day operations of the organization. - 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. - Collaborate with other departments to ensure seamless coordination, communication, and collaboration.
6	Finance Manager	<ul style="list-style-type: none"> - Manage financial activities, budgets and reporting for the organization, ensuring compliance with donor requirements and financial regulations. - Oversee the preparation of accurate financial statements, forecasts and grant proposals.

		<ul style="list-style-type: none"> - Collaborate with program managers to align financial resources with organizational goals and project objectives. - Implement and maintain effective internal controls, audit processes and risk management practices to safeguard the organizations' financial integrity.
7	Gender Specialist	<ul style="list-style-type: none"> - Conduct gender analysis and assessments to identify gender-related issues and 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 training to staff members and partners on gender-sensitive approaches.
8	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. <p>Facilitating knowledge sharing and learning within the organization and with external stakeholders to promote best practices and continuous improvement.</p>
9	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.

8. HEADS Organogram



9. Internal Audit Committee

HEADS has an internal audit committee appointed in 2022 by the BoG. 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.

10. Monitoring, Evaluation and Learning (MEAL) System

The Monitoring, Evaluation and Learning (MEAL) system within HEADS serves as a comprehensive framework for assessing, monitoring and enhancing the impact of monitoring 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 monitoring 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.

11. 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 developed trust and credibility among its stakeholders and beneficiaries.

12. Community Liaison

HEADS Community Liaison serves as a vital link between the organization and the respective communities. 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. 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.

13. HEADS SECTOR WISE EXPERIENCE

HEADS interventions span across various sectors, and in project design, it employs a dual approach. During humanitarian crises, HEADS adopts an integrated strategy, designs projects to address the specific needs of affected communities. Humanitarian response initiatives involve

interventions across multiple sectors, whereas community development projects concentrate on addressing needs within a single sector. HEADS is currently active in Pakistan and operating in with the provision of humanitarian assistance to the flood affected population of Khyber Pakhtunkhwa province. Under the Corporate Social Responsibility (CSR) program is running a Health Facility funded by Cherat Cement Factory in district Nowshera. The major sectors covered under the HEADS integrated humanitarian response are Food Security & livelihood, Health, WASH, Protection and the restoration of social services.

In Afghanistan, HEADS is in coordination with the government offices, humanitarian organizations and sectors working groups to collaborate and plan to contribute in the delivery of needed interventions in different sectors.

Sector wise details of activities in Pakistan are outlined as below

13.1. HEALTH:

The interventions of HEADS are focusing Primary Health Care (PHC) services, aimed at delivering



the Minimum Initial Service Package (MISP) for Sexual & Reproductive Health, with a focus on preventing excess maternal and neonatal morbidities and mortalities. This included the provision of Basic Emergency Obstetric Care (BEmOC), family planning services, Mental Health and Psychosocial Support (MHPSS), Health and Hygiene Education

and treatment for both communicable and non-communicable diseases, including medical consultation, Medication, Ambulance services for complicated and chronic patients. To reach the most vulnerable families, mobile health camps were organized in easily accessible locations. Children under five years received Integrated Community Case Management (ICCM) and food supplements within targeted areas. The health projects are implemented in D I Khan, Nowshera, Charsadda, Upper Chitral, and Orakzai districts of Khyber Pakhtunkhwa, Pakistan. In addition to emergency PHC services, the HEADS health team has the capacity to provide specialized services.

Following are the HEADS main achievements in Health Sector:

- Establishment of GYNE Section/General OPD in Cherat district Nowshera. 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.
- Supported/rehabilitated by [provision of HR, medicines and supplies -(3 Basic Health Units and 3 BEmOC center) in district D.I. Khan.
- Established and trained a network of village health committees in KP. This network is working to improve the overall health status of children, especially those <5 through increased awareness and knowledge at the household level.
- Strengthened the immunization program and has conducted 23 events in the communities.
- Conducted 30 child health days to strengthen immunization through the public health system.
- Conducted 25 child health care workshops/awareness sessions on newborn and child health.
- Rehabilitated 7 Basic Health Units (BHUs) in district Orakzai by improving infrastructure and providing medicines and medical instruments/equipment.
- 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 79 medical Camps in Charsadda, Nowshera and Dera Ismail Khan 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.
- Provided 54 MHPSS sessions to the traumatized people.

13.2. EDUCATION

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 in Pakistan:

- Over 3,500 people benefitted in education and Literacy Programs that include 54% girls.
- Established 11 Early Childhood Education Centers and enrolled 750 children that include 60% girls in district D.I Khan and Orakzai.
- Established 7 Transitional Non-Formal Education Centre with total enrolment of 560 children that include 65% girls in district D I Khan.
- Mainstreamed 550 children into formal education centers, while provided vocational skill training to 350 children aged 14-16 boys and girls.
- Restoration & Retrofitting of 4 Education Facilities (including provision of missing facilities, solarization) in district Chitral upper.
- Formation & Trainings of 12 Children learning Clubs in schools in district D I Khan.
- Formed & Trained 12 Child Protection Committees in district D I Khan.
- Established 20 Temporary Learning Center (TLCs) in district Orakzai.
- Provided Student Box, Recreational Kit and School Books to 4480 students in district Orakzai.
- Formation and Training, to 80 School Management Committees Trainings (SMCTs) in district Orakzai.
- Organized 10 training and refresher workshops on child Friendly Schools in district Orakzai.

13.3. Food Security and Livelihoods

The Food Security and livelihood enhancement activities of the HEADS mainly included agricultural and livestock development, assets distribution to the ultra and vulnerable poor



farmers, vocational skill training, social entrepreneurship, and small to medium scale enterprises development. The livelihood program interventions also supported and contributed to the rehabilitations of hundreds of Internally Displaced Families from disaster affected areas in Khyber Pakhtunkhwa (KP). 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 districts where Sub-village level Community Organizations (Cos) are presently functional and implemented different level of developmental activities.

The following are the HEADS achievements in the Livelihood sector:

- Provided agriculture packages (one-bag wheat seeds, one-bag fertilizer, one-bag urea, one-bag of vegetable seeds, livestock feed) to 800 flood affected families in district D I Khan.
- Trained 350 women by establishing Women Skills Development Centers tailoring and embroidery were provided in district D I Khan and Nowshera.
- Trained 183 male & Female farmers on Kitchen Gardening and provided them tool kits, improved seeds and fertilizers in district D I Khan.
- Provided training and distributed 428 enterprise development grants in District D I Khan, supporting entrepreneurship and small business development initiatives.
- Lined 2100 rft long irrigation channels/water courses in district D I Khan and Chitral.
- Constructed 29 schemes of high efficient irrigation which benefited more than 45 orchard growing farmers in district Dera Ismail Khan and Chitral.
- Constructed 4 Climate Resilient community infrastructure/Flood protection schemes (check dams, floods protection/retaining wall) in district Chitral.
- Restored 15 Farm to Market Roads in district D I Khan.

- Provided wage compensation to 450 farmers cash for work and tools for agriculture fields.
- Provided Multipurpose Cash Assistance (MPCA) to 3391 vulnerable HHs (1250 Afghan Refugee and 2141 host) in Peshawar, Charsadda, Khyber and D I Khan.
- Vaccination & Deworming of 3880 livestock for Lumpy Skin Diseases in district D I Khan.

13.4. Water Sanitation and Hygiene (WASH):

HEADS has implemented different projects 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.



The following are the achievements of HEADS in WASH sector:

- Rehabilitation/Retrofitting of 4 WASH facilities, including Drainage/Sanitation in district Chitral upper.
- Restoration of 4 damaged/installation of new Water Supply Schemes/Installation of filtration plant in district Chitral upper.
- Installed 55 Hand pumps (district D I Khan: 15 and Orakzai: 40).
- Rehabilitated 8 WSS in BHUs in district Orakzai.

- Rehabilitation 32 WSS in Schools in district Orakzai.
- Construction of 32 twin washrooms in Schools in district Orakzai.
- Provision of 32 latrine cleaning kit in Schools in district Orakzai.
- Solarization of 7 water supply schemes in district D I Khan.
- Rehabilitation of 5 water points in Schools in district D I Khan.
- Formation of 8 WASH clubs in Schools in district D I Khan.
- Solarization of 1 WSS in School in district D I Khan.
- Distribution of 900 WASH NFI Kits (water coolers, jerry cans and buckets) in district D I Khan and Afghan Refugees in Peshawar.
- Rehabilitated 5 water points in Schools in district D I Khan.
- Rehabilitation of water points in 5 health facilities in district D I Khan.
- Provision of 465 latrine kits and cash for the construction of latrines in district D I Khan.
- Provision of 19 O&M kits to village committees in district D I Khan.
- Conducted Sessions on application of CLTS approach in district D I Khan.
- Conducted 6300 Hygiene promotion sessions in district D I Khan.
- Conducted 40 MHH session with women and girls in targeted communities in district D I Khan.
- Conducted 8 Cleaning campaign at community level in D I Khan.
- Establishment of 8 Solid Waste Management (SWM) points at D I Khan.
- Provision of Machinery to TMA for WASH Activities (Tractors) in district D I Khan.
- Provided 150 Labours for cleaning of drainage boreholes and surrounding areas with TMAs in district D I Khan.
- Rehabilitation of 10 community drinking water supply schemes in district D I Khan.
- Provision of 320 Dignity Kits to women in district D I Khan.
- Installed 1 solar water tube well in district D I Khan, providing water to 14 villages (approximately 65000 beneficiaries).

- Conducted Needs assessment, supervision, and monitoring of the construction of missing WASH facilities under Consultancy Services LONG TERM Agreement (LTA) For Services of Engineering Consultancy Firm Pakistan Environmental, Planning and Architectural Consultant (PEPAC) Stabilization & Development Programme (SDP) in Khyber, North Waziristan, South Waziristan, Kurram, Orakzai and Chitral districts (Schools: 23, (Kurram: 11, Orakzai: 11, Chitral: 1), Markets: 90, (North Waziristan :30, South Waziristan: 30, Khyber: 30) Water Filtration Plants at Khyber: 2)).

13.5. Protection



HEADS has made significant achievements in the protection sector and gender-based violence (GBV). HEADS established helplines, safe spaces, Referral directories, for survivors of the protection cases. HEADS provide counseling, legal aid, medical support, and rehabilitation services to survivors, ensuring their physical, emotional, and psychological well-being. HEADS has raised awareness

about GBV, its consequences, and the rights of survivors through campaigns, workshops, and community dialogues. HEADS advocated stronger laws and policies to protect survivors and prevent violence. 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.

Women's Rights and Empowerment:

HEADS actively promotes women's participation in all aspects of community development. Through dedicated programs in health, education, and livelihoods, the organization empowers women by:

- Enhancing their access to healthcare and reproductive rights
- Building their economic independence through vocational training and skills centers
- Promoting leadership roles for women in local governance and community decision-making
- Advocating gender-sensitive policies and protection from gender-based violence
- Give them equal employment opportunity

HEADS believes that true development is only possible when women are empowered and their rights are fully respected.

The following are the achievements of HEADS in Protection Sector:

- Established 11 Women and Children Safe Spaces (WCSSs) in district DI Khan.
- Formed 4 protection committees in district D I Khan.
- Conducted 3 Referral workshops of the stakeholders in district DI Khan.
- Provided 870 Dignity Kits to the women in safe spaces in district DI Khan.
- Developed 3 Referral Directories of the services providers in different sectors in district DI Khan.
- Provided 8 recreational kits into the WCSSs in district DI Khan
- Conducted one workshop on Diversity & Inclusion with focus on Gender in district DI Khan.
- Conducted 1 opinion Leaders Workshop in district DI Khan.
- Processed 2 cases of Civil documentation in district DI Khan.
- Established 4 GBV referral mechanism in district DI Khan.
- Conducted 12 Life Skills Base Education (LSBE) Sessions with Children/Sessions on Girls Shine & Women Rise.
- Formed and trained 12 Child Protection committees in district DI Khan.
- Conducted 35 Safety Audit in targeted women communities.
- Supported 152 families with supportive devices e.g. (wheelchairs, hearing devices, etc).
- Provided 986 Solar lamps to pregnant and lactating women in district D I Khan.
- Conducted 658 child protection/GBV session in district D I Khan.

13.6. Shelter/NFIs and settlement

To provide appropriate shelter to the families affected by disaster, HEADS maintains regular coordination with authorities and humanitarian actors. HEADS has deployed a multidisciplinary team, including shelter experts, sub-engineers, and social mobilizers, to conduct a needs assessment survey for shelter provision in recently flooded areas. It is further coordinated with humanitarian partners for collaboration.

Priorities of HEADS to contribute in Shelter Cluster activities:

- Rapid Response: HEADS has the technical team and is strengthening coordination to secure funds to swiftly respond to emergencies, by 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 imports 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.

13.7. Climate Resilient Preparedness & Capacity Building:

HEADS is deeply committed to advancing Climate Resilient Preparedness & Capacity Building. Understanding the critical intersection between climate change and public health, HEADS recognizes the pressing need to strengthen the resilience of communities in these regions. By prioritizing capacity building initiatives, HEADS aims to empower local populations with the knowledge, skills, and resources necessary to adapt to climate-related challenges. Through targeted health education programs, disaster preparedness training, and infrastructure development projects, HEADS works to enhance the adaptive capacity of vulnerable communities, ensuring they are better equipped to withstand and recover from the impacts of extreme weather events, water scarcity, and other climate-related hazards. Moreover, by fostering partnerships with governmental agencies, NGOs, and international organizations, HEADS seeks to promote collaborative efforts in building climate resilience, ultimately contributing to sustainable development and improved public health outcomes. Besides this, HEADS has an active disaster situation monitoring and reporting mechanism. During the recent floods, HEADS teams monitored the flood situation in districts Tank, Dera Ismail Khan, Charsadda, Peshawar, and Chitral districts of KP.

Following are the achievements of HEADS in Climate Resilient Preparedness & Capacity Building:

Currently, the HEADS in collaboration with the Pakistan Poverty Alleviation Fund (PPAF) is carrying out these activities in the disaster risk high prone district Chitral Upper of KP:

- Climate Change and adaptation resource persons(CRPs): 10.
- Emergency response teams' identification and capacity building:6.
- Multi hazard vulnerability & Capacity assessment: 2.
- Need based climate change Adaptation and Replication of best Practices:2.
- Community based Disaster Risk Management Training: 8.
- School based Disaster Risk Management School Safety tips, Environmental club, and Plantation events: 36.
- Health Center based Disaster Risk Management disaster management committee, capacity building, disaster management plan: 14.

- Social Mobilization and Capacity Building Trainings events: 8.
- GBV prevention sessions for Communities: 20.
- Voice in leadership and decisions- making for women: 6.
- Training and Awareness on human rights, women rights & responsibilities/linkages developments: 6.
- Training on Women rights & information on legal aid, entitlements/rights: 4.
- Behavior change interventions for GBV prevention and raise awareness of Government Celebration of International days at local level:10.
- Capacity building of POs on climate Resilient Preparedness & Capacity Building: 48.

13.8. 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, Buner and Haripur.**

14. List of Recent and Completed Projects Implemented by HEADS in Pakistan

Sr. No.	Name of Project(s)	Name of DONOR	Project Cost (PKR)	Start Date	Completion Date	Area of Intervention
1	Strengthening water Security, Dignity, and Hygiene Practices for Underserved Families through the Installation of Hand Pumps.	Penny Appeal, Pakistan	1,362,990	1 st Dec, 2025	31 st Dec, 2025	District Charsadda
2	Providing Emergency support to LGBTI-led Organizations and Groups in the periods of Human rights attacks and in the periods of Crisis of community led responses in Eastern Europe and Central Asia (EECA) and Asia Pacific (AP)	Eurasian Coalition on Health, Rights, Gender and Sexual Diversity (ECOM)	1,399,750	15 th Nov, 2025	25 th Jan, 2025	District Peshawar
3	Ba-Ikhtyar Women Skills Development	Pakistan Poverty Alleviation Fund (PPAF)	1,800,000	1 st Nov, 2025	30 th April, 2026	District Chitral Upper Khyber Pakhtunkhwa
4	Women Skill Development Center	Cherat Cement Company Limited	3,192,000	1 st Oct, 2025	30 th Sep, 2026	Cherat, District Nowshehra
5	Establishment of GYNE Section/General OPD	Cherat Cement Company Limited	12,302,352	1 st Oct, 2025	30 th Sep, 2026	Cherat, District Nowshehra
6	Strengthening water Security, Dignity, and Hygiene Practices for Underserved Families through the Installation of Hand Pumps	Penny Appeal, Pakistan	2,430,000	10th Aug, 2025	10 th October, 2025	District Charsadda and Nowshera
7	Solar-Powered Borehole Water Filtration Plants for Flood-Affected Communities, Khyber Pakhtunkhwa	Pakistan Poverty Alleviation Fund (PPAF)	15,000,000	26 th Aug, 2025	7 th October, 2025	District Buner, Swat and Bajaur, KP
8	Emergency Medical Camps At Flood Affected District of Buner – Flood 2025	Penny Appeal, Pakistan	600,000	22 nd Aug, 2025	24 th Aug, 2025	District Buner KP
9	Emergency Relief Activities in District Buner: Cooked Food, Clean Drinking Water for Affected Communities – Flood 2025	Penny Appeal, Pakistan	300,000	17 th August, 2025	18 th August, 2025	District Buner KP
10	Expanding Immunization Access for Zero-Dose Communities through Civil Society in Pakistan	Mannion Daniels Ltd. (On behalf of Gavi, the Vaccine Alliance)	42,000,000	1 st May 2025	30 th June 2026	District Tank-KP
11	Women Skill Development Center	Cherat Cement Company Limited	2,994,600	1 st Oct, 2024	30 th Sep, 2025	Cherat, District Nowshehra
12	Establishment of GYNE Section/General OPD	Cherat Cement Company Limited	11,635,542	1 st Oct, 2024	30 th Sep, 2025	Cherat, District Nowshehra

13	Enhancing District Level Emergency Response Capabilities under Hum Ahang Programme	Center for Peace and Development Initiative (CPDI)-USAID	6,497,792	10 th July, 2024	8 th September, 2024	Karachi and Sukkur (for all districts of Sindh)
14	Building Climate Resilience Through Rehabilitation / Reconstruction of Green Infrastructure in Flood Affected Areas of Punjab and Khyber-Pakhtunkhwa	Pakistan Poverty Alleviation Fund (PPAF)	72,944,500	1 st May, 2024	30 th April, 2026	District Chitral Upper Khyber Pakhtunkhwa (KP)
15	Women Skill Development Center	Cherat Cement Company Limited	2,816,000	18 th Sep, 2023	17 th Aug, 2024	Cherat, District Nowshera
16	Establishment of GYNE Section/General OPD	Cherat Cement Company Limited	10,974,996	12 th Sep, 2023	12 th Aug, 2024	Cherat, District Nowshera
17	Pakistan Flood Response" Disasters Emergency Committee (DEC) Phase-2	International Rescue Committee (IRC) Funded	78,830,280	1 st Mar, 2023	31 st July, 2024	District D.I. Khan, KP
18	Pakistan Flood Response" Disasters Emergency Committee (DEC) Phase-1	International Rescue Committee (IRC) Funded	9,551,475	1 st Oct, 2022	28 th Feb, 2023	District D.I. Khan, KP
19	Lifesaving Assistant to Flood Affected Communities in KP Pakistan DRA Flood Response	International Rescue Committee (IRC) Funded	16,107,529	20 th Sep, 2022	19 th Feb, 2023	District Charsadda and District DI Khan, KP
20	Free Medical Camps in Flood Affected Area of District Charsadda and District Nowshera of KP".	International Rescue Committee (IRC) Funded	2,852,700	1st Sep, 2022	15 th Sep, 2022	District Charsadda and District Nowshera, KP
21	Provision of Humanitarian Services for Project "Establishment of GYNE Section/General OPD" Company Ltd (CCCL)	Cherat Cement	6,164,000	1 st Aug, 2022 May, 2022	31 st July, 2023 2026	District Nowshera, KP
22	ACCESS TO CLEAN ENERGY PROJECT (Construction of Mini / Micro Hydropower Projects)	JV with Telcon Engineering PVT LTD Funded By (PEDO)	4,053,4559	17 th May, 2022	16 th Feb, 2026	District Charsadda, Mardan, Buner, Swat and Haripur, KP
23	Disbursement of Cash in support to the refugee families in hosting areas of Khyber Pakhtunkhwa	International Rescue Committee(IRC)	29,346,130	1 st Jun, 2022	31st Aug, 2022	District Peshawar, KP
24	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 th Oct, 2021	24 th Dec, 2021	Districts Khyber, Peshawar and Charsadda, KP

25	Consultancy Services LONG TERM (LTA) For Services of Engineering Consultancy Firm Stabilization & Development Programmer (SDP)	PEPAC Consultant	22,321,000	22 nd Sep, 2021	21 st Sep, 2023	Merged District Khyber, Kurram, Orakzai, North and South Waziristan, KP
26	Rapid Data for rapid actions in Pakistan through Local Health Task Force (LHTF).	ACTED Pakistan	296,429	6 th Nov, 2020	6 th Dec, 2020	Districts Swat, Upper/Lower Dir, Bannu, Kohat, Hangu, Nowshera and Merged Districts Orakzai, Bajaur, KP
27	WASH, NFI and Hygiene Kits distribution	Own Fund	1,015,000	1 st Aug, 2020	31 st Oct, 2020	District Mir Pur Khas, Sindh.
28	Rehabilitation of three Health Units in Orakzai Agency	CONCERN WORLDWIDE USAID	5,653,229	1 st Mar, 2018	15 th May, 2018	Merged District Orakzai, KP
29	Promoting Peace through sports events	DAI-USAID	4,783,338	6 th Jun, 2017	7 th Nov, 2017	District Peshawar
30	WASH Assistant in return areas of Orakzai Agency	PHPF UN- OCHA	3,4317,042	22 nd Sep, 2016	21 st Feb, 2017	Merged District Orakzai, KP
31	To improve access to quality education in protective environment in TDP areas	PHPF UN- OCHA	18,026,079	1 st Aug, 2016	28 th Feb, 2017	Merged District Orakzai, KP
32	Establishment of Medical Camps and provision of Basic NFIs to the IDPs of North Waziristan.	Own Fund	1,450,500	15 th Dec, 2014	14th January, 2015	Bannu district KP
		Total	468,169,719 (468.17 million)			

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17. DONORS/ PARTNERS IN PAKISTAN



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