Health Education and Development Society

# HEADS

# PROFILE 2025-26

*"Building Resilient Communities with Life-Saving Assistance and Sustainable Development"*



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Profile Health Education and Development Society (HEADS)

## 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** | Securities and Exchange Commission of Pakistan (SECP) Under Section 42 of the Companies Act, 2017 in October 2025.<br>(CUI # 0313846)<br>Initially registered with The Office of The Registrar Joint Stock Companies & Societies Khyber Pakhtunkhwa, Peshawar under the Societies Act 1860. |
| **Year of Registration in Afghanistan** | June 2023 |
| **Registration Authority in Afghanistan** | Ministry of Economy Islamic Emirate of Afghanistan |
| **Registration No.** | 511 |
| **Country Offices** | **Contact Person:** Raza Ullah Jan, Chief Executive Officer.<br>**Contact #:** +92 300 5795491<br>**Email:** razajan@heads-ngo.org<br>razaullahjan@gmail.com<br>**Pakistan Office:** House # 219, street # 01, sector # F-9, phase 6, Hayatabad, Peshawar, Khyber Pakhtunkhwa, Pakistan.<br>Contact # +92 91 5861889<br>Afghanistan: House#34, Street# 02, Ansari Square, PD 04, Kabul Afghanistan<br>Contact: +93 77 597 2927 |

Profile Health Education and Development Society (HEADS)

## 2. About HEADS




Health Education and Development Society (HEADS) is a non-profit, non-political, and non-governmental organization registered in Pakistan. HEADS was initially registered under the Societies Registration Act, 1860 in August 2013 and later licensed by the Securities and Exchange Commission of Pakistan (SECP) under Section 42 of the Companies Act, 2017 in October 2025. HEADS works across Pakistan in humanitarian response and sustainable development programming.

The organization is governed by a professional Board of Directors (BoDs) and operates under strong institutional policies that ensure transparency, accountability, and efficiency. HEADS is also registered in the Islamic Republic of Afghanistan and maintains an operational presence in Kabul.

HEADS implements community-centered and inclusive programs in collaboration with communities, government entities, donors, and civil society partners, covering education, health, protection, livelihoods, shelter and settlements, community infrastructure, community development, institutional capacity building, research, gender equality, legal counseling, referral mechanisms, social accountability, right to information, and governance. Cross-cutting priorities gender equality, inclusion, resilience, safeguarding, and social mobilization are integrated across all interventions.

**Registrations, Affiliations, and Memberships**

- Pakistan Centre of Philanthropy (PCP)
- System for Award Management (SAM)
- DUNS (Data Universal Numbering System)
- Economic Affairs Division (EAD), Government of Pakistan
- United Nations Clusters and Working Groups
- National Humanitarian Network (NHN)
- Provincial Disaster Management Authorities (PDMA) Khyber Pakhtunkhwa, Sindh, and Balochistan
- Charity Commission Khyber Pakhtunkhwa
- Charity Commission Balochistan
- Ministry of States and Frontier Regions (SAFRON) Allow to Work (ATW)
- Tax Exemptions under Sections 2(36)(c) and 159 of the Income Tax Ordinance

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## 3. Vision and Mission

### Vision

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

### Mission

***"To create lasting progress by strengthening communities and institutions through integrated humanitarian and development solutions."***

## 4. Goal & Objectives

### Goal:

**HEADS empowers vulnerable communities by improving access to quality health, education, livelihoods, WASH, and protection services, promoting sustainable development and resilience to climate change and emergencies, and delivering timely humanitarian assistance.**

### Objectives

- **To enhance community resilience and disaster preparedness.**
- **To improve access to essential services and basic needs of most vulnerable and marginalized communities.**
- **To promote protection, inclusion and empowerment of under privilege people.**
- **To foster institutional capacity, enhance civic engagement and promote knowledge sharing but not to act as a degree-awarding institute.**

| 5. THEMATIC DOMAIN | | |
|---|---|---|
| **S. No.** | **Program** | **Sectors of Interventions** |
| 1 | Emergency Response | Food Security, Livelihood, Health WASH, Community Infrastructure, Shelter, NFI, Nutrition, Education 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. |

## 6. Governance and Management Structure

In accordance with its Articles of Association (AoA), HEADS has established a robust governance and management structure that promotes strategic leadership, accountability, transparency, participation, and effective decision-making. The governance framework clearly defines the roles and responsibilities of the Board of Directors, the Chief Executive, and management, ensuring sound oversight, regulatory compliance, prudent financial management, and efficient implementation of programmes.

The structure is underpinned by principles of Accountability to Affected People (AAP), safeguarding, transparency, and continuous organizational learning, ensuring that the voices and feedback of communities are integrated into programme planning, implementation, monitoring, and decision-making. This governance framework strengthens institutional effectiveness while ensuring accountability to donors, government authorities, partners, and the communities served by the organization.

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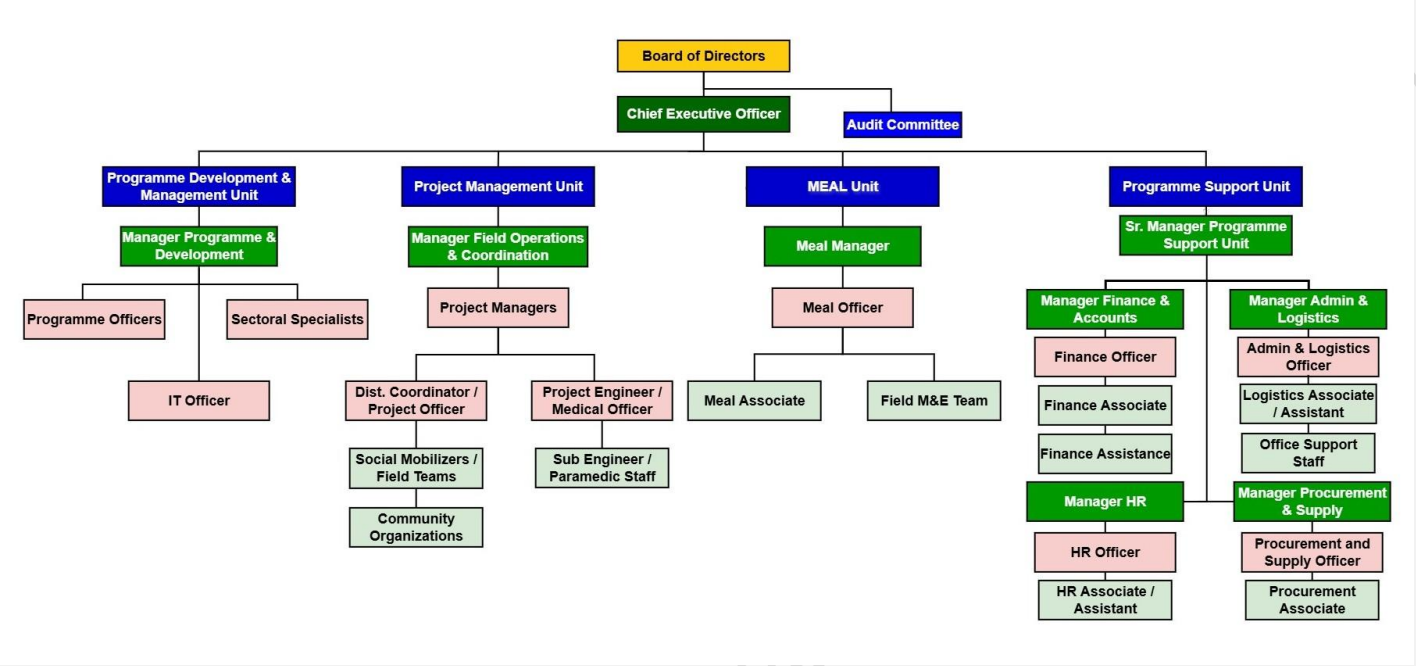
## Organizational Organogram




### 6.1. Board of Directors

The Board of Directors is the supreme governing authority responsible for providing strategic leadership, policy direction, fiduciary oversight, and institutional accountability. The Board exercises its powers in accordance with Articles 27- 45 of the Articles of Association.

The Board is entrusted with all powers necessary for the management and oversight of the affairs of the Company.

The Board is responsible for:

- Defining strategic direction
- Approving organizational policies
- Approving annual plans and budgets
- Ensuring legal and regulatory compliance
- Overseeing financial management
- Appointing and supervising the Chief Executive/Executive Director
- Monitoring organizational performance
- Safeguarding organizational assets and reputation

### 6.2. Internal Audit Committee

The BoD also constitutes an Audit Committee to oversee internal controls, financial management, compliance, risk management, and implementation of audit recommendations, ensuring transparency, accountability, and sound governance.

### 6.3. Chief Executive Officer (CEO)

The Chief Executive Officer (CEO) is appointed by the Board of Directors under Article 42 of the Articles of Association. The CEO serves as the principal executive officer of HEADS and is responsible for the overall leadership, management, and administration of the organization. Appointed by and reporting directly to the Board of Directors, the Chief Executive ensures the effective implementation of the Board's strategic decisions, policies, and organizational priorities while providing leadership across programmes, operations, finance, human resources, partnerships, compliance, and resource mobilization.

The Chief Executive Officer's key responsibilities include:

- Providing strategic leadership in line with the vision, mission, and policies approved by the Board of Directors.
- Ensuring effective implementation of organizational strategies, programmes, and operational plans.
- Representing HEADS with donors, government authorities, UN agencies, development partners, and other key stakeholders.
- Serving as the authorized signatory for organizational contracts, Memoranda of Understanding (MoUs), bank accounts, and financial transactions in accordance with delegated authority.
- Ensuring compliance with applicable legal, regulatory, governance, and donor requirements.
- Leading organizational performance, risk management, institutional development, and continuous improvement to strengthen the effectiveness and sustainability of HEADS.

The Chief Executive is supported by a multidisciplinary management team comprising the following functional units, each entrusted with defined responsibilities to ensure efficient programme implementation, operational management, compliance, and organizational performance.

### 6.4. Programme Development & Management Unit:

- Lead programme design, concept development, and proposal writing in alignment with donor priorities and organizational strategy.
- Coordinate programme planning, budgeting, and resource allocation.
- Provide technical guidance to programme and project teams during implementation.
- Ensure quality standards, cross-sectoral integration, and innovation in programme design.
- Support donor reporting and ensure timely submission of programme documentation.
- Provide support in the development and review of the organization’s Strategic Plan, Annual Reports, and organizational profile.

### 6.5 Project Management Unit

- Ensure effective and timely implementation of projects in line with approved work plans and budgets.
- Provide supervision and strategic guidance to Field Project Managers to ensure effective project operations, coordination, and staff performance.
- Liaise with district authorities, line departments, community structures, and partners.
- Monitor progress, address operational challenges, and ensure corrective actions.
- Ensure field-level compliance with organizational policies and donor requirements.

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- Ensure the timely and accurate submission of project progress reports to donors and relevant stakeholders.

**6.6. MEAL Unit (Monitoring, Evaluation, Accountability and Learning)**

- Design and implement MEAL frameworks, tools, and systems across programmes.
- Ensure regular monitoring, data collection, analysis, and reporting on project performance.
- Lead evaluations, assessments, and learning initiatives to improve programme quality.
- Manage feedback, complaints, and accountability mechanisms.
- Promote evidence-based decision-making and learning across the organization.

**6.7. Programme Support Unit:**

The Programme Support Unit (PSU) comprises the Finance, Administration, Human Resources, Logistics, and Procurement Departments. PSU provides day-to-day operational support to ensure the smooth and efficient implementation of all HEADS projects and operations. It also contributes technical and administrative input to project design, planning, and development to enhance program quality and effectiveness.

The unit is led by the Head of the Programme/Project Support Unit, who is responsible for its overall management, coordination, and performance. In addition, he/she serves as the Chief Operating Officer (COO), providing strategic and operational support to the Chief Executive Officer (CEO) in overseeing the organization's day-to-day operations.

In the absence of the Chief Executive Officer, the Head of the Programme/Project Support Unit will act as the Officer-in-Charge and assume the responsibilities of the Acting Chief Executive Officer.

**6.8. Finance & Accounts Unit**

- Ensure sound financial management, budgeting, and financial reporting in compliance with donor and statutory requirements.
- Maintain accurate financial records, internal controls, and audit readiness.
- Monitor expenditure against approved budgets and provide financial analysis to management.
- Support external and internal audits and ensure timely resolution of audit observations.
- Ensure effective cash flow management and financial transparency.

**6.9. Human Resources (HR) Unit**

- Manage recruitment, onboarding, performance appraisal, and staff development processes.
- Ensure implementation of HR policies, code of conduct, and safeguarding standards.
- Support capacity building, training, and staff wellbeing initiatives.
- Maintain personnel records and ensure compliance with labor laws.
- Promote a positive, inclusive, and performance-oriented organizational culture.

**6.10. Administration & Logistics Unit**

- Ensure efficient administrative and logistical support to programmes and field operations.
- Manage office administration, fleet, assets, and facilities.

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- Coordinate logistics planning, transportation, and inventory management.
- Ensure compliance with organizational procedures and cost-effective operations.
- Support security and safety measures for staff and assets.

### 6.11. Procurement & Supply Unit

- Manage transparent and competitive procurement processes in line with donor and organizational policies.
- Prepare procurement plans and ensure timely availability of goods and services.
- Maintain procurement records, contracts, and supplier databases.
- Ensure value for money, quality assurance, and compliance with procurement regulations.
- Coordinate with programme and finance teams to support smooth project implementation.

## 7. Our Core Team

| Sr. No. | Name | Designation | Address | Contact Number | E-mail Address |
|---|---|---|---|---|---|
| 1 | Mr. Raza Ullah Jan | Chief Executive Officer | House # 219, street # 01, sector # F-9, phase-6, Hayatabad,Peshawar, Khyber Pakhtunkhwa , Pakistan. | +92 300 5795491 +93 77 597 2927 | razajan@heads-ngo.org razaullahjan@gmail.com |
| 2 | Mr. Asif Ali Khan | Head of programme support unit/COO | -do- | +923339040972 | asifali@heads-ngo.org |
| 3 | Mr. Kifayat Ullah | Manager Programme & Development | -do- | +92 3018522983 | hairankifayat@heads-ngo.org |
| 4 | Mr. Muhammad Irfan | Manager Field Operation & Coordination | -do- | +92 332 9948743 | m.irfan@heads-ngo.org |
| 5 | Mr. Ejaz Khan | MEAL Manager | -do- | +92 345 9428459 | ejazmohmand@gmail.com |

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| | | | | | |
|---|---|---|---|---|---|
| 6 | Ms. Laeeqa Zeb | Manager Finance & Accounts | -do- | +92 332 9073466 | laeeqazeb@heads-ngo.org |
| 7 | Ms. Ramsha Khan | Manager HR | -do- | +91 5861889 | ramshakhan@heads-ngo.org |
| 8 | Mr. Ghulam Hussain | Manager Procurement & Supply | -do- | +92 334 5244320 | g.hussain@heads-ngo.org |
| 9 | Dr. Faiza Javed | Health Sector Specialist | -do- | +92 3345319853 | dr.faizajavedkth@gmail.com |
| 10 | Mr. Azmat Ali Khan | Social Gender & Environmental Expert | -do- | +92 3469481033 | azmatali1033@gmail.com |
| 11 | Mr. Muhammad Saad Jan | IT officer | -do- | +92 3106598200 | muhammadsaad@heads-ngo.org |
| 12 | Mr. Sayal Khan | Admin Assistant | -do- | +92 3315262206 | sayalkhan@heads-ngo.org |
| 13 | Mr. Jalal Khan | Office Boy | -do- | +0346 6689883 | jalal@heads-ngo.org |

## 8. Internal Audit Committee

HEADS has established an Internal Audit Committee**,** appointed by the Board of Directors, to strengthen organizational governance, transparency, and accountability. The Committee functions as an independent and objective oversight mechanism, responsible for reviewing and assessing the effectiveness of internal controls, financial management systems, and compliance with applicable laws, regulations, and requirements. Through periodic audits, compliance reviews, and risk assessments, the Committee identifies gaps, operational risks, and areas for improvement, and provides clear, actionable recommendations to management. It also monitors the implementation and effectiveness of agreed corrective measures to ensure continuous improvement and effective risk mitigation. The Internal Audit Committee promotes ethical standards, sound financial practices, and robust internal controls, thereby enhancing operational efficiency, strengthening institutional integrity, and building confidence among donors, partners, stakeholders, and the communities served by HEADS.

## 9. Monitoring, Evaluation and Learning (MEAL) System

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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.

## 10. Programme Management and Quality Control

Program management and quality control in HEADS are integral components of its operations, which ensure effective implementation and delivery of its initiatives. 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.

## 11. Community Liaison

HEADS' Community Liaison acts as a vital link between the organization and local communities by building strong relationships with community members, leaders, and stakeholders. The role ensures effective communication and engagement by understanding community needs, promoting inclusivity, and strengthening trust. This enables HEADS to design and implement programs that are responsive, culturally appropriate, and community owned.

HEADS also facilitates community empowerment by organizing inclusive and democratic community institutions that mobilize resources, resolve issues, and advocate for rights. These institutions operate through a three-tier structure, including Community Organizations, Village Organizations, and Local Support Organizations at the union council level. Through capacity-building trainings, continuous technical support, and a strong network of over 200 community-based organizations for men and women, HEADS ensures meaningful participation, accurate needs assessment, and effective community-led planning and implementation.

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## 12. Cross-Cutting Principles and Safeguards

HEADS integrates Gender Equality and Social Inclusion (GESI), Protection from Sexual Exploitation and Abuse (PSEA), and Programme Participant Safeguarding as cross-cutting priorities across all its interventions. The organization is committed to accountability and transparency through accessible Feedback and Complaint Response Mechanisms (FCRM), ensuring that community members can safely share feedback, raise concerns, and report misconduct without fear of retaliation. HEADS promotes dignity, inclusion, and meaningful participation of women, children, persons with disabilities, and other marginalized groups, while ensuring strong safeguarding standards, ethical conduct, and community trust in all programs.

## 13. HEADS SECTOR WISE EXPERIENCE

HEADS works across multiple sectors using a dual programming approach. In humanitarian emergencies, the organization adopts an integrated response to address the immediate and diverse needs of affected communities, while in development contexts it focuses on targeted, sector-specific interventions. HEADS is currently implementing humanitarian assistance for flood-affected populations in Khyber Pakhtunkhwa, Pakistan, and is also managing a health facility in District Nowshera under a Corporate Social Responsibility (CSR) program funded by Cherat Cement Factory.

The organization's integrated humanitarian response covers Food Security and Livelihoods, Health, WASH, Protection, and restoration of social services. In Afghanistan, HEADS coordinates with government departments, humanitarian partners, and sector working groups to support multi-sectoral interventions.

**Sector-wise details of activities in Pakistan are outlined below.**

### 13.1. HEALTH:

The interventions of HEADS focus on 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:**

- Under the project "Strengthening Community Trust & Access to Zero-Dose Children, District Tank, Khyber Pakhtunkhwa," 6,581 households were visited, 4,716 zero-dose and under-immunized children were identified and referred to EPI vaccination teams for routine immunization during June–December 2025, and 12,028 children were mobilized for Measles and Rubella (MR) vaccination during the MR Campaign.
- Conducted 22 medical camps in remote areas of District Upper Chitral, providing treatment and medicines to 1,458 males and 2,011 females, including 75 male children and 92 female children.
- Conducted 79 medical Camps in Charsadda, Nowshera and Dera Ismail Khan during flood emergency and treated 24500 disaster affected population.
- In response to the cloudburst-induced floods of August 2025, three medical camps were conducted in Batai, Pacha Kalay, and Nur Batawal in the flood-affected District Buner, providing outpatient services to 516 individuals, including 95 men, 254 women, 101 girls, and 66 boys.
- Constructed a Labor Room at BHU Terich, Upper Chitral. Benefiting 355 House Holds and 2663 Population.
- Established a Free Medical Dispensary (FMD) comprising a General OPD and Gynecology Section in Cherat, District Nowshera, providing treatment to 195,608 patients, including 112,931 children, conducting 3,896 ultrasounds and 5,755 laboratory tests, and administering 1,064 vaccines.
- 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.

Profile-Health Education and Development Society (HEADS)

- 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 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.

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## 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 and retrofitting of four education facilities, with three completed to date, benefiting 3,588 beneficiaries.
- Formation & Trainings of 12 Children learning Clubs in schools in district DI 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.

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## 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 entrepreneurships, 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:**

- Implementation of community water and flood management infrastructure, including the overhead irrigation channel at Lolamy (VO Poht, UC Terich -120 HH, 899 population), surface irrigation channel at Nisur (VO Parech, UC Khot - 45 HH, 337 population), 7 flood protection/retaining walls (1,551 HH, 12,751 population), 2 predator-proof corrals (270 HH, 1,912 beneficiaries), and construction of 13 check dams in various flood-prone locations (22 HH, 176 population).
- 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 IKhan.
- Trained more than 400 women by establishing Women Skills Development Centers tailoring and embroidery in district DI 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.

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- 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.
- Restored 15 Farm to Market Roads in district DI 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 DI 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:**

- Installation of 68 Shallow Hand Pumps in District Charsadda and 10 in District Nowshera benefitting total of 78 House Holds
- Installation of 4 Solar Powered water Filtration Plants in District Buner and 2 in District Swat after 2025 Flash Floods, Each plant produces 2,000 gallons per hour (15,000 gallons per day).
- Cooked Food, Bottled drinking water distribution in Buner during the Flash Floods 2025 serving 1350 Families and 4 Mobile Water Tanks.
- 6 MHM Sessions and 225 MHM Kits Distribution in Upper Chitral

- Rehabilitation/Retrofitting of 4 WASH facilities, including Drainage/Sanitation in district Chitral upper.
- Restoration of 5 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 DI Khan.
- Rehabilitation of 5 water points in Schools in district DI Khan.
- Formation of 8 WASH clubs in Schools in district DI Khan.
- Solarization of 1 WSS in School in district DI 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 IKhan.
- Conducted 40 MHH session with women and girls in targeted communities in district DI Khan.
- Conducted 8 Cleaning campaign at community level in D IKhan.
- Establishment of 8 Solid Waste Management (SWM) points at D IKhan.
- 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 IKhan.
- 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

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## 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.

Profile Health Education and Development Society (HEADS)

**The following are the achievements of HEADS in Protection Sector:**

- Conducted 20 GBV Prevention Sessions for Communities in District Upper Chitral
- Conducted 4 Behavior Change intervention Sessions for Government Staff in Upper Chitral
- Conducted 8 Voice in Leadership and Decision making Trainings for women in District Upper Chitral
- Conducted Training and Awareness on Human Rights, Women Rights and responsibilities/linkages development in District Upper Chitral.
- 8 Trainings on Women Rights & Information on Legal Aid entitlements/rights
- Training Session for staff on Gender Main Streaming and Social Inclusion.
- 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.

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**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.

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**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: 2.
- Social Mobilization and Capacity Building Trainings events: 8.
- 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 made significant strides in empowering communities and promoting social accountability:

- **Strengthening Community Organizations:** Facilitated the establishment and capacity building of local organizations, enabling communities to participate in decision-making, advocate for their rights, and engage in development initiatives.
- **Capacity Building:** Provided training in project management, leadership, financial management, and governance to enhance community members' skills in managing local institutions.
- **Promoting Social Accountability:** Created platforms for dialogue between communities, service providers, and government authorities to ensure transparent and responsive service delivery.
- **Advocacy and Policy Influence:** Engaged in research, advocacy campaigns, and networking to promote community-led development and influence policies supporting citizen participation.
- **Local Resource Mobilization:** Supported communities in identifying and utilizing local resources for development, fostering self-reliance and resilience.
- **Improved Service Delivery:** Strengthened oversight of healthcare, education, water, and sanitation services to ensure efficiency and alignment with community needs.

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- **Current Initiatives:** Collaborating with Pakhtunkhwa Energy Development Organization (PEDO) to build community capacity for decision-making and project oversight in Charsadda, Mardan, Buner, and Haripur.

## 14. Summary of Ongoing and Completed Projects

| Sr. | Project Name | Sector | Donor | Total Project Budget | Project Duration | Geographical Area (districts) | Number of Beneficiaries Reached |
|---|---|---|---|---|---|---|---|
| 1 | Women Skill Development Center | Livelihood | Cherat Cement Company Limited | 3,541,620 | 1st October 2026 to 30th September, 2027 | Cherat, District Nowshera | 90 |
| 2 | Establishment of GYNE Section/General OPD | Health | Cherat Cement Company Limited | 11,030,856 | 1st October 2026 to 30th September, 2027 | Cherat, District Nowshera | 37000 |
| 3 | Flood Response Livelihood Enhancement, Economic Recovery, and Market Support Initiative in District Buner | Livelihood, WASH & Shelter | Khyber Society of America (KSA), New York, USA | 20,190,000 | 5th March 2026 to 31st May 2026 | District Buner | 11,270 |
| 4 | H2O Water wheel Distribution | WASH | Tayaba Organization | 1800,000 | 1st March 2026 to 20th April 2026 | District Tank, KP | 1360 |
| 5 | Winterization Assistance for Vulnerable Households in Upper Chitral. | Shelter NFI | Action Against Hunger (ACF) | 7,562,100 | 11th February 2026 to 12th March 2026 | Chitral Upper, KP | 2430 |
| 6 | Strengthening water Security, Dignity, and Hygiene Practices for Underserved | WASH | Penny Appeal, Pakistan | 1,362,990 | 1st December 2025 to 31st December, 2025 | District Charsadda | 210 |

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| | Families through the Installation of Hand Pumps. | | | | | | |
| 7 | 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) | Protection | Eurasian Coalition on Health, Rights, Gender and Sexual Diversity (ECOM) | 1,399,750 | 15th November 2025 to 31st January, 2026 | District Peshawar | 110 |
| 8 | Ba-Ikhtyar Women Skills Development | Livelihood | Pakistan Poverty Alleviation Fund (PPAF) | 1,800,000 | 1st November 2025 to 31st December, 2026 | District Chitral Upper Khyber Pakhtunkhwa | 50 |
| 9 | Women Skill Development Center | Livelihood | Cherat Cement Company Limited | 3,192,000 | 1st October 2025 to 30th September, 2026 | Cherat, District Nowshera | 91 |
| 10 | Establishment of GYNE Section/General OPD | Health | Cherat Cement Company Limited | 12,302,352 | 1st October 2025 to 30th September, 2026 | Cherat, District Nowshera | 34646 |
| 11 | Strengthening water Security, Dignity, and Hygiene Practices for Underserved Families through the Installation | WASH | Penny Appeal, Pakistan | 2,565,000 | 10th August 2025 to 25th October, 2025 | District Charsadda and Nowshera | 392 |

Profile Health Education and Development Society (HEADS)

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| | of Hand Pumps | | | | | | |
| 12 | Solar-Powered Borehole Water Filtration Plants for Flood-Affected Communities, Khyber Pakhtunkhwa | WASH | Pakistan Poverty Alleviation Fund (PPAF) | 15,000,000 | 20th August, 2025 to 19th November, 2025 | District Buner, Swat and Bajaur, KP | 10,560 |
| 13 | Emergency Medical Camps At Flood Affected District of Bunner – Flood 2025 | Health | Penny Appeal, Pakistan | 600,000 | 22nd August, 2025 to 24th August, 2025 | District Buner KP | 516 |
| 14 | Emergency Relief Activities in District Buner: Cooked Food, Clean Drinking Water for Affected Communities – Flood 2025 | Food Security | Penny Appeal, Pakistan | 300,000 | 17th August, 2025 to 18th August, 2025 | District Buner KP | 1350 |
| 15 | Expanding Immunization Access for Zero-Dose Communities through Civil Society in Pakistan | Health | Mannion Daniels Ltd. (On behalf of Gavi, the Vaccine Alliance) | 55,900,000 | 1st May, 2025 to 31st March 2027 | District Tank-KP | 76,445 |
| 16 | Women Skill Development Center | Livelihood | Cherat Cement Company Limited | 2,994,600 | 1st Oct, 2024 to 30th Sep, 2025 | Cherat, District Nowshera | 80 |
| 17 | Establishment of GYNE Section/General OPD | Health | Cherat Cement Company Limited | 11,635,542 | 1st Oct, 2024 to 30th Sep, 2025 | Cherat, District Nowshera | 42000 |

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| 18 | Enhancing District Level Emergency Response Capabilities under Hum Ahang Programme | DRR/DRM | Center for Peace and Development Initiative (CPDI)-USAID | 6,497,792 | 10th July, 2024 to 9th September, 2024 | Karachi and Sukkur (for all districts of Sindh) | 80 |
| 19 | Building Climate Resilience Through Rehabilitation / Reconstruction of Green Infrastructure in Flood Affected Areas of Punjab and Khyber-Pakhtunkhwa | Integrated (Social Services) | Pakistan Poverty Alleviation Fund (PPAF) | 72,944,500 | 1st May, 2024 to 31st December, 2026 | District Chitral Upper Khyber Pakhtunkhwa (KP) | 64,937 |
| 20 | Women Skill Development Center | Livelihood | Cherat Cement Company Limited | 2,816,000 | 18th Sep, 2023 to 17th Sep, 2024 | Cherat, District Nowshera | 219 |
| 21 | Establishment of GYNE Section/General OPD | Health | Cherat Cement Company Limited | 10,974,996 | 12th Sep, 2023 to 11th Sep, 2024 | Cherat, District Nowshera | 38,322 |
| 22 | Pakistan Flood Response" Disasters Emergency Committee (DEC) | Integrated (Agriculture Inputs, Health, WASH, Protection, Livelihood) | International Rescue Committee (IRC) Funded | 88,381,755 | 1st Oct, 2022 to 31st July, 2024 | District D.I. Khan, KP | 470,406 |
| 23 | Lifesaving Assistance to Flood Affected Communities in KP Pakistan DRA Flood Response | Health, MPCA | International Rescue Committee (IRC) Funded | 16,107,529 | 20th Sep, 2022 to 28th Feb, 2023 | District Charsadda and District DI Khan, KP | 27,898 |
| 24 | Free Medical | Health | International | 2,852,700 | 1st Sep, | District | 3,436 |

Profile Health Education and Development Society (HEADS)

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| | Camps in Flood Affected Area of District Charsadda and District Nowshera of KP | | Rescue Committee (IRC) Funded | | 2022 to 15th Sep, 2022 | Charsadda and District Nowshera, KP | |
| 25 | Provision of Humanitarian Services for Project "Establishment of GYNE Section/General OPD" | Health | Cherat Cement Company Ltd (CCCL) | 6,164,000 | 12th Sep, 2022 to 11th Sep, 2023 | District Nowshera, KP | 80,640 |
| 26 | ACCESS TO CLEAN ENERGY PROJECT (Construction of Mini / Micro Hydropower Projects | Renewable Energy | JV with Telcon Engineering PVT LTD Funded By (PEDO) | 66,455,802 | 17th May, 2022 to 16th March, 2026 | District Charsadda, Mardan, Bunir, Swat and Haripur of Khyber Pakhtunkhwa | 8,600 |
| 27 | Disbursement of Cash in support to the refugee families in hosting areas of Khyber Pakhtunkhwa | MPCA | International Rescue Committee (IRC) Funded | 29,346,130 | 1st Jun,2022 to 31st Aug, 2022 | District Peshawar, KP | 9,240 |
| 28 | Hygiene & Non Food Items (NFI) Support to the refugee families in hosting areas of Khyber Pakhtunkhwa. | WASH | International Rescue Committee (IRC) Funded | 8,669,907 | 25 Oct, 2021 to 24th Dec, 2021 | Districts Khyber, Peshawar and Charsadda, KP | 2,112 |
| 29 | Consultancy Services LONG TERM (LTA) For Services of Engineering Consultancy Firm Stabilization & Development | WASH Assessment | PEPAC Consultant | 2,662,000 | 22nd Sep 2021 to 21st Sep 2024 | Merged District Khyber, Kurram, Orakzai, North and South Waziristan, KP | 132,000 |

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| | Programmer (SDP) | | | | | | |
| 30 | Rapid Data for rapid actions in Pakistan through Local Health Task Force (LHTF-Covid-19). | Health | ACTED Pakistan | 249,000 | 6th Nov, 2020 to 6th Dec,2020 | Districts Swat, Upper/Lower Dir, Bannu, Kohat, Hangu, Nowshera and Merged Districts Orakzai, Bajour, KP | 162,391 |
| 31 | WASH, NFI and Hygiene Kits distribution | WASH | Own Fund | 1,015,000 | 1st Aug, 2020 to 31st Oct, 2020 | District Mirpur Khas, Sindh. | 3,250 |
| 32 | Rehabilitation of three Health Units in Orakzai Agency | Health | CONCERN WORLDWIDE USAID | 5,653,229 | 9th April, 2018 to 23rd June, 2018 | Merged District Orakzai, KP | 10,500 |
| 33 | Promoting Peace through sports events | Community Resilience | DAI-USAID | 4,030,260 | 8th May, 2016 to 7th Nov, 2017 | District Peshawar | 12,300 |
| 34 | WASH Assistant in return areas of Orakzai Agency | WASH | PHPF UN-OCHA | 34,317,042 | 22nd Sep, 2016 to 21st Feb, 2017 | Orakzai, KP | 7,200 |
| 35 | To improve access to quality education in protective environment in TDP areas | Education | PHPF UN-OCHA | 18,026,079 | 26th Aug 2016 to 26th Feb 2017 | Orakzai, KP | 4,940 |
| 36 | Establishment of Medical Camps and provision of Basic NFIs to the IDPs of North Waziristan. | Health | Own Fund | 1,450,500 | 15th December, 2014 to January, 15th 2015 | Bannu district KP | 3,320 |
| | | | Total | **531,791,031** | | | **1,260,391** |

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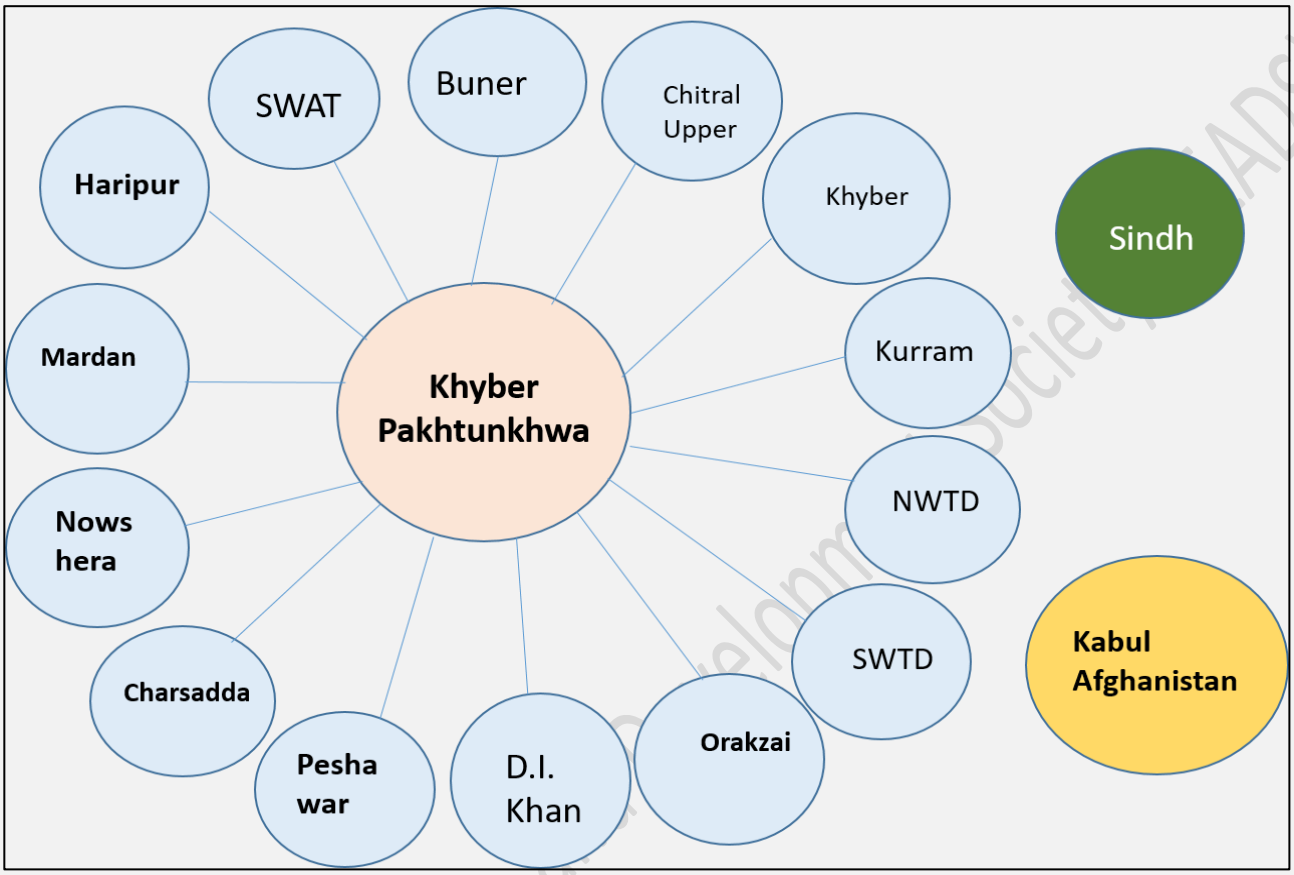
## 15. Our Geographical Presence:

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## 16. HEADS Afghanistan Office Bearer and Contacts

| Sr. No. | Name | Designation | Address | Contact Number | E-mail Address |
|---|---|---|---|---|---|
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## 17. DONORS/ PARTNERS IN PAKISTAN


































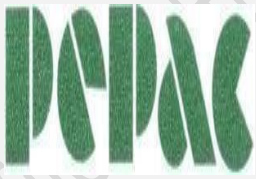
















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