



Social Welfare & Rehabilitation Organization



The Commitment for Change Brief Profile 2024

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Background

Social Welfare and Rehabilitation Organization (SWRO) established in 2017 is a non-governmental, non-profit organization (NGO) registered under registration No. 4253 with the Ministry of Economy, Afghanistan. SWRO is dedicated to support vulnerable, women, men, youth, and children and in particularly IDPs and Returnees addressing the most urgent needs of the target groups through service provision and advocacy efforts to alleviate poverty and build their resilience.

Our thematic focus areas are Agriculture, Food Security, Livelihoods, Education, Health, Peace building, Community Development, TVT, Women's rights, WASH and Humanitarian & Emergency Responses. SWRO follows triple nexus as it integrates development and humanitarian interventions for wider impacts. It has implemented around 20 projects since its establishment and have two ongoing projects.

Our Vision: We envision a peaceful, developed and prosperous Afghanistan, which is free of violence and poverty.

Our Mission: Our mission is to enable Afghans to help themselves in accessing their basic rights and improving their livelihoods through context sensitive and appropriate interventions

Our livelihood program focuses on Poultry, green houses, Mushroom Cultivation tailoring, Agri-business, and TVET, value chain and fruit processes and dairy processes. SWRO has TVET centre certified by MoLSA as TVET certified organization. SWRO has sound and working relationship with MoRR, MoLSA, MoE, and Independent Directorate of Technical Vocational Education of Afghanistan.

SWRO Humanitarian Response Project focuses on Food Distribution/Cash Distribution, Food for Asset, Quick Impact vocational skills training, Agriculture Seed Distribution, ES-NFI and Protection.

SWRO is currently UNOCHA partner in the implementation of Food Security reaching out to more than 3000 households with more focus on Women while protection partner of UN-WOMEN on GBV and EVAW.

Our Values:

- **People-Centered:** We are committed to promoting active participation of our staff and our beneficiaries in peace and development, through improving their capacities.
- **Equity and Social Justice:** We adhere humanitarian principles and respect human diversity and work to ensure everyone is treated with respect and dignity, without discrimination on any grounds, including age, disability, ethnicity, gender, religion, political or tribal affiliation.
- **Integrity:** We uphold our vision and values at all times, acting with integrity, accountability and transparency and look with great interest in:
 - Empowerment of women
 - Educating children and Youths, who are deprived due to varies circumstances
 - Fighting violence & exploitation of the vulnerable groups including street children
 - Ensuring rights of persons living with disabilities
 - Avoiding discrimination
 - Promoting children rights
 - Providing emergencies responses
 - Advocating for Human Rights
 - And prompting social cohesion at community level.

Our organizational Approaches

We take a right-based approach that is based on the context and needs/priorities of the target beneficiaries. We are committed to perusing the following Standards:

1. Core Humanitarian Standard (CHS), which focuses on accountability to right-holders, host communities, partners and stakeholders
2. We are committed to respect and implement organizational an humanitarian Code of Conduct;
3. We do understand and respect Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief (1994);
4. We are strongly supporting Afghanistan NGO's Code of Conduct;
5. We are committed to respect and thus implement the Humanitarian Charter and Minimum Standards in Disaster Response, (the Sphere Project);
6. In our programming, we have commitment to AAP protocol and we do implement the IASC Gender Handbook and Gender Marker
7. We are supporting the 'Do No Harm' framework

Our Strengths

- ☑ **Qualified and Experienced Staff:** Our staff are the treasure of the organization. SWRO staff are dedicated professionals who offer experience, expertise and qualifications that are relevant, and specific to the context. SWRO continues to further strengthen the capacity of its staff, with increased focus on recruitment of a qualified and experienced talent pool.
- ☑ **Policies and Procedures:** SWRO has developed a 5-years strategic plan, organizational policies, manuals, procedures and operating systems for the organization
- ☑ **Financial and Procurement Management Systems:** SWRO has standard financial and procurement management systems that build on the principles of protecting the resources entrusted upon us from waste, fraud and misuse.
- ☑ **Diversification of Funding Resources for Sustainability:** SWRO sustainability strategy includes working with government institutions, donors, development partners, private sector partnerships, regional and international alliances, and individuals.
- ☑ **Communication, Coordination and Reporting Systems:** SWRO has established strong internal and external communications, coordination and reporting systems.
- ☑ **Monitoring, Evaluation, and Learning (MEL) System:** SWRO has strong, evidence-based MEL and knowledge management systems to ensure deliverables and project achievements, built on the principles and lessons learnt from collaborating learning, and Adapting (CLA) and Participatory Learning and Action (PLA). These systems will improve implementation, management and operational effectiveness, transparency, and most importantly, impact and sustainability.
- ☑ **Program and Information Management System (IMS):** SWRO has developed an innovative and user-friendly program and information management system that ensures all data, information, and reports on achievements of project objectives/expected results are properly archived.

PROGRAM FOCUS AREAS:

SWRO key thematic focus areas are Agriculture, Food Security, Livelihoods, Education, Health, Peace building, Community Development, TVT, Women's rights, WASH and Humanitarian & Emergency Responses. Among other livelihood and right-based interventions, SWRO focusses more on empowering target beneficiaries (vulnerable women, children/youths from IDP and Returnee Populations) through its awareness and education activities.

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SWRO has affiliation and membership in several clusters and working groups that are working in the Agriculture, Educations, WASH, Nutrition, Protection (General as well as GBV) sector at national and sub-national levels. This gives a strengths and strong opportunity to SWRO to actively engage in the organization thematic focus areas in particularly in Agriculture, Food Security, livelihoods, education, and community development services delivery - where greater need is exist.

SWRO Ongoing and Completed Projects

I. SWRO Ongoing Projects		
Donor	Description	Project Details
1. UNDP	Livelihood (ongoing)	<p>Project title: Afghanistan NGOs/CSOs Capacity support project (Provision of Poultry Support to Vulnerable Households)</p> <p>Location: Deh Sabz district, Kabul</p> <p>Implementation period: November 2023—May 2024</p> <p>Project grant: \$50000</p> <p>Target beneficiaries: 100 women-headed households (700 individuals) Provision of poultry package assistance to improve the daily food consumption of targeted households and increase their income.</p>
2. UN-OCHA	Humanitarian Response-FoodSecurity (ongoing)	<p>Project Title: Provision of Poultry Support to Vulnerable Households in Khwaja-dukoh and Shiberghan Center of Jawzjan Province</p> <p>Location: Khwaja-dukoh district and Shiberghan Center of Jawzjan Province.</p> <p>Implementation Period: November 2023 – April 2024</p> <p>Project Fund: USD \$493,611</p> <p>Fund Project Code: CBPF-AFG-23-S-NGO-26390</p> <p>Target beneficiaries: 890 households (6230 individuals 50% women) Provision of Poultry Support package will improve the daily food consumption of targeted household and increase their income. In addition; The assistance will build the livelihoods of targeted vulnerable households and improve their resilience against shocks.</p>
II. SWRO Completed Projects		
Donor	Description	Project Details
3. UN-OCHA	Humanitarian Response-Food Security	<p>Project Title: Livestock Package Support to Vulnerable Livestock Owners in Aqcha, Khanaqa districts and Shiberghan Center of Jawzjan Province</p>

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		<p>Location: Aqcha, Khanaqa districts and Shiberghan Center of Jawzjan Province.</p> <p>Implementation Period: September 2023 – Feb 2024</p> <p>Project Fund: USD \$452,275</p> <p>Fund Project Code: CBPF-AFG-23-R-NGO-26008</p> <p>Target beneficiaries: 3526 households (24684 individuals 50% women) Provision of livestock package assistance will improve the daily food consumption of targeted household and increase their income. In addition; The assistance will build the livelihoods of targeted vulnerable households and improve their resilience against shocks.</p>
4. UN-OCHA	Humanitarian Response- FoodSecurity	<p>Project Title: Provision of Poultry Support to Vulnerable Households in Marmul and Mazar Center of Balkh</p> <p>Location: Marmul district and Mazar Center of Balkh Province.</p> <p>Implementation Period: December 2022 – July 2023</p> <p>Project Fund: USD 668,789.59</p> <p>Fund Project Code: AFG-22/3481/RA3/FSAC/NGO/23824</p> <p>Target beneficiaries: 1196 households (8372 individuals 50% women) Provision of poultry package assistance to improve the daily food consumption of targeted household and increase their income</p>
5. UN-OCHA	Humanitarian Response- FoodSecurity	<p>Project Title: Provision of Cash for Food Assistance to Vulnerable Households in Balkh Province</p> <p>Location: Mazar-e-Sharif, Balkh Province</p> <p>Implementation Period: September 2022 – April 2023</p> <p>Project Fund: USD 586,414.04</p> <p>Fund Project Code: AFG-22/3481/SA1/FSAC/NGO/22262</p> <p>Target beneficiaries: 1180 households (8260 individuals 50% women)</p>
6. UN-OCHA	Humanitarian Response- FoodSecurity	<p>Project Title: Livelihood Support to IPC 3 & 4 People through Seeds Distribution and Training</p> <p>Location: Dehdadi, Dawlatabad and Balkh districts of Balkh Province</p>

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		<p>Implementation Period: April, 2022 to September, 2022</p> <p>Project Grant: USD 249,903.85</p> <p>Project Fund Code: AFG-21/3481/SA1/FSAC/NGO/21159</p> <p>Target beneficiaries: 3000 households</p> <p>Training of vulnerable farmers and women for cultivation of seeds, marketing and extension support including distribution of seeds, fertilizers and tools</p>
7. UNDP	Peace building Sector	<p>Project Title: Social Cohesion for Peace and Development of Surobi district, Kabul Province</p> <p>Location: Surobi district of Kabul Province</p> <p>Implementation Period: December 2021 – June 2022</p> <p>Total Grant: USD 53,333 (Lead Partner AWSDC, SubPartner SWRO)</p> <p>Mobilizing 20 communities for social cohesion through training, awareness, dialogue sessions and advocacy efforts.</p>
8. UN-WOMEN	Protection Sector	<p>Project Title: Spotlight Initiative Stream 1 – Institutional Capacitybuilding</p> <p>Location: Kabul, Nuristan and Balkh Provinces</p> <p>Implementation Period: March 2022 – September 2022</p> <p>Project Fund: USD 30,000</p>
9. CLFI Canada Embassy	Gender based	<p>Project Title: Gender Equality & Decision Making Process Nooristan Province</p> <p>Implementation Period: July 2021 – Jan 2022</p> <p>Project Fund: USD 27950</p> <p>Total beneficiaries: 250 (100 male and 150 female)</p>
10. DFID/UK/ACBAR	Capacity Building	<p>Project Title: Twining Program-2</p> <p>Location: Kabul</p> <p>Implementation Period: 1st -Nov-2020 To 31st -Nov-2021</p> <p>Project Fund: \$ 4550.00</p> <p>Expected results:</p> <ul style="list-style-type: none"> • Welthungerhilfe (WHH) organization will be supporting capacity building of SWRO • WHH will revise the SWRO's policies, • WHH will conduct the capacity building training for

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		<p>SWRO staff on varies topics such as ME, Procurement, HR, Program Development, fundraising, Leadership, general management etc.</p> <ul style="list-style-type: none"> • WHH conduct an assessment of SWRO's different departments such as Procurement, Finance, HR etc. <p>WHH will fully support SWRO to pass the due diligence required for OCHA</p>
11. AWSDC/NCA	Capacity Building	<p>Project Title: Provision Institutional Capacity Building of Peace Buildingto AWSDC</p> <p>Location: Badakhshan</p> <p>Implementation Period: 1st-Nov-2020 To 31st-Dec-2020</p> <p>Project Fund: USD \$3000.00</p> <p>Expected results:</p> <ul style="list-style-type: none"> • Provision trainings to project staff • Peace-building • Conflict management and transformation • Conflict analysis • Organize dialogue sessions with Conflicting parties • Contacts with armed opposition groups for peace and reconciliation • Communication skills • Facilitation skills • Leadership and management • Human Rights and gender • Women peace and Security-UNSCR 1325 • Counter violent extremism • Gender Based Violence • Report Writing and Presentation skills.
12. WFP/HRDA	Capacity Building	<p>Project Title: Forestation and Women Economic Empowerment</p> <p>Location: Helmand Province</p> <p>Implementation Period: 1st -Nov-2020 To 31st-Apr-2021</p> <p>Project Fund: USD \$25,159.00</p> <p>Expected results:</p> <ul style="list-style-type: none"> • 40 women were successful trained and • Graduated from mushroom cultivation training program • 40 women started small scale mushroom cultivation business • The income source of (40) women increased from zero to an average of AFN 5500 per month • Community awareness enhanced to accept and support women's involvement in the economic opportunities and in accessing markets to supply and sell their products <p>40 women got awareness regarding their basic rightsand</p>

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		business development.
13. DFID/ACBAR	Capacity Building	<p>Project Title: Twining Program-2</p> <p>Location: Kabul</p> <p>Implementation Period: 1st -Nov-2019 To 31st -Nov-2020</p> <p>Project Fund: \$ 4550.00</p> <p>Expected Results:</p> <ul style="list-style-type: none"> • Welthungerhilfe (WHH) organization will be supporting capacity building of SWRO • WHH will revise the SWRO's policies, • WHH will conduct the capacity building training for SWRO staff on varies topics such as ME, Procurement, HR, Program Development, fundraising, Leadership, general management etc. • WHH conduct an assessment of SWRO's different departments such as Procurement, Finance, HR etc. • WHH will fully support SWRO to pass the due diligence required for OCHA
14. UN-OCHA/ACTED	Research and assessment	<p>Project Title: Data Collection and Need Assessments</p> <p>Location: Nangarhar, Laghman and Baghlan Provinces</p> <p>Implementation Period: 20-July 2020 to 15-Sep-2020</p> <p>Project Fund: USD \$19504.00</p> <p>Expected Results:</p> <ul style="list-style-type: none"> • To Conduct interviews with Vulnerable people in three provinces • To conduct the interviews with Returnees on household basis in three provinces • To conduct the interviews with IDPs with both individual and household bases in three provinces <p>To General the report of Need assessment</p>
15. NCA (Norwegian Committee for Afghanistan)	Capacity building	<p>Project Title: Provision of Vocational Training and Support to Women's Entrepreneurship – Cooperative Agreement</p> <p>Location: Badakhshan Province</p> <p>Implementation Period: 1st -Jan-2020 To 30th – April-2020</p> <p>Project Fund: USD 3500 SWRO deliver Technical Support project.</p> <p>Expected Results: Delivering Mushroom Cultivation Training and supporting women through entrepreneurship activities</p>
16. GIZ	Capacity building	<p>Project Title: Women Economic Empowerment through Mushroom Cultivation and Marketing for 200 women in Kabul and Balkh Provinces</p> <p>Location: Kabul and Balkh Provinces</p> <p>Implementation Period: 01-Mar-2020 To June-2020</p>

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		<p>Project Fund: USD 105,000.00</p> <p>Expected Results: 200 Women will be provided with economic support/opportunities and awareness regarding their basic rights and how to seek them.</p>
17. GIZ	Capacity building	<p>Project Title: Support to IDPs and Returnees through Mushroom Cultivation Training for Women</p> <p>Location: Herat Province, Enjil district Implementation Period: 15-May-2019 To 15st-Sept-2019 Project Fund: USD \$54,000.00</p> <p>Expected Results:</p> <ul style="list-style-type: none"> 100 Women were provided with awareness and economic support to enable them to understand and seek their basic right <p>100 women were provided basic (functional) literacy in order for them to manage their business</p>
18. GIZ	Capacity building	<p>Project Title: Support to IDPs and Returnees through Mushroom Cultivation Training for Women</p> <p>Location: Bamyan Province Implementation Period: 15-May-2019 To 15st-Sept-2019 Project Fund: USD \$54,000.00</p> <p>Expected Results: 100 Women were provided with awareness and economic support to enable them to understand and seek their basic rights</p>
19. GIZ	Capacity building	<p>Project Title: Support to IDPs and Returnees through Mushroom Cultivation Training for Women</p> <p>Location: Baghlan Province Implementation Period: 10-Aug-2018 To 31st-Dec-2018 Project Fund: USD \$56,000.00</p> <p>Expected Results:</p> <ul style="list-style-type: none"> 100 women were successful trained and Graduated from mushroom cultivation training program 100 women started small scale mushroom cultivation business <p>The income source of (100) women increased from zero to an average of AFN 7500 per month</p> <ul style="list-style-type: none"> Community awareness enhanced to accept and support women's involvement in the economic opportunities and in accessing markets to supply and sell their products 100 women got awareness regarding their basic rights and business development. <p>100 women were provided basic (functional literacy)</p>

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20. GIZ	Capacity building	<p>Project Title: Support to IDPs and Returnees through Mushroom Cultivation Training for Women</p> <p>Location: Bamyan Province Implementation Period: 1st -Sep-2018 To 31st-Dec-2018 Project Fund: USD \$53,333.00</p> <p>Expected Results:</p> <ul style="list-style-type: none"> • 100 women were successful trained and • Graduated from mushroom cultivation training program • 100 women started small scale mushroom cultivation business • The income source of (100) women increased from zero to an average of AFN 7000 per month • Community awareness enhanced to accept and support women's involvement in the economic opportunities and in accessing markets to supply and sell their products • 100 women got awareness regarding their basic rights and business development. <p>100 women were provided basic (functional) literacy</p>
21. GIZ	Capacity building	<p>Project Title: Support to IDPs and Returnees through Mushroom Cultivation Training for Women</p> <p>Location: Balkh Province Implementation Period: 1st -Sep-2018 To 31st-Dec-2018 Project Fund: USD \$53,333.00</p> <p>Expected Results:</p> <ul style="list-style-type: none"> • 100 women were successful trained and • Graduated from mushroom cultivation training program • 100 women started small scale mushroom cultivation business • The income source of (100) women increased from zero to an average of AFN 8000 per month • Community awareness enhanced to accept and support women's involvement in the economic opportunities and in accessing markets to supply and sell their products • 100 women got awareness regarding their basic rights and business development. <p>100 women were provided basic (functional) literacy</p>
22. GIZ	Capacity building	<p>Project Title: Support to IDPs and Returnees through Mushroom Cultivation Training for Women</p> <p>Location: Herat Province Implementation Period: 1st -Sep-2018 To 31st-Dec-2018 Project Fund: USD \$53,333.00</p> <p>Expected Results:</p>

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		<ul style="list-style-type: none"> • 100 women were successful trained and • Graduated from mushroom cultivation training program • 100 women started small scale mushroom cultivation business • The income source of (100) women increased from zero to an average of AFN 8000 per month • Community awareness enhanced to accept and support women's involvement in the economic opportunities and in accessing markets to supply and sell their products • 100 women got awareness regarding their basic rights and business development. <p>100 women were provided basic (functional) literacy</p>
23. GIZ	Capacity building	<p>Project Title: Support to IDPs and Returnees through Mushroom Cultivation Training for Women</p> <p>Location: Baghlan Province</p> <p>Implementation Period: 1st -Sep-2018 To 31st-Dec-2018</p> <p>Project Fund: USD \$40,405.00</p> <p>Expected Results:</p> <ul style="list-style-type: none"> • 100 women were trained and successful • Graduated from mushroom cultivation training • 100 women started small scale mushroom cultivation business • The income source of (100) women increased from zero to an average of AFN 7000 per month • 100 women got awareness regarding their basic rights and business development. <p>100 women were provided basic (functional) literacy</p>

Governance and Staffing

SWRO is headquartered in Kabul and has regional offices in Mazar-e Sharif and Jawzjan (North), Herat (West), Jalalabad and Kunar (East), Kandahar and Bamyán (Center), with access and operations across the 34 Provinces of Afghanistan.

SWRO staff members have a record of accomplishment in NGOs work and extensive experience of working with the vulnerable and marginalized communities. Our technical expertise and capacity to manage projects has helped us build a good working relationship with the government departments and local communities in our geographical focus areas.

The organization is run by 10 permanent staff including 5 females and 20 technical and project operational staff. They include management, program and operation staff. SWRO has professional management staff who has long-term experiences in each of the organization thematic focus areas. The team also has professional M&E, finance, capable logistics and Admin to manage and handle program development, strategic planning, operations, procurement, finances, human resource management and internal control system of the organization.

Staffing

The organization manages its programs through two different main sections namely Operation and Program. Both sections are managed and supervised by a managing director.

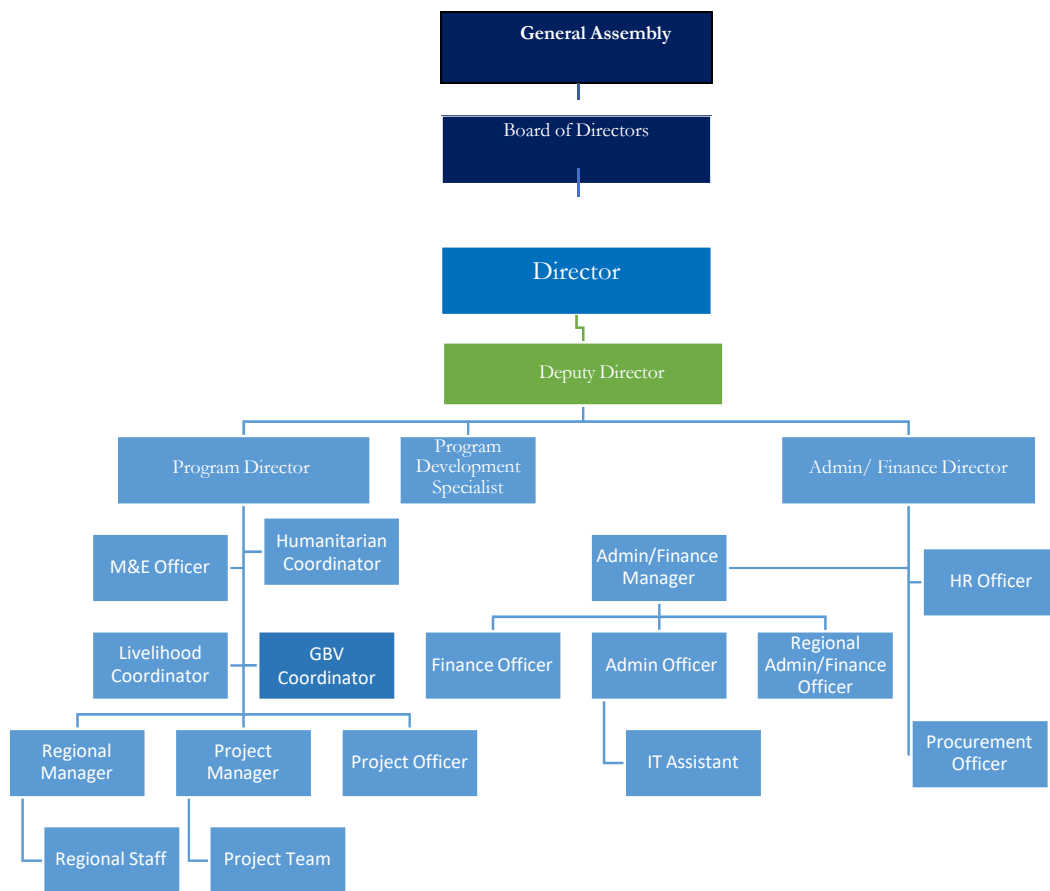
SWRO is governed by a Board of Directors and Senior Management Team (SMT). The Board of Directors meet two times a year to evaluate the organization's annual plan, annual budget, financial management and fund-raising activities and provide recommendations and advices to SMT on amending and adjusting policies and strategies according to the context and ground realities.

A program development specialist, who has more than 20 years of experience in program development and management has been recruited to support the program director and program team. The operation director, who is an associated chartered accountant with extensive experience in finance, procurement and administrative management supports the project on the operation front. The director of SWRO supports both internal operations as well as external coordination and communication with all partners/stakeholders and the government departments.

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SWRO has a proven record of systematically assessing needs and providing protection and economic support, through projects such as Mushroom Cultivation and Marketing, Basic Education for Children/Youths and Women, which have so far benefited 1000 IDPs/Returnees women in Balkh, Bamyan, Baghlan and Hirat provinces. Similarly, in response to humanitarian crises since 2021 SWRO has been closely working through UN Clusters in providing humanitarian response to all vulnerable people with key focus on women. The organization has just completed a couple of UNOHCA project in Balkh reached out to more than 4000 households (50% women). SWRO is also an active member in protection clusters engaged with different actors on advocacy of women inclusion in humanitarian response as well as working with actors to reverse women ban on working in the NGOs sector as well as girls ban on education.

SWRO is a dedicated organization with a clear mandate to assist and support IDPs, returnees and marginalized group by empowering right holders and challenging duty bearers to provide support and protection through its interventions at the gross root level



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Membership

SWRO registration, affiliation and network memberships

	Ministry/ Organization	Registration No
1	Ministry of Economy	4253
3	Ministry of Public Health	541
4	Ministry of Agriculture Irrigation & livestock	1359
5	Ministry of Refugee & Repartition	185
6	Regional Civil Society Organization Network – NEAR	
7	Afghan Women Network (Member)	79
8	Afghan NGOs Coordination Bureau	120
9	Agency Coordination Body for Afghanistan Rehabilitation and Development (ACBAR)	Member
10	MoU's with MAIL, MoE, MoRR, MRRD	Signed MoU's
11	MOLSA Certified TVET Facilitator	142
12	FSAC, Protection, Nutrition, Education, Health, WASH and ES-NFI Clusters	Member
15	HAG-WG, GiHA-WG, AAP-WG, PSEA-WG, DIWG, CVWG, RCCE-WG...	Member
16	Civil Society Empowerment Network (CEN)	Member
18	Geneva Call- Civil Society Forum for Protection of Civilian	Member
19	SWRO has registration Number of (DUNs & Sam)	561375045
20	UNOCHA active member since November, 2021	

Organization Policies and Strategies:

The organization work is guided by clear policies and strategies. Some of the policies and strategies are as followings:

1. Strategic Plan 2018-2022 (2023-2025 under review)
2. Human Resource (HR) Policy
3. Monitoring & Evaluation Policy
4. Finance & Administration Policy
5. Procurement and Logistics Policy
6. Accountability to Affected People (AAP) Policy
7. Protection from Sexual Exploitation and Abuse (PSEA) Policy
8. Standard Operating Procedures (SOP's)
9. Complaint and Feedback Response Mechanism (CFRM)
10. Organization Constitution
11. Code of Conduct
12. Conflict of Interest Policy
13. Child Protection Policy
14. Gender Policy
15. Stock Management System and Disposal Policy.
16. Access Strategy
17. Information Sharing Policy
18. Anti-Fraud Policy
19. HIV AIDs Policy
20. Whistle-Blowing Policy
21. Programmatic resources for all thematic focus areas.
22. Humanitarian Responses SOPs, Tools to systematically plan, implement and report
23. Mahram Policy

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Reports:

- 1) Annual Narrative Report 2023
- 2) Annual Narrative Report 2020
- 3) Annual Narrative Report 2019
- 4) Annual Narrative report 2018
- 5) Annual Audited Financial Statement 2017-2021
- 6) Annual Audited Financial Statement 2022

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