

Organizational Profile

Balochistan Rural Development Society

2017

BRDS Head Office, Near Kiyazai
Killi, Kerkhasan Road, Western
Bypass, Quetta
www.brd-balochistan.com

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1. Organizational Profile

Organization Name	Balochistan Rural Development Society
Abbreviation	BRDS
Organization Type	NGO
Geographical Coverage	Balochistan Province
Legal Status	Registered under Voluntary Social Welfare Ordinance 1961 with the GOVT of Balochistan
Registration Date	October 29, 2005
Registration No.	DSW-1320
NTN No.	4117129-2
EOBI Registration No.	DAA0476
SAFRON Registration Date	January 1, 2016
WWF Membership No.	30212QGPP-2014
Contact Details: Phone Number Fax Number Website	081-2823377, 2862233, 2862330 081-2823388 www.brds-balochistan.org
Contact Person: Name Designation Cell Number Email Address	Mir Ahmed Director Programs 0333-3192415 Po.brds@gmail.com
Head Office Address	BRDS Head Office, Near Kiyazai Killi, Kerkhasan Road, Western Bypass, Quetta, Balochistan

2. Introduction

BRDS is a Balochistan-based non-government and non-profit organization for development. It aims at mitigating poverty of the poorest of the poor by empowering them socially, economically as well as politically. Since its inception in 2005, BRDS has been proactively involved in the social and economic development of the ultra-poor and vulnerable people in districts of Balochistan with poor indicators and alarmingly lower human development index (HDI).

BRDS employs a range of locally-appropriate and tailor-made strategies to eradicate poverty of the poverty-stricken people on-a-sustainable-basis. They entail, among others, **capacity building, training, awareness raising, campaigning, advocacy, as well as service delivery**. By adopting the tool of social mobilization and approach of participatory development, BRDS has been able to reduce poverty and thereby increase livelihood opportunities.

In addition, BRDS plays a pivotal role in the event of a natural calamity and or disaster. It instigates its emergency and relief operations within 48 hours and extends a helping hand to different humanitarian agencies and the government to contain the losses to the minimal. Being aware of the humanitarian challenges, BRDS attaches great importance to the humanitarian accountability principles (HAP) and replicates them in all its activities and interventions.

3. Vision

BRDS envisages an ideal life, where people from all races, creeds and backgrounds, without discrimination of their religion, status and values, have the prospect to serve and to be served in consideration with gender equality and respect for their rights and cultures.

4. Mission

BRDS is committed to: raising self-reliant communities by helping them acquire greater control over their critical resources; carrying forward initiatives and concerns; harnessing their potentials through participatory people's activities' and empowering them through building their capacity with emphasis on women.

5. Objectives

- Alleviate poverty of the ultra-poor and vulnerable communities to meet their basic needs of water, food, shelter, health, education, etc.
- Establish local community based organizations and to enhance their capacity for collective voice and participatory development.
- Introduce livelihood enhancement programs to ensure ultra-poor and vulnerable population starts earning income on-a-sustainable-basis.
- Build community basic physical infrastructure, i.e. water, sanitation, irrigation, agriculture, road, etc. to improve living standards of the community and thereby improve their income.
- Contribute to the primary, secondary and high school education by increasing access of children to school, by improving quality of education, and by ensuring parents and teachers' active participation in improving children's education.
- Provide basic and reproductive health facilities and services in far-flung and disadvantaged areas of the province with primary emphasis on mother and child.
- Initiate awareness raising and advocacy programs for the human rights of the children, women, youth, etc.
- Contribute to natural resource management through awareness raising, capacity building, advocacy, introduction of innovative technology.
- Provide humanitarian assistance to disaster affected areas in the province.

6. BRDS' Core Values

- Gender equality
- Environment

- Democratic governance
- Accountability & transparency
- Stakeholders' engagement

7. BRDS' Thematic Areas

S. No.	Thematic Area	Type of Support BRDS Provides
1	Women empowerment	<ul style="list-style-type: none"> ➤ Trade information dissemination ➤ Skill enhancement of the women ➤ Modernized embroidery techniques; and ➤ Linkages with the market
2	Capacity building	<ul style="list-style-type: none"> ➤ Provision of technical & vocational skill trainings ➤ Development of micro-enterprises; and ➤ Provision of loans to develop small enterprises
3	Poverty eradication	<ul style="list-style-type: none"> ➤ Establish community based organizations ➤ Enhance capacity of the community organizations ➤ Mobilize communities to plan and undertake their own development; and ➤ Develop community physical infrastructure
4	WASH & Infrastructure	<ul style="list-style-type: none"> ➤ Develop water supply schemes ➤ Provision of latrines, hand washing and bathing places, drainage, and solid waste disposal systems ➤ Provision of WASH facilities in BHUs and schools; and ➤ Develop irrigation, transportation, and flood protection infrastructure of poor community
5	Health	<ul style="list-style-type: none"> ➤ Conduct free medical camps ➤ Commence long-term primary and reproductive health programs, focusing primarily on women and children ➤ Improve and rehabilitate BHUs and other health centers to ensure provision of health services to the poor and needy ➤ Build capacity of health staff in the province to ensure effectiveness of their services; and ➤ Spread awareness about health among community members
6	Education	<ul style="list-style-type: none"> ➤ Dissemination of information of technology ➤ Building capacity of the school teachers to improve quality of teaching and children's effective learning ➤ Rehabilitation and maintenance of schools' infrastructure to reduce drop-out among children ➤ Introduction of innovative technologies and approaches to improve children's ability to read and write; and ➤ Development and provision of reading and schooling material
7	Relief services	<ul style="list-style-type: none"> ➤ Rehabilitation and reconstruction of shelters, health units, schools, WATSAN facilities, agriculture and irrigation schemes ➤ Provision of immediate life-saving services to affected people to reduce suffering and bring relief; and ➤ Distribution of food, shelter, clothing, medicine, and utility supplies

8. BRDS' Donors / Partners

- Pakistan Poverty Alleviation Fund (PPAF)
- United States Aid for International Development (USAID)
- Emergency Respond Fund (ERF) – UNOCHA
- United Nations International Children's Fund (UNICEF)
- Trust For Voluntary Organization (TVO)
- Medicines Sans Frontiers (MSF)
- World Wide Fund for Nature (WWF)
- Social Welfare Department (SWD)
- Concern Worldwide Pakistan (CW)
- Government of Balochistan (GOB)



9. BRDS in Networks and Alliances

BRDS is a member of the following networks, alliances and consortium:

- Balochistan Development Consortium
- Pakistan Coalition of Education
- Youth Advocacy Network
- Human Resource Development Network
- National Humanitarian Network
- Gender Based Violence Network, Balochistan
- Alliance for Social Mobilization Balochistan
- Balochistan Education Forum
- Green Member of WWF

10. BRDS' Geographical Coverage / Presence

With the passage of the time, there has been substantial growth for the organization in terms of capacity, volume of funds, portfolios as well as outreach. BRDS has had presence or has worked in the following districts of the Balochistan:

- | | |
|--------------|-------------------|
| ➤ Quetta | ➤ Awaran |
| ➤ Bolan | ➤ Loralai |
| ➤ Sibi | ➤ Pangur |
| ➤ Pishin | ➤ Noshki |
| ➤ Naseerabad | ➤ Chaghi |
| ➤ Jaffarabad | ➤ Lasbela |
| ➤ Sohbat Pur | ➤ Kalat |
| ➤ Jhal Magsi | ➤ Mastung |
| ➤ Dera Bugti | ➤ Qilla Saifullah |
| ➤ Ziarat | ➤ Harnai |

11. Projects / Programs Implemented

BRDS has successfully launched and completed a number of projects and programs in the poverty-stricken and calamity-hit districts of the Balochistan with the financial and technical support of the national and international donors and supporters. The implementation of various projects and programs over a lengthy period of ten years has brought ample experience to the table for the organization and has enabled the organization to work with large strategic donor agencies.

The following is the table of projects and programs BRDS has successfully implemented:

S.#	Sector	Project Title	Location (District)	Budget	Implementation Period	Donor
1	Institution development (ID), livelihood,	Dera Bugti Development Project Phase II	Dera Bugti	32 millions	Ongoing From June 2016 to Nov 2017	PPAF
2	ID, livelihood, infrastructure	Community Integrated Development Project	Sibi	33 millions	Jan 2016 to Mar 2016	PPAF
3	ID, livelihood, infrastructure	Dera Bugti Development Project Phase I	Dera Bugti	10 millions	July 2015 to Dec 2015	PPAF
4	ID, Infrastructure	ID, Infrastructure	Sibi	25 millions	Mar 2015 to Sept 2015	PPAF
5	ID, livelihood	ID and Livelihood Project	Sibi	37 millions	April 2013 to Aug 2015	PPAF
6	WASH	WASH Rehabilitation Project	Naseerabad	18 million	May 2014 to Sept 2014	Concern
7	WASH	Flood Affectees' WASH Project	Naseerabad	23 million	Jan 2014 to Sept 2014	ERF
8	WASH	WASH Assistance to Flood Affected People	Sohbat Pur	14 million	Jan 2013 to May 2013	Concern
9	Water	Water Supply Schemes	Bolan, Harnai	4.5 million	2012-2013	UNICEF / PHE
10	Education, WASH	Education / WASH	Kalat, Sibi	17 million	May 2012 to Dec 2012	UNICEF
11	WASH	Emergency WASH Response	Kalat	10 million	Nov 2011 to Mar 2013	ERF
12	Education, WASH	School WASH Project	Sibi	5.4million	July 2011 to Dec 2011	UNICEF
13	WASH	WASH Recovery Response	Naseerabad	8.8 million	June 2011 to Sept 2011	UNICEF
14	WASH	Early Recovery Response	Jaffarabad	16 million	Feb 2011 to Aug 2011	UNOCHA
15	WASH	Emergency WASH Response	Bolan	2 million	Sept 2010 to Nov 2010	UNICEF
16	Social Mobilization, ID, Infrastructure	Community Development Program	Sibi	22 million	April 2010 to Dec 2012	PPAF

12. BRDS' Planned Future Interventions

BRDS has planned to launch and or carry out the following interventions in the near future to accomplish its set of objectives:

- Expansion of Community Mobilization & Capacity Building
- Poverty Alleviation through Microcredit, Enterprise & Skill Development Programs
- Extension of Community Physical Infrastructure Schemes
- Provision of Education Services
- Natural Resource Management
- Provision of Basic and Reproductive Health Services
- Advocacy Campaigns for Mass Awareness Building
- Youth Empowerment
- Disaster Preparedness
- Relief & Rehabilitation

13. Organizational Policies

Policies and procedures are the backbone of any organization. Good organizations demonstrate a high level of professionalism in the light of the organizational policies. Having adequate and robust policies would mean the organization is on the path to growth and sustainability and the fact that donors and sponsors are more likely to work with organizations with strong organizational policies. Knowing this very fact, the board members and the senior management of the BRDS had worked on the fundamental and mandatory policies of the organization and have come up with the following policies for adherence and compliance. The policies of the organization have evolved systematic over a period of approx. 10 years and are mostly reflective of the best practices and experience of the senior management and highly experienced board members.

- Administration policy
- Financial policy
- Audit policy
- Human resource policy
- Monitoring & evaluation policy
- Program policy; and
- 5-year strategic plan of BRDS

14. Governance in BRDS

BRDS is governed by a Board of Directors. The Board is comprised of 9 Directors both male and female, who are involved in policy issues of the organization. They appoint the CEO of the organization, who is responsible for overall management of the organization.

S. No.	Name	Position	Occupation
1	Shazia Bashir	President	Social Worker
2	Manzoor Zaman	Vice-President	Businessman
3	Ejaz Swati	General Secretary	Senior Judger (high court)
4	Najam ul Haq	Finance Secretary	Finance Manager UNDP
5	Hamayoun Kasi	Joint Secretary	Working with INGO
6	Prof. Shafeeq Ahmed	Member	Professor
7	Prof. Qudoos	Member	Professor
8	Sultan Khilji	Member	Ex Country Director UNHCR
9	Mir Haider Shahwani (non-voting)	Member	CEO BRDS

15. Management in BRDS

The Management Structure of BRDS comprises of CEO, Administration and Managers and support staff. The projects/Programs of BRDS have their own management structures. The units are Finance, Administration, HRM, Program, MER, and Internal Control. The Finance and Administrative unit looks after the day-to-day administrative affairs of the organization and manages its finances. It has two sections, administrative and finance headed by administrative and finance managers with support staff.

Human Resource Unit, headed by a human resource manager, is meant to look after the human resources of the organization and to augment capacity of the human resources.

Program Unit, headed by a director programs or manager programs and assisted by program officers, coordinators & support staff, designs, implements, and reports program activities.

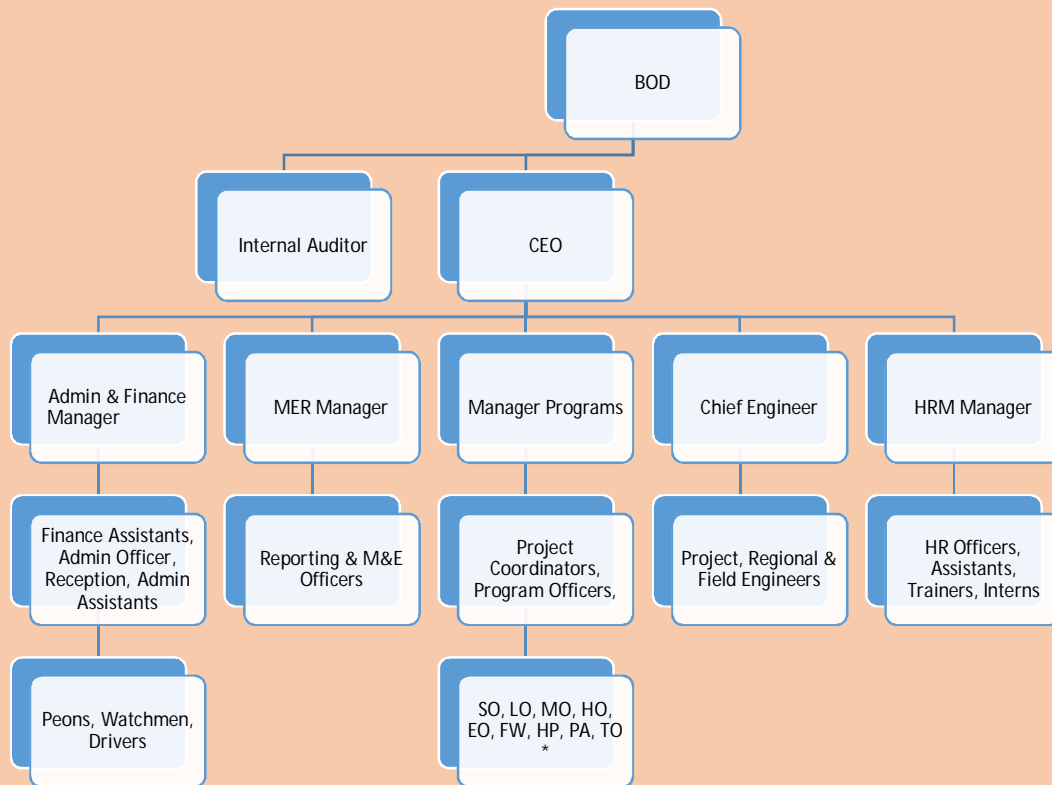
Monitoring and Evaluation Unit, headed by an M&E manager with support staff, monitors and evaluates the projects and programs of the organization to keep the activities on the right track.

Internal Control Unit, led by an Internal Controller or Auditor, conducts internal audits of the organizations to ensure compliance with the procedures detailed in the organizational policies and donors' requirements.

The following table is the list of BRDS' senior management – unit heads:

S.#	Name	Designation Title	Qualification
1	Mir Haider Shahwani	CEO	MA & MSc
2	Abdul Rehman	Internal Auditor	CA from UK & USA
3	Mir Ahmed	Director Programs	MPA & LLB
4	Bismillah Jan	Senior Engineer	BE Civil Technology
5	Mohammad Wasif	Finance Manager	M. Com
6	Samra Nazir	HR Manager	MBA
7	Salman Khan	Manager Programs	M. Phil IR

16. BRDS' Organogram



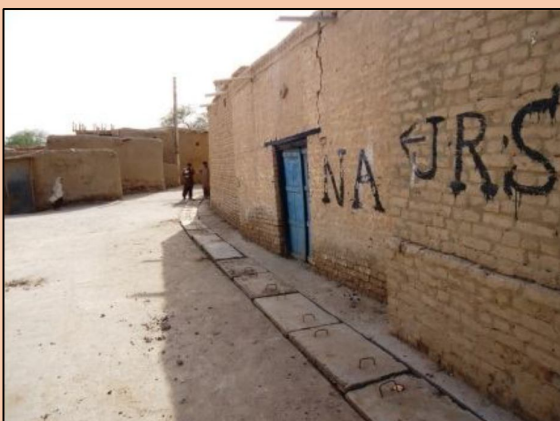
17. Pictures



Community organization members meeting, Kurak UC, Sibi district (BRDS-PPAF ID Program)



Tailoring Training of Females, Sibi district (BRDS-PPAF livelihood Program)



Plain concrete cement street & covered drain erect Kurak UC, Sibi district (BRDS-PPAF CPI Program)



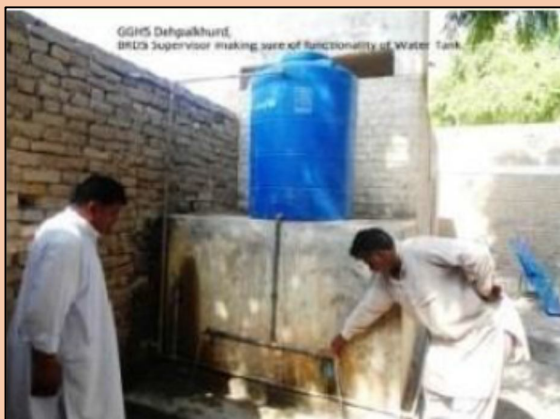
School sanitation & hygiene education session Sibi district (BRDS-UNICEF)



Water channel constructed, Talli UC, Sibi district (BRDS-PPAF CPI Program)



Flood protection bund erected in Talli UC of Sibi district under BRDS & PPAF CPI Program



WASH facilities provided in primary schools, Sibi district (BRDS-UNICEF School WES Project)



Flush latrine built in Harnai district in response to 2009 earthquake (BRDS UNICEF)



Training of community members, group work, Sibi district (BRDS & PPAF ID Program)



Community organization members' training in Sibi Town, Sibi district – BRDS & PPAF Program



Solar panels installed in Sham UC of Dera Bugti district to light the houses (BRDS & PPAF 2015)



Filter hand pumps installed in Naseerabad district flood affected areas (BRDS & Concern 2013-14)



Health & hygiene female session, Naseerabad, BRDS & ERF 2014



Hand pump installed in Naseerabad, BRDS & ERF 2014



Pour flush latrine constructed for flood affected household of Naseerabad – BRDS & ERF



Concrete street & covered drain built in Talli UC of Sibi district under PPAF & BRDS CPI Program



PCC street & drain constructed, Talli, Sibi
(BRDS & PPAF CPI ProjectO)



Cow provided to ultra-poor for income generation
under livelihood program of BRDS & PPAF 2014-15

Operation & maintenance training in Jaffarabad of
WASH facilities installed – USAID, Concern & BRDS



Tractor provided to a group of poor farmers under
livelihood program of BRDS & PPAF - 2015



Agricultural inputs & tools provided to poor farmer
for income generation – BRDS PPAF livelihood



A group of two widow women given a loader
rickshaw to start income generation – BRDS & PPAF



A partially widow woman started her tailoring
home-based enterprise under PPAF livelihood



Old poor man received a grocery shop items to
start his business and be sustainable – Livelihood



PPAF & BRDS organized capacity building training for women community members 2013-14



Awareness session on state citizen relations – PPAF & BRDS under ID Program 2015



BRDS' staff training in finance with the support of the PPAF 2013



A district level network for community organization members made in Sibi 2015 PPAF BRDS



Electrician training arranged via TTC for the youth of Sibi district for creating livelihoods – PPAF



Community members training under BRDS & PPAF program in Sibi district 2014-15



Community meeting at Talli UC, Sibi district
BRDS & PPAF ID Program



Health and hygiene session in Kalat district 2012 –
BRDS & ERF



Distribution of hygiene kits & installation of
emergency pit latrine in Kalat – BRDS & ERF



Distribution of water tanks in Sibi 2010-11 – BRDS
& USAID



Provision of solar panels for electrification in UC
Sham of Dera Bugti district – 2015 – PPAF BRDS



Exposure visit to HANDS organization Karachi 2012-
13 – BRDS & PPAF ID Program



Water pond with barbed wire provided in Naseerabad – 2014 – BRDS & Concern



Hand pump installed and laundry point made, Naseerabad, 2014, BRDS & Concern



Distribution of hand pump toolkit & O&M training, Naseerabad – BRDS & Concern



Hand pumps erected for provision of clean drinking water 2014 – BRDS & Concern



Peace walk carried out in Sibi Town, 2015 – BRDS & PPAF



Theater on life cycle in poverty stricken area organized for community members 2015 – PPAF