

# Annual Report 2020-2021



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Beneficiaries of AGAHE food security program in district Kasur of Punjab province.

# ACRONYMS AND ABBREVIATIONS

<b>ADB</b>	Asian Development Bank
<b>AGAHE</b>	Association for Gender Awareness & Human Empowerment
<b>CARP</b>	Community Assessment Resilience Planning
<b>CCR</b>	Climate Change Resilience
<b>COVID</b>	Coronavirus
<b>CSO</b>	Civil Society Organization
<b>EPA</b>	Environment Protection Agency
<b>HRIS</b>	Human Resource Information System
<b>LHWS</b>	Lady Health Workers
<b>LSO</b>	Local Support Organization
<b>MEAL</b>	Monitoring, Evaluation, Accountability and Learning
<b>MHM</b>	Menstrual Hygiene Management
<b>MoCC</b>	Ministry of Climate Change
<b>MSP</b>	Multi-Stakeholder Platform
<b>NEQS</b>	National Environment Quality Standards
<b>NGO</b>	Nongovernmental Organization
<b>NUST</b>	National University of Science & Technology
<b>O&amp;M</b>	Operations & Maintenance
<b>ODF</b>	Open Defecation Free
<b>OHS</b>	Occupational Health & Safety
<b>PAPA</b>	Punjab Aab-e-Pak Authority
<b>PCP</b>	Pakistan Center for Philanthropy
<b>PHED</b>	Public Health Engineering Department
<b>PICIIP</b>	Punjab Intermediate Cities Improvement Investment Program
<b>PPAF</b>	Pakistan Poverty Alleviation Fund (PPAF)
<b>RRI</b>	Rice Research Institute
<b>SDGs</b>	Sustainable Development Goals
<b>SED</b>	School Education Department
<b>SOP</b>	Standard Operating Procedure
<b>SRP</b>	Sustainable Rice Platform
<b>STU</b>	Sewerage Treatment Unit
<b>UC</b>	Union Council
<b>VRA</b>	Vulnerability Risk Assessment
<b>WASH</b>	Water, Sanitation & Hygiene
<b>WEE</b>	Women Economic Empowerment
<b>WSP</b>	Water Safety Planning

# ABOUT AGAHE

**Association for Gender Awareness & Human Empowerment (AGAHE) is non-government organization (NGO) established in 2007 and registered under the Societies Act, 1860. AGAHE is actively working across Punjab with active presence in Lahore, Gujranwala, Sheikhpura, Kasur, Sialkot, Muzaffargarh, and Rajanpur. Core thematic areas of AGAHE include Water, Sanitation & Hygiene (WASH), Health & Nutrition, Food Security & Sustainable Livelihoods, Governance and Disaster Risk Reduction & Resilience.**

**AGAHE has signed MoU with Economic Affairs Division (EAD), registered organization with Punjab Charity Commission (PCC) and certified from Pakistan Center for Philanthropy (PCP).**



## VISION

To create an enabling environment for vulnerable segments of society where they can utilize their full potential for improvement in their lives and have equal opportunities to safeguard their rights

## MISSION



To optimize the intangible resources of individuals, organizations and institutions to achieve maximum efficiency





## CHAIRPERSON'S MESSAGE



2020-21 had been the year of challenges, hope and building resilience. Most of the efforts were made to make communities resilient to combat the pandemic through multi-sectoral interventions. We have made substantial efforts under food security, Water, Sanitation & Hygiene (WASH), sustainable livelihoods, agriculture, in Punjab province. We moved our shift towards making climate and disaster resilient models in WASH sector to further present and replicate in other geographies. Building communities' resilience through mass awareness, capacity building and infrastructure development at local level.

AGAHE continued its food security program and provided ration to thousands of people effected by socio-economic impact of COVID-19. With the support of our donors, we have been able to reach out to most vulnerable and marginalized communities in southern and central Punjab to provide them Agri-inputs, and rehabilitation support to revamp their livelihoods in the times of COVID-19.

To curtail the outbreak of COVID-19, AGAHE has provided substantial support to public hospitals of Lahore through provision of medical equipment, WASH services and capacity building of frontline workers. In the reporting year and a year to come, AGAHE is simultaneously responding to ongoing emergency in untouched areas of Punjab and also will implement early recovery and rehabilitation interventions in the areas we have responded well to the emergency.

**Dr. Bushra Naheed**  
Chairperson

# CEO'S MESSAGE



It gives me immense pleasure to share the Annual Report of AGAHE for the year 2020-21. The year has been filled with great successes, experiences, and learnings. It has been a year that Pakistan is facing a grave socio-economic crunch due to COVID-19 pandemic that has left us far behind in terms of social, cultural, and economic growth. With the blessings of Allah almighty, we have been able to contribute to the society to reduce the COVID-19 outbreak and its impact on vulnerable communities in rural and urban areas.

This year we have joined hands with different government departments to make collaborative efforts in different areas of Punjab.

Climate-resilient innovative WASH models are established this year and presented to relevant government departments. We have also supported Government of Punjab to ensure safe reopening of public schools during pandemic.

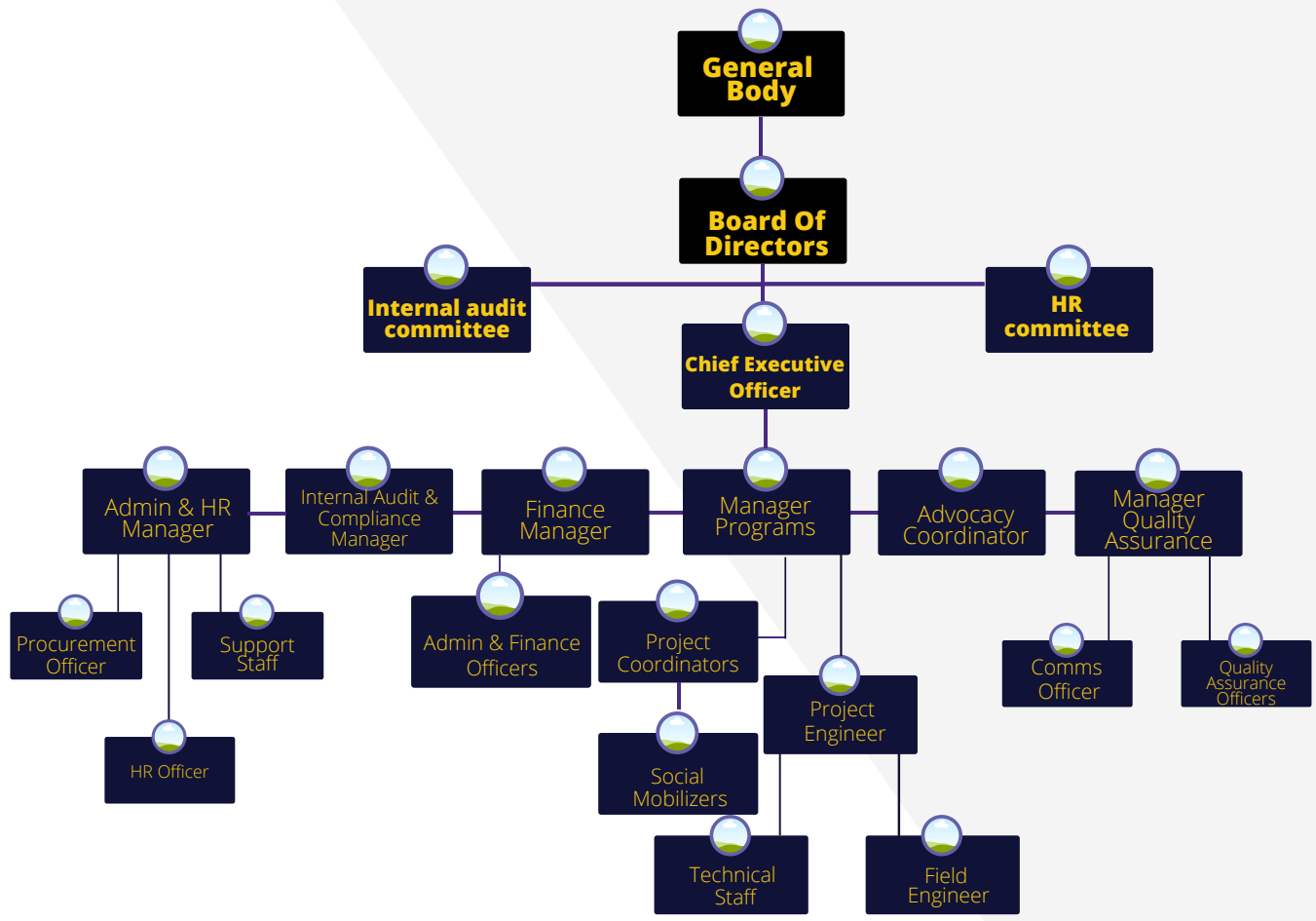
We have also a lot to share on Women Economic Empowerment (WEE) in development and humanitarian settings. We have reached out to most vulnerable and marginalized communities especially women through cash-based assistance, Agri-inputs, and livelihood rehabilitation.

All the achievements were only the result of tireless efforts, commitment and dedication of entire team, partners, and stakeholders. I assure you that AGAHE will make every possible effort to achieve SDGs and to help local people grow, prosper so that they contribute well to their societies.

**Mubarak Ali Sarwar**

Chief Executive Officer

# GOVERNANCE STRUCTURE







**AAGAHE Core Values**

- Integrity
- Accountability
- Transparency
- Diversity
- Commitment

# BOARD OF DIRECTORS



**Bushra Naheed**  
Chairperson



**Qazi Shoaib Alam Farooqi**  
Director



**Ms. Kulsoom Iftikhar**  
Director



**Syed Fasahat Hussain**  
Director



**Ms. Hina Noureen**  
Director



**Mr. Arshad Mahmood**  
Director



**Mr. Suhail Saleem**  
Director

# OUR TEAM



**Mr. Adeb Alam Khan**  
Admin & HR Manager



**Mubarak Ali Sarwar**  
Chief Executive Officer



**Mr. Yazdan Khan**  
Finance Manager



**Muhammad Waseem**  
Manager Quality Assurance



**Ms. Munazzah Rubab**  
Advocacy Coordinator



**Ms. Hira Riaz**  
HR Officer



**Mr. M. Waqas Tahir**  
Project Manager WASH



**Mr. Pervaiz Ansari**  
Project Coordinator  
Food Security & Sustainable Livelihoods



**Ms. Nasreen Naz**  
Project Manager  
(COVID-19)



**Mr. Muhammad Farooq**  
Program Coordinator  
Humanitarian Assistance



**Mr. Ishaq Malana**  
Project Coordinator  
Climate Change & Urban  
Resilience



**Mr. Wasim Abbas**  
Project Engineer



**Mr. Abaid Raza**  
Technical Agriculture Officer



**Mr. Muhammad Anser**  
Quality Assurance (South)



**Mr. Kaleem Cheema**  
Quality Assurance Officer  
(Central)



**Ms. Sadaf Yousaf**  
Quality Assurance Officer  
COVID19 Response



**Mr. Amir Ishaq**  
Procurement Officer

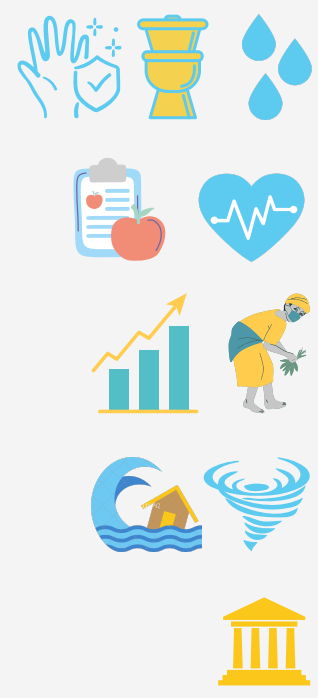
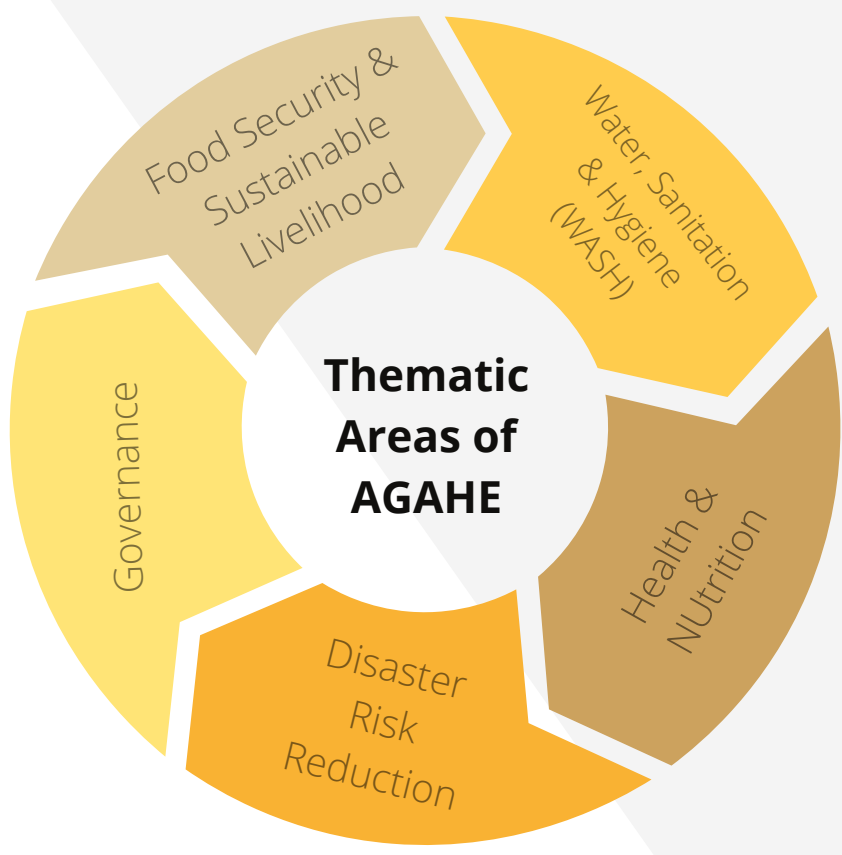
**OUR TEAM**

DONORS

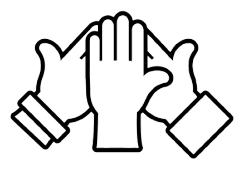


ALLIANCES & PARTNERS

# THEMATIC AREAS



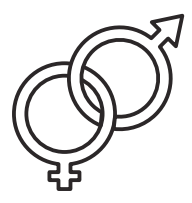
## Cross-cutting



Equity and Inclusion



Environment



Gender

## Major Work

- Improved WASH services
- Agriculture value chain
- Enterprise development
- System strengthening
- Mass awareness

# ONGOING/ COMPLETED PROJECTS

 **OXFAM**

## GRAISEA Program

Sheikhupura and Gujranwala

To strengthen Rice value chain through Market linkages, climate-friendly farm practices, women economic empowerment and inclusive business.



 **OXFAM**

## Building Resilient Urban Communities

Sialkot

Empowerment of communities to be climate-resilient and support government to improve urban climate-resilient infrastructure.




 **WaterAid**

## WASH-Secure District

Muzaffargarh

Provision of improved and climate resilient safe drinking water, Sustaining ODF status and water safety planning.





 **WaterAid**

## OHS and Improved WASH for Sanitation Workers

Muzaffargarh

Improvement of Occupational Health & Safety and WASH behaviors of Sanitation Workers and their families.






 **WaterAid**

## Improving hygiene: COVID-19 Response

Lahore, Gujrat, Multan and Muzaffargarh

To provide ration packs to people effected with the socio-economic impact of COVID-19 under Ehsaas program, Government of Pakistan.




 **Give2Asia**  
 **PEPSICO**

## Distribution of Ration Packs

35 districts of Punjab

To provide ration packs to people effected with the socio-economic impact of COVID-19 under Ehsaas program, Government of Pakistan.



# ONGOING/ COMPLETED PROJECTS



## Strengthened Healthcare Systems

Lahore

Provision of medical equipment, improved hygiene and inclusive sanitation facilities in government hospitals.



## Sehat Sahulat Programme

6 districts of Punjab

Empowerment of communities to be climate-resilient and support government to improve urban climate-resilient infrastructure.



## Economic Empowerment and Safe Reopening of Schools

Lahore and Gujranwala

Provision of cash-based assistance to local communities. Hand-hygiene services to schools to ensure safe reopening.



## Economic Revival Assistance

Rajapur

Provision of livelihood inputs to the COVID-19 impacted communities.



## Tabeer-O-Tameer Fund (TTF)

Rajapur

Institutional strengthening of LSOs for promotion of SDGs in local communities.





# GEOGRAPHICAL OUTREACH



## ALHUMDULILLAH

AGAHE has been able to reach out to 35 districts of Punjab through development and Humanitarian programs.

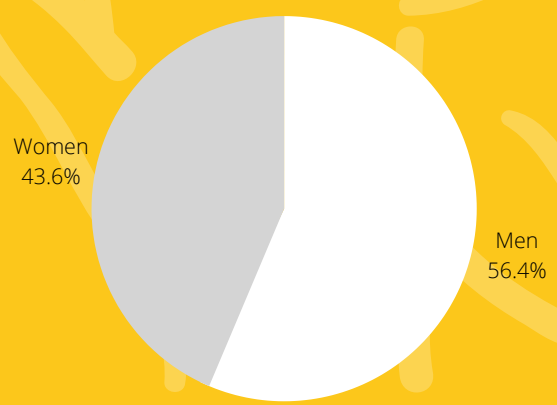
# ANNUAL HIGHLIGHTS

## Beneficiaries Snapshot

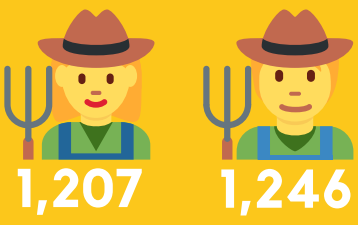
Water, Sanitation & Hygiene (WASH)



Mass Awareness Campaign around WASH and **COVID-19** through Cable TV, Radio, SMS Alerts, Sessions and Social Media



Reached out to COVID-19 impacted people through provision of **cooked meals** and **ration packs** supported by PepsiCo International, Give2Asia and Pakistan Center for Philanthropy (PCP)



AGAHE with the support of Oxfam GB is implementing regional programme 'GRAISEA II' with aim to **improve resource saving rice farming, women participation and women economic empowerment** through **inclusive business** in district Sheikhpura and Gujranwala

AGAHE with the support of Pakistan Poverty Alleviation Fund (PPAF), has reached out to **1,170** households in district Rajanpur through provision of livelihood inputs e.g. Auto rickshaws, veggies and fruits carts, poultry inputs, certified seeds, etc.

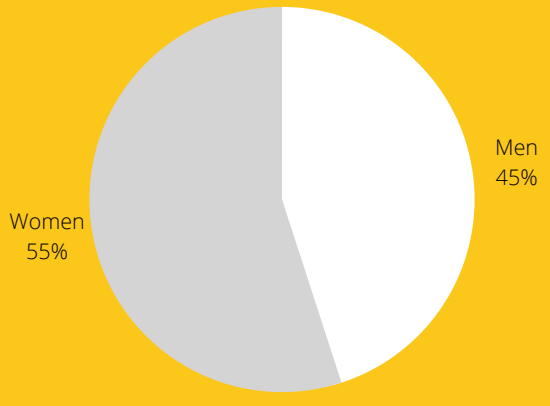
Food Security & Sustainable Livelihoods



# ANNUAL HIGHLIGHTS

## Beneficiaries Snapshot

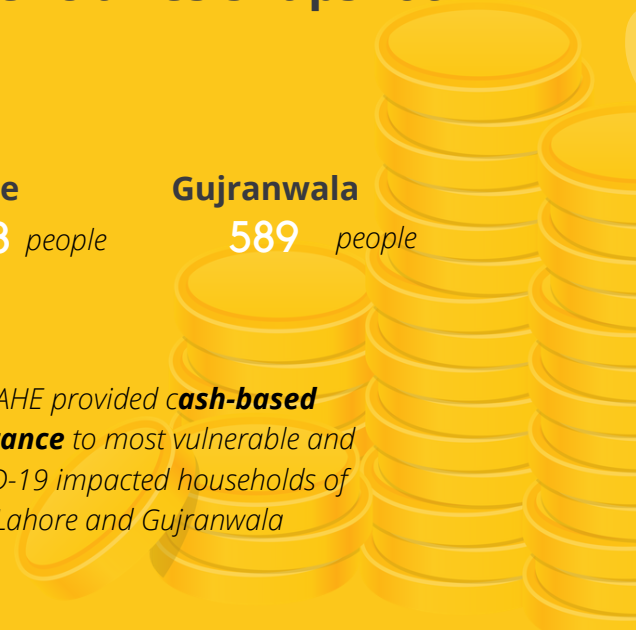
Cash-based Programming



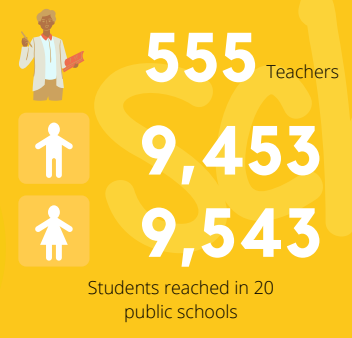
**Lahore**  
5,318 people

**Gujranwala**  
589 people

AGAHE provided **cash-based assistance** to most vulnerable and COVID-19 impacted households of Lahore and Gujranwala



With the support of Oxfam GB, AGAHE has reached out to more than 15,000 students and teachers in **20 public schools** of district Lahore to ensure safe reopening. **Handwashing stations** were installed and **NFIs** are provided to teachers and students.

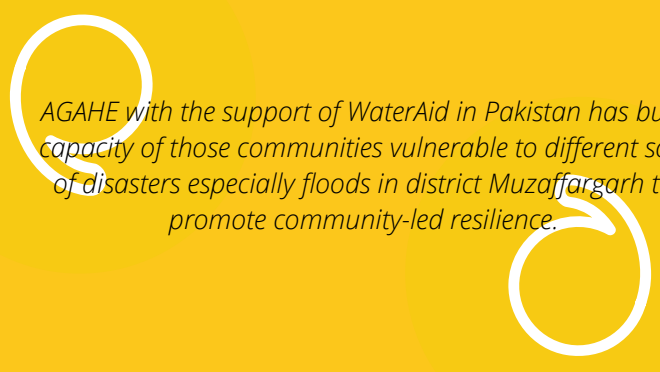


Safe Reopening of Schools

Disaster Risk Reduction & Resilience

**2,809** people reached through DRR capacity building initiative in district Muzaffargarh

AGAHE with the support of WaterAid in Pakistan has built capacity of those communities vulnerable to different sort of disasters especially floods in district Muzaffargarh to promote community-led resilience.



# ANNUAL HIGHLIGHTS: WASH

## Developing Muzaffargarh as Water, Sanitation & Hygiene (WASH) Secure District

District administration, Ministry of Climate Change (MoCC) and Housing, Urban Development & Public Health Engineering Department (HUD&PHED) has declared Muzaffargarh as Pakistan 1st ever Open Defecation Free (ODF) district. There is still need to have continuous engagement with communities to sustain this status. Along with community engagement, AGAHE has redesigned its approach and focusing on system strengthening of government, and communities to improve monitoring & evaluation mechanism led by government and communities for WASH.

### AGAHE Change Canvas for WASH



‘Communities and government departments have improved capacities to plan, implement and sustain inclusive WASH services and behaviors to reduce WASH-related diseases and environmental hazards in Muzaffargarh by 2025.’

# Water Safety Planning: Safe Drinking Water from Source to User

District Muzaffargarh has different ecological zones like riverine, arid, sand dunes and barren lands. District is prone to range of hazards including waterlogging, salinity, low seepage, less recharge, and contamination, due to floods and droughts.



Meeting with PMU - CDU Unit, HUD&PHED for discussion on ODF Sustainability Guidelines

AGAHE with support of WaterAid and under umbrella of HUD&PHE Department Punjab has developed context-based climate resilient water safety plan (WSPs) of tehsil Jatoiof district Muzaffargarh. The climate resilient water safety planning started from development of village level plans which were consolidated at Union Council (UC) level to feed the tehsil level WSPs.



## 6 CLEAN WATER AND SANITATION Climate Resilient Safe Drinking Water Infrastructure



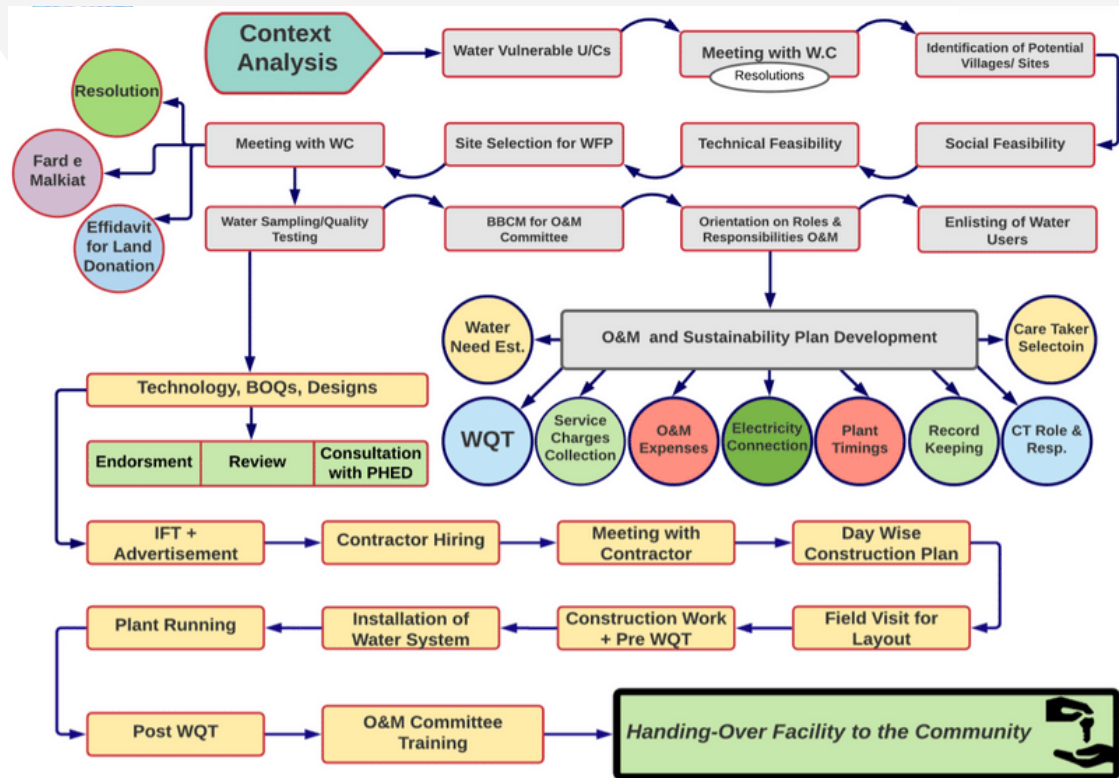
Honorable Governor Punjab, Chaudhary Muhammad Sarwar Inaugurated Water Enterprise Model in district Muzaffargarh

AGAHE with the support of WaterAid has constructed 5 climate-resilient community managed water filtration plants, in most climate impacted vulnerable communities of district Muzaffargarh in last year which were identified through Context Analysis of the district. Operation and Maintenance (O&M) Committees were formed and strengthened to maintain these facilities.

To keep the water services sustained, plans for O&M and sustainability were also developed by the O&M Committees. These facilities are community-managed, and a mechanism is developed for meeting the O&M cost in kind of service charges collection, but the water is free of cost for communities. **8,685** people including 1,621 men, 1,713 women, 2,328 boys, 2,097 girls, 926 children U-5 and 42 people with special needs from 1,388 households are getting benefit of using safe drinking water from these communal facilities.



Following is the flow chart of the activities and processes to construct a climate-resilient water filtration plant.



## Improving Access to Safe Drinking Water in Emergencies (COVID-19)

AGAHE with the support of WaterAid has responded to COVID-19 Emergency in district Lahore, Gujrat, Multan and Muzaffargarh through promotion of hand hygiene, inclusive sanitation and safe drinking water.

For the purpose, AGAHE joined hands with Punjab Aab-e-Pak Authority (PAPA) to promote access to safe drinking water. AGAHE will construct/rehabilitate water infrastructure in Punjab with the support of national and international organizations.



Honorable Governor Punjab Chaudhary Muhammad Sarwar (Chief-in patron PAPA) inaugurated Water Filtration Plant rehabilitated by AGAHE.

# Safely Managed Sanitation

Although district has achieved the open defecation free status but still the wastewater is being dissolved in natural resources without any treatment which is leading to contamination of groundwater and creating other environmental hazards

## What is the Issue?

Wastewater dissolves in groundwater without being treated.



Toxic sort of wastewater contaminates groundwater

Health and environmental hazards



Apart from industrial and household wastewater, frequent floods are also a major cause of groundwater contamination at large scale. AGAHE with the support of WaterAid and in collaboration with National University of Science & Technology (NUST) has designed Sewerage Treatment Unit (STU) that fulfils the requirement of National Environmental Quality Standards (NEQS). AGAHE has so far constructed more than 20 STUs in Muzaffargarh. In the reporting year, AGAHE has presented its most finest model to HUD&PHED for its replication and scaling up in other parts of provinces as well.

## Sewerage Treatment Unit (STU)

WASH Committee president, Mr. \_\_\_\_\_ has donated his land for construction of STU that benefits 15-20 households. 20 HHs of Basti Jaggatpur are now safe from health hazards caused by inappropriate disposal of human excreta.

AGAHE acknowledges the spirits of Mr. \_\_\_\_\_ for taking this step in his community to improve WASH services, behavior, and health conditions of Jaggatput, Muzaffargarh.



## Strengthening Government's Systems: ODF Sustainability Guidelines

AGAHE has also been facilitating the HUD&PHE Department Punjab to draft ODF Sustainability Guidelines for the province through a consultative process with all stakeholders including government departments, academia, private sector, and CSOs. The ODF Sustainability Guidelines includes information on mutually agreed process, indicators, and roles & responsibilities of key government departments as well as support required from CSOs in monitoring and sustaining ODF status of the local communities. These guidelines are in the process of finalization and endorsement from PHED Punjab, before its implementation.



Meeting with PMU - CDU Unit, HUD&PHED for discussion on ODF Sustainability Guidelines

## Inclusive sanitation facilities in public offices



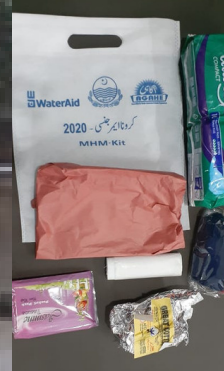
Public courts were open even in the midst of COVID-19 with on average 1,000 visitors per day. AGAHE joined hands with public courts Lahore to ensure access to improved and inclusive sanitation facilities for the visitors and staff. Separate toilets for men and women were constructed with state-of-the-art facilities for men and women.





AGAHE has reached out to millions of people including men and women on COVID-19 awareness through TV, Radio, Social Media, SMS Alert, Billboards, and other communication modes.

**3,708,882** people reached



## Improving Hand Hygiene in COVID-19: Completed 100+ HWFs Mark

AGAHE with the support of WaterAid, and Oxfam GB has promoted hand hygiene in COVID-19 among communities, frontline workers, sanitary workers and other vulnerable groups.

AGAHE initiated its COVID-19 response in March 2020 with the support of WaterAid. So far, we have installed **111 handwashing stations** in district Lahore, Gujrat, Multan, and Muzaffargarh at prominent and most visited places.

Pedal Operated Handwashing station  
at Children Hospital, Lahore.



### Designs of Handwashing Stations

- Pedal-operated handwashing station
- Portable handwashing station
- Permanent handwashing station

Handwashing stations are installed at public offices, quarantine centers, healthcare facilities, public parks, markets, etc.



Temporary handwashing station in  
district Muzaffargarh.



# Ensuring Safe Reopening of Schools in COVID-19

AGAHE with the support of Oxfam GB responded to COVID-19 Emergency when School Education Department (SED) Punjab announced to open school after 6 long months break due to the pandemic. AGAHE has reached more than 15,000 students through provision of handwashing stations in 20 public schools of district Lahore.



Permanent handwashing stations in public schools of Lahore.



## Hygiene for All!



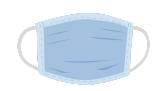
**115,000**  
Sanitizers



**113,000**  
Soaps



**7,350**  
MHM Kits



**16,400**  
Masks



**12,500**  
hygiene kits

# HEALTH & NUTRITION

## Strengthening healthcare system of Lahore to curtail COVID-19 outbreak

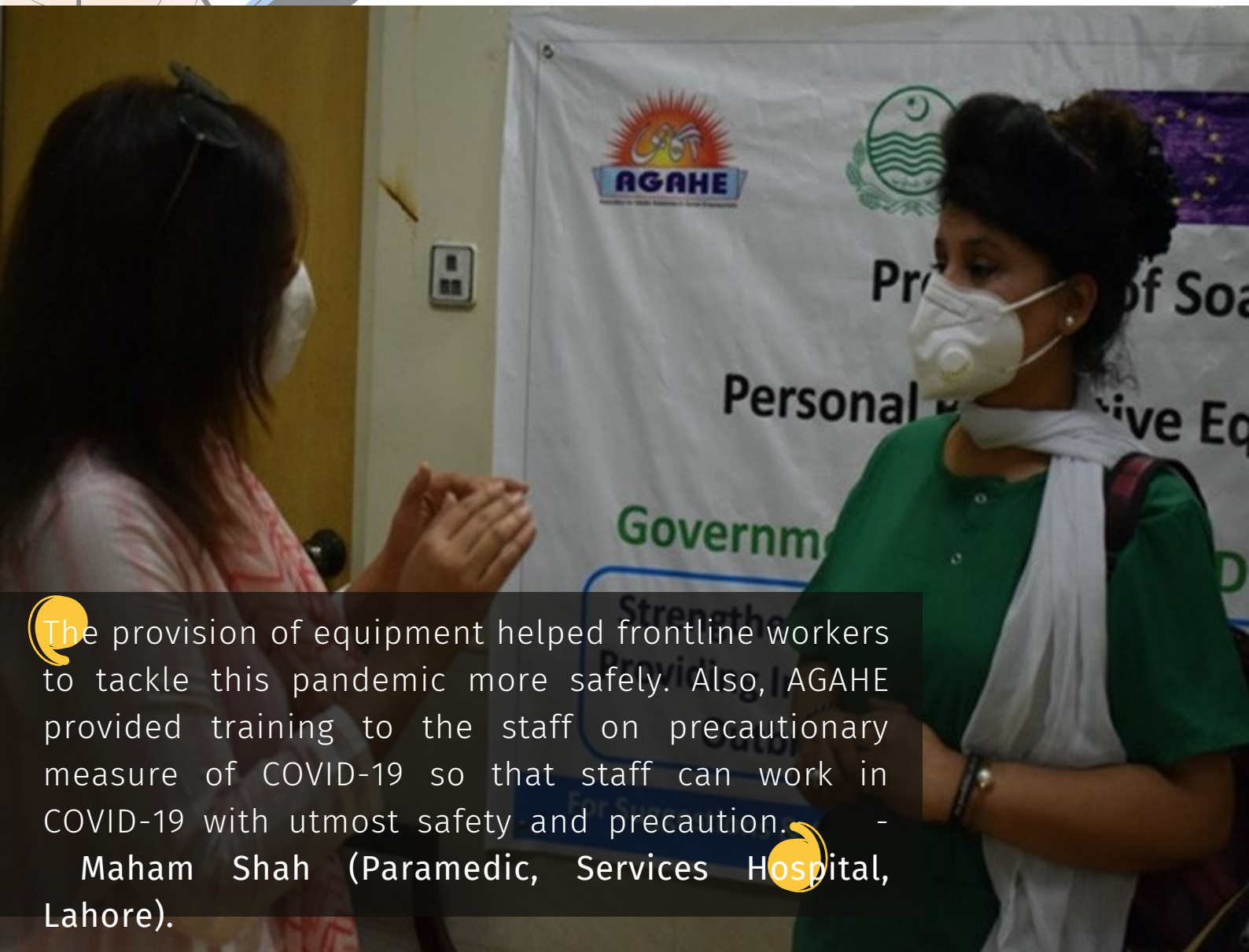


AGAHE with the support of Care International in Pakistan has provided medical equipment to COVID-19 designated hospitals, through extensive assessment in Lahore. Dr. Yasmin Rashid, Provincial Minister Punjab for Health recognized the efforts of civil society organizations to curtail COVID-19 outbreak.



The support provided by Civil Society Organizations (CSOs) especially AGAHE and Care International, is phenomenal. It has helped staff to manage the burden of COVID-19 patients to the great extent.  
- DR. IFTIKHAR AHMAD, Medical Superintendent (MS), Mayo Hospital Lahore

## Protection of Protectors comes first!



The provision of equipment helped frontline workers to tackle this pandemic more safely. Also, AGAHE provided training to the staff on precautionary measure of COVID-19 so that staff can work in COVID-19 with utmost safety and precaution.

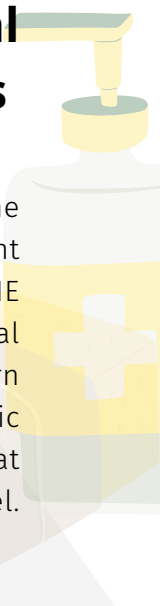
- Maham Shah (Paramedic, Services Hospital, Lahore).

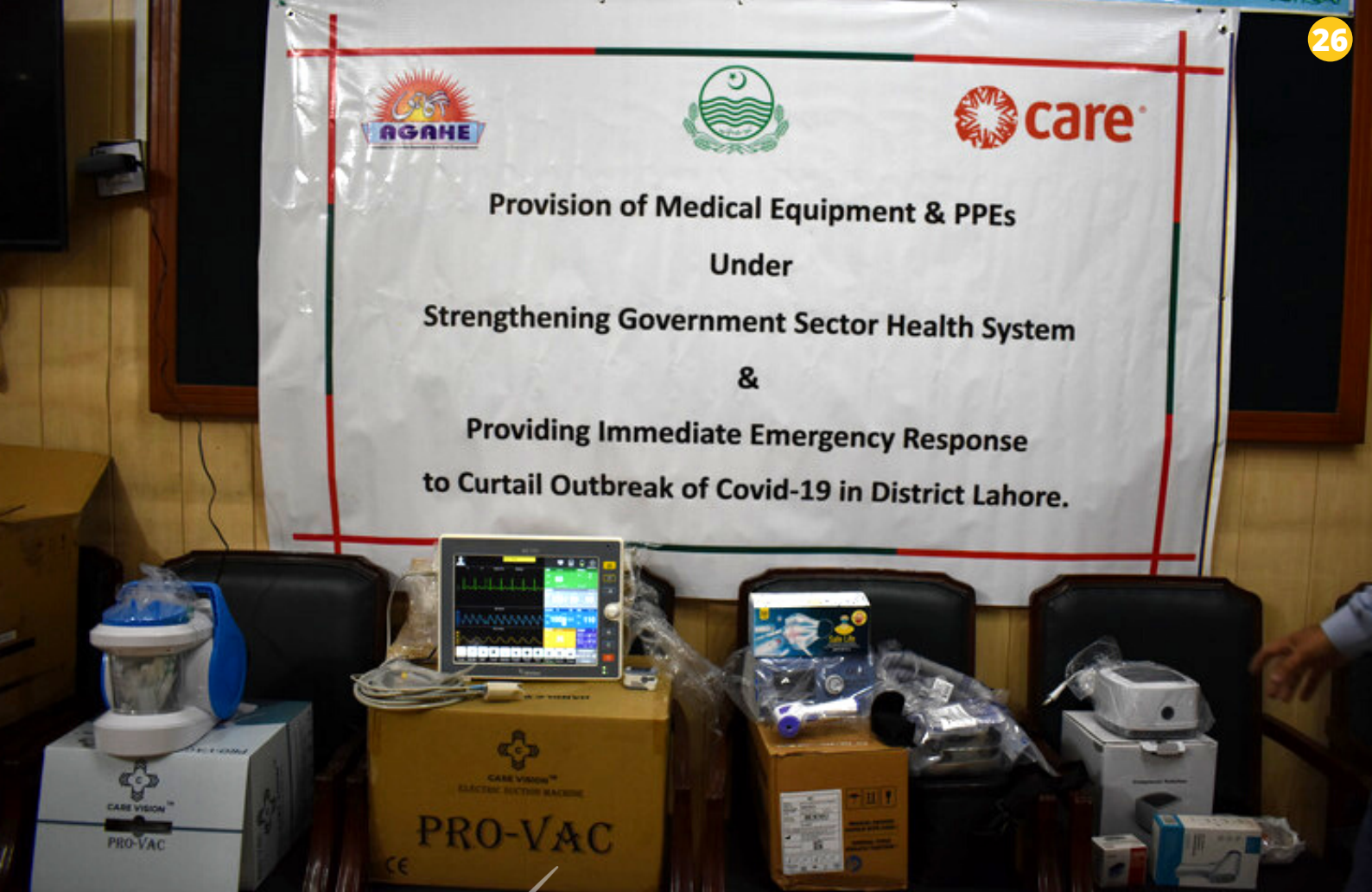
### Medical advice at home

Care International and AGAHE have launched **Telemedicine** in Lahore to reduce patient burden in hospitals. People call @051-4938907 to take medical advice and counselling regarding COVID-19 precautionary measures, myths associated with it, designated hospitals, and a lot more to increase understanding on COVID-19.

### Finding potential for local entrepreneurs

As COVID-19 is a massive threat to the community, it has also brought potentials for social enterprise. AGAHE with the support of Care International is capacitating communities to learn making soap and sanitizer at domestic level to promote entrepreneurship at local level.





## The Future of Immunization

AGAHE with the support of Pakistan Poverty Alleviation Fund (PPAF) has organized sessions on importance of immunization and getting vaccinated, with the communities of district Rajanpur. Lady Health Workers (LHWs) visited in the communities and gave polio vaccines to the children.



# FOOD SECURITY AND SUSTAINABLE LIVELIHOODS

*Strengthening healthcare system of Lahore to curtail COVID-19 outbreak*

AGAHE has been able to reach in

# 35

districts of Punjab under food security / food provision program with the support of PepsiCo International and Give2Asia



AGAHE is registered at Ehsaas Programme web portal and registered each of the beneficiary of food security.

AGAHE has provided ration bags to people effected by socio-economic impact of COVID-19 in 35 districts of Punjab.



## 5,000

Cooked Meals

## 9,347

Ration Packs



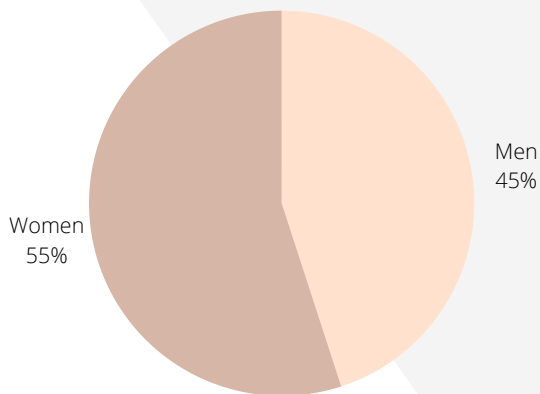
## 26,270



## 26,975



# Reducing Economic Impact of COVID-19 through cash-based programming

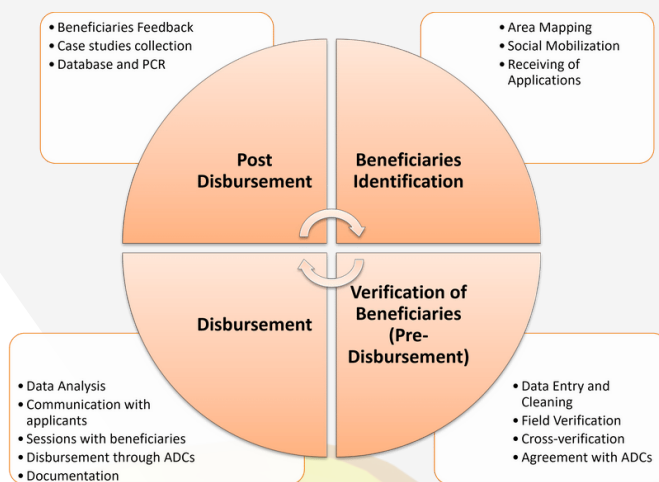


Lahore **5,318** people

Gujranwala **589** people

AGAHE provided **cash-based assistance** to most vulnerable and COVID-19 impacted households of **Lahore and Gujranwala**

Beneficiaries were selected through poverty scoring through an extensive tool to identify poverty struck communities especially effected with the socio-economic impact of COVID-19.



Cash-based Assistance Cycle



AGAHE joined hands with Branchless banking channels i.e., JazzCash and EasyPaisa to ensure smooth transaction to the beneficiaries at doorstep.





## **GRAISEA Programme**

### ***Strengthening Rice Value Chain through Women Economic Empowerment (WEE) and Climate Change Resilience (CCR)***

AGAHE with the support of Oxfam GB is implementing a regional program Gender-transformative Responsive Agricultural Investment in Southeast Asia (GRAISEA II) in district Sheikhupura and Gujranwala. The program aims at promoting climate-friendly farm practices, women economic empowerment (WEE) and climate change resilience (CCR). For the purpose, AGAHE is making efforts to ensure compliance of Sustainable Rice Platform (SRP) which talks about WEE, CCR and other quality parameters.

Throughout the year, AGAHE has been able to reach **2,453** farmers and farm workers including **1,246** men and **1,207** women through multiple interventions. Engagement of farmers with market actors is strengthened to deliver opportunities that integrate small producers, promote women's economic empowerment and support climate resilience. Women farmers and farm workers are engaged in alternate work options through inclusive business options in order to enable them contribute toward improved livelihoods.



# SRP

## **DO YOU KNOW?**

Sustainable Rice Platform (SRP) has 12 performance indicators to enable benchmarking and objective comparison of sustainability of any rice system. Together, these tools can serve as a working definition for sustainable rice production.





# Women in Rice Farming

In Rice cultivation women are involve at two level i.e., farming with their families while on other side they are working as worker in the rice cultivation process (Rice Transplanting - transplanting is one of the main source of income of these workers while in the rest of season they have some sort of work on the alternate basis like vegetable collection and labor in land lord houses which cannot fulfil their lively hood needs and not reach to minimum wage applied by the government.



# Key Successes of GRAISEA Programme



✓ AGAHE is strengthened its partnerships with private sector entities to increase benefits for the farmers and minimize middlemen culture.

↑ **6,700**

Tons of quality paddy purchased by private sector.

✓ 109 farmers received premium price (income support) of €32,872 for selling their paddy to private sector complying SRP principles.

✓ 11 stitching units installed to ensure Women Economic Empowerment (WEE) in district Sheikhpura. More than 200 women are engaged now in the units.

✓ Capacity building on Alternate Work Options for women farmers and farm workers to promote WEE in rice value chain.

✓ Mass awareness campaign on SMOG with farmers and farm workers in collaboration with Environment Protection Agency (EPA) Punjab. Climate-friendly farm practices are promoted in the campaign.

✓ Promote decent work conditions for farm workers (men and women) working in rice value chain in collaboration with Rescue 1122 through medical camps and capacity building.

✓ Promoted new farming techniques and demonstrated plots to showcase success of Sustainable Rice Platform (SRP) principles.

# Stakeholder Engagement for Women Economic Empowerment (WEE) and Climate Change Resilience (CCR)



Multi-Stakeholder Platform (MSP) at district level helps farmers showcasing their grassroots challenges with market actors and government departments to come up with an effective action plans.

Strengthening Rice Value Chain through engagement of stakeholders to discuss priority options for Sustainable Rice Platform (SRP), Women Economic Empowerment (WEE) and Climate Change Resilience (CCR)



Engagement of communities and stakeholder for possible avenues for women economic empowerment and inclusive business in rice value chain at grassroots level.

AGAHE is struggling for policy reforms in the area of climate adaptation for rice crop with the support of relevant stakeholders and engagement of farmers.



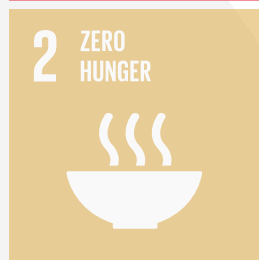
AGAHE joined hands with Rice Research Institute (RRI) Kala Sha Kaku to promote evidence-based advocacy and lobbying with different stakeholders. Also to increase effectiveness around climate change interventions.



# Stakeholder Engagement for Women Economic Empowerment (WEE) and Climate Change Resilience (CCR)



Meeting with Social Welfare Department to link women farmers and farm workers with Sanatar for alternate work options and capacity building on technical skills. AGAHE is going to register stitching units with Social Welfare Department for Sustainability and scale up.



AGAHE is closely working with Environment Protection Agency (EPA) to promote climate-friendly farm practices and mass awareness on SMOG, and Climate Change Mitigation and Adaptation in Rice Value Chain.



Agriculture department is primary stakeholder of AGAHE. Through collaborations, we have provide extension services, seeds, subsidized schemes to women and men farmers and farm workers in district Sheikhpura and Gujranwala.



AGAHE in collaboration with Adaptive Research Institute is implementing innovative models through improving rice plants, better best control and resilience in rice paddy.

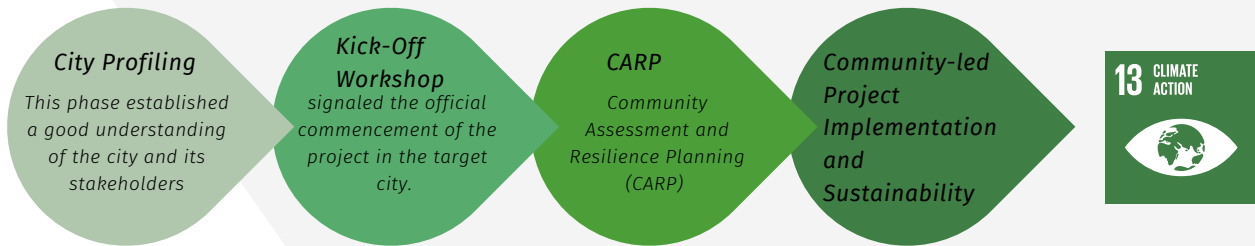


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# DISASTER RISK REDUCTION AND RESILIENCE

## Urban Resilience: Reducing Climate Impacts on Urban Communities in district Sialkot



AGAHE with the support of Oxfam GB and Asian Development Bank (ADB) is implementing Urban Climate Change Resilience Trust Fund (UCCRTF) in district Sialkot. This is the regional programme being implemented in 9 cities around the world.



AGAHE has formed Community Stakeholder Group (CSG) in the district to plan, implement, monitor and sustain community-led project i.e., **Green Park and Water Filtration Plant** for the people of UC Mubarak Pura in district Sialkot. This is being done with the support of Oxfam GB and ADB in collaboration with Municipal Corporation (MC) Sialkot and Punjab Intermediate Cities Improvement Investment Program (PICIIP) being administered by ADB. AGAHE will complete this community-led project by March 2022. A comprehensive sustainability plan will be developed led by the community and stakeholders for its sustenance.



**UC Mubarak Pura in Sialkot is ranked top vulnerable UC with regards to climate change impacts.**

*This is the picture of land that is going to transform into a green park for the community of UC MubarakPura, district Sialkot.*

# DISASTER RISK REDUCTION AND RESILIENCE

## COVID-19: Province-wide coverage

AGAHE with the support of WaterAid, Oxfam GB, Pakistan Poverty Alleviation Fund (PPAF), Give2Asia, PepsiCo International and Care International in Pakistan has responded to COVID-19 emergency in 35 districts of Punjab province. Emergency response was done under thematic area of WASH, Food Security, Sustainable Livelihoods, Menstrual Hygiene Management (MHM), Cash programming, Health, Nutrition, and institutional strengthening.



## GOVERNANCE: Strengthening Local Support Organizations in district Rajanpur



AGAHE with the support of Pakistan Poverty Alleviation Fund (PPAF) has been implementing a project titled 'Tabeer o Tameer Fund (TTF)'.  
**Key Highlights of the year:**

**Key Highlights of the year:**

- Capacity development of 244 community persons of UC Nurpur Machi wala on Sustainable Development Goals (SDGs).
- Institutional strengthening of Noor Local Support Organization (LSO).
- Policy formulation and revision of the organization.
- Renewal of registration from Social Welfare Department.
- Capacity building on procurement Standard Operating Procedures (SOPs).



## EVIDENCE-BASED ADVOCACY & LOBBYING

### Strengthening Government's Systems: ODF Sustainability Guidelines

AGAHE has also been facilitating the HUD&PHE Department Punjab to draft ODF Sustainability Guidelines for the province through a consultative process with all stakeholders including government departments, academia, private sector, and CSOs. The ODF Sustainability Guidelines includes information on mutually agreed process, indicators, and roles & responsibilities of key government departments as well as support required from CSOs in monitoring and sustaining ODF status of the local communities. These guidelines are in the process of finalization and endorsement from PHED Punjab, before its implementation.



Meeting with PMU - CDU Unit, HUD&PHED for discussion on ODF Sustainability Guidelines

### Occupational Health and Safety for Sanitation and Sanitary Workers in Rural and Urban Settings



AGAHE is supporting Local Government & Community Development Department (LG&CD) to develop Standard Operating Procedures (SOPs) for Sanitation Workers to ensure Occupational Health and Safety (OHS) for sanitation and sanitary workers.

A standard OHS kit is also provided to sanitation workers in district Muzaffargarh as a model to present and replicate in other districts as well.





## **MONITORING, EVALUATION, ACCOUNTABILITY AND LEARNING (MEAL)**

Monitoring, Evaluation, Accountability and Learning (MEAL) is an integral part of AGAHE that strives to promote evidence-based reforms and inform the organization to head towards its mission in more effective and efficient way.

AGAHE this and following year would be working to strengthen Quality Assurance / MEAL Systems of AGAHE through development of Standard Operating Procedures (SOPs) for MEAL and Communications. Further to this, fundraising strategy will also be formulated following year.

### **Cash programming: Branchless Banking for Improved Accountability and Transparency**

AGAHE with the support of Oxfam GB responded to COVID-19 emergency through cash programming intervention in district Lahore and Gujranwala.

AGAHE joined hands with JazzCash and EasyPaisa to ensure that the cash assistance is delivered without any deduction and involvement of anyone.

*Two-way feedback and communication mechanism in cash programming is vital to ensure that beneficiaries receive the amount with ease, and accessible way.*



*AGAHE with the support of Oxfam GB organized Learning Workshop in Pearl Continental Muzaffarabad to understand and document, successes, learning, challenges, and way forward to improve cash programming.*

## Institutional Strengthening: Human Resource Development

The Human Resource unit possesses a strategic role and importance in the overall performance of the organization. The intellectual capital in the form of workforce is considered to be the pillar behind the performance and success of the firm. During the last year the HR unit has taken significant steps for the upgrading of the HR systems and instilling a conducive environment for the employees.

### Recruitment & Selection

The HR unit has significantly improved the recruitment and selection procedures, predominantly resumé screening and interview evaluation criteria. A well-defined, divided on the basis of quantitative and qualitative sections, interview evaluation forms have been devised along with proper allocation of percentages. Further, to improve the candidate's recruitment pool, the HR unit has liaison with the academic sector; on-boarding UET Lahore and UMT Lahore.

### Performance Management System

To manage and align with the updated and best HR practices, the HR unit implemented a performance management system. Firstly, job descriptions of all positions were revised and Key Performance Indicators (KPIs) were defined along with the performance measurement criteria and allocation of due weightage to each indicator. In order to increase the effectiveness, the practice of annual appraisal has been shifted to semi-annual so that the performance of the employees can be timely evaluated and real time feedback can be provided to the employees.

### Training & Development

"Continuous Learning" is mandatory in this digital era and the HR unit is truly concerned with the enrichment of its intellectual inventory. To meet the objective, different training opportunities have been shared with the employees and also nominated the relevant employees for the available training opportunity.

### Employee Engagement

"Happy employees are the productive employees" and the HR unit truly believes in this notion. To incubate a healthy working environment, employee engagement sessions have been arranged in the field and head office of AGAHE. The sessions included fun games and team activities to grow the mutual relationship among employees and provide them time to relax and revitalize themselves.

### HR Quarterly Newsletter

An employee-focused quarterly newsletter named "The Human Capital" was issued which focuses on appreciating the team and knowledge-sharing with fellow colleagues. The HR unit provided an open space for all the employees to pen down their valuable opinion/views with the colleagues, especially inter-project experiences.

### Employee feedback Survey

During the interventions at systems and policies level, an online employee feedback survey has been conducted to analyze the feedback of the staff. The survey was kept anonymous and strict confidentiality was maintained to have a true and honest opinion of the employees. The HR unit always welcomes feedback as it helps to point out the problems and timely measures can be taken to eradicate them.

### Human Resource Information System (HRIS)

Recently, the HR unit has taken a substantial leap and decided to shift manual HR procedures to the online portal to align the HR systems with the industry best practices. For this purpose, an agreement has been signed with one of Pakistan's top HRIS service providers; flowhcm to manage employee profiles, attendance management, leave management, recruitment and payroll system.

## FUTURE PLANS

COVID-19 has been a great paradigm shift and AGAHE is adapting to the changes and innovation COVID-19 has brought in this world. AGAHE has planned to improve its organizational systems through integration of technology and cloud-based information systems.

### Policy Reforms

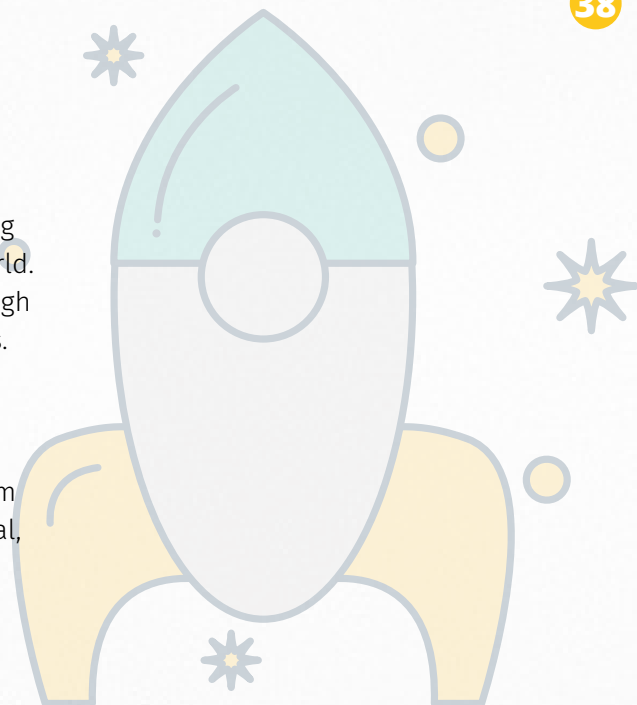
AGAHE is in process to reform / update its policies of finance, procurement, administration, logistics, human resource, program and quality assurance considering the change in local, provincial, national and global context after the pandemic.

### Fostering New Partnerships: Resource Mobilization

AGAHE is exploring new avenues of partnerships and collaborations in the area of WASH, Nutrition, Health, Governance, Sustainable Livelihoods and Disaster Risk Reduction & Resilience. We have plans to join hands with government departments and research institute to promote evidence-based programming.

### National and Global Alliances

AGAHE is mapping national and global stakeholders including donors, alliances, networks, working groups, and alliances contributing thematic areas of AGAHE and Sustainable Development Goals (SDGs). AGAHE in the following year will join relevant national and global networks.







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