



Move Against Poverty of women Organization
MAPWO

PROFILE

Registered No:
3862





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VISION:

MAPWO envisions a society where all women and children enjoy secure, healthy, enlightened lives and responsive environments that promote their social, economic, cultural, and moral development

To contribute to the development efforts of Afghanistan for upgrading women's living standards through the provision of education, health, Nutrition and WASH to mitigate poverty by playing role in the empowerment of women, to become economically self-sustaining and to decrease family voidances and build respect among the community to stand in the range and ranks of independent and developed citizens.

MISSION:

The core mission of MAPWO is to "preserve and improve human life". This mission will be achieved through improving literacy, better livelihood with equal access to basic living needs such as health, Nutrition, education, security, food security, clean drinking water, shelter-homes, job opportunities, and sustainable income for a better economic status.

BACKGROUND:

Move Against Poverty of Women Organization (MAPWO) is a not-for-profit, non-political, and non-governmental humanitarian organization. MAPWO was established in 2016 to work alongside other national and international partners for poverty reduction and women empowerment focusing on alleviating the sufferings of the most vulnerable group of the society in different community structures such as rural, urban, IDPs, returnees, etc. intending to facilitate this vulnerable group to regain the dignity based on enhancing their technical capabilities to become skilled and gain sustainable income for contributing family economy and take an active part in the reconstruction and development of the country in all aspects ranging from livelihood to education, economic empowerment, governance, and social empowerment.

AREAS OF EXPERTISE:

MAPWO area of focus is more on the Health, Nutrition, WASH, Food Security & livelihood, Education and community empowerment/development as well as provision of social services to different communities in Afghanistan aiming to contribute to the wellbeing of our people, poverty reduction, women and child morbidity and mortality, development, and peacebuilding process in the country through designing and implementing projects for improving the health, livelihood and living standards of the people at the grass-root level, in particular the women and other marginalized groups of the society.

To achieve the mentioned goals MAPWO has got expertise in the following areas:

● **EDUCATION**

- Adult Education (Literacy)
- Community-Based and Accelerated Learning Education (CBE/ALC)
- Education in Emergency (EiE)
- Literacy and Numeracy
- Teacher Training and Capacity building

● **HEALTH**



- Providing HIV, STIs treatment and care services
- Providing PHC services in remote/white areas
- Providing Nutrition services in remote/white areas
- Providing consultation on Mental health and public awareness in remote/white areas
- Community Engagement
- Training and Capacity Development on:
 - Nutrition
 - Mental Health
 - Social Mobilization and Behavior change
 - Community empowerment
 - Health Education and Hygiene Promotion
 - Health monitoring and evaluation
 - Water, Sanitation, and Hygiene (WASH) in Health
- **COMMUNITY DEVELOPMENT**
 - Governance and Enhancement of leadership abilities
 - Community and Social Mobilization (Techniques and Implementation)
 - Community Awareness
- **AGRIBUSINESS**
 - Food Security
 - Alternative Livelihood
 - Women Farmers Capacity Building (house gardening, back yard poultry)
 - Home-based Food Processing
 - Marketing

MONITORING AND EVALUATION

MONITORING:

Monitoring and evaluation form the basis for modification of interventions and assessing the quality of activities being conducted. MAPWO usually performs M&E as an obligatory mechanism for the implementation of its project; MAPWO performs monitoring of its projects regularly that include finding facts regarding projects progress the results of which is being generated in the form of both, qualitative and quantitative reports and data, and facts and figures of the progress. The monitoring is usually taking place on two levels A-Managerially and B-Technically.

Monitoring takes place in accordance with the requirements measuring the achievements according to the set indicators and benchmarks against the objectives stated in the project document and proposal for achieving the following results:

- For measuring the effectiveness of the project necessary and required facts and data be collected monthly on how many people are involved and/or benefited from the program/project and how they find the project progress (this will indicate the effectiveness of the project).
- For finding the efficiency of the project necessary facts and data are being collected regarding the resources used for the progress made during a certain period of time (this indicates the efficiency of the program).



- What changes have happened in the quality of life of the targeted beneficiaries and what positive changes have occurred in the attitude of the community at large (this indicates the impact of the program and change of attitude).

Monitoring on a technical level will be taking place by the project key staff. The tool for this kind of monitoring will be the curriculum and production methodology, measuring the indicators and other benchmarks.

The monitoring process must answer WH questions.

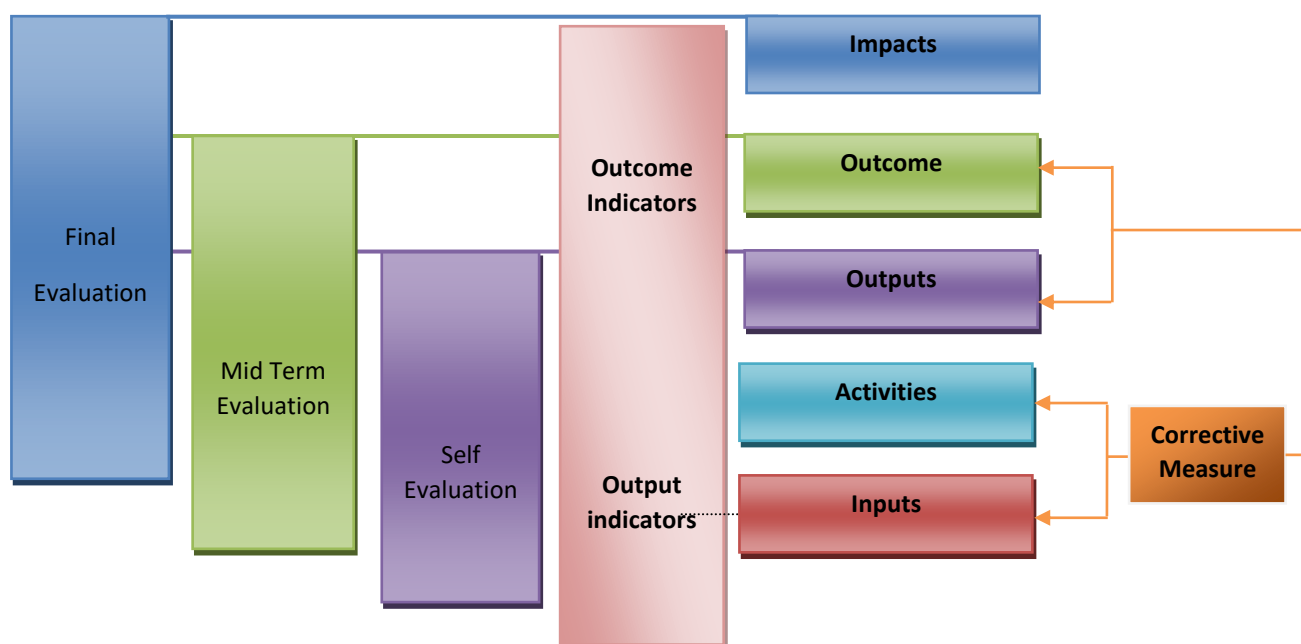
EVALUATION:

Evaluation as monitoring will be taking place as a systematic and independent examination of the project, to determine its efficiency, effectiveness, impact, sustainability, and relevance in the light of its objectives.

MAPWO will not only consider the process of the project but would also evaluate the outcome/output against the input.

- Self-evaluations
- Midterm evaluations
- Final evaluation

MAPWO evaluation process is explained in the following chart explaining the sequence.





MAPWO will be taking responsibility to provide opportunities to donor agencies and other

Concerned parties (targeted groups, community, local authorities, and partner organizations) in the evaluation process of the project.

GENDER RESPONSIVENESS:

Gender responsiveness and safeguarding have been one of the key organizational and programmatic priorities of MAPWO. Our comprehensive Gender Equity Policy and Safeguarding Policy includes a Staff Code of Conduct (which contains a “Speak Up” Policy & Procedure), guidelines on adapting programs to be gender-responsive, gender equity and safeguarding principles and guidelines for both staff and beneficiaries, and a range of other policies, such as anti-bribery and corruption, anti-fraud, financial management, etc. The Child Safeguarding Policy (CSG) specifically reflects MAPWO’s commitment to keep children safe, ensure that we “do no harm”, and meet the responsibilities set out in the UN Convention on the Rights of the Child.

Many of the processes and commitments in MAPWO’s Gender Equity and Safeguarding guidelines speak directly to our commitments to affected population approach AAP, particularly our commitment to the equitable, inclusive representation of marginalized groups and mainstreaming gender and safeguarding programmatically and operationally. MAPWO’s adapted procedures and programs have integrated safeguarding, gender, and COVID-19 prevention guidelines. MAPWO’s strategy for recruiting more female employees and field staff is our top priority. MAPWO’s approach ensures that our programming is always context-specific, responsive to identified needs and gaps, and ensures equitable access to activities.

REPORTING:

MAPWO will report to donors and stakeholders on monthly, quarterly, and annual intervals and/or as per the requirements and given guidelines and schedule of the donor. MAPWO will maintain and generate both, qualitative and quantitative reports being in soft or hard form. MAPWO database of necessary information based on the requirements as well as importance of the information/data and/or project.

FINANCIAL CONTROL

MAPWO maintains a very transparent financial and accounting procedure with very well-designed administrative regulations which is the standard for NGOs.

MAPWO maintains the normal NPO (Non-Profit Organization) Double Entry accounting system with Cash Book, Bank Book, Ledger, Journal, Vouchers bookkeeping procedures where every single transaction is being recorded and tracked very accurately, with all necessary supporting documentation maintained.

MAPWO also possesses an internal controlling mechanism for better transparency and accountability for instance to ensure transparency in the financial system, MAPWO management has a local contract committee for Services and Procurements. The committee has 5 members with the following Designations.

1. Operation Director
2. Program Director



3. Sr. Finance Officer
 4. Admin Officer
 5. Logistic Officer (non-voting member)
-
1. the committee members are normally selected for 6 months (but some time duration depends on Projects duration as well)
 2. The committee is responsible to ensure that the procurements of goods or services are adhering to the internal financial and procurement rules.



INSTITUTIONAL CAPACITY AND ORGANIZATIONAL STRUCTURE:

As an Organization, MAPWO is filled with a team of great visionary, technical, operational, and leadership skills to implement complex projects with limited resources and meet tight deadlines. Moreover, we have all our administrative, guiding, and ruling document including policies, operation manuals, and strategies, financial guidelines, audited reports, and legal documents, all prepared with world standards.

Led by Managing Director, MAPWO has sub-sections of Program, Administration, Finance, and Procurement each managed by section Officer. Every section has its own manual and guiding document in the light of which they manage their operation and activities transparently.

Under the leadership of the Managing Director, the team meets regularly to review the projects and programs progress, potential risks, and mitigation measures from each section. However, the section leads meet on weekly basis to discuss the progress vs the operational plan in the light of donor/grant agents' guidelines and prepare a brief for the monthly meeting.

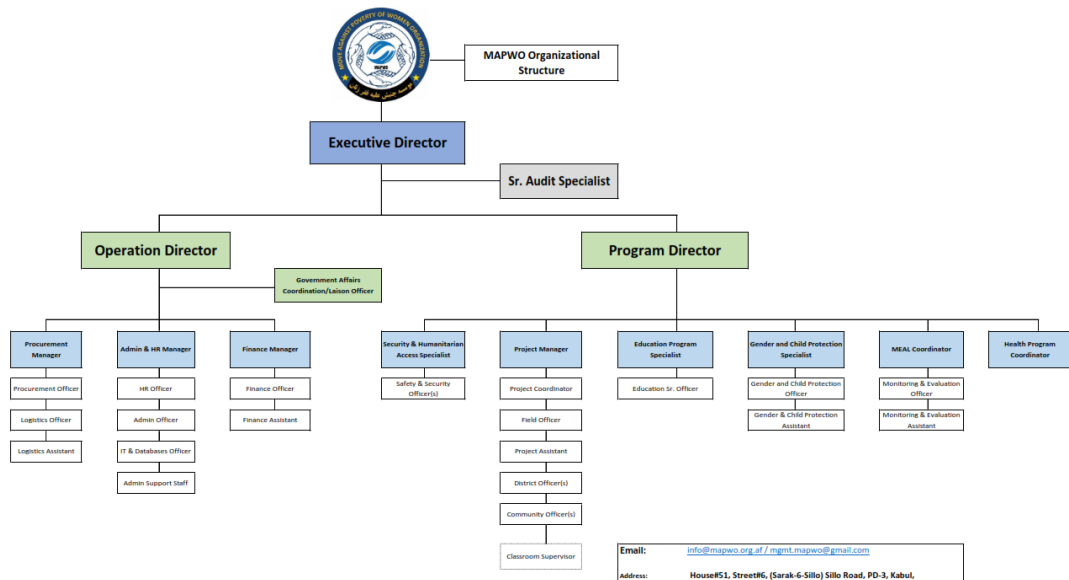
MAPWO's vibrant and highly motivated team go prepared, organized, and well equipped to give a presentation to donor/grant agents and peer organizations to demonstrate and defend the progress of our work.

Core Team:

No	Name	Position	Year Experience	Qualification
1	Zabihullah Marjankhail	Executive Director	15	ACCA/MBA/BBA
2	Jamal Nasir Wafa	Operation Director	8	MBA/BBA
3	Niaz Mohammad Malyar	Program Director	15	MBA/BBA
4	Fardeen Mehrabi	HR and Administration Manager	10	MBA/BBA
5	Nabiullah	Sr. Finance Officer	15	BBA/MBA
6	Rohullah Ramaki	Finance Officer	12	BBA/MBA
7	Dr. Basir Ahmad Amirzai	Health Program Coordinator	16	MD/MPH
8	Shahidullah Kamal	M&E Specialist	5	BBA
9	Imaduddin Salam	IT and Databases Specialist	10	MIT/BCS
10	Jamil Rahman Hairan	Project Manager	10	BBA/MBA
11	Khurshid Etibari	Gender and Protection Specialist	15	MA/BBA
12	Hamdullah Mohammadi	Procurement Officer	5	BA
13	Aminullah Seddiqi	Security and Humanitarian Access Specialist	15	MA/BBA



No	Name	Position	Year Experience	Qualification
14	Mohammad Omar Hijrat	Government Relation & Liaison Officer	15	MA Islamic Studies



LIST OF POLICIES, MANUALS, AND GUIDELINES MAPWO FOLLOWS:

No	Name of the Policy/Manual	Purpose	Prepared	Last update
1	Financial Management (FM)	The Financial Management manual is one of such important documents and conditions that provides the basic framework and guidance to reach the financial goal of making development impact effectively and efficiently	2017	June-2023
2	Human Resource (HR)	The purpose of the HRM is to set down the policies, conditions, rights, and obligations of MAPWO employees subject to their performance of the duties and responsibilities in their job description.	2017	Jan - 2023
3	Gender policy	The purpose of the policy is to enable MAPWO to play role in order to ensure gender equality at all levels of the organization. The policy guides MAPWO to perform functions including strategic and operational planning, resource mobilization and allocation and implementation for ensuring equality and equity of men and women.	2017	July-2023
4	Child Protection Policy	The purpose of the policy is to enable MAPWO to play an active role in order to ensure the practice and establish child rights at all levels of society and also within the organization.	2017	June - 2023

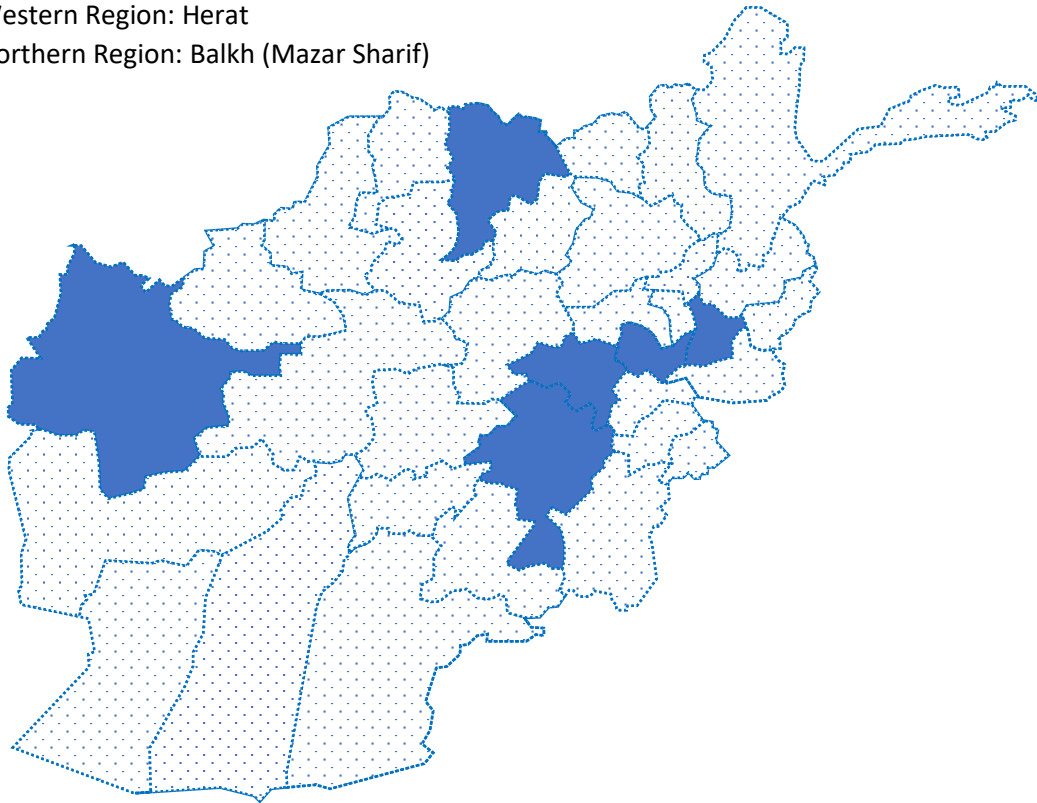


No	Name of the Policy/Manual	Purpose	Prepared	Last update
		The policy guides MAPWO team to consider and protect children's rights in every step of the planning, resources allocation and mobilization, and implementation.		
5	Procurement/Logistic policy	To have a strong and transparent procurement system, this policy has been developed and followed by our teams. MAPWO Procurement Section undertakes procurement, logistics, and supply by following proper procurement and supply procedures. All our procurement activities are aligned with the National Procurement Law of the Government of the Islamic Republic of Afghanistan and all its donors and grant agents' manuals.	2017	June–2023
6	Monitoring and Evaluation guidelines	The purpose of using M&E policy is to improve the Project implementation in order to both achieve the desired objectives and enhance the impacts of the project.	2017	Jan – 2023
7	Conflict of interest	This policy aims to protect both the organization and the individuals involved from any appearance of impropriety.	2017	Jan – 2023
8	Organization Code of conduct	The main objective of this code of conduct is to define specific terms and conditions for our employees and partner organizations henceforth called contract parties to comply with.	2017	July – 2023
9	Internal Audit Manual	The Internal Audit Section conducts independent reviews and appraisals of the MAPWO procedures and operations. These reviews provide management with an independent appraisal of the various operations and systems of control.	2017	July – 2023
10	Program Manual (Education, Health, Research)	This manual is designed to assist and guide project managers, program advisors, and officers and fund management officers to formulate high-quality projects and activities that effectively promote the mandate and mission of MAPWO. The manual aims to assist project management by setting out procedures and requirements for project preparation, approval, revision, reporting, monitoring, and evaluation.	2017	July – 2023
11	Security Policy	This policy document is prepared to ensure security measures toward the organization and the main objectives is to create a system and a mechanism through which MAPWO is best able to implement its current and potential projects in various provinces of Afghanistan in a safe and secured environment in order to achieve its goal and objectives effectively and efficiently.	2017	Jan – 2023
12	IT policy	It is important to maintain a proper spirit and tone to your communication over the system.	2017	Jan – 2023
13	Confidential policy	Employees of the MAPWO and its subsidiaries must protect the confidentiality of information that they handle concerning members and clients both inside and outside the organization.	2017	Jan – 2023



GEOGRAPHIC COVERAGE

1. Central Region: Kabul, Logar, Wardak, Bamayn
2. Eastern Region: Laghman (Mehtarlam)
3. Southern Region: Ghazni, Paktika, Uruzgan
4. Western Region: Herat
5. Northern Region: Balkh (Mazar Sharif)





EXPERIENCE

Past Performance Table (List of Recent and Relevant Health, Nutrition and Education Projects)						
#	Project Title	Description Of Activities	Location	Client Name & Address	Project Value	Completed (Year)
1	Education: Community Based Education – CBE classes	<ul style="list-style-type: none"> ✓ Establishment of 200 new CBE classes in 4 districts (Sayed Abad, Chak, Daimirdad, and Jughoto) of Wardak Province ✓ Recruitment and training of 200 CBE teachers in 4 districts of Wardak Province ✓ Establishment of 200 CBE shuras in 4 districts of Wardak Province ✓ Enrolment and registration of 6000 OOSC into 200 CBE classes in 4 districts of Wardak province 	Wardak (Sayed Abad, Chak, Daimirdad, and Jughoto)	UNICEF Afghanistan UNICEF Afghanistan Aminullah Adel Education Specialist, UNICEF Central Region aadel@unicef.org	AFN 48,444,850	Ongoing
2	Education: Community Based Education – CBE classes	<ul style="list-style-type: none"> ✓ Continuation of 300 CBE classes in 9 districts of Ghazni Province as a result of Transition from International NGOs to local NGOs (being transitioned from Swedish Committee for Afghanistan SCA to MAPwo) ✓ Management and training of 300 CBE teachers in 9 districts of Ghazni Province ✓ Establishment, training of 300 CBE shuras in 9 districts of Ghazni Province ✓ Enrolment and registration of 9000 OOSC into 300 CBE classes of Ghazni province 	Ghazni (Ab Band, Andar Deh Yak, Gelan, Zanakhan, Wal-e, Muhammad-e-Shahid, Giro, Malistan, Nawa)	UNICEF Afghanistan Aminullah Adel Education Specialist, UNICEF Central Region aadel@unicef.org	TBC	Ongoing
3	Education: Community Based Education – CBE classes	<ul style="list-style-type: none"> ✓ Continuation of 200 CBE classes in 12 districts of Paktika Province as a result of Transition from International NGOs to local NGOs (being transitioned from 	Sar Rawzah, Yosuf Khel, Zarghun, Shahr,	UNICEF Afghanistan Aminullah Adel Education Specialist, UNICEF Central Region	TBC	Ongoing



Past Performance Table (List of Recent and Relevant Health, Nutrition and Education Projects)						
#	Project Title	Description Of Activities	Location	Client Name & Address	Project Value	Completed (Year)
		<p>Swedish Committee for Afghanistan SCA to MAPWO in Paktika)</p> <ul style="list-style-type: none"> ✓ Management and training of 200 CBE teachers in 12 districts of Paktika Province ✓ Establishment, training of 200 CBE shuras in 12 districts of Paktika Province ✓ Enrolment and registration of 6000 OOSC into 200 CBE classes of Paktika province 	Yahya Khel, Gomal, Urgun, Surobi, Omna, Wormamay, Turwo, Wazakhah, Dila	aadel@unicef.org		
4	Basic Genral Literacy – BGL Program for Adolescent Girls/Women and Adults	<ul style="list-style-type: none"> ✓ Establishment of 70 Basic General Literacy Classes in 4 districts of Wardak Province ✓ Recruitment of 70 BGL teachers/facilitators to teach the BGL students/beneficiaries ✓ Enrolment of 1050 BGL learners into the BGL program in Wardak 	Wardak (Sayed Abad, Chak, Narkh, and Behsood Markaz)	<p>UNESCO Afghanistan Ms. Nasreen Obaidee UNESCO Project Focal Point n.obaidee@unesco.org</p>	AFN 135,086	Ongoing
5	Basic Genral Literacy – BGL Program for Adolescent Girls/Women and Adults	<ul style="list-style-type: none"> ✓ Establishment of 70 Basic General Literacy Classes in 6 districts of Ghazni Province ✓ Recruitment of 70 BGL teachers/facilitators to teach the BGL students/beneficiaries ✓ Enrolment of 1050 BGL learners into the BGL program in Ghazni 	Ghazni (Andar, Muqur, Gillan, Ajeristan, Qarabagh, and Deh Yak)	<p>UNESCO Afghanistan Ms. Nasreen Obaidee UNESCO Project Focal Point n.obaidee@unesco.org</p>	AFN 136,533	Ongoing
6	Operational Support for 3 Drug Addicted Treatment Center (DATCs) in Bamyan, Paktika, and Uruzgan for	<p>Provision of Operational Support for:</p> <ul style="list-style-type: none"> ✓ 20 bed female DATC in Bamyan ✓ 20 bed female DATC in Uruzgan ✓ 30 bed male DATC in Paktika 	Bamyan, Paktika, and Uruzgan	<p>WHO Afghanistan Dr. Muhammad Arif “Adil” Program Assistant, WHE Afghanistan Country Office – WHO +93 701 67 49 72</p>	\$ 232,891	Ongoing



Past Performance Table (List of Recent and Relevant Health, Nutrition and Education Projects)						
#	Project Title	Description Of Activities	Location	Client Name & Address	Project Value	Completed (Year)
	period of 12 months (1 year)			madil@who.int		
7	Quality Public Health Management Courses (QPHMC) training courses to PPHD staff	<ul style="list-style-type: none"> ✓ Three national-level training modules (Management, Disaster Management, Report, and Proposal Writing) were conducted in 3 provinces. ✓ Training modules for three modules (Management, Report, and Proposal writing) developed for MoPH. ✓ 90 provincial and district health officers from all 3 provinces were trained on leadership, management, disaster management, report, and proposal writing. ✓ Three provinces were visited for -post-training follow-up and evaluation. 	Ghazni, Paktika and Zabul provinces	<p>Afghanistan Centre for Training and Development (ACTD)</p> <p>Mirza Mohammad Popalzai Senior Procurement Specialist +93788225599 mirza2588@yahoo.com</p>	AFN 1,321,000	2017
8	Nutrition Training and Public awareness	<ul style="list-style-type: none"> ✓ 270 HF's staff (doctors, Nurses, and Midwives), CHSs, CHWs, provincial and district health officers) from all 3 provinces were trained on Nutrition in Emergencies ✓ Adopted and distributed training material and modules for all participants ✓ Community based Active Surveillance on detection and reporting of sever and moderate malnutrition cases ✓ Community Awareness conducted through the trained CHWs in the 9 districts (three district of each province) 	Ghazni, Paktika and Zabul provinces	<p>Afghanistan Centre for Training and Development (ACTD)</p> <p>Mirza Mohammad Popalzai Senior Procurement Specialist +93788225599 mirza2588@yahoo.com</p>	AFN 3,511,000	2019
9	Technical Educational and vocational Trainings	<ul style="list-style-type: none"> ✓ Provided Techincal Educational and Vocational trainings 600 participants (Kabul , Helmand and	ATVI Eng. Abdul Bari Rahimi	AFN 46,200,000	2018



Past Performance Table (List of Recent and Relevant Health, Nutrition and Education Projects)						
#	Project Title	Description Of Activities	Location	Client Name & Address	Project Value	Completed (Year)
		Female & Male) in the following three provinces i. Kabul ii. Helmand iii. Laghman	Laghman Provinces	President +93 79 984 8199 engrahi.100@gmail.com		
10	Monitoring & evaluation of Vocational Skills Development	<ul style="list-style-type: none"> ✓ Monitoring & Evaluation of the Vocational Skills Development Project, Mainly MAPWO was responsible for the following activities; ✓ Process ✓ Impact ✓ Outcome, and ✓ Summative evaluation 	Kabul Province	ATVI Eng. Abdul Bari Rahimi President +93 79 984 8199 engrahi.100@gmail.com	AFN 3,100,000	2019
11	Monitoring & evaluation of Vocational Skills Development	<ul style="list-style-type: none"> ✓ Process of collecting, analyzing and using information to track a project's progress toward reaching its objectives 	Nangrahar Province	ATVI Eng. Abdul Bari Rahimi President +93 79 984 8199 engrahi.100@gmail.com	AFN 4,400,000	2019
12	Impact Evaluation of Two National Development Programs in MoEc Funded by Deutsche Gesellschaft for International Zusammenarbeit (GIZ), Sub contracted from Hawk Vision	Key contribution: <ul style="list-style-type: none"> ✓ Evaluation of Kabul Manucipality Development Project ✓ Contributed in Data collection, data sorting , verification and cleaning ✓ Developed Analysis Report and Findings ✓ Conducted survey tools and material training for enumerators in Kabul 	Kabul	Mohammad Younus Ghairat Director Hawk Vision Email: myounus@hawkvision.org Phone: +93 (0) 786 947322	AFN 1,532,000	2017



Past Performance Table (List of Recent and Relevant Health, Nutrition and Education Projects)						
#	Project Title	Description Of Activities	Location	Client Name & Address	Project Value	Completed (Year)
13	Family Planning Training	✓ Provided training to community health workers on family planning to 557 participants from all provinces	Kabul, Afghanistan	Afghanistan Centre for Training and Development (ACTD) Mirza Mohammad Popalzai Senior Procurement Specialist +93788225599 mirza2588@yahoo.com	AFN 1,923,235	2019
14	Participatory Community Empowerment With Ministry of Rural Rehabilitation and Development – MRRD	<ul style="list-style-type: none"> ✓ Social Mobilization on National project of MRRD ✓ Community Engamenet on Public Property Protection ✓ Community Engagement and Women Participation on National Participation and Mobilization Workshop ✓ Facilitating the implementation of MRRD development projects in Ghazni, Paktitka and Zabul 	Ghazni, Paktika, Zabul	Mohammad Salim HR Head NSP/MRRD Email: s.wardak@nspafghanistan.org Phone: 0799374030	AFN 1,200,000	2019
15	Short Term assignment by Ministry of Education for CBE, GPE teachers training and guidelines UNICEF funded	<p>Document Development and Translation:</p> <ul style="list-style-type: none"> ✓ Community-Based Education (CBE) Health Guidance 2021_ in English, Dari, and Pashto - (UNICEF) ✓ CBE Health Training Guidance from English to Pashto and Dari - (UNICEF) ✓ Teacher Handbook Remedial Assessment – from English to Dari and Pashto (UNICEF) ✓ Global Partnership for Education (GPE) School Health Guidance 2021_ from English to Pashto and Dari - (UNICEF) <p>Program Implementation:</p>	9 provinces	Besmillah Basal Director of Teachers' Professional Development, Ministry of Education basalbesmillah@gmail.com	AFN 1,464,000	March 2021 - July 2021



Past Performance Table (List of Recent and Relevant Health, Nutrition and Education Projects)						
#	Project Title	Description Of Activities	Location	Client Name & Address	Project Value	Completed (Year)
		<ul style="list-style-type: none"> ✓ Provision of CBE Teacher training program to MoE Master Trainers in Kabul and 9 provinces ✓ Community Mobilization and Engagement for 450 Community leader ✓ Provision of Social-Emotional Learning Program for one week to Master trainers and trainers. 				
16	Situational Analysis about Education Gaps and learning losses incurred due to Covid19 in 2020 and 2021 of Afghanistan, Subcontracted from the Hawk Vision Consultancy Services	Activities: <ul style="list-style-type: none"> ✓ Tools Development ✓ Capacity building for local PED and DED authorities in the selected provinces ✓ Conducting the research study in the light of MOE given Education indicators 	Ghazni, Paktika, Wardak	Mohammad Younus Ghairat Director Hawk Vision Email: myounus@hawkvision.org Phone: +93 (0) 786 947322	AFN 500,000	Nov 2020 – Mar 2021

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