

2014

Annual Report



Society for Human
& Natural Resource
Development

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ACRONYMS

KAP	Knowledge Attitude and Practices		
T DPs	Temporarily displaced persons	FEG	Farmer Enterprise Group
UNICEF	United Nations International Childrens Educational Fund	ASF	Agri business Support Fund
WASH	Water, Sanitation and Hygiene	DKH	Diakonie Katastrphenhilfe
PTC	Parent Teacher Council	HV	High Value
FNS	Food and Nutrition Security	OSV	Off -Season Vegetables
MER	Monitoring Evaluation and Reporting	TAP	The Agribusiness Project
IEC	Information Education Communication	WEGs	Women Enterprise Groups
ORS	Oral Rehydration Solution	WHH	Welthungerhilfe
HH	House Hold	FSA	Female Sale Agent
WUC	Water User Committee	BBCM	Broad Based Community Meeting
O&M	Operation and Maintenance	TNA	Training Needs Assessment
DRR	Disaster Risk Reduction	PHED	Public Health Engineering Department
FFS	Farmer Field School	SDC	Swiss Agency for Development and Cooperation
L&DD	Livestock and Dairy Development	PRA	Participatory Rural Appraisal
VERT	Village Emergency response Team	SPSP	Sanitation Program at Scale Pakistan

FOREWORD

During the year, LASOONA continued its drive towards its mission to empower poor and vulnerable communities through sustainable livelihoods options and building resilience to future disasters. Our overall emphasis remained on four primary strategic goals: focusing on providing food security and sustainable livelihoods, integrated water resource management, disaster risk management and climate change/environmental management related activities for vulnerable communities in both crisis and non-crisis situations.

In year 2014, we were pursuing the broader strategic objectives of our five-year strategic plan. It's a matter of satisfaction for all of us that we have succeeded in achieving the annual targets (both physical and financial). During the year, we have successfully implemented and completed a number of projects. A total of 10 projects implemented while 6 were successfully winded up. To expand our outreach to new areas, we have implemented a project in district Swabi.

It is also worth mentioning here that LASOONA has received Mehergarh award as acknowledgment and recognition for rendering exceptional efforts to make the work place harassment free and implementing workplace harassment laws effectively.

LASOONA is always upholding with its objective to strengthen its partnership with long-standing partners and at the same time tries to broaden its partners and donors base in order to get support in initiation of new programs and projects. We feel proud to share that LASOONA was selected as one of the strategic partners by Diakonie Katastrophenhilfe (DKH). Similarly, we are initiating projects with two new partners: Pakistan Poverty Alleviation Fund (PPAF) and Action Against Hunger (ACF).

We take this opportunity to acknowledge the contribution of our donors, partners and collaborators for helping the organization achieve its goals and deliver aid to our beneficiaries as well as contributing in strengthening of our organization.

The insightful determination and enduring commitment of the Board Members contributed significantly to the success of the organization. We would like to thank the Board members for their wisdom, support, able guidance and as well as the assistance and cooperation in benefit of the organization at all levels.

We are continually striving to improve our accountability and transparency mechanisms. Not only it is of the utmost importance for our beneficiaries, donors and partners, as well as our members, staff and volunteers, but it is also the best way to deliver effective humanitarian services for vulnerable people, we serve. The people we serve are at the core of what we do, and our commitment to improve is driven by them. They trust us to use our resources efficiently and effectively, and we have a range of measures to ensure that we do. We meet best practice standards and uphold our own high standards within a robust and comprehensive accountability framework.

We understand that learning lessons is the key to improvement. This means engaging meaningfully with our beneficiaries and giving them a voice with a range of feedback mechanisms. Within our program, we foster a culture of sharing information and knowledge, which is underpinned by sound monitoring and evaluation. This allows us to identify trends, strengths and weaknesses at all levels.

We are proud of all the employees for their dedication and determination. With unmatched performance, devotion and participatory leadership style, they made significant contribution towards the results achieved by the organization during the year.



Azam Khan
Executive Director



Rahmat Hayat
Chairman

What We Believe In

"LASOONA: Society for Human and Natural Resource Development" is a national, multi-disciplinary, development oriented and non-profit making organization. LASOONA affirms to be committed to wellbeing of masses through promoting ecologically sound development in remote and impoverished pockets of Pakistan in general and Khyber Pukhtunkhwa (formerly North West Frontier province -NWFP) and FATA in particular.

LASOONA is a Pushto word, meaning "Hands". LASOONA was established in 1997 by a group of highly motivated and civic-minded people. It formally registered under societies' act of 1860. By the time of establishment, the founding leadership laid the foundation of LASOONA with the premise of promoting ecologically sound development. LASOONA is also certified /accredited by Pakistan Center for Philanthropy (PCP). For more than a decade,

LASOONA enjoys the history of being a civil society organization is strenuously working for the conservation, promotion and sustainable management of natural resources and has had been advocating the participatory management of natural resources as a mean to livelihood security.

It works with a spirit to serve humanity without any discrimination on the basis of gender, caste and creed. While committed to the well-being of masses, LASOONA has the history of working with all segments of society even with little resources and expertise, thus becoming a role model at local level. So after its more than a decade history, LASOONA felt it necessary to work as an Institution with an extended and holistic philosophy of participatory development to help the deprived and marginalized segments of society to have an access to the basic means of livelihood together with improved social services at local level.

Furthermore, LASOONA practices Social Guidance Approach to ensure the participation of beneficiaries and other stakeholders and for creation of a cadre of selfless, honest and dedicated volunteer activists from within the community who, in turn, are given the responsibility to lead their community.

LASOONA has also proven its worth when Pakistan was shook by earthquake, conflict and flood disasters and took a step forward by including disaster risk management and climate change in its thematic focuses to reduce the risk of future calamities.

Organization Structure

To achieve our objectives, we have organized ourselves into a General Body, Governing Body (responsible for policy decisions), Managing Committee (day-to-day administration of LASOONA) and a dedicated cadre of volunteers, social workers and like-minded individuals who support our efforts. We have a personnel policy, which is followed to eliminate hierarchy in the organization, an investment policy and a policy on purchase and sale of assets to enhance transparency. We have also developed various programmatic strategies and standard operating procedures which guide us in implementation of programs/projects

General Body

The General Body (GB) of LASOONA is the highest body governing the organization. The GB meets annually and provides overall institutional policy framework. It reviews and approves bylaws, strategies, programmes and plans, and ensures that LASOONA is operating within the overall policy framework towards its organizational vision, mission, strategies and objectives. The GB also reviews the annual financial audit report of the organization, appoints and fixes remuneration of the auditor.

Board of Directors

Board of directors is responsible for setting strategic direction and priority setting of objectives of the organization that ensure and adhere to the mission statement. The Board regularly evaluates the progress and achievements of the management of the organization in light of the Mission Statement. The Board also approves or delegates to the Executive Director, the Contracts signing and binding with the donors. The Board is responsible for the approval of uniform policies and procedures and monitoring compliance to its implementation. The Board of directors' makes hiring and Firing of Executive Director. The Executive Director, for guidance and coaching in programme, Operational and governance related matters of the organization, also consults Member(s) from Board of directors, on regular basis.

All the members of Board of Directors are required to ensure participation in Board and review meetings and periodic field visits. The board reviews the planning and execution of annual organizational audit and management letter given by the auditor.

Management Committee

The management committee (MC) comprised of senior managers, which plays an important advisory role for supporting the Executive Director on the matters related to overall organizational growth and development as well as policy decisions related to operations and management of the organization.

Executive Director/ Chief Executive Officer

The Executive Director (ED) provides overall administrative, programmatic and financial leadership to LASOONA for its institutional growth and development toward its vision, mission and objectives. The ED also has the general responsibility for undertaking the day to-day management functions and overall supervision of the programmes and operations.

Program Development Unit

LASOONA program development unit is responsible for overall direction, segmentation, positioning, targeting and fund raising portfolio management. The unit oversees development of project proposals, budgeting, cost benefit analysis and resource planning and ensures that programs and projects are designed, in relation to the strategic plan and best practices of the organization. Program development unit strives to explore funding opportunities and broadening donor's base (institutional, individual and corporate) for diversifying funding options. It coordinates with donors and funding agencies during the process of proposal development, ensures compliance to donors policies and orients staff on donors requirements. The unit has a decisive role in creating partnerships, alliances, consortiums and mutually beneficial collaboration with sister NGO's, donor's community and Govt. Departments.

Internal Audit Unit

The internal audit unit is established to provide strong support to the organization in establishing internal audit function that effectively supports the organizations' risk Management strategy and internal control framework. Internal audit unit is responsible to identify and report internal control deficiencies and provide recommendations for improving the organization's operation in terms of effective and efficient performance. The unit is also responsible for providing support to the organization's anti-fraud & anti-corruption policies and adherence to these. The unit conducts internal audit(s) of all projects on regular basis and generates project wise reports accordingly to ensure compliance, identify gaps and recommend solutions to the management. It also facilitate periodic/special review(s) conducted by donor/partner agencies for release of funds and respond in consultation with other units to queries/observations raised by them on quality of documentation/ systems & procedures/internal controls and follow up on recommendations put forward by the donor agency(s) during systems review.

Program Implementation Unit

The Program Implementation Unit is mainly responsible for the implementation of various programs and projects. The unit ensures that all the programs and projects successfully achieve its targets in terms of both quantity and quality. It keeps liaison with project coordinators/managers and gives guidance in implementation. The unit also ensures program quality with the aim to establish LASOONA as a credible, sought after organization for program implementation through conforming to the quality standards in program implementation and designing of meaningful programs. It formulates, implements and supports quality enhancement measures in program, program support processes and strategic expansion to maximize outreach which Result in ensuring life, dignity and freedom of the most marginalized people.

Gender, Capacity Building & Communication Unit

The Unit is responsible for projecting effectively the work of LASOONA in media (print, electronic and web) and support in managing external and internal communications to strengthen LASOONA's profile as an accountable and responsive civil society organization. LASOONA in collaboration with the Government of Pakistan, Donors and Civil Society Organizations is actively pursuing various development initiatives to benefit the people of Pakistan. In line with the evolving organizational perspective, effective presence in media is also critical for building stronger partnerships to support the organization products and services along with mobilization of financial resources.

The unit is also responsible to execute its role of Knowledge, Learning and an enabling center, on developing, capturing, sharing and disseminating knowledge and information for the benefit of its partners and communities.

The unit also oversight the implementation of Gender policy and ensures gender mainstreaming at organizational as well as program and project level.

Finance and Accounts Unit

LASOONA's Finance and Accounts (F&A) Unit plays a multidimensional role. The F&A Unit's roles include securing and managing financial resources efficiently and effectively, guaranteeing financial transparency, accountability and ensuring compliance with corporate and best financial management and governance practices at the program, project and community organization levels. The Finance and Accounts Unit is responsible for the management of financial resources. This Unit prepares budget plans for the program/projects, supports the regional/field offices with necessary logistical arrangements and ensures maintenance of the accounts and inventory of the physical assets. The Unit also prepares financial reports for the organization and funding agencies, and arranges for the organization's internal and external audit.

LASOONA's Finance & Accounts unit has a Standard Operating Procedures Manual, which contains details on internal control framework and accounting policies & procedures. Transparency of financial information for different stakeholders is a prime consideration of the Unit. In order to ensure this, the Unit has put in place an accurate and reliable reporting framework. Mechanisms are in place to endure the reporting requirements related to all donor funded projects and regulatory agencies. The Unit has implemented an accounting and internal control system which is sound in design and has effectively been implemented and monitored, with ongoing efforts towards further improvement.

Operations Unit

There are three functional sections under this Unit; they include:

- (i) General Administration, Logistics & Procurement,
- (ii) Human Resource Management, and
- (iii) Security.

The Operations Unit provides critical managerial and logistical support to LASOONA's routine operations, inoffices.

Addition to maintaining LASOONA offices and physical resources. The Unit ensures smooth work flow through well coordinated secretarial services.

The Operations Unit further provides critical logistical support to all LASOONA field The Unit also plays a central role in providing employees with the best work environment by running timely repairs on all physical assets including office furniture, heating and cooling appliances, work stations, vehicles and buildings.

The Operations Unit also facilitates LASOONA in the timely procurement of goods and services in accordance with LASOONA procedures and donor guidelines. The Human Resource Unit seeks to ensure transparency in recruitment and promotions, while simultaneously helping to maximize staff competencies through provisioning need based training opportunities for better outcomes in Terms of career development, professional capabilities and program objectives. The security unit is responsible to develop and implement security plans, maintain regular coordination with law enforcement agencies and provide trainings to staff on safety and security.

Monitoring, Evaluation and Research (MER) Unit

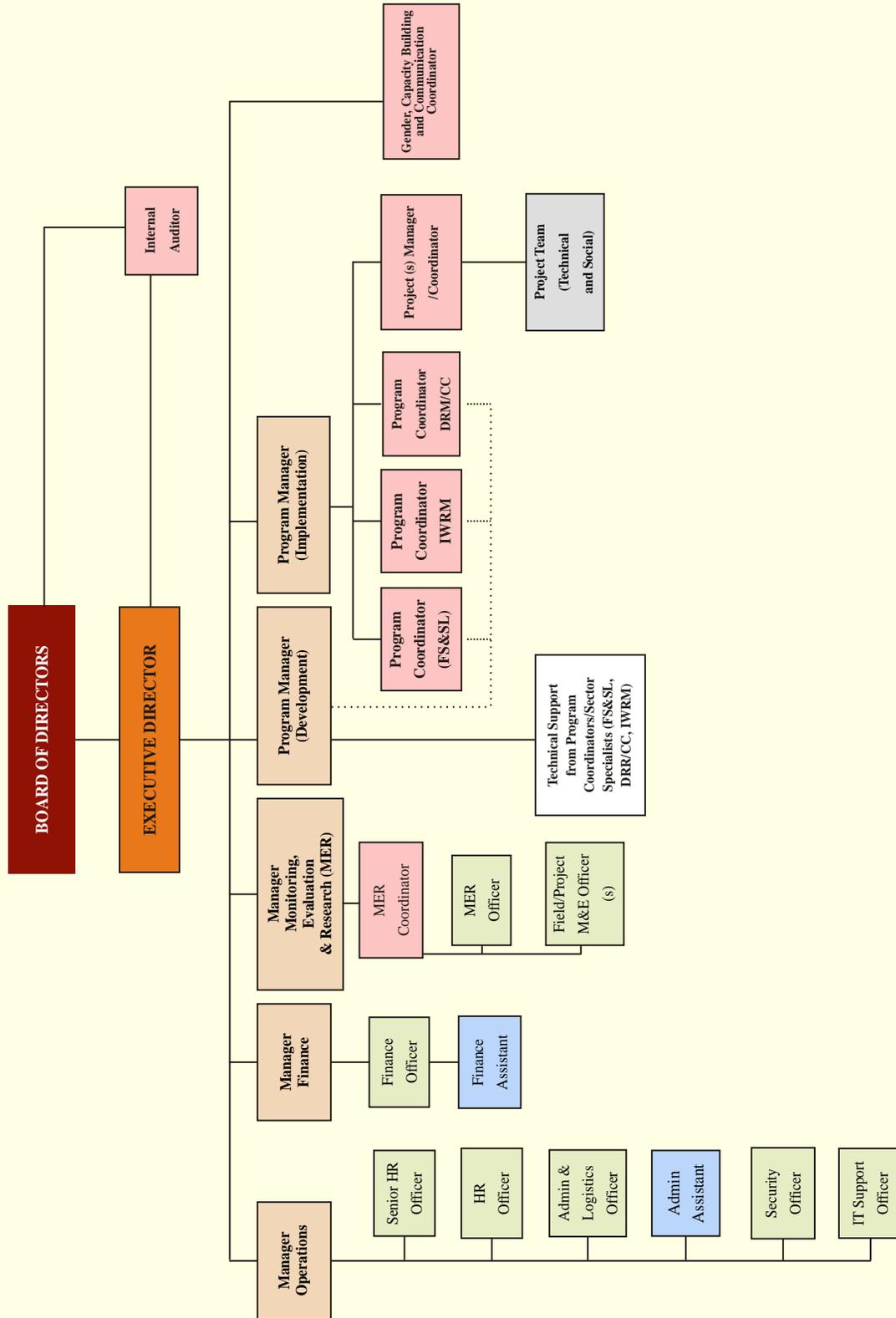
The Monitoring, Evaluation and Research (MER) Unit is mandated to critically evaluate the impact and progress of LASOONA's interventions in addition to regularly collecting and disseminating information to all stakeholders.

The MER unit is responsible for monitoring and evaluation of projects and programs. The unit also carries out needs assessments, situation analysis and research studies to be used for program funding and implementation.

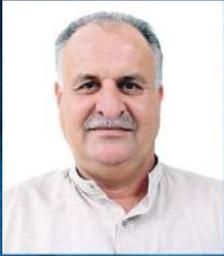
The unit leads the process to conceptualize, develop and review multi sector program monitoring & evaluation system at organizational level and orient staff on it. The unit provides support to projects in developing monitoring frameworks and indicators for monitoring within the purview of project objectives; and coordinate/share with program team for smooth execution of program activities; provide standardized methods for assessing progress. Besides, the unit undertakes periodic monitoring of performance indicators against each of project plan to keep all projects in line with set success indicators. Use results information for learning and decision making as well as reporting and accountability.

Suggest means for adjusting implementation strategies with Implementation Unit. The MER Unit develops strategies for ensuring quality assurance including accountability, transparency and accessibility mechanisms and integrates in the programs. It also develops and implement accountability framework. The unit provides technical support in conducting impact assessments including internal evaluations of completed projects and provides technical support in designing tools, data collection, analysis and reporting.

LASOONA ORGANOGRAM



BOARD OF DIRECTORS



Mr. Rahmat Hayat

Mr. Rahmat Hayat Chairman- Board of Directors A management graduate and has vast experience of working with different donor funded projects like PATA, Social Forestry Project Malakand/Dir, Forestry Sector Project and Asian Development Bank. He became the Board member in 2002 and then in 2008 and reelected in 2014.



Mr. Haider Ali Khan

Mr. Haider Ali Khan- is the member of the board. He is a forester by profession and also a development specialist. He has more than 30 years of experience working in the public and development sectors. He is graduated from the Pakistan Forest Institute and also did his MS from the United States.



Mr. Sher Muhammad Khan

Mr. Sher Muhammad Khan- He is a lawyer by profession and associated with the Society since long. He remained on the board previously and reelected as member of the board in 2013.



Mr. Jan Mohammad

Mr. Jan Mohammad- With twenty one years of first hand diverse experience in areas of livelihood, trainings, agriculture development, social mobilization, institutional development and integrated natural resource management. He has worked experience in Govt. sector, international/national NGOs, FAO and USAID. He elected as Board member in 2011.



Mr. Hameedullah Khan

Mr. Hameedullah Khan- He is an agriculture graduate and is associated with the Society since long. He has worked with PATA project in Swat and currently doing his own business.



Mr. Adnan Khan

Mr. Adnan Khan- elected as member of the board in 2013. He worked with different organizations and possesses more than 15 years experience in the development sector. His current job is with Biodiversity Project- GIZ in the capacity of Technical Advisor. .



Ms. Tawheed Gul

A community development expert. She has many years of experience working with various organizations particularly in development sector. She elected as Board member in 2011. Ms. Tawheed Gul has almost 14 years diverse and dynamic experience in development sector in Pakistan and abroad.



Mr. Iqbal Hussain

Mr. Iqbal Hussain Member- Board of Directors Mr. Iqbal Hussain is a development professional having more than 20 years of experience in the social sector. He elected as member of the board firstly in 2005 till 2012. During this time, he also remained as Chairman of the board in 2012. He has reelected as board member in 2014. He is currently working with IRC



Mr. Azam Khan

Mr. Azam Khan- A management graduate and is the Executive Director of LASOONA since 2000. He also holds post graduate diploma in Management control and MIS from the Netherlands. With over 17 years of progressive management experience, Mr. Azam Khan has demonstrated ability to lead multi-cultural and multi-disciplinary professional teams; plan, implement and coordinate diverse public welfare activities including participatory rural development; small-scale entrepreneurship; education; resource conservation; relief operations; and dissemination and application of social sector policies. He is expert in program/project development and management, community mobilization, emergency response and human resource management.

What We Are Working for

Our Vision:

A prosperous society capable of promoting ecologically sound development.

Our Mission:

To empower poor and vulnerable communities through sustainable livelihood options and building resilience to future disasters based on the principals of partnership, accountability and mutual respect."

Our Core Values:

Accountability and transparency

Transparency and accountability has been set as the foremost value of LASOONA as it can ensure quality, trust building and can put an end to the vice of corruption. It also brethren reliability among partners and other stakeholders. Accountability and transparency are the important cornerstones of our work- with regards to partners, the general public, and donors. "We will act consistently with our mission, being honest and transparent in what we do and say and accept responsibility for our collective and individual actions".

Respect

We respect the dignity and autonomy of each person, and the integrity, privacy, beliefs, and cultures of our varied constituencies the people we serve, our employees, donors, partners and others. Policies that govern our working relationships with these constituencies reflect this Commitment. We listen to the ideas and opinions expressed by others. We treat others as we would wish to be treated.

Partnership and Synergies

LASOONA believes on working at an equal level with target groups, where people are not just on the receiving end rather they are giving back to the community at large.

Our Principles :

LASOONA has also set certain principles for its employees to inculcate and demonstrate in their professional as well as personal life. Only by observing these principles they can reach to the higher level of observing core values. These principles are formulated with an understanding that they will increase productivity and harmony and will make the internal environment more conducive. These principles are:

Discipline

One of the principles is discipline for promoting compliance to systems and standards and avoiding chaos.

Innovativeness

LASOONA believes to adapt innovative ideas to fulfill development and transformation gaps.

Teamwork

LASOONA recognizes that its success depends on a diverse, coordinated team committed to the highest standards of trust, hard work, cooperation, and communication. The staff is committed to working together and coordinating effectively with communities, partners/donors, governments, and other organizations.

What We Are Working for

Respect diversity

Like other countries of the world, Pakistan is a country that bedecked with culture and ethnic diversity. There are different languages, dialects, life styles where norms in one region or area may be completely different from the customs in some neighbouring area or region. LASOONA thus believes in complete reverence and respect to different cultures and ethnic diversity. This value has been deemed important by LASOONA as it may lead to greater acceptability in target groups and will reduce sectarian rifts leading to a conducive and peaceful environment.

Respecting people from different cast, creed, background, gender and cultures is deemed as a standard for LASOONA in order to promote harmony, tolerance and forbearance.

Merit and Recognition

Merit and recognition has been set as a principle for LASOONA as an organization, as it is crucial for maintaining an unbiased and partial free environment. Furthermore, it complements transparency and promotes trust, loyalty and confidence among employees.

LASOONA PROGRAM PILLARS



Food Security & Sustainable Livelihoods



Integrated Water Management (IWM)

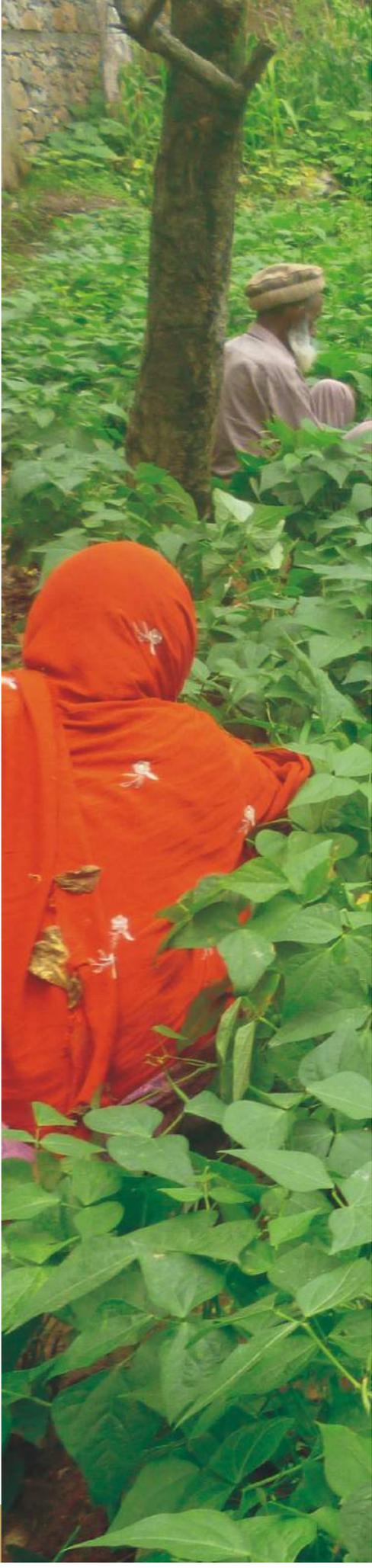


Disaster Risk Management



Climate Change and Environmental Management





Food Security and Sustainable Livelihoods Program

Under food security and sustainable livelihoods program LASOONA endeavours to improve the food security status of vulnerable communities and promote alternative livelihoods strategies of marginalized and excluded population in mountain areas of Khyber Pakhtunkhwa and Gilgit Baltistan province. Integration of nutrition sensitive approaches into the production, access and consumption of nutrient-rich food by vulnerable household members remains the cornerstone of food security and sustainable livelihoods program.

Solutions encompass to support marginalized families in both on farm and off farm livelihood strategies. In the on farm sector women and men are provided skills and knowledge related to best agriculture practices. The knowledge and skills of population associated with off-farm livelihoods options are also targeted under the technical and vocational training programs. Individuals particularly youths (women and men) having poor assets base, single source of income and food insecure are provided vocational and technical trainings to make them able of income generation and diversification of their livelihood means.

To supplement incomes of resource poor families having low income or depending on single livelihoods sources are supported through establishing new group enterprises. Marketing skills and capacity building programs for business promotion are provided through development of business plans, market exposures along the specific value chain.

Food Security and Sustainable Livelihoods Program



Agriculture Development

Under the agriculture development component, vulnerable and small farmers have been targeted in introduction of innovative production technologies, latest farming techniques and introduction of nutrient rich fruits and vegetables in fruits and vegetables gardens vis a vis exchange visits have been arranged for farmers to practically learn modern techniques in farming and sharing experiences with one another for mutual benefits. Food processing and preservation trainings have been imparted to women and men for enhanced availability and access to nutritious food even in lean winter period.

Food Diversification Gardens

Growing nutrient rich vegetables and fruits in the backyards has been introduced under the food and nutrition security project at household level. Food diversification gardens provide healthy food choices to care givers to prevent malnutrition among family members especially women and children. Food diversification gardens of vegetables & fruits were established with fifty one (51) farmers in target villages of district Swat, Shangla & Kohistan.

Training on establishment of Fruits & Vegetables Gardens

A total of 171 farmers including 65 women were provided 2 days trainings in raising fruits and vegetables gardens. These farmers were trained by organizing 12 training events in selected union councils of Swat, Shangla and Kohistan districts.

Farmers Exchange Visit:

Seventeen farmers selected from Shangla and Kohistan districts were provided exposure visits to Swat and Malakand districts. The objective of exchange visit was to let the farmers practically witness the concrete examples of vegetables and fruits growing by progressive farmers, understand the advantages of producing such crops and subsequently adapt their practices.

Farmers' trainings on vegetable/fruit processing and preservation

Food processing and preservation trainings were provided to 121 men and women in the target villages of Swat, Shangla and Kohistan districts.

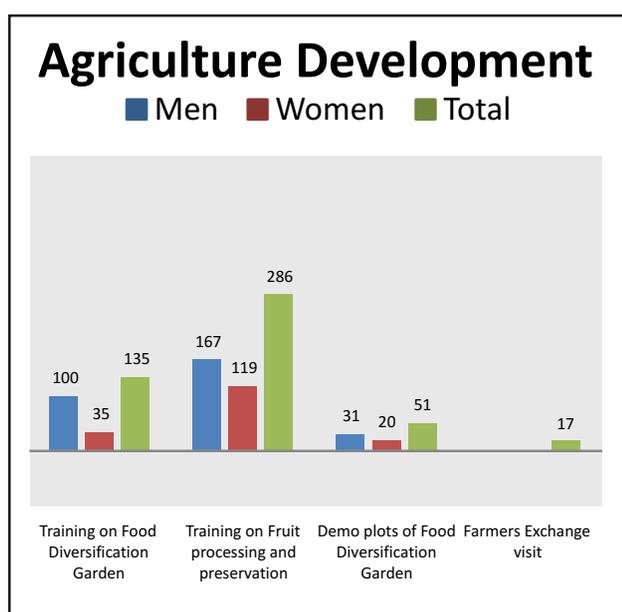
Food Security and Sustainable Livelihoods Program



The two days training capitalized on the indigenous knowledge while equally focused on the latest market driven techniques of preservation, processing, packing and packaging of locally available vegetables and fruits. The purpose of these trainings was to improve food security and nutrition status at household level and to create income generation opportunities from the sale of value added processed vegetables and fruits.

Enterprise development and value chain promotion

Value chain development of horticultural products through market driven support, business to business linkages and capacity building were the major activities accomplished during 2014. The interventions of collective marketing have also increased the income and reduced the cost of transportation for FEGs. Good number of jobs has been created as a result of intervention. Apart from on-farm interventions home bound women workers have also been targeted in hand embellished fabrics value chain project.



Value chain promotion of high value off season vegetables

For the promotion of high value off-season vegetables, value chains demand driven approach is followed to increase efficiencies along the value chain from crop production through processing and marketing. Under the agribusiness support fund project, inputs and seeds were provided to 45 Farmers Enterprise Groups (675 farmers) comprised of 465 women and 210 men in Dir and Swat districts.

Food Security and Sustainable Livelihoods Program



Since certified seed is one of the prerequisites for value addition in value chain promotion, certified seeds were introduced for the first time among selected farmers for better yield and sale returns.

Enterprise Development Training:

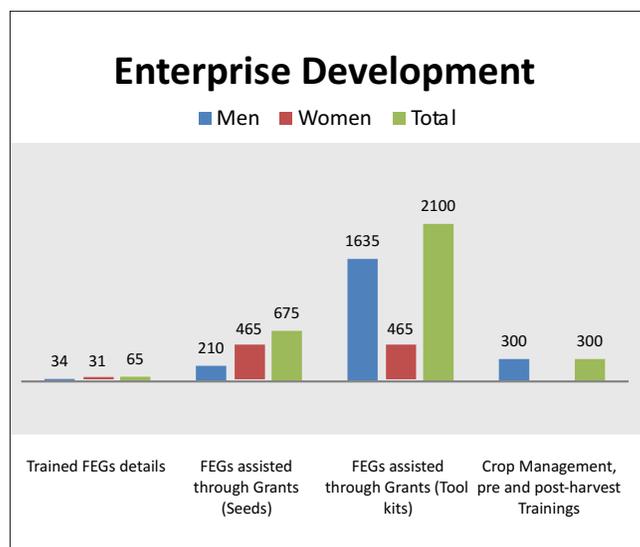
Enterprise Development Trainings were organized for 70 farmers; (60% women) in Dir (lower), Swat and Malakand districts of KP province while six training events for 1,425 farmers (100% men) in district Diamir of Gilgit Baltistan province. These trainings primarily focused on capacity enhancement of farmers related to enterprise development, market feasibility skills, identification of economic opportunities, business development planning and skills required for market linkages development.

Staff ToT on Enterprise Development

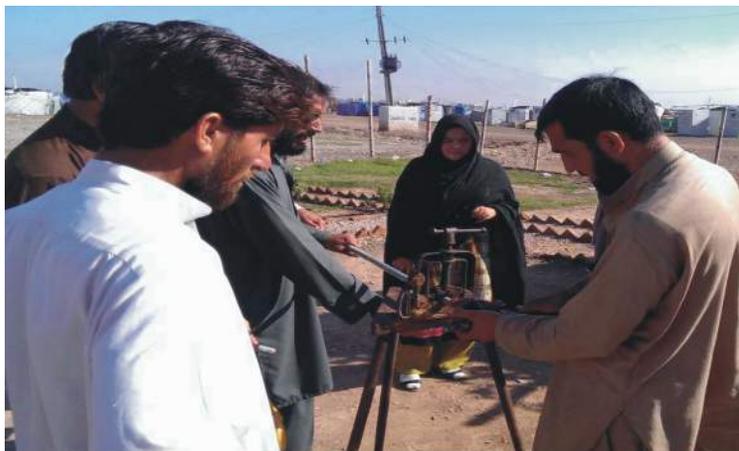
LASOONA four staff members participated in three days Training of Trainers on 'Enterprise Development' organized by "The Agribusiness Project" in Islamabad. The purpose of the training was to build the capacity of staff on Enterprise Development so they are able to facilitate and train farmers on enterprise development.

Participation in Exhibition at Lok Virsa Islamabad:

To promote local embroidery work in high end markets, Female Sale Agents (FSA) and LASOONA staff participated in exhibition of hand embellished products organized at Lok Virsa Islamabad. Through this event, 7 FSAs hailing from different parts of Swat district sold out the Swati hand embellished products developed by local Women Embellishers. The exhibition has also provided FSAs the opportunity of exposure to new trends, markets, buyers and contemporary embellished work across the country.



Food Security and Sustainable Livelihoods Program



Close out Ceremony of Hand Embellished Value Chain Project

Under the three years Hand Embellished Fabrics- Value Chain Project, LASOONA targeted more than 10,000 women embellishers and 300 female sale agents (FSAs) in Swat, Dir (lower) and Malakand districts. The project stimulated women entrepreneurship by building capacities, providing technical assistance, linkages with high end market and exposure. The project enabled several women to gear-up for enhanced incomes which contribute to the family well-being. The project winded up in May 2014. The Close Out ceremony was held in a local hotel in Swat. All relevant stakeholders of this 3 years long project participated in the close-out event. Mr. Afsar Khan-Commissioner Malakand was the chief guest on this occasion and Ms. Nadia Sher Member of Provincial Assembly, KP also graced the event.

Capacity Building of Farmer Enterprise Groups

Two days training for 10 Farmer Enterprise Groups (FEGs) were conducted on Managerial, Record keeping & Enterprise Development in Batogah and Darel valley of Diamir district.

A total of 30 community leaders of farmers' enterprise groups participated in these trainings. Basic purpose of these trainings was to instil the entrepreneurial outlook among farmers and work collectively to benefit from the economies of scale.

Too Kit distribution

Apart from capacity building initiatives, farmer enterprise groups mostly formed around high value and off season vegetables are facilitated in provision of tool kits to enhance efficiency and productivity. Under the Agribusiness Project, 24 Farmer Enterprise Groups (8 Seed potato and 16 HV/OSV) at Shatyal (Darel and Tangeer FEGs), 34 FEGs (14 Seed potato and 20 HV/OSV) at Chalas city (Taak niat and Babusar FEGs) and 17 FEGs HV/OSV at Gonar farm (Bonar das, Gonar farm and Gohar abad FEGs) have been technically and financially supported in providing tool kits.



Food Security and Sustainable Livelihoods Program



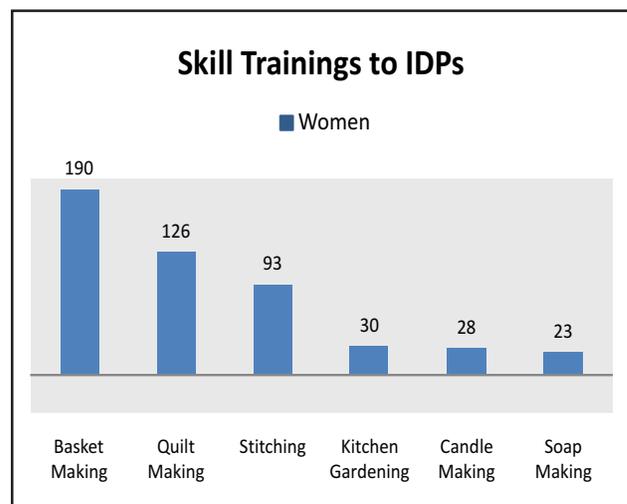
Hand Embellished Fabrics- designer orientation workshop and distribution of sample development boxes

During the reporting year, technical support has been provided to Female Sale Agents in designing and development of samples of hand embellished work. In this regard J.E Austin provided services of designers where they visited the common facility centres and provided technical guidance on sample development to 57 FSAs. As an outcome of the designers facilitation in sample development, the FSAs received repeated orders from local and regional markets and innovation in their products according to buyers demand has been reported. In total 520 sample development boxes were also distributed among women embellishers under the project (distributed in two cycles one in 2012 and another in 2014).

Emergency Food Security and Vulnerable Livelihoods

To bear out the immediate cash needs of vulnerable temporarily dislocated families in Jalozei camp,

the emergency food security immediate needs of IDPs through emergency cash transfer in cash for work and vocational LASOONA launched a project aiming at securingskills trainings.

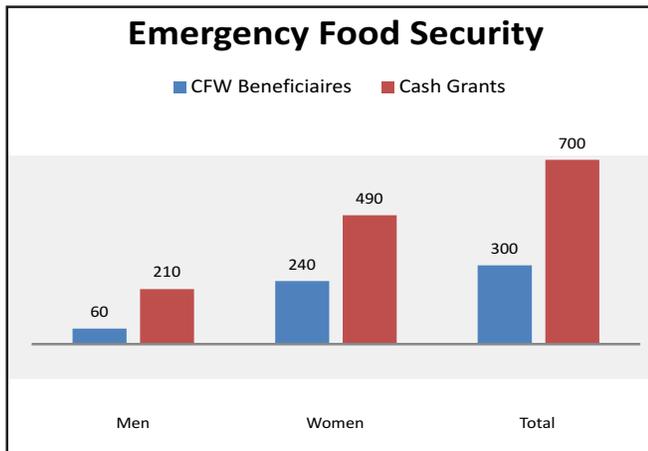


During the 6 months project tenure, 1,000 families or 4,805 people (1,010 men; 1,051 women; 1,498 boys; and 1,246 girls) were targeted for CFW (300 beneficiaries: 20% women and 80% men) and conditional cash grants

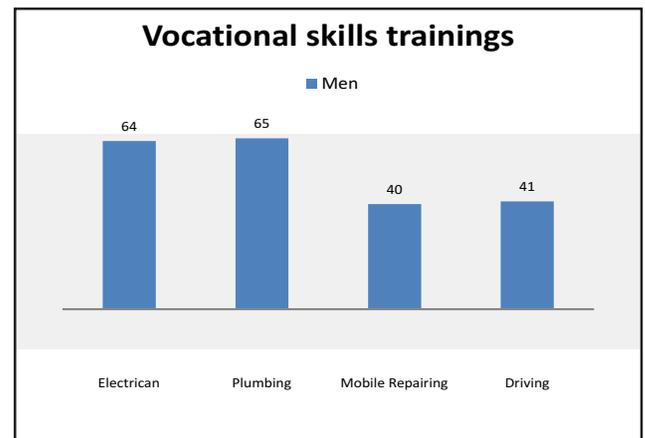
Food Security and Sustainable Livelihoods Program



(700 beneficiaries: 70% women and 30% men). In CFW, men rehabilitated WASH facilities, drains around TDP's tents, filling of ditches, whereas women were engaged in raising tents bed. In CCG, Men IDP's skills were enhanced through Plumbing, electrician, driving and mobile repairing whereas women skills were enhanced through candle making,

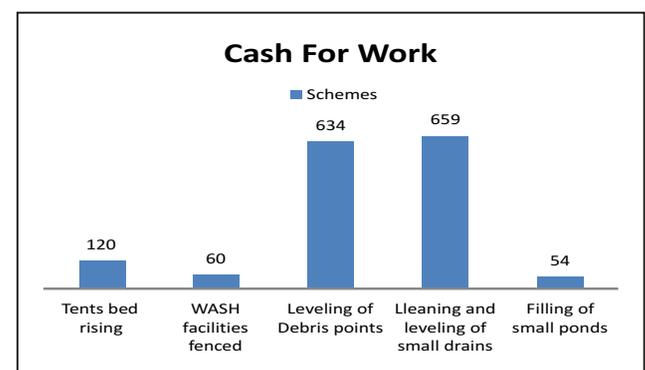


soap making and kitchen gardening. Women having skill, raw materials were distributed to develop different products i.e. quilts, basket, candle. The developed products were distribute ed among those IDP's who were not benefited by project directly. In CFW and CCG men and women were



engaged for 26 days, accordingly 5,200 PKR was paid to each beneficiary in two cycles.

Cash interventions not only helped in improving TDP's food basket but also helped in reducing their stress by utilizing their leisure time in productive activities.



Food Security and Sustainable Livelihoods Program



CASE STUDY

CHALLENGE: The story is about Ms. Ayesha, a 45 years old woman having 09 family members. She belongs to a small village of union council Kishawra known as Kakot, which is 35 kilometre far from main town of Mingora. District Swat. Her only son died in car accident and married daughter died due to heart attack, leaving behind two children in her care. A mud house of single unfurnished room is all the family have for living; the area receives frequent rain and snow which also increases her worries in harsh weather. Her husband is daily wager and it is difficult for her to manage all financial and basic needs of out-sized family within meagre earnings. She always worried about the education of her children and daily home expenditure.

INITIATIVE: Kakot is a village where the majority of the community is poor; majority of the villagers are tenants cultivating land on lease. LASOONA through the support from Agribusiness Support Fund (ASF) started "The Agribusiness Project" in District Swat, Dir (L), Malakand, Swabi of KP province and District Diamir of Gilgit Baltistan province. The project aims at strengthening horticulture and livestock value chains, to increase incomes of small holders through technical skills, access to competitive markets and innovations in production technologies. In the month of December in 2013, a team of LASOONA visited Kakot village. They mobilized the women farmers to form farmer enterprise group and to work closely with the project team to fetch positive outcomes of their farming activities. Being active member of the group, Ms. Ayesha was elected as FEG Manager by the consensus of FEGs members. After group formation they were trained on group management, record keeping, enterprise development and marketing skills.

RESULTS: Before the intervention of The Agribusiness Project she was producing vegetables on commercial basis with low production, the contribution of those vegetables in her budget was very low, she was unaware of farming techniques regarding production & cultivation and was unfamiliar about direct access to vegetable markets too. Her capacity has been built by LASOONA and she is now able to produce different kinds of vegetables and can make direct supply to the market, currently she is producing cucumber & make direct supply to local market of Mingora city. Her income level has increased substantially. During the current season she earned PKR 65,000 from production of cucumber. Of her 6 kanal land she sold out 5,520 kg of cucumber. From the income she paid back PKR 20,000 of a loan which she borrowed previously to meet her daily household expenditures. She also paid her land rent of amount 10,000 PKR, and bought necessary kitchen utensils. She was able to buy school uniforms and books for her children. She along with her whole family is thankful to LASOONA for bringing them happiness and providing great opportunity of income increase.

Note: Names have been changed to hide the identity.





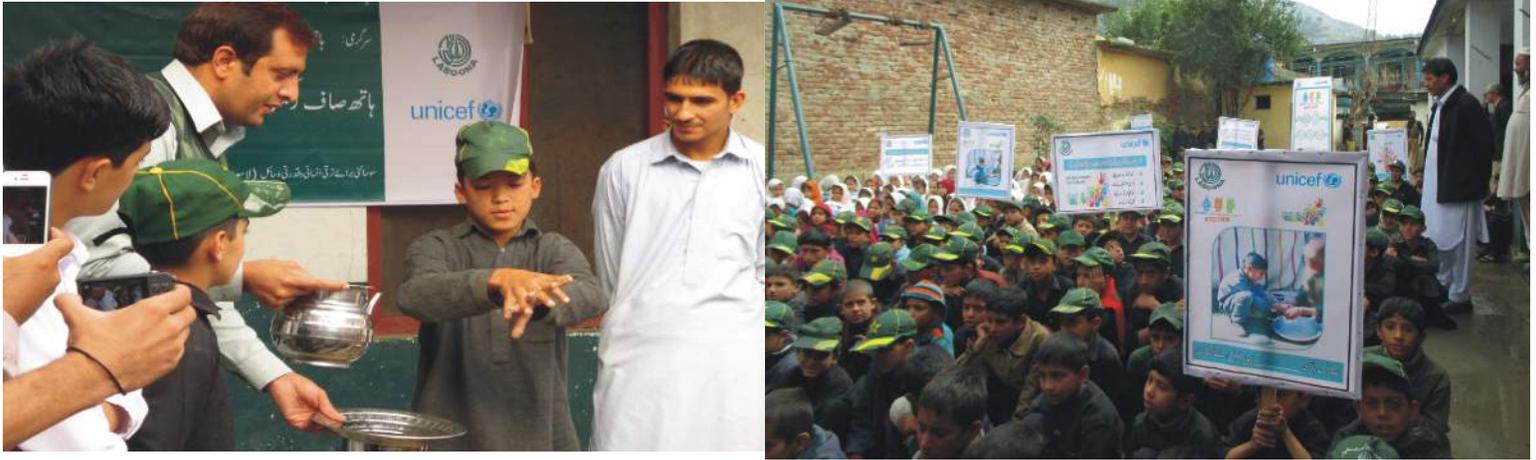
Integrated Water Resource Management Program

Under the integrated water resource management program, LASOONA focuses on underprivileged people in rural areas of Khyber Pakhtunkhwa in accessing clean drinking water. The clean drinking water projects include new construction/rehabilitation of gravity fed water systems, dug wells and tube wells.

Apart from projects on provision of drinking water, improved sanitation and hygiene promotion remained the main focus of program as during the reporting period emergency WASH project has been implemented for the in-camp IDPs of Khyber Agency in Jalozai Camp, while a project on Pakistan Approach to Total Sanitation is under implementation in Puran Tehsil of district Shangla.

Couple of integrated projects prioritized community irrigation infrastructure schemes enhancing water efficiency for increased agricultural productivity. Community management of water resources is a key towards sustainable utilization of water resources. Realizing the importance of community ownership trainings have been imparted to Integrated Water Resource Management.

Integrated Water Resource Management Program



Ensuring Access to Clean Drinking Water Provision of clean drinking water

To address the problems associated with water and hygiene in the two target union councils, Behrain and Miandam, disaster resilient water supply schemes have been constructed. The project benefited 579 households (4,632 individuals) in terms of safe and clean drinking water and changing traditional risk behaviours through community and school based hygiene promotion campaigns. The construction of water supply schemes and hygiene promotion activities resulted in considerable decrease in the incidence of water borne diseases and hence the quality of life improved. At village Kal Miandam 5,000 gallons tank is constructed for 61 household whereas 32 number of tap stands are constructed keeping in view the scattered nature of location of household in the hilly terrain.

At Bahrain, 12,000 gallons RCC tank is being constructed for a population of 518 numbers of households whereas 95 number of tap stands are constructed keeping in view the congestion of the houses and narrowing of the streets.

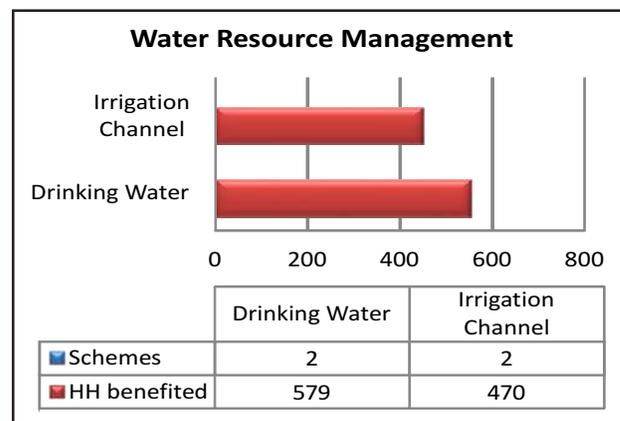
LASOONA has been providing critical

WASH services to the temporarily displaced persons residing in Jalozei camp at Nowshera since 2012.

This year LASOONA continued its efforts in ensuring access to clean drinking water with the provision of collection and storage facilities to 14,543 individuals with a gender breakup of (3,873 girls, 5,019 boys, 2,784 men and 2,867 women).

Technical staff trainings on engineering techniques and equipment

To comply with the donors standards in technical surveys and designs, the newly inducted engineering staff of water supply scheme construction project undertook couple of trainings.



Integrated Water Resource Management Program



The trainings were facilitated by SDC and focused on technical surveys and designs using EPANET software and the second training was on use of Total Station in surveying and leveling.

Training of Water User Committees in Operation and Maintenance

To enhance understanding and technical competencies of target communities of Bahrain and Miandam union councils relating to operation and maintenance of improved water supply scheme, trainings have been imparted with focussed on O&M.

Training needs for operation and maintenance were identified for which Training Need Assessment (TNA) exercise was done with all Water User Committees. Based on the TNA findings, training contents were developed. The training focused on continued and uninterrupted operation and pre-emptive maintenance and quick fixing of communal schemes.

Water user committees were facilitated in developing mechanism of community contribution for operation and maintenance of the schemes. For the training well trained plumbers were h

Ired from Public Health Engineering Department. The trainings were facilitated by the local experts from PHED. The training also included lectures and practical training on treatment of contaminated drinking water.

CMST and LMST Trainings to Water User Groups

Community based organizations, both women and men in 5 selected villages of Miandam and Bahrain were provided trainings on institutional strengthening. These trainings were imparted to the leaders and managers of the water users committees.

A total of 21 men participated in the men training and 12 women in women training. These were two level training; in level 1, the community management skills training (CMST) was imparted where the participants were oriented on how to run their respective organization efficiently and manage the necessary record. The level 2 training called Leadership Management Skill Training (LMST); the participants were familiarized with concepts and practices to enhance their leadership skills.

Integrated Water Resource Management Program



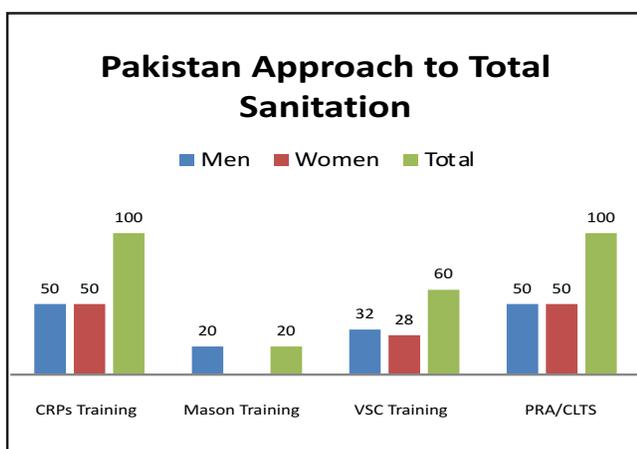
Sanitation program

Project inception Workshop

To formally launch the project on Sanitation Program at Scale in Pakistan (SPSP), Rural Phase-II, LASOONA organized an inception workshop on October 23, 2014 in district headquarter Alpuri. The project has been implemented in five union councils of District Shangla, KPK in collaboration with UNICEF. The inception workshop was attended by around 30 participants representing District Administration, Additional Deputy Commissioner, DEO-Education (girls & boys), ADO Health department, PHED, TMA, Local government and community members.

Project team orientation on facilitation of Sanitation Program at Scale

To provide access to improved sanitation by creating open defecation free environment through community mobilization and hygiene promotion, LASOONA arranged five days training for the project team. The team including Project Manager, Field Coordinator, M&E Officer, Engineers and 8 Social Organizers (5 men and 3 women). The team got training on facilitation approaches and methodologies of Pakistan Approach to Total Sanitation (PATS) - a program funded by UNICEF.



Improved access to culturally accepted sanitation facilities

Approximately 40 million people defecate in open in Pakistan. Pakistan faces a major challenge in achieving the MDG target of 64 percent access to improved sanitation by 2015. To contribute its due share Mass displacement of people due to insurgency and their convergence in cities have further aggravated the situation.

Integrated Water Resource Management Program



Even people living in camps are at high risk of water borne epidemics due to poor hygiene and sanitation conditions. LASOONA has undertaken several initiatives in this direction. Following are the details of such initiatives:

Training of entrepreneurs for establishing sanitation marts and sanitation enterprises

Sanitation marketing approach has been introduced in the target district of Shangla to scale up the supply and demand for improved sanitation facilities. The basic idea is to create a demand for sanitation items through social mobilization and to ensure its availability at community level, local entrepreneurs are mobilized to invest in sanitary business. To materialize the concept, the project provided training to 10 entrepreneurs who could become prospective investors in this sector. Therefore, the project social team with the help of VSCs and CRPs identified such individuals who want to invest in sanitation business and current sanitation business owner who want to build their capacity.

The project team with the help of VSCs identified 10 entrepreneurs from target union councils. The training was provided in field office LASOONA at Puran, District Shangla.

Masons training on construction of low cost latrines

20 masons were trained on construction of low cost environment friendly latrine in district Shangla. Training was of two days duration, consisting of group work on type of latrine option that can be adapted according to the local conditions. Participants were also oriented about technical parameters that must be ensure at time of latrine installation e.g. ventilation pipes and adjustment of commode etc.

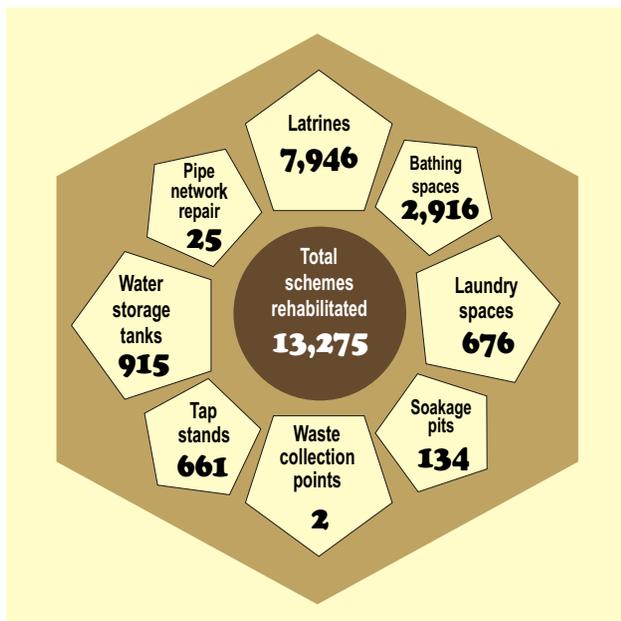
The training also focused on practical demonstration of low cost sanitation construction for which field visit was arranged to one of the target villages. The masons were divided into three groups and each group separately worked on latrines. Installation of ventilation pipes, fixing of commode were practically demonstrated by field engineers. The services of masons were utilized in demonstration of low cost latrines and will also be available as per the local need.

Integrated Water Resource Management Program



Operation and Maintenance WASH facilities in Jalojai camp

Proper repair and maintenance extends life time of WASH facilities. At Jalojai TDPs camp, well-trained team of skill labours consisting of carpenters and plumbers have been engaged to fix WASH facilities on daily basis. The team is working under the supervision of Public Health Engineering team, therefore any need of repair work in WASH facilities is assessed and rectified timely, leading to less demand for new installation.



Hygiene Promotion

Hygiene promotion plays a pivotal role in prevention and mitigation of the associated risks of water borne epidemics. A professional health & hygiene promotion team ensured the delivery of awareness-raising sessions in health and hygiene throughout the reporting period in Jalojai camp.

Over 1,011 hygiene sessions with men and women, and 514 child-to-child sessions with boys and girls have been conducted. Public Health Promotion staff formed hygiene club and parent teachers committee in schools of Jalojai camp phase 4,5 to support the child to child approach activities and full fill project result (to ensure the safe practices of hygiene) in children. This activity is conducted in both boys and girls section of each school. In summary following activities have been implemented in Jalojai camp;

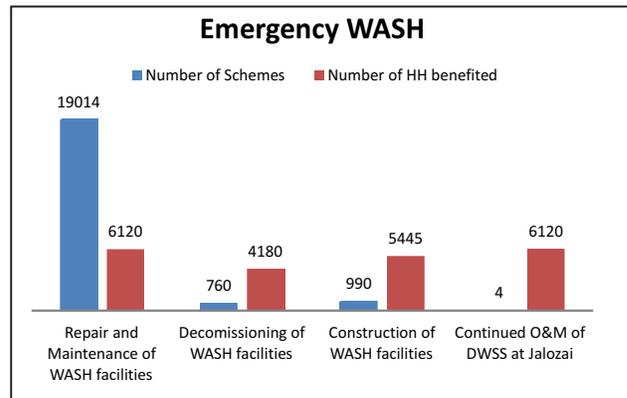
1. Hygiene sessions with men, women & children to promote safe hygienic practices.
2. Focus group Discussions with TDP's to identify gaps in existing practices and to address them accordingly.
3. C2C activities through hygiene club already organized in camp schools.

Integrated Water Resource Management Program



4. Follow-up with community groups for improved hygiene practices.

During the period 3,916 mosquito nets, 4,640 hygiene kits and 1,958 replenishment kits have also been distributed among the TDPs.



Hygiene sessions	No. of sessions conducted	Participants								Total Participants
		Adults		Children		Elderly		P/W	L/W	
		Men	Women	Boys	Girls	Men	Women			
	1011	3,851	3,602	963	571	435	679	322	1,818	12,241
C2C	514			4,141	4,544					8,645

Integrated Water Resource Management Program



CASE STUDY

CHALLENGE: The village of Kikor is situated in mountains at 10 minutes distance from main Aloch road of Puran Tehsil in district Shangla, Houses in the village are contiguous and surrounded by farms (crops and livestock)- the primary livelihood source of the people. The farmland is mainly rain-fed; wheat and maize are commonly grown crops.

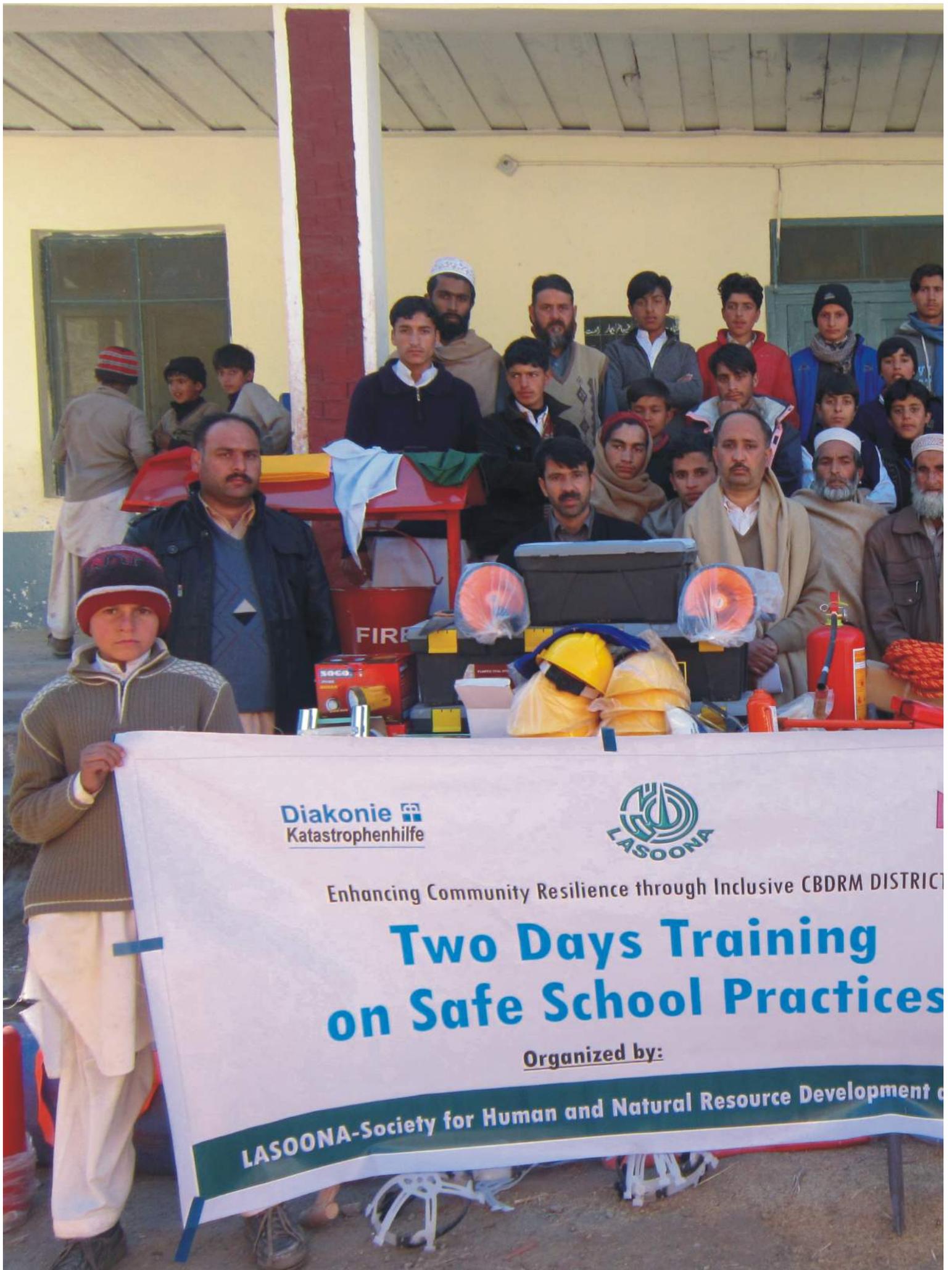
Due to the poor sanitation situation particularly wide spread open defecation, the village was recommended by local administration for intervention under Sanitation Program at Scale in Pakistan (SPSP), Rural Phase-II. LASOONA social mobilization team visited the area and met with village elders, religious leader and political activists. In this visit a date was agreed for Broad Based Community Meeting (BBCM) in which villagers formed Village Sanitation Committee (VSC). Later on through PRA exercises extremely vulnerable families were identified and list of families were developed for demonstration of low cost latrines in consultation with VSC. Realising the gravity of the situation, the villagers agreed to cooperate with the team to stop open defecation in the village following the Community Led Total Sanitation (CLTS) approach.

Based on the vulnerability criteria, the VSC recommended Mr. Jalal for demonstration of low cost latrine, as there was no latrine in his house. Mr. Jalal is 70 years old and belongs to poor family. His family consists of 3 children (all between ages 10 to 13); while 2 of his married sons lives separately with their families, who off and on provide support to their parents as they are also in miserable conditions. Due to protracted illness Mr. Jalal can barely walk.

INITIATIVE: The project team visited his house to discuss the modalities of construction of low cost latrine. The project team came across the health condition of Mr. Jalal who was unable to contribute in terms of labour work. The issue of labor work was discussed with his wife. She grateful to LASOONA team for nomination for latrine construction but expressed her inability to do labor work as her elder son is working as a daily wager and hardly run the kitchen.

Later on one of the Community Resource Persons informed the team that Mr. Jalal's daughter Miss Raya Naz age 13 requested the project team not to drop their name from latrine beneficiaries list and she will do all the labor work on her own. Keeping in view her interest and zest, project team agreed and she started pit digging. When LASOONA engineering team visited the site they found that she had completed pit digging and also some blocks were made of mud. The project team really impressed of her efforts and selected the site for practical demonstration of masonry work. Rest of the construction work successfully completed in anticipated time.

RESULTS: "Now I use latrine with dignity and comfort without any fear of security, thanks to LASOONA and UNICEF for their support" said Raya Naz with eyes glittering with happiness.



Diakonie 
Katastrophenhilfe



Enhancing Community Resilience through Inclusive CBDRM DISTRICT

Two Days Training on Safe School Practices

Organized by:

LASOONA-Society for Human and Natural Resource Development

Disaster Risk Management Program

The Khyber Pakhtunkhwa province is confronted with several natural and man-made hazards and associated vulnerabilities. The province has witnessed several major disasters in a short span of time that include earthquake of October 2005, IDPs crisis of 2009, flash floods of July 2010 and IDP crisis of March 2012. The 2010 floods severely affected 12 districts of KP. The persistent disasters, combined with structural poverty factors, unequal access to basic services, and lack of government and community capacity to fully recover from the disasters while absorbing the displaced, has resulted in a systemic cycle of increasing vulnerability amongst communities.

Realizing the importance, this year LASOONA has been succeeded in imparting trainings to communities and government staff, creating awareness of DRM, and developing DRM plans at the village level. DRM plan at village level have well integrated into union council, tehsil and district planning. LASOONA for the first time developed Tehsil preparedness plan in district Swat.

The plan underpinned building capacities of tehsil government actors involved in DRM to manage and utilize gathered information effectively. However, the need still exists to continue building resilience at the community level, in parallel with government capacity building and strengthening linkages between governments, NGOs, and communities.



Disaster Risk Management Program



Strengthening humanitarian preparedness

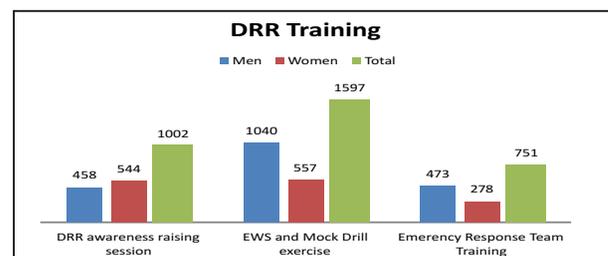
Exposure/exchange visit of VDMCs and UDMCs:

To foster learning and experience sharing for cross fertilization of useful ideas, an exchange visit of 10 community leaders of Balakot and Mankyal union councils of upper Swat was organized to district Chitral. The visit was hosted by Birir Development Organization Chitral., besides, community meetings and experience sharing; a meeting with DDMO Chitral was also organized wherein coordination mechanisms between local authorities and community were discussed. A follow-up session was held on return to discuss what new experiences have come out and how the VDMCs and UDMCs are going to adapt their organizations and adopt good practices.

Based on the learning's of exposure visit, it is anticipated that the participants will mobilize their respective communities and will adopt good practices in their village based disaster risk management plan.

Institutional strengthening of VDMCs and UDMCs

Stronger and organized community organizations can more effectively respond to disasters and prepare communities to handle disaster situations. Leadership management skills training are important for the leaders of newly created community organizations to meet the challenges of smooth functioning and sustainability. In this regard, two days training conducted on leadership management and skills for the executive body members of Village Disaster Management Committees. A total of 20 participant availed the training opportunity. During these trainings beside sessions on leadership management the participants were oriented on development of by-laws for their respective village disaster management committees (VDMCs) and union council disaster management committees (UDMCs).



Disaster Risk Management Program



School Based Disaster Risk Management

The schools have proved to be the most vulnerable to disasters especially in the context of Pakistan. School children and students are the first responders to any disaster situation before the external help arrives. It is important to educate and prepare students and teachers to effectively respond to disasters. Keeping in view the importance of schools in disaster risk reduction school based disaster risk management approach has been introduced in selected UCs in Swat. During this year, three School emergency and preparedness committees have been formed and trained on Safe School Practices in upper Swat union councils of Kalam and Utror.

These committees have been provided training to develop their school based disaster risk management plan. Each of the committees has also been provided a comprehensive DRR

tool kit, while mock drills have also been conducted on how to use the tools during unlikely disaster situations.

Staff Training on early warning system:

Two days training workshop on Community Based Disaster Risk Management (CBDRM) with specific focus

on designing, planning and implementation of early warning system was organized in Swat. The training was technically facilitated through external consultancy services. 14 Staff members of LASOONA mainly responsible for DRR program participated in this training.

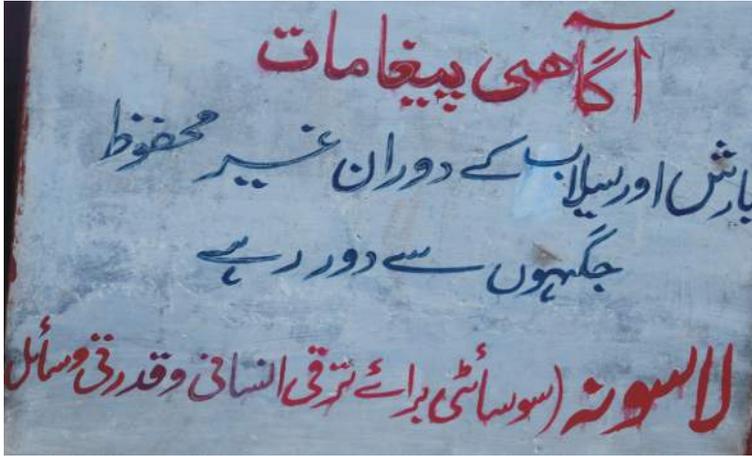
Training of Trainer on Safe School Practices

LASOONA organized five days Training of trainer on Safe School Practices/School based Disaster Management approaches for Master Trainer from education department that include both teaching staff and management personnel.

The framework presented in the ToT covered the following three main pillars;
1) Promote Safe Learning Facilities
2) School Disaster Management and
3) Risk Reduction Education.

Total 21 participants i.e. 16 men and 5 women participants participated in this five days ToT. These Master trainers will further impart training to school teachers, students and PTC members in ten target schools of union council Beshigram, Behrain, Balakoot and Mankayal.

Disaster Risk Management Program



Emergency Response Training

To operationalize emergency response plan and preparedness plans prepared at village level, Emergency Response Teams (ERTs) were formed and trained in ten target villages of union council Mankyal and Balakoot. ERT consist of 25-35 members selected by the respective DMC on pre-defined criteria set with DMC members for selection of ERT members. Due to cultural constraints separate ERT teams were formed and trained for both men and women. For division of tasks and responsibilities among the village emergency response team members various subcommittee i.e. search and rescue committee, first aid committee, Logistic committee and EWS committee with specified roles and responsibilities were constituted within the larger team of ERTs. These ERT teams were imparted three days extensive training on first aid, search & rescue, emergency evacuation, firefighting and early warning and simulation exercises were also conducted with ERTs. For women ERT teams two days training was organized on first aid, firefighting and early warning. Besides, a comprehensive ERT kit was also handed over to each ERT and they were also oriented on the use and maintenance of the kit during training.

Stakeholders engagement

Exhibition on DRM good practices at district level

To create awareness raising at broader level, an exhibition on disaster risk management was organized in University of Swat. The objective of the exhibition was to demonstrate good DRM practices and create awareness among the participants. For organizing the event MOU was signed with University of Swat and their expert services for event organization were also hired. Large number of students, teaching staff, and line department officials, national and international NGOs working on DRR participated in the exhibitions. NGOs and students from university of swat demonstrated their stalls in which best DRM practices were exhibited to the participants

Consultative workshop for devising Early warning system at district level

LASOONA has signed MOU for devising inclusive early warning system for District Swat. In this regard, a series of consultative workshops were held in the month of November and December,

Disaster Risk Management Program



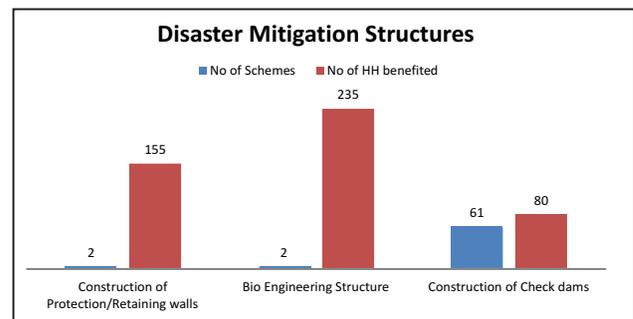
at both district and tehsil levels in which representatives from government line departments, district administration, I/NGOs and community members participated in the workshop. The purpose of this workshop was to apprise the participants with the concept of community based flood EWS, to develop inclusive early warning system for district acceptable to all stakeholder and to develop linkages among the stakeholders for the success of this pilot model. This workshop was also important for creating a coordination mechanism among the stakeholders.

All the stakeholders agreed for coordinated efforts for dissemination of effective early warning information in the community while roles and responsibilities of each stakeholder were discussed and agreed with mutual consent.

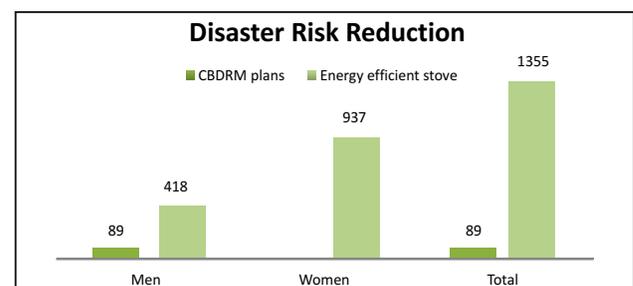
Disaster Mitigation

Construction of protection wall along riverbanks to protect community housing and productive land

During risk assessment, it was revealed that the target area is at risk to frequent hazards and the target population has



limited technical knowledge and resources to work out any mitigation measure. Most of the settlements houses, schools, health centres, agriculture land, road, bridges and water mills are located near the river and are prone to flood damages. To ensure the proper Operation and maintenance, scheme was handed over to the VDMC through formal MOUs signed with respective VDMC. Besides, O&M training was also imparted to VDMC for proper maintenance and sustainability of the project.



Disaster Risk Management Program



CASE STUDY

CHALLENGE: Gujar Gabral falls in union council Utror and is inhabitant of more than 288 households. The area is famous for off-season vegetables and despite of small holding the farmers are getting sizeable amount from off season vegetables in the area. Apart from offseason vegetables, cattle and goat rearing is very common among the community members. Like other parts of the union council, the target village is exposed to many natural hazards, shocks and stresses. Flash floods, avalanches, water born epidemics, steep slopes with frequent land sliding are common hazards.

The target area received worse damages in 2010 flood; flash flood destroyed all roads connecting to the remaining parts of the district, 25 houses, three MHPs, five water mills, 3 suspension bridges, four irrigation channels, one jeepable bridge connecting village with other parts of union council and agriculture land were washed away by the flood. Apart from agriculture land the farmers also lost their cash crop which was ready to be marketed but due to unavailability access road the farmers were unable to transport these vegetables to market.

INITIATIVE: Despite persistent risk of several hazards the people are not prepared to respond effectively and timely to any disaster. The recurring flash floods have badly affected the already poor livelihood of the area and have increased the vulnerabilities of the people. Due to lack of preparedness plans and limited skills in search and rescue every year many precious lives are in danger to these flash floods. Therefore, this area was selected for risk assessment during initial assessment. As per detail of risk assessment analysis, 130 households are at high risk, 148 are at medium risk and remaining are at low risk. Therefore, this village was selected for project intervention. Under the project, men and women VDMCs were formed in which all segments were given due representation. The VDMCs members were trained on the DRR basics and DRR awareness sessions were also conducted with DMC member. During risk assessment the VDMCs members prioritized the protection wall construction as their priority need.

RESULTS: The construction of protection wall protected 56 high-risk households from flash floods besides, more than 600 Kanal agriculture land protected from flash floods. The DMC members agreed to provide 20% construction material i-e stones as their contribution in the construction of scheme. After detail assessment of construction site, the design was approved from Irrigation department for construction. Construction design was discussed in detail with VDMC of after approval from department. ToP was signed for the construction of protection wall with DMC members and detail implementation plan was chalked out with VDMC. The zeal and interest of VDMC in the construction made it possible to complete the construction work well in time despite of harsh weather condition. During visit to construction site, one of the VDMC member Mr. Ishaq (PWD) while chatting with field staff expressed his views of happiness on construction of protection wall as "Now we will able to sleep peacefully at night even in monsoon"





Climate Change and Environmental Management Program

Taking in to consideration high vulnerability of the target population to adverse impacts of climate change, adaptation and building resilience against hazards continued as the corner stone of the theme "climate change and environmental management during the year 2014.

Adaptation to climate change is mainstreamed in different sectors including agriculture, livestock, forestry, energy, water security and mitigation infrastructure.

Climate Change and Environmental Management Program



Construction of Check Dams

Check dams are relatively small, temporary structures constructed across gullies. They are used to slow the velocity of concentrated water flows, a practice that helps reduce erosion. As storm water runoff flows through the structure, the check dam catches sediment from the channel itself or from the contributing drainage area. During risk assessment in upper Swat, it was observed that soil erosion is common along river sides and in the gullies during heavy rains. Therefore check dams were constructed in the gullies to control soil erosion and protect agriculture land and housing infrastructure from siltation. During the year, 61 number check dams were constructed in four different locations in district Swat.

Plantation

Due to continue deforestation flash-flooding is ongoing phenomena which damage the crops, land, and houses in the target area in upper Swat. Afforestation or reforestation above gullies reduces the intensity of flash floods to level which does not cause harm and destabilize the land.

To control river bank soil erosion and increase vegetation cover, plantation was carried out at river bank sides and eroded areas. In eight target villages of upper Swat, plantation events were organized wherein 22,221 plants were planted. In these events the members of local Disaster Management Committees and other community members including students and farmers actively participated. The government authorities responsible for forest management also participated in these events where they oriented the communities on need, importance and management of the plantation and role of the forest in flood control.



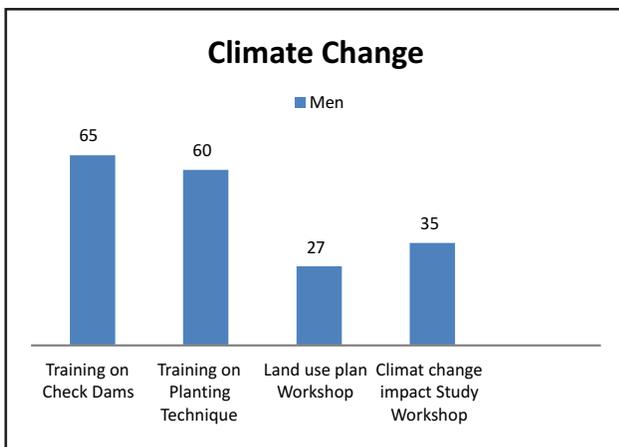
Climate Change and Environmental Management Program



Provide energy efficient and sustainable energy sources

Firewood is only source used for cooking and heating in the target areas of upper swat. Due to unavailability of alternate source, the community is using forest trees lavishly for firewood. Therefore, under the project fuel efficient stoves distribution among at high risk communities which would not only decrease pressure on forest but save money spent on the collection of firewood. For this purpose three different types of energy efficient stoves were identified and tested in the target communities. During the reporting period, 658 energy efficient stoves were

distributed among the most vulnerable women in Kalam and Utror union councils of Tehsil Bahrain in upper Swat. During short term impact assessment it was revealed that 96% beneficiaries are using energy efficient stoves as primary source for cooking.



Program Focused Beneficiaries Count

Thematic Program	Beneficiary HH	Geographical Coverage
Food security and Sustainable Livelihoods	23,141	Swat, Shangla, Malakand, Dir, Kohsitan, Diamir
Integrated Water Resource Management	6,699	Swat, Nowshera
Disaster Risk Management	6,092	Swat
Climate Change and Environmental Management	2,414	Swat, Kohistan
Total Beneficiaries	38,346	



Cross Cutting Themes

Advocacy

Advocacy is one of the central cross cutting themes of LASOONA, whereby conscious efforts are under taken to highlight advocacy issues while implementing projects in various geographic location and multi- cultural and multi ethnic environment. Focus remains on localized issues faced by the marginalized and social excluded segments of the population, however global issues of concerns having close nexus with local power dynamics are taken for advocacy. LASOONA's management feel the need of devising a holistic and comprehensive advocacy strategy for its varied target groups that are dealt in four core programmatic areas. For the purpose, organizational strategy for advocacy is under consideration.

Global Hand washing Day

The first-ever Global Hand Washing Day was observed on October 15, 2008 in countries all over the world. The guiding vision of Global Hand Washing Day, now an annual event, is a local and global culture of hand washing with soap.

The event is celebrated with the aim to raise awareness of hand washing with soap. For the last so many years, LASOONA: Society for Human and Natural Resource Development celebrates Global Hand Washing Day by organizing various activities. During the year the GHWD was celebrated at District Shangla, Jalojai camp and district Swat. The celebration of the day was focused on the theme for the year 2014 i.e. "Clean hands saves lives". Children are always the agent of change and try to learn and adopt new learning's from the environment around them, so the event celebrated with children and they actively participated in events. Different activities like awareness walk, skit competition, quiz competition and magic show with different tricks regarding the GHWD were part of the events. All the participants enjoyed the tricks and students specially appreciated the magician.

Different stakeholders were invited for the celebration of GHWD like Education Managers from Government Education Departments, Oxfam GB, SDC, Muslim Aid and Jalojai Camp Administration.



World Toilet Day

World Toilet Day was celebrated on November 19, 2014 at two locations, i.e. Jalojai camp and Puran tehsil of District Shangla. The main objective is to create awareness globally about problems communities face due to non-availability of latrines and how it affects individual, families and environment. Slogan of world Toilet Day 2014 was "We can't Wait" because:

- One Billion people Practice Open Defecation
- 2.5 Billion people Lack Access to Improved Sanitation for Everyone to be Equal

To mark the day, LASOONA organized different activities like walk and skit competition among children. Different awareness raising messages regarding sanitation issues were also delivered at the occasion. At the end of the event, prizes were distributed among the participants. Community and school children for the first time observed this day and came to know about the importance of celebrating it.

Enrollment Drive

Pakistan ranks the second with the most out-of-school children in the world with only Nigeria ahead of it and ranks 113th of the 120 countries on the Education Development Index. Female enrolment rate and completion rate is very low in Swat. Only 16% of girls complete primary school.

This shows the poor quality level of education sector in the district. As part of the people centered advocacy, LASOONA in collaboration with Education Department of District Swat launched a campaign on "importance of education & enrollment in schools". Special IEC material was developed for the campaign and disseminated among the communities for awareness raising. Banners depicting awareness messages were also displayed on the crowded locations in District Swat.

The women participants took keen interest in the awareness session and shared many experiences of being literate and illiterate.

Cross Cutting Themes

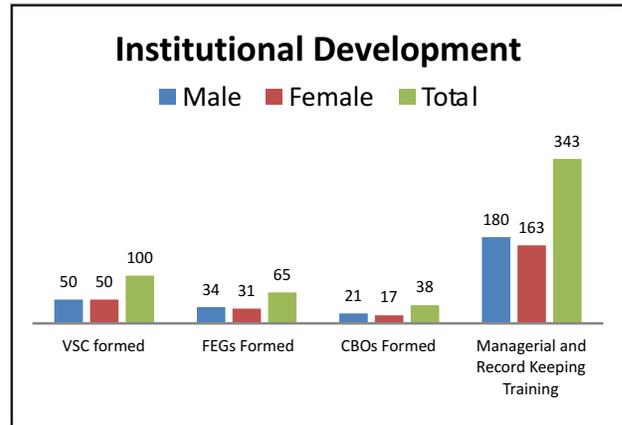


Media Liaison

Media plays an important role in mass awareness regarding burning social and economic issues. LASOONA believes in active engagement of media for reaching out its target group. As a step forward, coordination meeting was held with media representatives at LASOONA head office. Representatives of both mainstream electronic and print media were invited to the meeting. Media representatives were urged to highlight issues related to the well-being of masses. In the meeting information related to LASOONA's programs, progress and achievements were also shared.

Human and Institutional Development

Human and institutional development is one of the foremost cross cutting themes of the organization. LASOONA's programs focuses on promoting social capital through mobilization and capacity development of staff, target communities, local government functionaries, line departments and society at large. Programs and project are designed focusing on processes that embark upon at two stages, social mobilization followed by institutional strengthening.



Institutional strengthening revolves around building knowledge and information base, skill development, local resource management, harnessing leadership skills and planning and management capabilities of partners and community organizations.



Cross Cutting Themes



Civil Society DRR Forum Network development and strengthening at district level

LASOONA has established a Civil Society DRR forum for district Swat. The forum plays an active role in sharing of information and practical experiences of partner organizations regarding DRR projects. During current period efforts were made for further strengthening of the forum by conducting regular monthly meetings. Forum members were engaged in development of joint IEC material on common hazards which was also adopted by them in their respective project areas. Through efforts of DRR forum, MOU was signed among IDEA, LASOONA and Malteser International for jointly development of District Disaster Management plan, IEC material and Inclusive early warning system that provided opportunity for pooling the resource and synergies building. The DRR forum was also used as platform for advocacy on DRR both at local and provincial. The forum capacity was also built on Inclusive CBRM through meetings and workshops organized. LASOONA also organized two days training on Inclusive CBRM approaches for DRR forum members.

Training of trainers on Social mobilization

Five days Training of Trainers (TOT) on Social Mobilization was organized for 23 social mobilization staff including 11 women SMOs working on different programs. The technical support was availed from external resource person. The trained staff is supposed to further transfer their learning to community based organizations (CBOs) in the partner communities/villages.

Three day training of LASOONA on School Led Total Sanitation

LASOONA two staff members (male & female each) have been trained on School Led Total Sanitation and they will consequently train twenty five school teachers and education officials. This training contributes to one of UNICEF funded programs "Pakistan Approach to Total Sanitation (PATS)". Training organized by UNICEF at Islamabad.

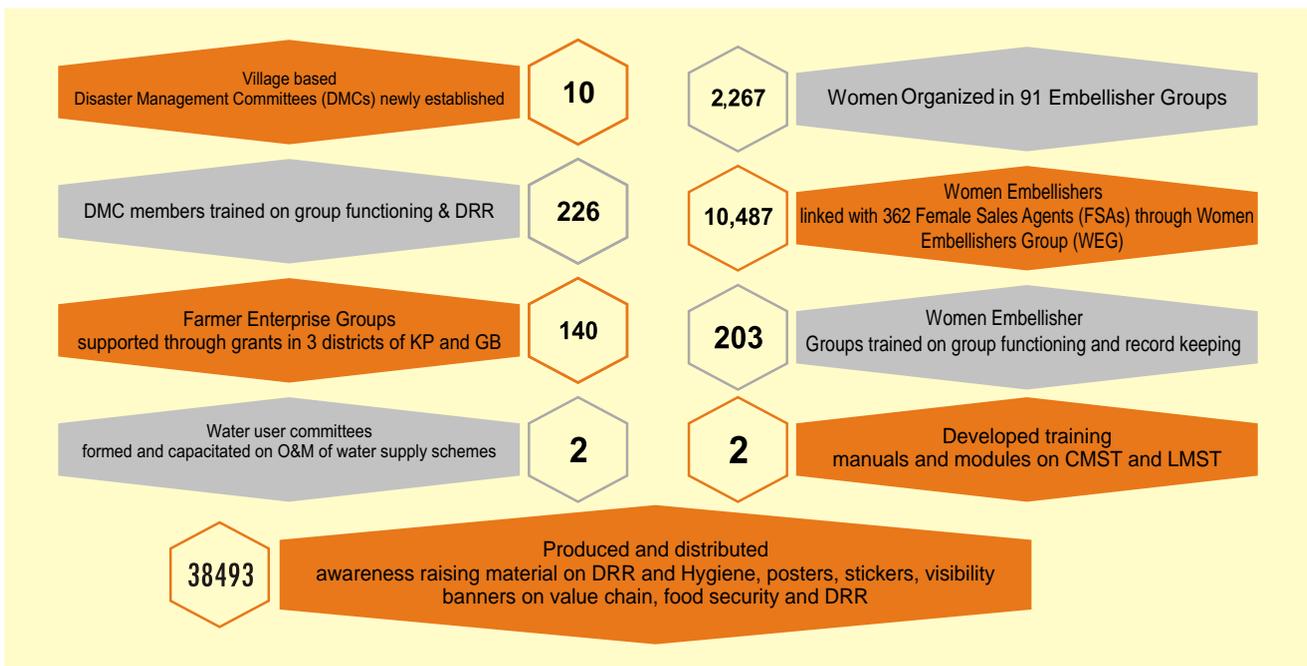


Cross Cutting Themes



Training of Trainers on Food and Nutrition security

A ten days training workshop was organized by Welthungerhilfe (LASOONA's partner organization) at Akhtar Hameed Khan Center for Rural development Islamabad from November 17-25, 2014, participated by LASOONA staff, WHH staff, partners and Alliance members. The training was facilitated by Mr. George Bokeloh and Ms. Nathalie Demel from WHH headquarter- Germany. The project coordinator along with project officer Food & Nutrition Security project, a female Monitoring Officer from LASOONA and one agriculture officer from Agriculture Extension Department Swat and one Assistant district Officer from Education Department district Shangla participated in the said workshop. The following major contents were covered during the training workshop; framework for Food & Nutrition security Concepts, dimensions and interventions of food & nutrition security Assessment, analysis of Food & Nutrition Security situation Monitoring and Evaluation of Food and Nutrition Security projects.



Cross Cutting Themes



Gender Mainstreaming

LASOONA continues its efforts to mainstream marginalized women with children, elderly and people with disabilities in all its emergency and developmental projects. Gender sensitive planning and budgeting have been done for the community projects. To ensure gender equity in protection perspective gender disaggregated data is collected in assessments and base lines. A due process of information sharing is followed with both women and men groups through broad based community meetings and focus group discussions. Separate women and men organizations are formed, with a particular focus on representation of all ethnic, minority and low income groups. Equitable gender relations are promoted and women and children are assisted to assert their rights and marginalized and oppressed are protected from physical and psychological harm. LASOONA has an anti-harassment policy in place. Ground implementation of the policy is ensured and staff is fully oriented on adherence to (and ramifications of the gross violation of) the policy. Following specific activities are conducted in view of mainstreaming gender;

Activism and advocacy campaign on No Violence against Women

The campaign 16 days of activism is celebrated globally from November 25 to December 10. Activism for no violence against women and children emphasized the connection between women's rights, violence against women and women's health and the detrimental consequences violence against women has on the well-being of the world as a whole. Human rights cannot be universal without human rights for women. In memorizing this event LASOONA, Oxfam and IRC jointly arranged this event in Jalojai camp Nowshera which was attended by women and men TDPs and other stakeholders who came together to support the campaign in fighting against gender based violence. This activity was attended by 165 women from women community and different stockholders including civil society organizations and government agencies.





LASOONA received Mehargarh award for the leaders of change

The prestigious award is an acknowledgement and recognition for rendering exceptional efforts to make the work place harassment free and implementing workplace harassment laws effectively. The Mehargarh Awards are given each year to organizations that have made a conscious effort to make their workplaces dignified by complying with 'Protection against Harassment of Women At The Workplace Act, 2010'. LASOONA was among few organizations who received this award in 2014. Mehargarh is an active member of AASHA, the Alliance against Sexual Harassment; hosted the Secretariat of AASHA and worked closely with the parliament and government of Pakistan for the enactment of Anti-Sexual Harassment Legislation.

KNOWLEDGE MANAGEMENT

LASOONA's Knowledge Management system underpins building organizational memory for which professional skills are developed and tools, approaches and systems improved that help in diffusing best practices; increase opportunities for innovation and cross fertilize ideas and innovations.

This year the monitoring, evaluation and reporting unit through external source, started working on project's management information system (MIS) for documentation of critical information that could be used for follow ups on processes as well as assessing program's outcomes. For automation of staff database, management information system for Human Resource Section of operations department has also been developed and will be operationalized soon. Under the food and nutrition security project, mid-term lessons learned and knowledge sharing workshop was organized. Based on the recommendations generated during the workshop, strategic adjustments have been done in the project strategies and approaches. The report generated has been shared with all relevant stakeholders. For staff guidance organization's human and institutional development strategy has been developed. For dissemination of the HID strategy among staff, orientation sessions will be organized next year. To ensure realization of key strategies outlined in strategic plan (2012-2017), milestones and key actions have been developed in the form of detailed implementation plan (DIP).

Cross Cutting Themes



Each department has been assigned roles and responsibilities for accountability and stimulating ownership. Quarterly reviews of strategic plan held regularly at the head office level for progress against milestones. To keep pace with the changing context, revision of admin/HR/finance policies, systems and procedures have regularly been conducted.

Case studies, human interest stories, monitoring and evaluation reports have also developed and shared with all stakeholders for continual improvement of processes and impact measurement.



Cross Cutting Themes



Staff Trainings

S #	Training title	No of Participants	Venue
1	5 days TOT on Social Mobilization	23	Swat
2	Food and Nutrition Security	3	Islamabad
3	Monitoring and Evaluation	3	Peshawar
4	Monitoring and Evaluation workshop	4	Islamabad
5	Need Assessment	3	Peshawar
6	PARCEL Logistic Standards Training	1	Islamabad
7	Pakistan Approach to Total Sanitation	10	Swat
8	Project Cycle Management	3	Peshawar
9	PSAIT Security Training	4	Islamabad
10	School led Total Sanitation	2	Islamabad
11	TOT on SBDRM	2	Swat
12	Training on gender	3	Peshawar
13	Value chain development	2	Swat
14	WASH in Emergencies	1	Peshawar

Cross Cutting Themes



Development and dissemination of DRR inclusive IEC material

Building knowledge, skills and the aptitude of communities on Disaster Risk Reduction (DRR) issues is crucial for promoting disaster resilience. Therefore, significant efforts were made in this direction during the project implementation. Multiple modes of communication i.e. print (i.e. wall murals printing, flex printing, brochures and poster) and electronic medias (broad casting of messages through FM Radio) were used to generate awareness on multi-hazards exists in the target areas. During material development holistic approach was adopted to create common understanding of all stakeholders therefore, DRR forum members were also involved in the whole process. Besides, for inclusion aspect Handicap International was consulted for incorporation of their inputs to address the issues of vulnerable groups such as women, children, elderly, differently abled, marginalized and excluded groups. Besides, keeping in view the low literacy rate in the area, more focus was given on the pictorial presentation in the IEC material development.

Status of Projects 2014

Project title	Donor	Project Period	Budget	Status
Emergency WASH response for IDPs in KP	Oxfam-GB	May 2012- March. 2015	61.3 million	Ongoing
WASH Emergency IDPs Response Project	UNICEF	July 2013- May. 2014	68.2 million	Completed
The Agribusiness Project	ASF/USAID	Oct. 2012-Dec. 2014	28 million	Completed
Sustainable rehabilitation of WASH and Livelihoods	DKH	Oct. 2012-Feb. 2014	78.8 million	Completed
Project on Sustainable Solution to Food & Nutrition Security	WHH	Sept. 2013- July, 2016	110 million	Ongoing
Embellished fabrics value chain project	MEDA Entrepreneurs/ USAID	June 2011- March 2014	63 million	Completed
Building Resilience through Community DRR	DKH	June. 2013- July. 2014	34.4 million	Ongoing
Sanitation program at scale in Pakistan	UNICEF	July. 2014- June. 2015	26.2 million	Ongoing



Building Partnerships and Synergies

Civil Society Alliance for Scaling up Nutrition

During the reporting period LASOONA became a member of the global initiative of Scaling Up Nutrition Alliance. The aim of SUN-CSA is to promote sustainable improvement in nutritional status of the people of Pakistan by creating a strong, coordinated and vibrant civil society constituency which will support further development and wider implementation of the nutrition agenda.

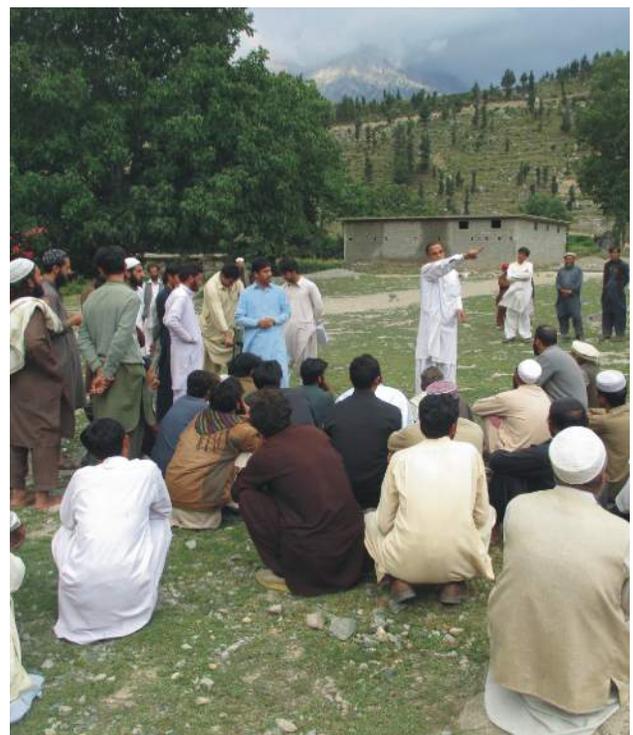
Strategic Partnership with DKH

LASOONA has established strategic partnership with DKH for future implementation of humanitarian program in Pakistan.

Fostering Collaboration

Together with other national humanitarian organizations, LASOONA is actively involved in National Humanitarian Network (NHN) to give a boost to the humanitarian cause, advocate for the rights of the disaster affected populations and secure funding for fulfilling basic survival needs of crises

affected men, women and children. LASOONA has also been active in thematic working groups established at the provincial level, especially WASH, food security, protection, DRR to create synergies and complementarities in humanitarian response. LASOONA also engages with the government for influencing policies especially in DRR, food security, nutrition and WASH.





LASOONA Staff list for the Year 2014

S.No	Name	Designation	Qualification	Experience
1	Mr. Azam Khan	Executive Director	MPA, PGD in MCMIS	17
2	Mr. M. Salim Khan	Manager Operations	MBA HRM	15
3	Mr. Noor Malik	PM Implementation	MA Pol Science	17
4	Mr. Anwar ul Haq	PM Development	MA Sociology	11
5	Mr. Murad Ali	Manager Finance	MBA Finance	13
6	Mr. Asghar Khan	Internal Auditor	MBA Finance	8
7	Mr. Ihsan Ullah	Coordinator MER	MA Pol Science	9
8	Mr. Syed Numan	Sr. HR Officer	MBA HRM	4
9	Ms. Shaista Zahir	HR Officer	MBA HR	4
10	Ms. Mehnaz	Communication & Documentation Coordinator	M.Sc Geography	10
11	Mr. Muhammad Munir	Project Coordinator	MA English, M.Sc Agri, MBA	15
12	Mr. Muhammad Aurangzeb	Project Coordinator	MA Economics, Msc Geology	18
13	Mr. Sheeraz Ahmad	Project Coordinator	M.Sc Agriculture	10
14	Mr. Amjad Ali	Project Coordinator	M.Sc Forestry	11
15	Mr. Sajjad Ahmad	Project Coordinator	MPA	12
16	Mr. Sarir Ahmad	Project Coordinator	MA Sociology	8
17	Mr. Aizaz Khan	Project Coordinator	B.Sc Civil	11
18	Mr. Abrar Ahmad Khan	Project Manager	Mphil	10
19	Mr. Harpal Kumar	Project Manager	Agriculture Eng	12
20	Mr. Muhammad Idrees	PO MEAL	M.Sc Rural Development	6
21	Mr. Najeebullah	M&E Officer	BCS	4
22	Mr. Salman Khawaja	M & Reporting Officer	BCS	5
23	Mr. Murad Ali Shah	Monitoring & Reporting Officer	MA Social Work	9
24	Ms. Khuban Mir	Monitoring & Reporting Officer	MA Edu Planning & Management	4
25	Mr. Anwer Ali	M&E Officer	MA Economics	7

Human Resources

26	Mr. Anwar Ali	MER Officer	MA English	10
27	Ms. Gulajana Sardar	MER Officer	MBA	6
28	Ms. Nishat Afza	Monitoring Assistant	MA English	4
29	Mr. Muhammad Imran	Monitoring Assistant	MA Economics	5
30	Mr. Ishtyaq Ahmad	Monitoring & Reporting Assistant	BA	5
31	Mr. Irfan Ullah	Admin & Logistic Officer	MBA Finance	9
32	Mr. Hassan Zeb	Finance & Admin Officer	MBA Finance	4
33	Mr. Shakil Ahmad	Admin & Logistic Officer	MA IR	6
34	Mr. Asghar Khan	Log/Procurement Officer	MA Pol Sci	9
35	Mr. Latif Khan	Logistic & Admin Officer	MBA Finance	6
36	Mr. Rizwan Ullah	Admin/Logistic Officer	MBA Management	6
37	Mr. Bilal Aziz	Admin/Logistic Officer	BCS	10
38	Mr. Faisal Rahim	Admin & Finance Officer	Masters in MIS	7
39	Mr. Nasir	Admin & Finance Officer	ACCA	4
40	Mr. Rashid Afzal	Admin & Finance Assistant	MBA Finance	12
41	Mr. Muhibullah	Admin & Finance Assistant	MBA Finance	2
42	Mr. Ashfaq Khan	Admin & Finance Assistant	MS Finance	6
43	Mr. Iftekhhar	Admin & Finance Assistant	MBA Finance	5
44	Mr. Abdul Muheet	Admin & Logistic Asst	MBA Finance	4
45	Mr. Fazal Malik	Admin & Logistic Asst	MBA Finance	5
46	Mr. Adnan Hassan	Finance Assistant	MBA Marketing	9
47	Mr. Faraz Khan	Logistic Asst:	BBA Hons	5
48	Mr. Meraj Mohammad Khan	Admin/Logistic Assistant	BA	12
49	Mr. Tariq Rauf	PO Social Mobilization	MBA Marketing	7
50	Mr. Sohail Ahmad	PO FNS	M.Sc Agriculture	10
51	Ms Nida Gul	PO G & CB	M.Sc Home Economics	5
52	Mr. Mehtar Dad	Team Leader	MA Sociology	8
53	Mr. Gul Nabi	Team Leader	M.Sc Agri	3
54	Mr. Zahoor Ahmad	P.O Livelihood	M.Sc Horticulture	6
55	Mr. Shujaat Ali Khan	P.O WASH	MBA, M.Ed, DAE Civil	8
56	Mr. Muhammad Ishaq	PO DRR	MA Islamiat	21
57	Ms. Razia Begam	CB Coordinator	MBA HR	5
58	Mr. Imran Khan	Project Officer- Liaison	MA Social Work	6
59	Ms. Farzana Akram	Project Officer- Social Mobilization	M.Sc & Mphil Botany	8
60	Mr. Tariq Ghafar	Team Leader-PHP	BA	7
61	Mr. Azmat Shahi	PO DRR	M.Sc Botny/Economics	5
62	Mr. Akhtar Ali	Agriculture Officer	M.Sc Agri Horticulture	9
63	Mr. Muhammad Nisar	Agriculture Officer	M.Sc Agri Horticulture	9
64	Mr. Niaz Ali	CMO-Social Mobilization	M.Sc Agri Horticulture	9
65	Mr. Barkar Ali	CMO-Social Mobilization	MA economics	5
66	Ms. Azra Begum	CMO-FNS	MA Urdu	5

Human Resources

67	Mr. Jehan Zeb Khan	CMO-Social Mobilization	M.Sc Zoology	6
68	Mr. Mir Alam	Asst CMO-Social Mobilization	MSc Botany	2
69	Ms. Khalida Akbar	CMO-Social Mobilization	MA Urdu	10
70	Mr. Rahat Ali Khan	CMO-DRR	DVM	8
71	Ms. Maryam Bibi	CMO-Social Mobilization	MA Islamyat MA Urdu	6
72	Ms. Noor Nabia	CMO-Social Mobilization	M.Sc Evi Sci	3
73	Ms. Irum Rashid	CMO-Social Mobilization	BA	3
74	Mr. Abdullah	CMO-Social Mobilization	MA IR	10
75	Ms. Neelam Bibi	CMO-Social Mobilization	MA Political Science	4
76	Mr. Muhammad Arif	Community mobilization Officer	MA Economics	5
77	Mr. Farman Ali	Community mobilization Officer	MA Pol Sci, M.Phil peace & conflict mgt	6
78	Mr. Shabir Ahmad	Community mobilization Officer	MA Pol Sci	4
79	Mr. Kifayat Ullah	Community mobilization Officer	MA Women studies	6
80	Mr. Jauhar Ali	Community mobilization Officer		
81	Ms. Salma Shaheen	Community mobilization Officer	M.Sc botany	11
82	Mr. Sajjad Ali Khan	Value Chain Officer	M.Sc Agriculture	5
83	Mr. Saeedullah	Value Chain Officer	M.Sc Agri Horticulture	10
84	Mr. Sajjad Anwar	Grants Officer	M.Sc Agriculture	5
85	Ms. Ghazala Gul	Community mobilization Officer		
86	Mr. Mujeebullah	Value Chain Officer	M.Sc Agriculture	6
87	Ms. Shakila	Community mobilization Officer	M.Sc botany	4
88	Ms. Salma Saeed	Community mobilization Officer	MA Sociology	5
89	Mr. Ashiq Hussain	Community mobilization Officer	MBA Marketing	2
90	Mr. Aftab Ahmad	Public Health Promotor	MA Economics	4
91	Mr. Sher Alam Khan	Public Health Promotor	MA Political Science	3
92	Mr. Muhammad Tufail Khan	Public Health Promotor	FA	7
93	Mr. Akhtar Ali Khan	Community mobilization Officer	MBA	9
94	Mr. Muhammad Israr	Community mobilization Officer	MA Sociology	8
95	Ms. Saima Saeed	Community mobilization Officer	LHV	4
96	Ms. Naheed Begum	Community mobilization Officer	BA	3
97	Mr. Abbas Ali	Community mobilization Officer	M.Sc economics	7
98	Mr. Arshad	Community mobilization Officer	MA Urdu , MA IR	5
99	Mr. Ubaid Bakhsh	Community mobilization Officer	MA IR	6
100	Mr. Waqas Khan	Community mobilization Officer	BA	5
101	Ms. Nazish	Community mobilization Officer	MA Economics	4
102	Ms. Farzana Aziz	Social Mobilizer	BA	10
103	Ms. Neelam Ali	Social Mobilizer	M.Phil Evi Sci	2
104	Ms. Nosheen Bano	Social Mobilizer	BFD	4
105	Mr. Muhammad Bilal	Public Health Promotion Officer Assistant	MA social work	4
106	Mr. Muhammad Adeel	Public Health Promotion Officer Assistant	DAE Civil	3
107	Ms. Aysha Khan Marwat	Public Health Promotion Officer Assistant	MA Islamiat	6

Human Resources

108	Ms. Ishrat	Public Health Promotion Officer Assistant	MA Economics	3
109	Mr. M.Faheem Khan	Water Quality Analyst	M. Phil Environmental Sciences	5
110	Ms. Syeda Benish Bukhari	Public Health Promoter	FA	5
111	Ms Nazma Shaheen	Public Health Promotion Officer	MA Political Science	4
112	Ms. UzmaZaheer	Public Health Promotion Officer Assistant	MSC Computer Science	4
113	Mr. Muhammad Irfan	Public Health Promotion Officer Assistant	FA	4
114	Ms Benish Bashar	Public Health Promotion Officer Assistant	FA	8
115	Mr. Hammad Ali Khan	Water Quality Analyst	Mphil. Env Sciences	5
116	Mr. Sajid Muneer	Hygiene Promotor	MBA (HRM)	5
117	Mr. Ikram Ullah	Hygiene Promotor	MA	11
118	Mr. Asif Ali	Hygiene Promotor	Mphil. Env Sciences	3
119	Ms. Shakila Naz	Hygiene Promotor	FA	3
120	Ms. Laila Farooq	Hygiene Promotor	Junior Diploma in Health and Physical Education	3
121	Mr. M. Ali Khan	Hygiene Promotor	BA Islamyat	4
122	Mr. Aftab Ali Khan	Hygiene Promotor	MA Social Work	3
123	Mr. Arbab Numan	Hygiene Promotor	BA	3
124	Mr. Jawad Khan	Hygiene Promotor	MA Economics	3
125	Ms. Hafiza Munazza	Hygiene Promotor	MSC	6
126	Ms. Laila Naz	Hygiene Promotor	FA	7
127	Ms. Aysha Laila	Hygiene Promotor	BA	6
128	Ms. Kher Un Nissa	Hygiene Promotor	BA	5
129	Ms. Naseena Naz	Hygiene Promotor	BA	5
130	Mr. Syed Raza Shah	Hygiene Promotor	MA Social Anthropology	5
131	Ms. Sumera Mumtaz	Hygiene Promotor		
132	Mr. Momin Shah	Social Organizaer / Public Health Proter	MA Sociology	15
133	Ms. Shazia Bashir	Social Organizaer / Public Health Proter	MA Islamiat	5
134	Ms. Lubna Tabassum	Social Organizaer / Public Health Proter	LLB	3
135	Ms. Shama	Social Organizaer / Public Health Proter	MA Urdu	3
136	Ms. Iqbal Jehan	Social Organizaer / Public Health Proter	BA	18
137	Mr. Sangin Khan	Community mobilization Officer	MBA HR	4
138	Mr. Qaiser Ali	Community mobilization Officer	MA Sociology	7
139	Ms. Basma	Community mobilization Officer	MA Urdu BE d	4
140	Mr. Syed Humdani	Community mobilization Officer	BA	14
141	Mr. Sher Muhammad Khan	Community mobilization Officer	BA	18
142	Ms.Shfat Begum	Community mobilization Officer	MA Islamiat	4
143	Mr. Amjad Ali Khan	Project Officeer CPI	BSc Civil Eng	5
144	Mr. Fayaz Ali	Sub Engineer	DAE Civil	8
145	Mr. Shams Ul Alam	Public Health Engineer	DAE Civil	5
146	Mr. Tahir Khan	Public Health Engineer	B.Sc Agri Engineering	11
147	Mr. Afarin Khan	Public Health Engineer	DAE Civil	8

Human Resources

148	Mr. Barkat Ali	PO Engineering	DAE Civil	11
149	Mr. Iqbal Hussain	Sub Engineer	DAE Civil	19
150	Mr Hassan Zeb	Public Health Engineer	DAE Civil	8
151	Mr. Muhammad Abrar	Camp Site Engineer	DAE	7
152	Mr. Farzand Ali	Field Engineer	B.Sc Civil Engineering	3
153	Mr. Afareen Khan	Field Supervisor	DAE Civil	6
154	Mr. Sajjad Hussain	Field Supervisor	DAE Civil	5
155	Mr. Muhammad Khan	Warehouse Assistant	MA English	4
156	Mr. M.Faheem Khan	Water Qualitym Analyst	M. Phil Environmental Sciences	5
157	Mr. Hammad Ali Khan	Water Qualitym Analyst	Mphil. Env Sciences	5
158	Mr. Farid Ahmad	Warehouse & Logistic Officer	MA Pushto	24
159	Mr. Yousaf Khan	Office Assistant	BA	14
160	Mr. Muhammad Naeem	Data Entry Operator	BCS Hons	5
161	Mr. Mohammad	Fleet Supervisor	Metric	15
162	Mr. Nazir Ahmad	Driver	Primery	22
163	Mr. Sher Shah	Driver	primery	9
164	Mr. Said Muhammad	Driver	primery	6
165	Mr. Anjum Parvez	Driver	Primery	17
166	Mr. Nazir Ahmad	Driver	Primery	8
167	Mr. Salahuddin	Peon	Primery	12
168	Mr. Muhammad Zaid	Peon	Primery	8
169	Mr. Akhtar	Peon	Primery	12
170	Mr. Umar Zada	Office Cleaner	Primary	4
171	Mr. Iftikhar	Security Guard	BA	7
172	Mr. Tariq Hussain	Security Guard	primery	5
173	Mr. Haji Rawan	Security Guard	Primery	5



Geographical Focus of LASOONA



Partners and Donors in 2014



**Federal Ministry
for Economic Cooperation
and Development**

Diakonie 
Katastrophenhilfe
actalliance



Mennonite Economic
Development Associates

MEDEVIA
Pakistan

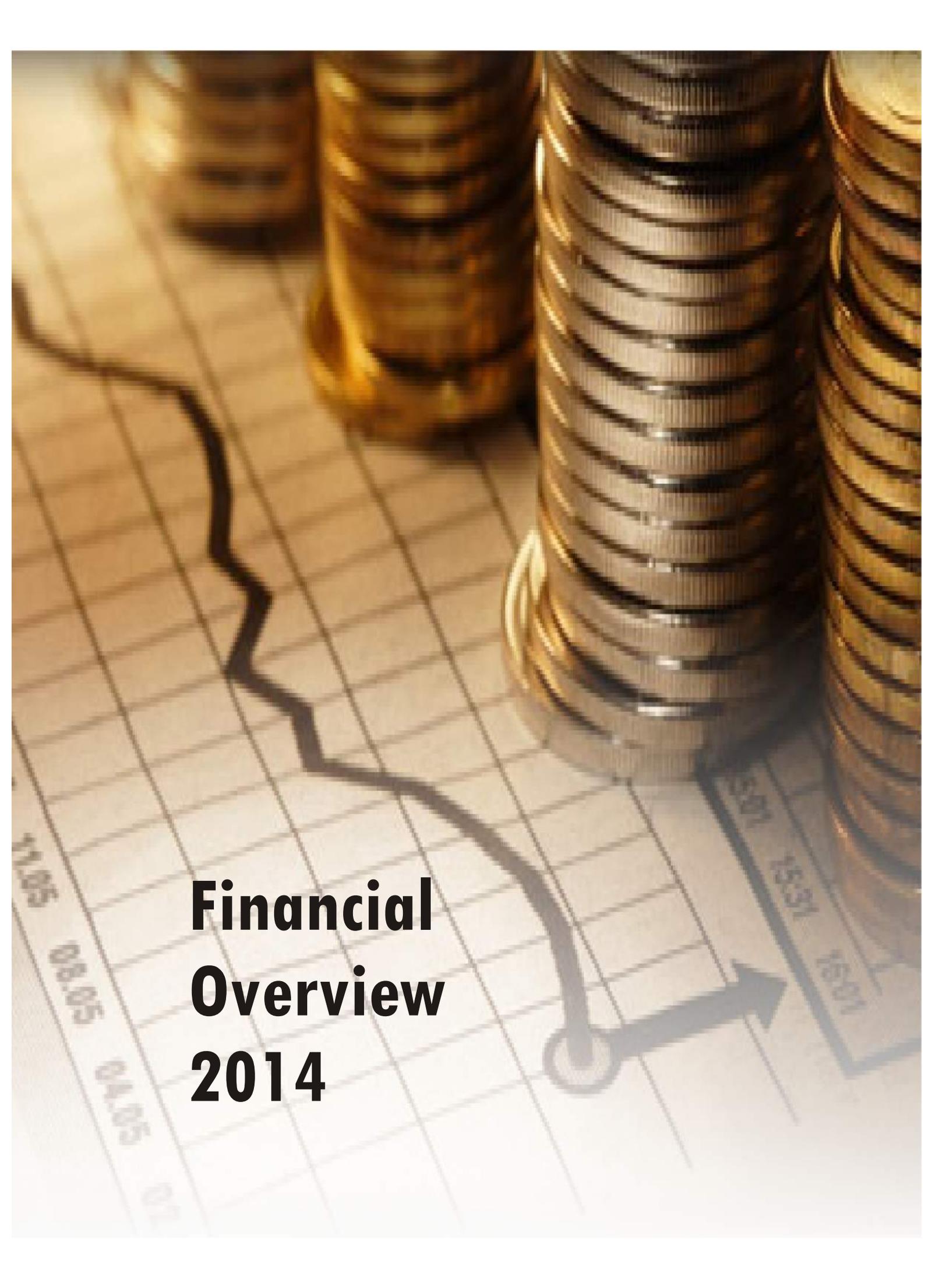


USAID
FROM THE AMERICAN PEOPLE



Agribusiness Support Fund



The image features a close-up, high-angle shot of several tall stacks of gold coins. The coins are arranged in a row, with the stacks increasing in height from left to right. The background is a light-colored surface with a grid pattern, resembling a financial chart or ledger. A dark, jagged line graph is visible on the left side of the grid, and a grey arrow points to the right on the right side. The overall lighting is warm and golden, creating a sense of wealth and finance.

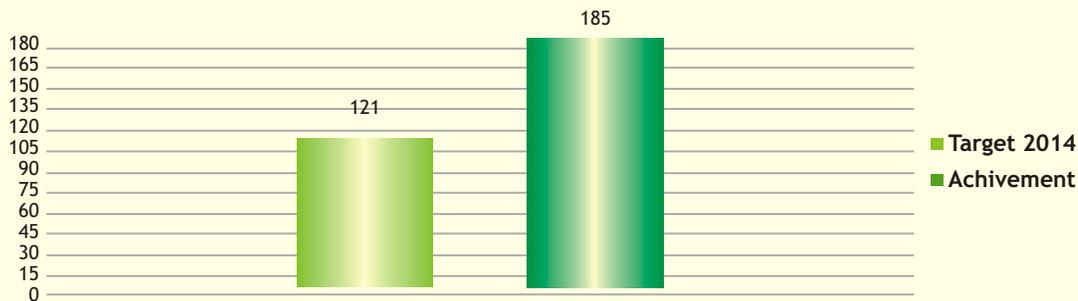
Financial Overview 2014

FUNDING TARGET(2012-16) VS. ACHIEVEMENT (IN MILLION)

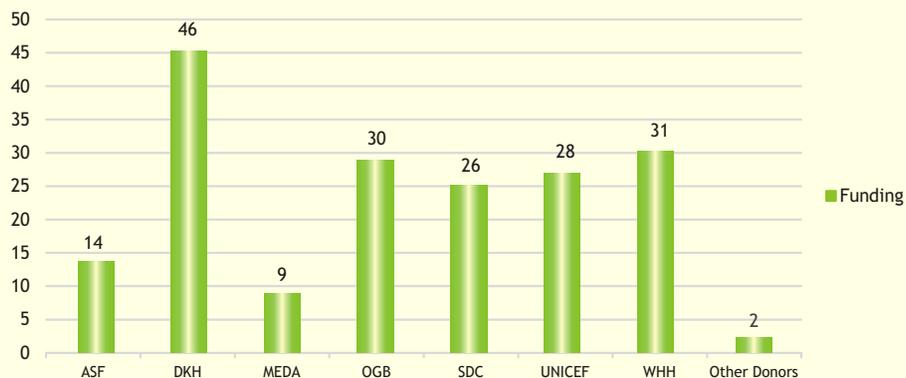


Total funding target set in the 5 years strategic plan of LASOONA (2012-2016) was PKR=797 million. Out of which PKR=584 million were achieved till December 31, 2014. which is 73% of the total target. PKR=213 is the remaining target to be achieved during the year 2015-16 .

FUNDING TARGET(2014) VS. ACHIEVEMENT (IN MILLION)



Donor wise Funding 2014





F.R.A.N.T.S. & Co.
Chartered Accountants

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS

We have audited the annexed balance sheet of the “**LASOONA (SOCIETY FOR HUMAN AND NATURAL RESOURCE DEVELOPMENT)**” as at December 31, 2014 and the related income & expenditure statement and cash flow statement together with the notes forming part thereof, (hereinafter referred to as the financial statements) for the year ended December 31, 2014.

It is the responsibility of the Management to establish and maintain a system of Internal control, and prepare and present the financial statements in conformity with the approved international financial reporting standards as applicable in Pakistan. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting policies used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audit provides a reasonable basis for our opinion.

In our opinion the financial statements present fairly in all material respects the financial position of the “**LASOONA (SOCIETY FOR HUMAN AND NATURAL RESOURCE DEVELOPMENT)**” as at December 31, 2014 and the results of its operations and cash flows for the year then ended in accordance with the approved accounting standards as applicable in Pakistan.

DATE: 20-02-2015
PESHAWAR


F.R.A.N.T.S. & CO.,
CHARTERED ACCOUNTANTS
Engagement Partner Peshawar
Zeeshan Ali


8th Floor, State Life Building, The Mall, Peshawar.
Tel: +92-91-5279691 E-mail: peshawar@frants.pk Website: www.frants.pk
KARACHI | LAHORE | ISLAMABAD | SIALKOT | MULTAN | KABUL



Financial Overview 2014

**LASOONA
SOCIETY FOR HUMAN & NATURAL RESOURCE DEVELOPMENT
BALANCE SHEET
AS AT DECEMBER 31, 2014**

	NOTES	DEC 31, 2014 RUPEES	DEC 31, 2013 RUPEES
ASSETS			
NON CURRENT ASSETS			
FIXED ASSETS-At cost			
less accumulated depreciation	4	14,049,097	13,448,313
CURRENT ASSETS			
Investment	5	4,000,000	4,000,000
Advances, Deposits and	6	8,094,953	1,212,940
Cash and Bank Balances	7	48,544,383	44,272,492
		60,639,336	49,485,432
		<u>74,688,433</u>	<u>62,933,746</u>
FUNDS AND LIABILITIES			
FUNDS AND RESERVES			
Unrestricted Funds	8	27,771,297	27,235,270
Restricted Funds	9	17,267,299	7,621,166
Deferred Grant Income	10	10,468,469	9,612,713
		55,507,066	44,469,149
CURRENT LIABILITIES			
Accrued and Other Liabilities	11	19,181,367	18,464,597
		<u>74,688,433</u>	<u>62,933,746</u>

The annexed notes 1 to 18 form an integral part of these accounts.

FRANIS

AUDITORS' REPORT ANNEXED


CHAIRMAN


EXECUTIVE DIRECTOR

Financial Overview 2014

**LASOONA
SOCIETY FOR HUMAN & NATURAL RESOURCE DEVELOPMENT
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED DECEMBER 31, 2014**

	NOTES	<u>DEC 31, 2014</u> RUPEES	<u>DEC 31, 2013</u> RUPEES
<u>INCOME</u>			
Grants	12	170,133,243	197,734,135
Grant income realized	10	2,527,607	2,384,968
Lasoona income	13	12,427,506	8,109,065
Profit on projects bank accounts		<u>1,222,092</u>	<u>533,872</u>
		186,310,448	208,762,040
<u>EXPENDITURE</u>			
Program cost	14	58,498,062	89,761,840
Support cost	15	112,857,276	108,506,166
Administration cost	16	11,891,476	5,636,334
Depreciation		<u>2,527,607</u>	<u>2,384,968</u>
		185,774,422	206,289,308
Surplus for the year		<u>536,026</u>	<u>2,472,732</u>
Net surplus for the year transferred to unrestricted funds		<u><u>536,026</u></u>	<u><u>2,472,732</u></u>

The annexed notes 1 to 18 form an integral part of these accounts.

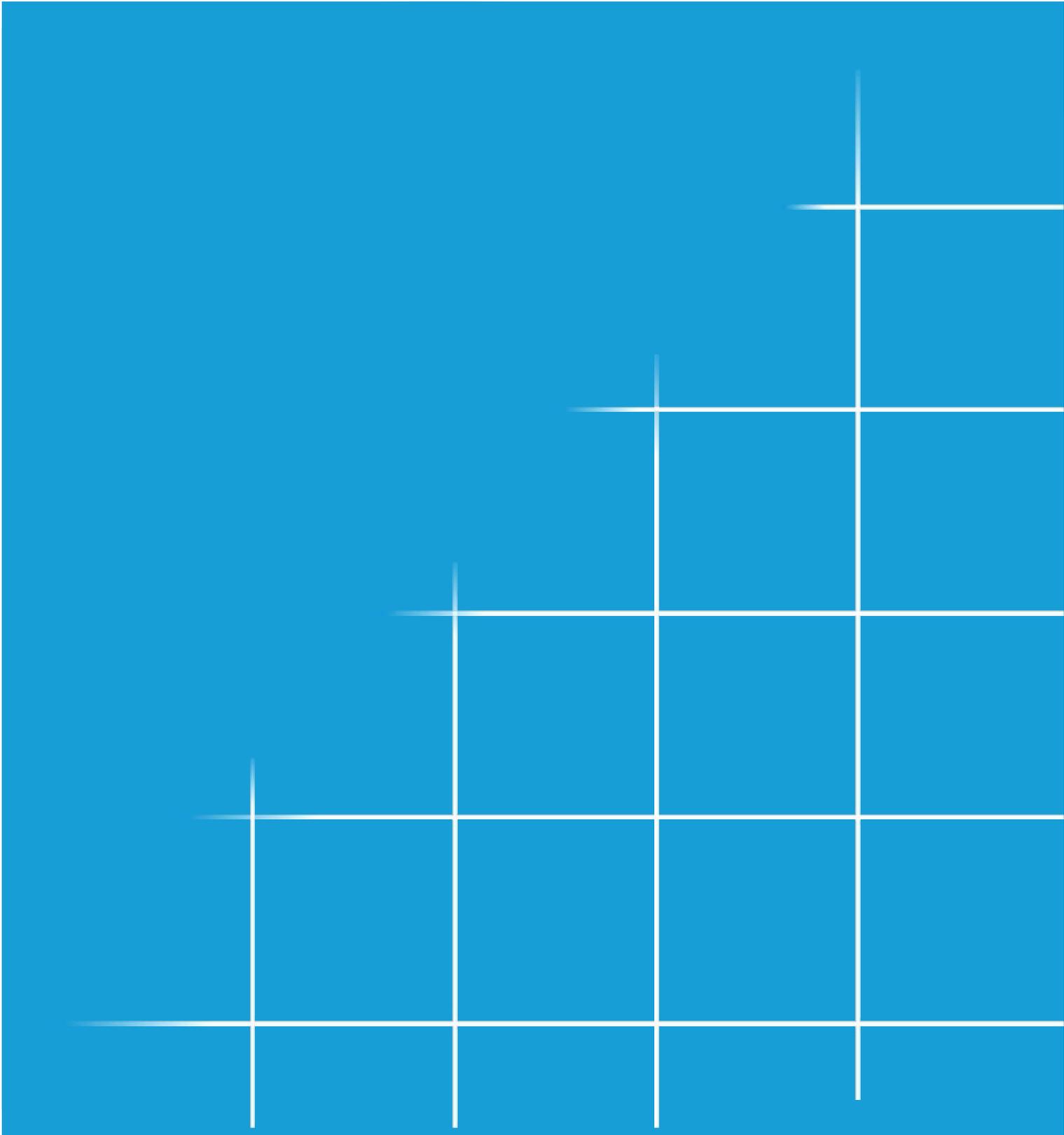
FRANIS

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CHAIRMAN

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EXECUTIVE DIRECTOR



Society for Human
& Natural Resource
Development