



Transforming People for a Better World



# Development Counterpart





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## CONTENTS

1.	Vision, Mission and Purpose	1
2.	About Us	2
3.	Thematic Areas & Objectives	4
	I. Economic Sustainability	5
	II. Civil Society and Governance	8
	III. Health and Wash	10
	IV. Peace, Justice and Human Rights	12
	V. Education	14
	VI. Gender	16
4.	Organizational Structure	18
5.	Organizational Processes	20
6.	Board of Governors	22
7.	Chief Executive Office	24
8.	Partners	25
9.	Contact Us	27

# 1



## Vision

We envision a prosperous world, a planet where each and every individual has the right to lead a healthy and fulfilling life forming an inclusive society that is just, tolerant and free from fear and violence.

## Mission

To inspire breakthroughs in the way we work to achieve development goals in the face of evolving human development challenges.

## Purpose

Transforming people lives for a better future by building long term engagement with all the development stakeholders to achieve national, regional and global development targets through participatory and human right based approaches.

### Core Values

- We believe in treating our counterparts with respect and faith.
- We grow through understanding of shared goals and are committed to innovation and excellence.
- We integrate honesty, integrity and business ethics into all aspects of our organizational functioning.
- We greatly value our partners and hold high respect and value for their feedback and opinion.



## About Us

The **Development Counterpart (DC)** is a non-profit organization established in line with the specific roles of NGOs as underlined in 1991 by Asian Development Bank (ADB) Manila. The DC aims to unleash Pakistan's growth potential and overcome weaknesses under the overall ambit of Sustainable Development.

DC is working with several development organizations with shared goals and objectives. Under the auspices of DC the technical and financial resources and experiences of these organizations have been combined together to form one consolidated platform at the national level. DC has provided a one unit mission, vision and objectives to provide professional services for creating an enabling environment and contributing for effective implementation of the Sustainable Development Goals (SDGs). This will be achieved through replicating best practices, creating comprehensive mechanisms and processes, and engaging together as one organization that increases the quality and impact of our work.

We act as a counterpart to stakeholders that includes Governments, Civil Society and Development Partners to increase organisational efficiency, effectiveness, and relevance, and ensure alignment of programming interventions with national priorities with reduced duplication and transactions costs at national and international levels.

Our focus is on poverty reduction, civil society and governance, health and nutrition, access to education, livelihoods, gender equality, clean water and sanitation, climate change and green energy, reduce inequalities, peace, social cohesion, justice, disaster risk reduction, return & rehabilitation and building strong institutions.

We are determined to mobilize the means required to implement this agenda through a revitalized national partnership for sustainable development, based on a spirit of strengthened national solidarity, focused in particular on the needs of the poorest and most vulnerable and with the participation of all





stakeholders and communities.

DC possesses a wide range of expertise in development sector having experts with multi-years of experience in the field of Research, Institutional Capacity Building, Financial Management, Economic Development and other related disciplines to address the national requirements. Our most experienced, multi-professional and multi-lingual team have given us an added advantage to initiate projects of any type that are geared toward addressing the sustainable development, especially in the backdrop of SGDs.

Development Counterpart (DC) is a registered Not for Profit, Non Governmental Organization (NGO) under the Societies Registration Act 1860. We have a countrywide geographical coverage, which includes, Provincially Administered Tribal Area (PATA), Federally Administered Tribal Area (FATA), Northern Areas, Gilgit Baltistan and Azad Jammu & Kashmir. In future DC also intends to expand its services to other regions and parts of the world. DC has local social capital spread across Pakistan, which enables us to quick start programs and projects in any part of the country.



# 3



## Thematic Areas & Objectives



- I Economic Sustainability
  - II Civil Society and Governance
    - III Health and WASH
      - IV Peace, Justice and Human Rights
        - V Education
          - VI Gender

# Economic Sustainability

Development Counterpart (DC) identifies four areas of intervention to achieve economic sustainability of communities. These areas are; **livelihood, energy, poverty eradication, food security and disaster risk reduction**. We prioritize engagement of communities to identify critical economic assets and create new assets, through sustainable use of natural resources, promotion of renewable sources of energy, and creation of decent employment opportunities for all. For us, addressing the vulnerability of communities to disasters whether natural or man-made hazard is a crucial element for their economic sustainability. These goals are aligned with the United Nations SDG 1, SDG 2, SDG 7, SDG 8 and SDG 11. By addressing the issues of economic sustainability, DC aims to eradicate poverty and ensure food security for everyone.

To advance economic sustainability goals, Development Counterpart will continue to:

- Mobilize resources in the implementation of pro-poor programmes and policies, and support accelerated investment in poverty eradication actions.
- Provide technical assistance and training especially to youth from the vulnerable sections of the society
- Assist communities in effective management of their resources.
- Support long term economic development of vulnerable communities by identifying alternative livelihood strategies.
- Build capacities of people in poverty stricken communities to identify and effectively address their issues.
- Support and strengthen cooperation among stakeholders for increased investment in agricultural research and technological development for improved agricultural productivity and food security.
- Advocate policies and measures to ensure food security.





- Support and strengthen participation and cooperation, of all stakeholders to facilitate expansion of infrastructure, up gradation of technology, and access to clean energy.
- Create an economic environment that offers sustainable livelihoods for all by addressing the economic vulnerabilities of the communities.
- Prevent, mitigate, and prepare the communities for disasters to contain their adverse consequences on economic growth and sustainability.
- Respond in real time to disaster struck communities and aid in all kinds of relief work.
- Mobilize citizens for measures on self-help basis to achieve economic sustainability.
- Provide support in implementation of community based infrastructure projects.
- Build and promote strategic alliances of partner organisations to work in unison for promotion of sustainable economic development, particularly at the grass roots level.



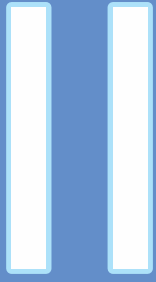
We have successfully implemented projects addressing **livelihood enhancement, capacity building and skill development, poverty reduction, alternative income, disaster response, reconstruction and relief, youth empowerment, micro- enterprise development, and economic development.**

We worked in collaboration with **GIZ, USAID, CHIP, and Fund for Global Human Rights, Inter Cooperation Livelihood Program, The Asia Foundation, TVO, FES, NRSP, PPAF, Law and Justice Commission of Pakistan, FPHC, Department of Social Welfare Government of Pakistan, and BISP,** in improving the economic conditions of the communities.



## MAJOR PROJECTS UNDER THE THEMATIC AREA OF ECONOMIC SUSTAINABILITY

Sr. No.	Project Name	Project Year's	Budget in PKR	Funding Source	Implemented By
1	Program for Poverty Reduction (PPR)	2016	5,800,000	PPAF	YO
2	livelihood development of poor communities through local resources	2015	4,230,000	Inter Cooperation Livelihood Program	ABKT
3	Youth Economic Empowerment Project (YEEP)	2015	5,630,000	NRSP - Plan	PDO
4	Livelihood Enhancement & Enterprise Development Project (LEED)	2015	74,290,000	NRSP - PPAF	PDO
5	Alternative Income Generation Skill Training Project	2014	950,000	SPARC	PDO
6	Countering Violence in Prisons of Punjab	2014	2,650,000	SPARC	PDO
7	Livelihood development through local potentials (Water and agriculture resources) in Dir lower through different interventions	2014	6,240,000	Inter Cooperation Livelihood Program (IC-LP)	ABKT
8	Creating employment opportunities through skill development	2014	7,236,000	BISP- Govt. of Pakistan	ABKT
9	Community Base Disaster Risk Management	2013	1,540,000	World Bank/PDMA	YO
10	Livelihood development of Afghan Refugees and Pakistani communities	2013	28,350,000	PRM-Islamabad	ABKT
11	Livelihood Enhancement & Projection Project	2013	44,820,000	NRSP - PPAF	PDO
12	Economic Empowerment of PWDs in Dir Lower	2012	4,170,000	LCDDP/USAID	ABKT
13	Water for Livelihood	2012	6,040,000	Inter Cooperation water for Livelihood Program (IC-W4L), Peshawar	ABKT
14	Enhancement of Dams & Tree Plantation	2012	11,140,799	UNHCR	YO
15	Culture and Tourism Promotion Project in Dir Lower, Upper and Swat	2011-2012	840,000	Sarhad Tourism Corporation STC	ABKT
16	Economic development through traditional and modern Skill development	2011	1,120,000	giz Pak	ABKT
17	Reconstruction of flood affected community infrastructure in Dir Upper	2011	11,902,000	United Nation Development Program, Peshawar	ABKT
18	Food Distribution Program	2011	32,000,000	NATPOW/ KIMSE YOK MU	YO
19	Flood Response & Relief work	2010-2011	800,000	Donations	PDO
20	Micro enterprise development saving and credit program	2007	6,030,000	TVO	ABKT
21	Food Distribution Program	2007	30,000,000	Islamic Relief	YO
22	Micro enterprise development saving and credit program	2005	5,230,000	TVO	ABKT
23	Micro enterprise development saving and credit program	2004	3,850,000	TVO	ABKT
24	Micro enterprise development saving and credit program	2003	2,260,000	TVO	ABKT
25	Micro enterprise development saving and credit program	2002	1,245,000	TVO	ABKT
26	Micro enterprise development saving	2001	1,260,000	TVO	ABKT



# Civil Society and Governance

Development Counterpart (DC) realizes the importance of public private partnerships and is working with citizens, Civil Society and governments to assist in devising new mechanisms for cooperative actions. We inform and assist communities to interact constructively with their governments. We also enable governments in the implementation of transparent and accountable policies for improved institutional performance of public service delivery. DC believes that, inter alia, improved governance mechanisms crosscutting all thematic areas are essential to meet the development challenges.

To advance improved governance goals, DC will continue to:

- Mobilize and strengthen capacities of Communities, Civil Society and public institutions for improved Public Service Delivery and Governance Mechanisms.
- Build capacity of civil society organizations (CSOs) to voice and in taking up their rightful role in civic life.
- Provide advocacy support to citizens seeking government responsiveness and policy reform.
- Assist governments in devising mechanisms to include citizens' input in the decision making process.
- Strengthen government and CSO capacity to collaboratively fight corruption.
- Mobilize citizens to form structured groups for developing linkages between the state and the citizens to empower communities and undertake steps for social cohesion through Public Private Partnerships.
- Foster partnership and mutual investment in community development among all stakeholders notably government and the CSOs.

We have implemented civil society and governance programs nationally. These programs spanned over numerous components, **namely election management and oversight, support for parliamentary processes, political awareness and education, social mobilization for strengthening democratic system,**

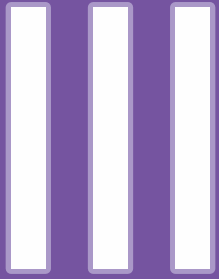


and assist local governments.

We worked with **UNDP, USAID, DFID, The Asia foundation, the Ministry of Women Development, Aurat Foundation, SAP-PK, and FAFEN** to address the civil society and governance issues in Pakistan.

### MAJOR PROJECTS UNDER THE THEMATIC AREA OF CIVIL SOCIETY AND GOVERNANCE

Sr. No.	Project Name	Project Year's	Budget in PKR	Funding Source	Implemented By
1	Deepening democracy and Election Support (DESP)	2016-2017	1,300,000	TDEA FAFEN	YO
2	Citizen's Action for Democratic Governance in Pakistan	2015-2016	800,000	TDEA-FAFEN	YO
3	Importance of Local Government	2015	1,450,000	USAID (Citizen Voice Project)	PDO
4	Jamhuri Maidan (strengthening Political and democratic system in Malakand)	2013-2015	46,408,505	Conflict pool DFID/British High Commission Islamabad	ABKT
5	Long term election observation oversight project	2014	5,300,000	FAFEN/ TDEA	YO
6	Jamhuri Maidan (Political education and election monitoring)	2013	546,000	Conflict pool British High Commission Islamabad	ABKT
7	Supporting Transparency, Accountability & Electoral Processes in Pakistan (STAEP)	2013	9,000,000	The Asia Foundation	YO
8	Supporting Women's CNIC registration (GEP)	2012-2013	2,078,000	USAID	YO
9	Awareness on women political participation and Election observation	2005	760,000	SAP-PK	ABKT



# Health and WASH

We, at Development Counterpart (DC), expressly advocate a healthy and strong population as a prerequisite to sustainable development. The interwoven link of poverty and public health presses the need of access to safe water. A range of health risks are water-borne and provision of safe drinking water to all is an immediate challenge. Infrastructure development and improved governance in the health sector are also the pressing needs of the day. We believe that vulnerability can only be addressed by building problem solving skills within communities while coordinating for support of such community-led solutions. These goals are aligned with United Nations SDG 3 and SDG 6.

To advance health and WASH goals, DC will continue to:

- Support and strengthen participation and cooperation of all stakeholders in water, sanitation and hygiene related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies.
- Strengthen the capacity of all stakeholders for early warning, risk reduction and management of national and global health risks and support programmes for public health protection and access to medicines for all against communicable and non-communicable diseases that affect development.
- Mobilize stakeholders for interventions to improve access to health services, particularly for infant and maternal health.
- Advocate policies for enhanced regulations and standards on drinking-water quality.
- Provide technical assistance to ensure that drinking water is safely and reliably supplied.
- Assist communities to manage risks by preventing contamination of water supplies and using indigenous knowledge and practices for its purification.
- Support interventions in the development of health and WASH infrastructure.

We have successfully implemented projects in the thematic area of health and WASH all over Pakistan. These projects included **provision of basic health services, capacity building of health workers, awareness drives on**



basic health education and family health, infrastructure development for improved sanitation, and provision of safe drinking water.

These projects were funded by GIZ, USAID, UNHCR, UNICEF, WHO, CIDA, EPA, CHIP, Qatar charity, save the children, Action Aid, TVO, SAP, National Aids Program, National Trust for Population Welfare, and Government of KPK.

### MAJOR PROJECTS UNDER THE THEMATIC AREA OF HEALTH AND WASH

Sr. No.	Project Name	Project Year's	Budget in PKR	Funding Source	Implemented By
1	Provision of Safe Drinking Water	2015	500,000	Qatar Charity	YO
2	Integrated Maternal New-born and Child Healthcare(IMNCH)	2015	6,500,000	Save the children	YO
3	Strengthening TMA Water and Sanitation services under Citizen vice project-USAID	2014	7,680,000	CVP-USAID, Islamabad	ABKT
4	Rehabilitation of Drinking & Irrigation water structure	2013	11,224,748	GIZ	YO
5	Training and distribution of WASH KITS to the flood affected population in Malakand	2010-2011	1,150,000	UNICEF, ABT/USAID , Islamabad	ABKT
6	Mobile Service Unit	2010-2011	1,500,000	NATPOW/UNFPA	YO
7	Primary Health Research and Monitoring Program	2010-2011	1,600,000	SPO/CIDA	YO
8	Revival of 4 Basic Health Units & 1 Civil Dispensary	2010	6,200,000	WHO (Norwegian Fund)	ABKT
9	Technical Assistance for Capacity building in Midwifery, Information and Logistics (TACMIL)	2010	6,795,491	USAID	YO
10	Pakistan Safe Drinking Water & Hygiene Promotion Project	2010	7,100,000	US-Aid/ Abt. Associates	ABKT
11	Independent Post Campaign Monitoring (PCM)	2009-2010	800,000	WHO	YO
12	Safe drinking water & hygiene promotion program	2009	3,500,000	US-AID/ ABT	ABKT
13	Strengthening of basic and reproductive health services and health education	2007-2008	1,730,000	RH project, Director health services Govt. of KPK	ABKT
14	Improvement of Sanitation Program	2006	1,400,000	Environmental Protection Agency	YO
15	Installation of Latrine and health hygiene Education	2006	2,400,000	Trust for Voluntary Organization TVO	YO
16	Re-Productive health Project	2006 to date	500,000 P.A	AGC	PDO
17	Provision of basic health services and education	2005-2007	860,000	CHIP	ABKT

# IV

## Peace, Justice and Human Rights

Development Counterpart (DC) sees peace as inseparable from justice and the extension of human rights as a fundamental ethical obligation. Armed violence and insecurity have ravaged economies and have contributed to sexual violence, crime, and blatant disregard of human rights. We believe that advocacy of responsible social action can mobilize communities against violence and cultivate a moral concern that how people ought to live. Participatory interventions to strengthen rule of law and promotion of human rights are the key to curbing violence.

To advance peace goals, Development Counterpart will continue to:

- Support and implement interventions in strengthening rule of law, relevant public institutions for universal access to justice including promotion of alternate dispute resolution mechanisms, public access to information, protection of fundamental freedoms, prevention of violence, countering violent extremism and reduction of crime.
- Support peace and stability for improved social cohesion and interfaith harmony and other initiatives to bridge the gap between the state and the society.
- Support interventions for countering violent extremism narrative.
- Assist post-war and post-conflict communities in recovery and rehabilitation.
- Mobilize public, particularly the youth, to promote a narrative of peaceful resolution of conflict and promotion of peace-making values.
- Liaise and partner with all the stakeholders working for peace, social cohesion and prevention of violent extremism through education.
- Build capacities of the communities in practical tools for peaceful living including skills and methods for conflict resolution and prevention of violent extremism.



- Strengthen Police Community Relations to create an enabling environment for more responsive and effective local police department with community based oversight mechanisms.
- Strengthen Alternate Dispute Resolution mechanisms to provide basic and speedy resolution of small disputes and claims at the local level.

In the thematic area of peace, justice and human rights, we have implemented multiple projects. These projects involved **youth empowerment, community mobilization, advocacy campaigns, capacity building and awareness activities.**

We worked alongside **UNDP, UNICEF, DAI, Care International and Creative Associates** in our efforts to meet the global targets related to peace, justice and human rights.

## MAJOR PROJECTS UNDER THE THEMATIC AREA OF PEACE, JUSTICE AND HUMAN RIGHTS

Sr. No.	Project Name	Project Year's	Budget in PKR	Funding Source	Implemented By
1	Accountable humanitarian governance for an effective and accountable disaster preparedness and response	2016	5,000,000	Care International	YO
2	Peace Building Through Youth Empowerment	2016	14,300,000	DAI	PDO
3	Peace Building Through Youth Empowerment	2016	43,100,000	DAI	PDO
4	16 Days of Activism	2015	2,900,000	Creative Associates	PDO
5	Economic Empowerment of Farmers	2015	3,310,000	Creative Associates	PDO
6	Peace restoration and development through youth involvement	2011-2012	1,390,000	UNDP, Peshawar	ABKT
7	Restoration of peace and promotion of peace and development through community mobilization	2010	1,183,200	United Nation Development Program (UNDP)	ABKT
8	Promotion of Peace and Development in conflict affected Malakand	2010	1,386,840	United Nation Development Program	ABKT



# V

## Education

Quality access to life-long learning opportunities remains an unfulfilled global goal. While traditional notions of development are scrutinized and are being replaced, education's role in development is being transformed. Development Counterpart (DC) believes that education is the tool to promote human capability and can help advance the goals of social justice and economic productivity. Education aligned with local values and cultures can create understanding of differences among communities, mitigate conflict and crisis, and reduce inequality, poverty and disease. These goals are aligned with United Nations SDG 4.

To advance education goals, DC will continue to:

- Mobilize all resources for up gradation of educational institutions and mechanisms for improved quality of education and learning outcomes.
- Assist provincial/area governments in effective implementation of article 25-A of the Constitutional amendment pertaining to free and compulsory education of all children of age between 5-16 years.
- Support interventions for effective, inclusive, safe and non-violent learning environments for all.
- Support interventions for the improvement of overall quality of education, and education governance and financing mechanisms to address the education emergency in the country.
- Support all partners in realizing a collective vision of educational excellence and equity for all.
- Train community leaders to take charge of education initiatives.
- Assist governing agencies in adopting best practices to improve learning goals.
- Advocate policies that enhance inclusive and quality education for all with lifelong learnings.



We have implemented projects in improving the situation of education in the country. These projects were intended to bring reforms in the education sector by **strengthening formal education, capacity building of teachers, provision of missing facilities in educational institutions, enhancing access to basic educational services.**

**UNHCR, CHIP, AGC, CRS, FAFEN, NEF, Prime Minister Literacy Program, NRSP, PIDS and Ministry of Federal Education** have been our partners in improving the situation of education in the country.

### MAJOR PROJECTS UNDER THE THEMATIC AREA OF EDUCATION

Sr. No.	Project Name	Project Year's	Budget in PKR	Funding Source	Implemented By
1	Countrywide Campaign for Reforms in Education Sector	2014	700,000	TDEA/FAFEN	YO
2	Strengthening formal education in UC Ajram by improvement of missing facilities in school (RAHA)	2014	15,400,000	UNHCR	YO
3	Provision of basic skill (vocational and technical)	2005 - 2007	540,000	CHIP	ABKT
4	Establishment and provision of Non formal basic education school and food for education	2004	1,260,000	Prime Minister Literacy Program (PMLC), National Education foundation, (NEF) and CRS	ABKT
5	Food for education program in different Schools Dir.	1996	756,000	CRS	ABKT

# VI Gender

Development Counterpart gives utmost importance to gender issues that arise from hierarchical relations of power between women and men in their communities. Gender hierarchies are often accepted as natural. They define rigid gender roles which tend to disadvantage women. We focus on transforming the social construct of these relations by addressing inequities based on gender and the consequent unfavourable treatment of individuals. The health and economic implications of gender discrimination necessitate a process of developing awareness and capacity on gender issues in the communities. Our interventions empower girls and women to participate more fully in social and economic life of their communities. These goals are aligned with United Nations SDG 5

To advance gender goals, Development Counterpart will continue to:

- Support government reforms for the protection of women's rights to economic resources, access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- Advocate adoption and strengthening of sound policies and legislation for the promotion of gender equality and empowerment of all women and girls at all levels.
- Strengthen the capacity of national and subnational authorities enabling them to generate and use relevant gender-related data to formulate, implement and monitor gender-responsive education policies and programmes.
- Promote better understanding and proper practicing of reproductive health information, services, life skills and other relevant programmes for adolescent girls and young women to empower successful and healthy transitions into adulthood.
- Gather and analyse sex-disaggregated data to identify qualitative gender equality indicators.
- Advocate policies for gender equality as a core development objective.
- Identify and address violations of women's rights in communities to ensure realization of their full human rights.
- Support all partners in ending all forms of discrimination against women and girls.
- Ensure universal access to reproductive health and reproductive rights.



We have successfully implemented projects on addressing the gender issues in the country. These projects involved awareness and mobilization campaigns, institutional support, capacity building, technical training, and credit and saving schemes for women.

Our partners in gender related interventions have been USAID, US Consulate Peshawar, The Asia Foundation, NED, Fund for Global Human Rights, TVO, Action Aid, CHIP, Aurat Foundation, Ministry of Women Development, and Institute for Developmental Studies and Practices.

### MAJOR PROJECTS UNDER THE THEMATIC AREA OF GENDER

Sr. No.	Project Name	Project Year's	Budget in PKR	Funding Source	Implemented By
1	Malakand Women's Democratic Development Program (MW2DP)	2017	4,400,000	National Endowment for Democracy (NED)	ABKT
2	Strong Girls Better world (sports and leadership promotion in youth)	2014 - 2015	15,600,000	US Consulate, Peshawar, KPK	ABKT
3	Third party Monitoring of Sub Grantees of TAF/USAID Funder GEP	2012	800,000	Devolution Trust for Community Empowerment (DTCE)	YO
4	End domestic violence against Women under Gender Equity Program	2012	2,934,000	GEF-The Asia Foundation, Islamabad	ABKT
5	Organizational Strengthening for Women's Rights Protection	2011 - 2012	850,000	Fund for Global Human Rights	ABKT
6	Women Receive Land Title from Government	2011	2,136,790	Aurat Foundation / USAID Pakistan	YO
7	Women Economic Empowerment Initiative	2011	2,500,000	Fund for Global Human Rights	ABKT
8	Mobilization, awareness and education on women political right, participation, inheritance rights and honour killing	2006 - 2007	Self - Supported	AB KT	ABKT
9	Formation and Capacity building of women organization	2005 - 2007	2,230,000	Civil Society HID program (CHIP)	ABKT
10	ABKT Participated in different project, initiatives for women political participation by different organizations in LG polls 2005 such as FAFEN, Aurat Foundation, Women Political Participation Project (W3P ), etc.	2005 - 2007	Self - Supported	ABKT & Local NGOs	ABKT
11	Establishment of District Coordination council of local NGOs, CBOs, and stakeholder for women political right in Dir Lower	2005 - 2006	Self - Supported	ABKT & Local NGOs	ABKT
12	Formation and Capacity building of women organization	2005	1,260,000	Civil Society HID program (CHIP)	ABKT
13	Formation and Capacity building of women organization	2005	1,260,000	Civil Society HID Program (CHIP)	ABKT
14	Awareness and political education Women political right in Malakand division	2005	1,270,450	ACTION AID	ABKT
15	Formation and Capacity building of women organization	2003	1,260,000	CHIP	ABKT

# Organizational Structure

The Development Counterpart (DC) has an agile organisational structure guided by an independent Board of Directors (BoD) that is responsible for providing strategic direction and decisions to the organization, which is implemented by the Chief Executive Officer (CEO) of the Organization.

Under the overall supervision of Chief Executive Officer, teams are working at Head Quarter, Provincial and Regional Offices. The General Manager Program is responsible for overall projects implementation and Project Managers with different project teams are responsible for implementation of projects as per agreed outputs with the donors.

The General Manager Operation is responsible for smooth functioning of Finance, Administration and Human Resource Sections. He is assisted by Manager Admin & HR and Manager Finance and their support staff.

Being national organization DC has always followed high standard recruitment processes resulting in the selection of the best available talent in the country. Large team of technical and professional staff spread across the program's maintains strong liaison between the Head Office and Provincial Offices through regular field visits, documentary progress reporting and Project based work planning.

All staffs are academically qualified in relevant disciplines with multi years of experience in the development sector. The existing team comprises of seasoned professionals in the fields of Corporate/Organization Management, Program and Project Management, Governance/Local Governance, Legal System, Press, Media and Communications, Information Technology and GIS Management, Community Mobilization and Development, Social Research, Project and Field Management at the service





delivery level, Information, Monitoring and Evaluation, Training and Capacity Building, Human Resource Management, Financial Management and Administration and Logistics.

We have well-equipped offices at National and Subnational levels. We possess wide range of IT applications, software and hardware facilities with wireless networking, furniture and fixtures and office equipment's. International standard protocols are followed for the up keep and maintenance of facilities and equipment.

DC's program design and implementation strategies are completely in sync with the organization's mission and objectives. DC has strong planning, implementation, monitoring and evaluation capacities that make us most suitable counterpart organization for development partners and Government institutions in Pakistan to work with.

# Organizational Processes

Our past experience clearly illustrates tangible results on a wide range of thematic areas as discussed in the previous sections.

Workplans are prepared through a consultative process and targets are given as per program implementation strategy. These targets and goals are also entered into Information Management Systems as per Logical Framework Analysis (LFA) of different project. All the units/partner organizations update their progress as per donor approved formats and consolidated progress reports (Program and Finance) are generated.

DC monitored the performance, outputs, and deliverables of the programs as per mutually agreed work plan. DC compiles data and reports related to the program and submit progress to the donor's on a quarterly basis. The Program and Operations Units are responsible for compilation of data and reports.

The entire program activity processes, outcomes and outputs are monitored on regular intervals through custom designed Monitoring and Evaluation formats. This monitoring and evaluation will not be specific to quantitative aspects but also focus on qualitative aspects to ensure that program interventions do provide quality results. Periodic progress reports encompassing issues, problems, successes, etc are also forwarded to the relevant donor for reporting purposes. This process serves to compliment the overall performance management plan.

DC is in the process of developing a customized database to capture detailed information related to all organizational thematic areas for internal record, evaluation and analysis. Data projections and disseminations are done in different research tools like SPSS and GIS formats.





DC Constitution/Memorandum and Articles of Association and Operational Manuals (finance and accounting manual, HR manual, internal audit manual and procurement manual) are the guiding tools for the decision makings.

DC operational manuals provide comprehensive details regarding each decision to be taken .e.g. procurement of goods and services are obtained through competitive bidding processes. DC Management Committee, Steering Committee, Recruitment Committee and Procurement committees are there to ensure transparency.

DC existing manuals fully provide polices related to fraud and improprieties. DC believes in 100% transparency and 0% tolerance for corruption. DC expects its entire staff to maintain the highest standards of ethical conduct and to ensure their and DC's compliance with all applicable laws and accounting principles. Any accounting fraud or other fiscal impropriety is strictly prohibited. Some examples of fiscal improprieties include (1) unauthorized or unethical use of DC funds, (2) fraudulent accounting or reporting of expenditures, (3) illegal or unethical financial activity (e.g., theft, embezzlement, etc.), (4) improperly gaining or potentially gaining financial benefit from beneficiaries, and/or (5) aiding and abetting another's fiscal impropriety.

Biannual internal audit checks are applied by the team of independent Chartered Account Firm. The Company Secretary DC supports the CEO office and the BoDs.



# Board of Governors

## 1. Mr. Muhammad Saeed, President:

With over 35 Years of working experience. Mr. Saeed is a seasoned bureaucrat and has served the Government of Pakistan on senior level positions in various capacities. He has given notable contributions to the Ministry of Agriculture, Ministry of Statistics, Ministry of Finance and Ministry of Economic Affairs and Planning. He holds two masters degrees, one in statistics and one in economics.

## 2. Brigadier (R) Amjad Shabbir, Vice President:

With over 30 years of working experience at different strategic levels positions in Pakistan Army including the services in UN Peace Keeping mission and in public/private organizations. Mr. Amjad is currently Vice President Commercial/Administration & HR at Uch Power (Pvt) Ltd and Uch-II Power (Pvt) Ltd. He had Studied from Royal College of Defence Studies.

## 3. Ms. Shad Begum, Member Governing Body:

With over 20 years of field experience in various thematic areas notably gender, health and governance. Ms. Shad Begum have become a known figure nationally and internationally because of her determined struggle to improve the conditions of the marginalized segments, especially women, of her community in the northwest of Pakistan. Shad Begum is the founder and executive director of the non-profit Association for Behaviour & Knowledge Transformation (ABKT). Shad Begum is Ashoka fellow and in recognition of her untiring struggle for the economic and political empowerment of women and girls in Khyber Pakhtunkhwa, she was awarded the "International Woman Courage Award" in 2012 by the U.S. Department of State.

## 4. Mr. Hameedullah, Member Governing Body:

With over 15 years of experience in the development sector. Mr. Hameedullah has contributed in programme development for numerous rural and urban communities, conflict resolution, negotiation and project planning. His areas of expertise are participatory methods of social investigation, poverty assessment, impact assessment, monitoring and evaluation. He is a senior member of the management team of National Humanitarian Network (NHN) and DDR Forum.

## 5. Mr. Sohaib Faisal, Member Governing Body:

With over 10 years of experience in the social sector. Mr. Sohaib experience encompasses programme development, monitoring, implementation and operations of projects. He is currently designated as the Manager Programs in Paidar Development Organization. During his time in the social sector he has partnered with numerous donors, NGOs and INGOs including UNICEF, USAID, SPARC, LPP, NRSP, DAI and Concern World Wide. He has successfully completed trainings on Community Based Disaster Risk Management, Child Protection, Child Protection in Emergencies, and Advocacy Strategies.



Mr. Shoaib Faisal holds a master's degree in social sciences and master's degree in commerce.

**6. Mr. Essa Khan, Secretary:**

Mr. Essa Khan is an M.B.B.S doctor and has been practicing medicine for over 30 years. He has served the Provincial Health Department Balochistan as Principal Medical Officer, Director Public Health and Chief Medical Officer. He has also served as the principal of Medical College Loralai. He was the vice president of Pakistan Medical Association of Balochistan and central chancellor PMA Centre.

**7. Mr. Mudassir Hussain Khan, Finance Secretary:**

Mr. Mudassir Hussain Khan is an executive MBA and a C.A. finalist. He has over 23 years of experience in senior management positions. He has held numerous business development portfolios and is currently heading a LDI project for Special Communications Organization.

# Chief Executive Officer



Mr. Azhar Bashir Malik has worked in the development sector for the major part of his 23-year-long professional career. During this time he worked in various leadership and senior management roles including **Chief Executive Officer, Chief Operating Officer, Chief of Programmes, National Project Manager and Financial Management Positions.**

Mr. Malik has contributed extensively in the development sector. He has been directly involved in conception, design, and implementation of multimillion dollar projects (Over US\$ 50 million) addressing global concerns on the issues of **Devolution, Peace Building, Flood Early Recovery, Gender Based Violence, Frontier Crime Regulation-FATA, Education Governance, Alternate Energy, and Public Safety & Justice.**

His expertise in communications is central to his exceptional deliverability in the social sector. He has established an impeccable reputation with Donors, Government Officials and Departments, Partner Organizations for effective implementation and coordination of project activities all over the country.

Mr. Malik's rise to a leadership position in the development sector is mainly due to his all-round professional profile. He has a progressive experience in **Programme Development, Management and Coordination, Monitoring and Evaluation, Capacity Building and Strategic Communications.** He has led teams developing capacity building modules on **Local Government Acts 2001/2013, Planning and Budgeting, FCR Reforms, Project Cycle Management** and numerous other subject areas.

Diversity in professional roles is a tribute to a variety of Development Partners Mr. Malik has worked with. He has led projects funded by **UNDP, USAID, DFID, CIDA, Netherlands, and GIZ.**

# 8

## Partners

### **Association for Behaviour & Knowledge Transformation (ABKT):**

The first registered women organization of Malakand region. Association for Behaviour & Knowledge Transformation is nationally recognized non-governmental organization that strives to improve the lives of underdeveloped and vulnerable communities with special focus on women, youth and children. Founded in 1994, the organization started operating at the very grass root level. With time they have extended their outreach nationally. ABKT visualises development of socially, economically and politically marginalized communities through mobilization, group formation, capacity building, economic empowerment and advocacy.



Association for Behavior & Knowledge Transformation (ABKT)

### **Center for Disaster Management and Sustainable Development (CDMSD):**

The Center for Disaster Management and Sustainable Development (CDMSD) is a registered independent multi-disciplinary consulting firm, with cross-the-board expertise and in-depth experience in disaster risk management, sustainable development, youth empowerment, leadership, peace building and conflict Transformation.

CDMSD also works to develop peaceful and empowered youth who are able to create sustainable development. It was registered in 2013 and works towards promoting good governance and addressing the root causes of violence and its effects among communities. Its activities include training, research, documentation, networking and advocacy. CDMSD has conducted number of Training of Trainers on Conflict Transformation, Peace Building and Social Cohesion for International NGOs like Search for Common Ground (SFG), Voluntary Services Overseas (VSO), Oxfam Novaib, Sungi Development Organization and UNDP.



Center for  
Disaster Management &  
Sustainable Development



### **Paidar Development Organization (PDO):**

Paidar Development Organization (PDO) is a not-for-profit registered entity since 2006. PDO works on range of fundamental issues, economic and social development, gender equality, women advancement, democracy, human rights, disaster relief and rehabilitation, environment, sustainable development, social development, food protection, education, health, Peace and Youth development. Their goal is to ensure that fundamental rights and freedoms of every citizen are secured.

### **Youth Organization:**

Youth Organization is a Non-Government and Non-Profit organization, established in 1991. Since its inception, Youth Organization has been working for the empowerment of the vulnerable, with a special focus on women, children and minorities. The organization uses a holistic approach to undertake development initiatives to cater to the protection of human rights, attainment of sustainable livelihoods and empowerment of the vulnerable.

The organization is making considerable efforts to enable marginalized segments access to education and health facilities and capacitate them to actualize their basic human rights. With regards to the rights of children, schools have been identified as the key setting where health and educational issues can be jointly addressed and necessary action taken, for the improvement of a child's nutritional and educational needs.

# 9

## Contact Us

### HEAD OFFICE

<b>Islamabad</b>	
<i>Address</i>	Office No. 11-12, Plot 12, 3 <sup>rd</sup> Floor, Rose Arcade, G-11 Markaz, Islamabad, Pakistan
<i>Contact Person</i>	Azhar Bashir Malik, Chief Executive Officer
<i>Contact No Office</i>	0092-51-2363092
<i>Email</i>	ceo@developmentcounterpart.com

### PROVINCIAL OFFICES

<b>Balochistan</b>		<b>Khyber Pakhtunkhwa (KP)</b>	
<i>Address</i>	House No C-393 Samungli Housing Scheme Quetta	<i>Address</i>	Office No. 209, 2nd Floor, Sheikh Yasin Trade Centre Arbab Road, Peshawar
<b>Punjab</b>		<b>Punjab</b>	
<i>Address</i>	25-U, Allama Iqbal Market, New Multan, Near Rescue 1122, ChowkQazafi (ChowkKumharan) Multan	<i>Address</i>	House No. L-653, Qasimabad, Rawalpindi

### FIELD OFFICES

<b>Baluchistan-Jaffarabad</b>		<b>KP-Lower Dir</b>	
<i>Address</i>	M. Khoso House, Bagan Baba Colony, Sohbatpur Road, Jaffarabad.	<i>Address</i>	Kalpani Bajuro Road, Talash, Timergara, Dir Lower
<b>Baluchistan-Panjgur</b>		<b>Baluchistan Pishin</b>	
<i>Address</i>	House No 12, Main Washbud Bazar, Panjgur	<i>Address</i>	Youth Office, near Telephone Exchange, Pishin
<b>Baluchistan-Ziarat</b>			
<i>Address</i>	Payo Khan Street, Main Ziarat Bazar		





Transforming People for a Better World

# Development Counterpart

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Office No. 11-12, Plot 12, 3<sup>rd</sup> Floor, Rose Arcade, G-11 Markaz, Islamabad, Pakistan  
Phone: 051-2363092 Email: [ceo@developmentcounterpart.org](mailto:ceo@developmentcounterpart.org)