



# PROFILE

## Organization for Human Relief (OHR)

*Let's broaden and inspire the scope for betterment of human beings;  
Taking action to serve the Human Beings through Partnership, Advocacy and secured Human Rights*

[www.ohr.org.af](http://www.ohr.org.af)

[www.facebook.com/ohr.org](https://www.facebook.com/ohr.org)

[www.twitter.com/ohrngo](https://www.twitter.com/ohrngo)

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*Slogan:*

*To Serve Humanity*

## 1. Organizational Information:

### i. **Office Location:**

- Main Office:  
Street # 10, Zone # 03, Arabano Golae, Jalalabad, Nangarhar province
  
- Provincial Office:  
Chinar Daba, Damkalay, Asadabad, Kunar province

### ii. **Registration details:**

- Registration Authority: Ministry of Economy
- Registration Number: 3033
- Year of Registration: 2013
- Year of Establishment: 2010

### iii. **Contacts Directory:**

- Contact Person:  
  
Ms. Fatima Mumand  
Executive Director  
Email: [ohr.org@gmail.com](mailto:ohr.org@gmail.com)  
Cell #: +93 (0) 774892403  
  
Mr. Ziaullah Mohammadi  
Deputy Director  
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Cell #: +93 (0) 781273820

### iv. **Geographical Sprawl:**

As per the organizational primary goals achievements and availability of professional capacities in resources and personnel; the coverage is extended towards responding the issues and problems of all provinces of Afghanistan.

## 2. Background/ About Us:

Organization for Human Relief (OHR) is a women-led voluntary non-profit, non-sectarian, independent humanitarian and advocacy organization based in Afghanistan locally emerged in 2010 as an active agent for serving the communities and individuals through the supplemented support of advocacy, humanitarian response, mass awareness and education campaigns. But, laterally in 2013 the organization was potentially re-organized as a registered entity under the Ministry of Economy and extended the thematic focus and portfolio on different development and humanitarian programs towards various provinces and national levels. The inspiration behind the establishment of the organization is to avail a multi sector opportunities for local communities with focus on women through improvement, planning, management and coordination and play a

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vital role in advocacy for problems solving of various communities as well as capacity building of local organizations, women rights activists and other potentials based on participatory and indigenous approaches.

The founding members of the organization have got richest and inter-linked sector experience in socio-economic uplift, human rights, women rights, advocacy, participatory community development, eco-gender mainstreaming and poverty alleviation initiatives through sustainable resource management and development approaches. The organization has been envisioned by members to focus on the vulnerable and marginalized segments and sectors of the society like the poor, women, children and people with disabilities dwelling in poor conditions, vulnerability, risk oriented and remote regions. OHR is committed to avail equal opportunities for all gender categories.

OHR is dedicated to social & economic improvement of communities under the attainment of human protection millennium goals and goals of Universal Declaration of Human Rights, the development which is economically viable, environmentally sound and socially equitable. OHR fosters potential programs in ensuring human rights, women rights, poverty reduction, anti-corruption, consequences on communities' wellbeing through research, advocacy and education and mass awareness. Further, provision of services to the affected and displaced communities will be ensured through initiatives of Humanitarian Response & Disaster preparedness & Risk Reduction, conflict & peace-building communication and assistance. The Organization is additionally covering the associated fields of Education, Learning and Leadership, social sector development & human rights protection, community development and mobilization through the enabling role and participation of Women, Youth, Gender, and People with disabilities and minor groups of the society. OHR is adhering with Universal Declaration of Human Rights, EVAW law and national laws and policies to equip communities with its significance and their role to adopt for wellbeing of the communities.

OHR has professional team and Organogram with ranking hierarchy advising by board of directors, leading by executive directorate and program officers' wing towards the achievement of organizational goals and objectives. The program and operation wings are pursuing for planning, implementation and coordination with various stakeholders. The field demonstrators, organizers and field supporting staff are the key organization committed asset to transform the planned objectives to tangible outcomes through successive and quality implementations. Apart from the paid staff, the organization also owns a Volunteer Support Group; that at the moment comprised on 44 members having experience and expertise in various sectors. They work as volunteers for the organization at need basis.

### **3. Vision**

To promote and protect the people and well-beings of communities through principles of sustainable development – the development that is economically sound, gender responsible and socially equitable.

### **4. Mission**

To mobilize support for durable partnerships through actions to serve and respond the communities' basic needs and priority issues with participation of women, gender, disabilities, youth, valued stakeholders, partners and beneficiaries.

### **5. We Stand with:**

- i. Our tools are humanitarian response, information exchange, development, capacity building and advocacy and awareness rising through media and face to face interventions.
- ii. Our outcomes are humanitarian & development actions based on ground analysis, assessments of community problems and to build the capacity of people/civil society and timely reporting of the actual situation.
- iii. Our audiences are: communities, ethnic groups, youth, women, children, people with disabilities, government and civil society.
- iv. Our style is: to increase our influence by working collaboratively with communities and other stakeholders –building long term strategic steps, while retaining the organizational ability necessary to confront the challenges that communities are faced with.

## **6. Goal/ Overall Objectives:**

The core objectives of the organization are:

- i. To ensure that human rights of all persons are secured in their enjoyment of their goods and freedoms that are necessary in dignified living.
- ii. To strengthen and empower gender role, secure women rights and work out for cultural barriers and other forms of discriminations against girls and women.
- iii. To work nationally for citizens' civil rights & improve the social sector for cohesion and peace.
- iv. To respond to issues and problems of poor, vulnerable, disable, women and deprived segment of society through capacity building, awareness, advocacy and multiple approaches.
- v. To plan for and respond to the humanitarian and protection needs arising from armed conflict, naturally affected, particularly the displaced, those without access to basic and humanitarian assistance, and populations where there is no humanitarian access.
- vi. To promote income generating activities and create vocational skills for women to become self-sufficient and reduce their level of poverty living.
- vii. To design and implement anti-corruption and transparency initiatives in communities for promoting accountability and ending corruption.
- viii. To save the suffering communities through sustainable and long term participatory approaches for alleviating poverty in Afghanistan.

## **7. Thematic & Strategic Sectors:**

OHR is strategically working and performing in the following sectors known as thematic & strategic sectors of the organization.

### **i. Human Rights**

- Ensuring minorities, disables and aged people's rights
- Programs for human rights understanding and respect
- Supporting women rights and awareness for eradication of all types of abuses and violence against women
- Ensuring child rights
- Cultural and academic struggle against force marriages, exchange marriages and family abuse.

- ii. Women Empowerment, Vocational Trainings and Private Sector**
  - Women Social and Economic Empowerment
  - Encouraging national production and its marketing
  - Promoting private sector
  
- iii. Education**
  - Education and awareness programs for community consciousness and encouraging to admit their children to schools with focus on women
  - Establishing literacy courses for men and women and efforts for standardization of education in high schools and universities
  - Development of education system both qualitatively and quantitatively
  
- iv. Community Development**
  - Community Transformation
  - Establishing and encouraging community based small scale industries
  - Supporting community based youth, women and civil society associations
  - Community capacity development
  - Peace Building and Conflict Resolutions
  
- v. Emergency Humanitarian Response & Protection**
  - Emergency humanitarian aid of food, shelter and medicine for earthquake, floods and war affected and victims
  - Disaster Risk Reduction & Preparedness
  - Primary medical aid to incidents affected and victims.
  
- vi. Environmental Protection and Agriculture**
  - Biodiversity Conservation
  - Water supply, sanitation and Hygiene education
  - Food Security and Agriculture
  - Establishing nurseries, and agricultural and livestock farms, and encouraging farmers for refined utilizing refined seeds.
  - Struggle for eradication of narcotics cultivation
  
- vii. Health**
  - Designing programs for mother and child health care
  - Supporting and promoting vaccination programs in the country
  - Community awareness for diseases prevention
  
- viii. Cultural Affairs**
  - Conducting cultural and literacy sessions and publishing beneficial cultural, academic, social and historical books
  - Community awareness through radio, newspaper, TV and other printed and non printed media tools.

Each sector has a number of cross-cutting topics that relates directly to OHR's values, and includes equity, multi-stakeholder involvement, accountability, and ethics. They serve to emphasize areas of focus within sectors. Subjects of inquiry and intervention that directly affect lives and wellbeing of people: social (human rights, women rights, education and health); natural (environment and agriculture); and economic (income and asset building).

## **8. OHR Staff & Personnel:**

We are pleased to have some most qualified, committed and passionate minds and expertise in saving the humans-trendsetting leaders, bold explorers, planners, pioneering researchers and community behaviors well-known field demonstrators who envision for impact oriented and sound results in communities. Our programs are led by those who speak the local languages, know about the culture and understand the unique challenges of each community. More than 95 percent of our national staff is from the localities where they work. Their hard work and personal commitment to success helps uplift their neighbors from issues and consequences of violence and human abuses.

OHR is a unique and creative body – always acknowledging the role, participation and involvement of youth, women and gender in seeking appropriate solutions and implementations of the projects in communities. Challenges have been faced and resulted in motives change for well-resulted projects; community's perceptions have been changed out through advocacy and educations. All could possible towards the sustainable community change if adhered and committed with OHR staff and working styles.

## **9. Organizational structure:**

OHR has two tiers organizational structure which based on democratic system and participatory procedures for decision making and running day-to-day business of the organization. The Board of Directors (BoD) is the strategic apex of the organization, which guides the organization in making strategic decisions for overall interventions.

The General Assembly elects the Board of Directors (BoDs) from its strength for the period of five years to execute the constitutional policy of the organization. The Board of Directors governs the organization and provides guidance and vision to the organization. All programs in OHR are directed and supervised by the Executive Director who is responsible for the efficient and effective functioning of the organization as per the rules and regulations of the constitution and the organizational policies. The Executive Director assisted by senior management including a Deputy Director, Program Coordinator, Operations Coordinator and the hierarchy of supporting staff for smooth and quality implementation of programmatic activities of the organization.

As an organization, OHR ensures participation of all stakeholders and staff members in discussions and decision making at program and community level. OHR encourages participatory decision-making and consultation with all stakeholders. Community and partner organizations are invited to participate in institutional decisions during program reviews and strategic planning for pre and post interventions. OHR also makes all efforts to ensure gender equality both at staff and beneficiary level. The two tiers of organization are actually the two departments operating under the supervision of Executive Director i.e. Program Coordinator and Operations Coordinator. The sub-sections are elaborated in sequence below:

**i. Program Coordinator:**

Program Coordinator is the entity for supervising, executing and directing the key organizational program thematic sectors; and Program Coordination and Communication. These thematic sectors have been strategically organized under the commands of program specialist units who operate separately and implement and respond accordingly with the approval of the Executive Director.

Each thematic sector has a professional program specialist who is supported by the program coordinator, project managers and project implementing officers, field demonstrators and supporting staff through appropriate reporting mechanism. The program coordination and communication department is advised and reported by the Monitoring and Evaluation officers and assistants on the ground collected real information on projects, issues and risks, and further shared with the program units for the successful implementation and management of programs and projects.

OHR is proud on the practically experiences and ground familiar field demonstrators, surveyors, mobilizers and enumerators who access to target, vulnerable, poor and critically affected communities in the country under the specific designed criteria for each task. Further the supporting staff assists them in securing and reaching to the target locations.

**ii. Operations Coordinator:**

Operations Coordinator is managing and supervising the organizational administration, human resources, logistics and finance departments. All these departments are bound to work through the consensus and approval of Executive Director. The application of policies, administrative rules, financial documentation and logistic procurement is undertaking through documented approval of the Executive Director.

**Finance & Administration System:**

The finance, human resources management and administration of OHR is based on clearly defined standard financial and administrative & HR system and procedures. The section of administration and finance ensures the program/project budget in line with the defined work plan. The section is responsible for coordinating logistics, HR and financial support for the program/project activities of the organization. The financial management of the organization is based on the principles of transparency and accountability. It is devised and followed by a well-defined and documented accounting system and carries out annual audit of the finances.

Finance Manager is the key pillar to organizational finances management, with the inputs of finance officer, field finance and accountant. However the administration is operated by Admin & HR Manager with the support of HR Officer, Admin Officer, Logistic & Procurement officer and fresh internees from universities and research institutes. The organization is committed to provide opportunities to students, researchers and trainees of apprenticeships throughout the year.

**11. Past experience:**

S. No	Sponsoring	Location	Activity Nature	Donors /Reference Details
1	Counterpart International/ Training Human Rights	Nangarhar	Advocacy for women’s Access to health and	<a href="mailto:info@thra.org.af">info@thra.org.af</a>

	Association (THRA)		Education	Contact # 0771739748
2	Counterpart- International/ Training Human Rights Association (THRA)	Nangarhar	Advocacy training for Community elders	<a href="mailto:info@thra.org.af">info@thra.org.af</a> Contact # 0771739748
3	Counterpart/THRA	Nangarhar	Capacity Building Seed Grant (CBSG)	<a href="mailto:info@thra.org.af">info@thra.org.af</a> Contact # 0771739748
4	The Asia Foundation (TAF)	Kunar	Promotion of Women's Educational Rights (POWER)	<a href="mailto:AWEF.WVL@asiafoundation.org">AWEF.WVL@asiafoundation.org</a> Contact # 0775240430



**STRUCTURE/ ORGANOGRAM**

