



DACCAAR



ANNUAL REPORT

2020-2021

Side by Side with the Afghan People Since 1984

TABLE OF CONTENTS

| | |
|---|----|
| Get to know DACAAR | 1 |
| Geographical coverage during 2020-2021 | 1 |
| What DACAAR stands for | 2 |
| Message from the director | 3 |
| DACAAR interventions in brief | 4 |
| 2020 achievements in brief | 5 |
| 2021 achievements in brief | 6 |
| Water, Sanitation and Hygiene (WASH) | 7 |
| A) Water Expertise and Training Center (WETC) | 8 |
| B) Groundwater Monitoring (GWM) | 8 |
| Natural Resources Management (NRM) | 11 |
| Small Scale Enterprise Development (SSED) | 15 |
| Women's Empowerment (WE) | 17 |
| Citizens' Charter Afghanistan Program (CCAP) | 21 |
| Organizational development | 23 |
| Key addresses | 27 |
| Basic facts | 27 |

Cover photo: Young Hadisa enjoying clean drinking water from their household connection constructed by DACAAR, Faryab, Northwestern Afghanistan. Over the recent years, DACAAR has been constructing an increasing number of water supply networks with household connections as opposed to public taps. The availability of water inside compounds have had a significantly positive impact on the health and quality of life among households who previously had to travel long distances to fetch water. Photo by: Oriane Zerah

GET TO KNOW DACAAR

Since its establishment in 1984, DACAAR has been a permanent name in the humanitarian and development sectors in Afghanistan. As a non-political, non-governmental, non-profit organization, it works to improve the lives of the Afghan people by addressing the acute needs of the most vulnerable and supporting early recovery and sustainable development for all.

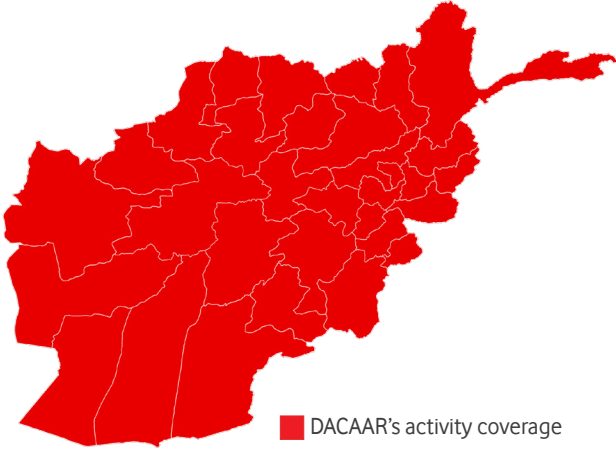
DACAAR's emergency response interventions aim at life-saving in early stages of a crisis targeting internally displaced people, returning refugees, and communities affected by conflicts and natural disasters. Over the past years, DACAAR has endeavored to be among the first responders to people affected by shocks across Afghanistan.

DACAAR's early recovery and developmental interventions are aimed at building resilience, enhancing capacity and improving livelihoods for protracted internally displaced people and returning refugees and their vulnerable host communities. We apply a holistic and integrated approach to our interventions with an emphasis on sustainability and real and positive changes for our beneficiaries. We consider our beneficiaries as the most important stakeholders and the main drivers of our interventions.

While maintaining our Danish roots, we are deeply embedded in the Afghan society and have access and long-term relationships with thousands of communities across all 34 provinces of Afghanistan.

GEOGRAPHICAL COVERAGE

Afghanistan | 2020 & 2021



| East | Central | North |
|------------|----------|------------|
| Nangarhar | Kabul | Balkh |
| Laghman | Kapisa | Kunduz |
| Kunar | Parwan | Takhar |
| Nuristan | Ghazni | Badakhshan |
| | Panjsher | Baghlan |
| | Wardak | Samangan |
| | Bamyan | Jawzjan |
| | Khost | |
| | Logar | |
| | Paktia | |
| | Paktika | |
| North-West | West | South |
| Faryab | Herat | Kandahar |
| Sar-e-Pol | Farah | Helmand |
| Daikundi | Nimroz | Uruzgan |
| | Badghis | Zabul |
| | Ghor | |



Photo by: Irshad Alamyar

WHAT DACAAR STANDS FOR

OUR INTERNAL VISION

DACAAR is a well-known and respected NGO with a strong anchorage in the Afghan society. It is a transparent development organisation with clear and up to date policies and strategies and with committed and experienced female and male Afghan staff, increasingly in key management positions.

OUR EXTERNAL VISION

Women and men in rural Afghan communities are in an effective and sustainable way managing local resources to improve their livelihoods. As part of a strong civil society and with support from governmental institutions, local community organisations and individual women and men have access to knowledge, education, training and social services and are able to effectively improve their quality of life and to withstand periods of calamity and stress.

OUR MISSION

DACAAR is a Danish non-governmental, developmental/ humanitarian organisation that supports sustainable development in Afghanistan through the ability of local communities to decide upon and manage their own development process. Activities are implemented in cooperation with civil society organisations, the private sector and governmental institutions with a particular emphasis on poverty eradication and assistance towards the return and re-integration of returnees and internally displaced people.

OUR VALUES

Efficiency | Honesty | Participation | Equity | Quality | Transparency

OUR COMMUNITY BASED APPROACH

DACAAR works directly with Afghan communities through Community Development Councils, Village Shuras, District Development Assemblies and other relevant community structures. Together we mobilize, organise and support communities to take ownership and drive interventions, identify needs, set priorities and acquire skills and capacity in project planning and implementation.



Photo by: Sadaf Faheem

MESSAGE FROM THE DIRECTOR

Today, DACAAR completed 38 years of working side by side with the Afghan people and through those years we have been witness to many dramatic events and dynamic changes. But whatever those have been, we have stayed strong and concentrated on grassroots support to the important needs of the Afghan communities.

Following the events in August 2021, Afghanistan is once again in transition. The new scenarios have given us challenges to accept and problems to overcome and yet we are standing strong thanks to the treasure trove of experiences and lessons learned over several decades of operating in Afghanistan and the commitment and perseverance of our staff.

We work closely with the communities which means we gain their trust and confidence and in doing so we have carried on through these latest challenges with little disturbance in program implementation while ensuring staff safety. Credit goes to our strong national base and this once again proves that our nationalization process has worked well.

Clearly, there are many things we cannot influence during this time but there are also many we can. Sometimes, it is very hard to show the change and the ripple effect that our interventions have achieved though I believe the impact we are making is foundational and the resilience our interventions have achieved has never been more important.

I would like to thank for the strong confidence that has been shown from our donors, this telling us and the Afghan people they will not be forgotten. Our donors' willingness to carry on with and even step up their support, and reaching out to us in getting information on how best that can be done is highly commendable.

Open and honest dialogue and inclusion on finding the best path forward has never been more important and with the help from them and close coordination from our Copenhagen HQ, I am sure this will get stronger and better with time.

As always, I would like to end this in confirming how proud I am in this position as director of DACAAR, representing the strong Afghan DACAAR team standing side by side with the Afghan people.

We will continue to do that as long as they need us and continue on relying on our communities for access, inclusion, and quality intervention to make sure we achieve our goals to the best of our ability. A huge thanks to all those supporting us along the way.

DACAAR Country Director
John Paul Morse

DACAAR INTERVENTIONS IN BRIEF

We carry out a variety of emergency relief, early recovery and developmental interventions in Afghanistan. We tailor these to the needs and priorities of each targeted community, delivering activities in an integrated way ensuring best outcomes for our beneficiaries. We currently work in the following sectors:



WATER, SANITATION AND HYGIENE

With more than three decades of experience, we are renowned as one of the largest Water, Sanitation and Hygiene providers in Afghanistan.



NATURAL RESOURCES MANAGEMENT

Our Natural Resources Management interventions are primarily agriculture and livestock focused.



SMALL-SCALE ENTERPRISE DEVELOPMENT

Our interventions are aimed at promoting business development and employment opportunities among youth and farmers.



WOMEN'S EMPOWERMENT

Our interventions are aimed at promoting business development and employment opportunities among female youth and farmers.






CITIZENS' CHARTER AFGHANISTAN PROGRAM

We are a facilitating partner in the CCAP, a national flagship of the Afghan Government that aims at helping low-income communities to get a minimum level of core services.

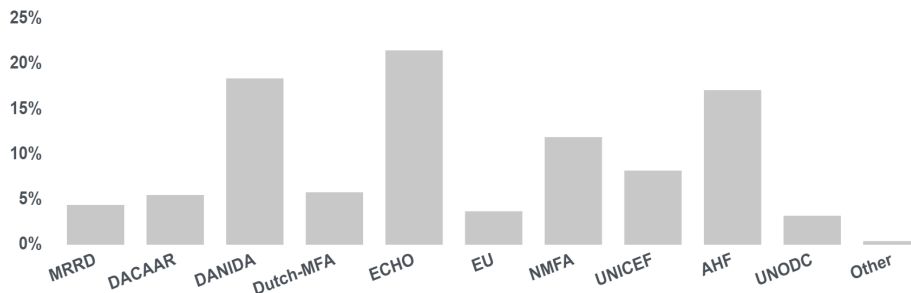


Photo by: DACAAR

2020 ACHIEVEMENTS IN BRIEF

|  Direct Beneficiaries |  Male |  Female |
|--|--|--|
| 784,141 | 391,829 | 392,312 |
| IDPs | Returns | Host Communities |
| 361,453 | 33,101 | 389,587 |

DONOR CONTRIBUTIONS (%)



- MRRD: Ministry of Rural Rehabilitation and Development
- DACAAR: DACAAR Reserve Fund
- DANIDA: Danish International Development Agency
- Dutch MFA: Dutch Ministry of Foreign Affairs)
- ECHO: European Civil Protection and Humanitarian Aid Operations
- EU: European Union
- NMFA: Norwegian Ministry of Foreign Affairs
- UNICEF: United Nation's International Children's Emergency Fund
- AHF: Afghanistan Humanitarian Fund
- UNODC: United Nations Office on Drugs and Crime
- Other donors: Landil Mills, Brunel Afghan Society, World Food Program, Halo Trust

FUNDS SPENT PER SECTOR (%)






- WASH: Water Sanitation and Hygiene
- NRM: Natural Resources Management
- SSED: Small Scale Enterprise Development
- WE: Women's Empowerment
- CCAP: Citizens' Charter Afghanistan Program



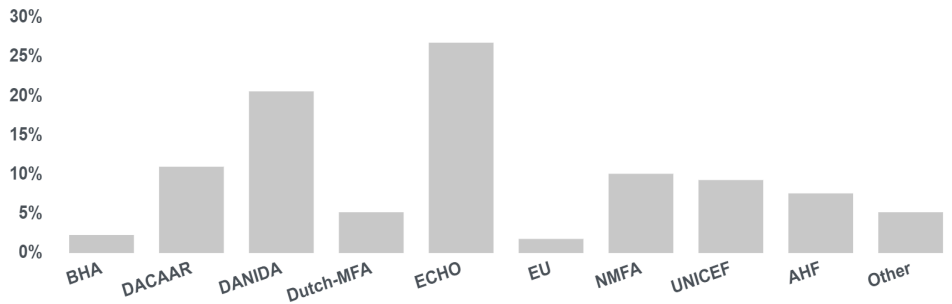
2021 ACHIEVEMENTS IN BRIEF



Photo by: DACAAR

|  Direct Beneficiaries |  Male |  Female |
|--|--|--|
| 1,360,752 | 657,124 | 703,628 |
| IDPs | Returnees | Host Communities |
| 645,979 | 129,253 | 585,520 |

DONOR CONTRIBUTIONS (%)



- BHA: Bureau of Humanitarian Assistance
- DACAAR: DACAAR Reserve Fund
- DANIDA: Danish International Development Agency
- Dutch-MFA: Dutch Ministry of Foreign Affairs
- ECHO: European Civil Protection and Humanitarian Aid Operations
- EU: European Union
- NMFA: Norwegian Ministry of Foreign Affairs
- UNICEF: United Nation's International Children's Emergency Fund
- AHF: Afghanistan Humanitarian Fund
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FUNDS SPENT PER SECTOR (%)



- WASH: Water Sanitation and Hygiene
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- SSED: Small Scale Enterprise Development
- WE: Women's Empowerment
- CCAP: Citizens' Charter Afghanistan Program



Photo by: Oriane Zerah

WATER, SANITATION AND HYGIENE (WASH)

DACAAR's WASH interventions aim at improving health and quality of life among Afghan communities. Limited access to safe water for drinking and household use, coupled with lack of knowledge of good hygiene practices and unavailability of proper sanitation facilities are major causes of water borne diseases and COVID 19 in Afghan households, resulting in serious illnesses, depletion of scarce household assets, and even mortality among children and other at risk groups.

Over the years 2020 and 2021, we had to continually improve ourselves to meet the growing need for WASH services across the country as active warfare, COVID 19 pandemic and natural disasters caused great suffering and displacement.

We had to exponentially expand our emergency WASH services to cater for the immediately needs of large numbers of IDPs, returnees and host communities affected by conflicts and natural shocks.

Access to remote and hard to reach areas was a major challenge during the period, however, with the perseverance of our staff and unwavering support from our partner communities we were able to reach beneficiaries in all 34 provinces of the country.

The banking crisis and market distortions post August 2021 have negatively affected our ability to ensure timely supply of critical WASH commodities to our projects across the country as such causing some delays in delivery of assistance.

Delivering hygiene messages and kits door to door is a vital component of our WASH interventions to support improvements in health and well-being of Afghan families, particularly women, children, persons with disability and other at-risk persons. Following the takeover of the country by IEA, the door-to-door interventions were banned in some areas affecting our ability to reach these groups, however, this problem was by-in-large resolved later.

Despite the above challenges, DACAAR remained the largest NGO provider of WASH services in the country. Likewise, we remained at the forefront of efforts to improve WASH interventions in the country, by continuing to co-lead the WASH Cluster together with UNICEF, participating in other national and sub-national WASH working groups as well as by conducting regular training seminars on sector best practices at our Water Expertise and Training center (WETC).

WASH ACHIEVEMENTS DURING 2020-2021 (COMBINED):

More than two million affected persons (51% female) were assisted. This included more than four hundred thousand people who received development WASH services and more than 1.6 million who received emergency WASH assistance. The assistance was provided through:

- Construction of 351 tube wells fitted with hand pumps, 263 public/common drinking water stand posts, 5,609 house connection stand posts, and 46 new pipe schemes network.
- Rehabilitation of 1,043 non-functional water points and inspection of 16,665 water points for functionality.
- Distribution of 175,73 million liters of safe drinking water in IDP settlements.
- Distribution of 6,612 emergency bio sand filters for household water treatment.
- Construction of 530 dry vault and pit latrines and 16,887 emergency latrine, bath and hand washing facilities.
- Dissemination of hygiene education messages to 249,973 families and distribution of 211,223 hygiene kits and 5,535 water kits.
- Declaring 208 communities Open Defecation Free (ODF) through A-CLTS approach.

WATER EXPERTISE AND TRAINING CENTER







The center organized 52 training workshops with the participation of 967 employees of WASH service providers on topics such as drinking water quality testing, well construction, quality guidelines and material specifications, solar-powered water supply, etc. In addition, the center supported DACAAR projects and other WASH providers through its Drinking Water Quality Testing Laboratory. In total the Lab performed 2,849 physical, 2,781 bacteriological and 1,003 chemical tests

GROUNDWATER MONITORING

Our Groundwater Monitoring Unit carried out the important task of monitoring groundwater quality and quantity, as well as the impact of climate change and overuse on the underground water resources in the country. The unit regularly collected and analyzed data from more than 370 DACAAR established groundwater monitoring wells across 19 provinces of the country. During the two years, 5 new wells were added to the network.

THIRD PARTY MONITORING OF WASH PROJECTS

In a partnership with UNICEF, DACAAR performed regular third-party monitoring of water supply and sanitation projects implemented by the Afghan Government and NGO partners in order to help enhance the overall quality of WASH programming at national level. During 2020-2021, DACAAR undertook monitoring visits to 419 projects in 31 provinces. In addition, DACAAR trained 2,264 (19% women) WASH practitioners, private sector mechanics and community members on operation and maintenance and Water Safety Planning (WSP), while 116 communities were introduced to WSP.

|  Direct Beneficiaries |  Male |  Female |
|---|---|--|
| 2,099,173 | 1,024,120 | 1,075,053 |
|  IDPs |  Returnees |  Host Communities |
| 1,005,508 | 161,767 | 931,898 |

Provinces covered:
All 34 provinces of Afghanistan

“Every family in this community has the same access to water, whether they are women, disabled, or any underprivileged group. Everyone without exception has the same access.”

Sayed Mohmmad, WASH Beneficiary, Almar District, Faryab



Photo by: Oriane Zerah





Photo by: Oriane Zerah



Photo by: Oriane Zerah

NATURAL RESOURCES MANAGEMENT (NRM)




In Afghanistan, most of the population is involved in small scale, family-run agricultural and/or livestock farming. In many cases, they produce barely enough to sustain their family needs let alone selling excess produce to make an income. The absence of enough water to sustain farming activities, recurrent droughts, climate change and decades of conflict have dramatically reduced the capacities of the farming families to be self-sufficient. *

Our Natural Resources Management (NRM) interventions are aimed at providing sustainable solutions to farmers to increase production and productivity to enable them to not only meet the daily household needs but also to be able to make an income out of selling excess produce.

The above is achieved through a combination of interlinked activities as follows;

- a) Distribution of improved and increased input (seeds, irrigation water, tools, fertilizers, livestock, medicine, etc.),
- b) Season long hands-on training to build farmers' capacity on improved farming techniques,
- c) Follow up support to help farmers deal with farming challenges while they put their newly gain knowledge and skills into practice on their own farms.
- d) Improving access to and community-based management of irrigation water resources for farming by constructing/rehabilitating small-scale irrigation structures.
- e) Supporting farmers on processing, packaging and finding sustainable markets for their produce.

Given the far-reaching consequences of climate change in an already fragile context, DACAAR pays extreme attention to the environmental consequences of its projects, hence the preference for home-based kitchen gardening, small scale farming, traditional grape-drying houses, drip irrigation techniques, drought resistant plants and orchards. In this way, DACAAR can also provide the much-needed aid and support to vulnerable women that might not be in the position to help their families.

|  |  |  |
|--|--|--|
| Direct Beneficiaries | Male | Female |
| 6,628 | 6,278 | 350 |
| IDPs | Returnees | Host Communities |
| 872 | 211 | 5,545 |

Provinces covered:
Faryab, Herat, Kunduz, Nangarhar, Nimroz, Kandahar

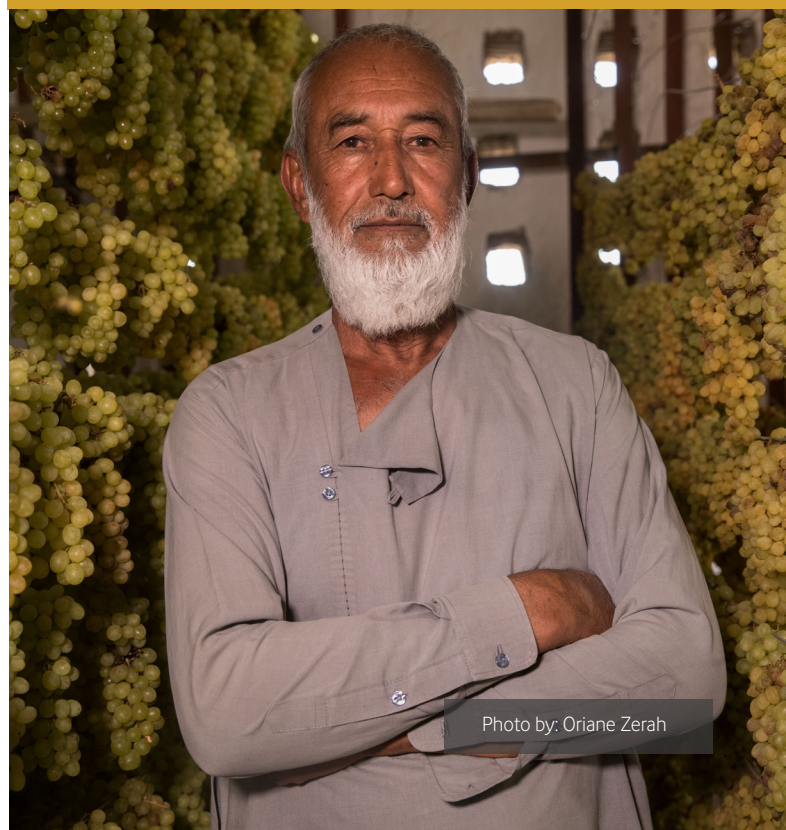


Photo by: Oriane Zerah

NRM ACHIEVEMENTS DURING 2020-2021 (COMBINED):

6,628 farmers received agriculture, livestock and poultry training and inputs through:

- Construction of 29 greenhouses cultivated with high value vegetables
- Cultivation of 280 open plots of high value vegetables
- Establishment of 449 fruit orchards and vineyards
- Cultivation of 600 plots of cereal crops
- Establishment of one fruit and non-fruit nursery
- Cultivation of 74 plots of saffron
- Construction of two grape-drying houses
- Cultivation of 27 plots with pistachio to promote agroforestry,
- Cultivation of 46 plots with soybean
- Cultivation of 7 plots with asafetida (medicinal herb)
- Improvement of 512 cattle stables and artificial insemination of 900 cows.
- Training of 2,623 farmers on urea molasses mineral block (UMMB), good care practices of livestock, good sanitation hygiene and living practices in livestock farming,
- Training and support to 200 farmers for establishing dairy farms
- Construction/rehabilitation of 99 small scale irrigation structures.

12



Photo by: DACAAR

"I am going to give you an example: DACAAR is not giving you fish, DACAAR is guiding you on how to catch fish, and such support is valuable. They have trained me on how to plant saffron, how to dry these flowers, and how to do effective packaging. They have trained me on how to sell my products. These methods are useful forever and I am going to use them forever."

Khudadad saffron producer, Pashtunkot, Faryab



Photo by: Oriane Zerah





Photo by: Oriane Zerah



Photo by: Oriane Zerah



SMALL SCALE ENTERPRISE DEVELOPMENT (SSED)

With a growing young population, job creation is among the most important challenges that Afghanistan has to face. Years of conflict, the COVID-19 pandemic, major political changes post August 2021 and ensuing international sanctions have all negatively impacted the economic situation in Afghanistan, worsening an already fragile context.

Over many years, DACAAR has been supporting the Afghan market through training of Afghan youth in various vocations and creation of small and medium enterprises.

DACAAR follows a center-based approach for its vocational training program to maximize peer knowledge and create a familiar environment in which trainees can learn new skills. Training is selected following detailed market assessment to avoid duplication and local market saturation.




Once graduated from the VT centers, the youth are provided with the opportunity to start own or join existing enterprises in the form of vocational shops.

In addition to supporting youth with VT and as a cross-cutting activity between NRM and SSED, DACAAR supports establishment of Producers Associations. These associations enable farmers and producers to harness their collective strength not only in terms of quality and packaging but also in terms of leveraging market linkages to negotiate better prices for their products.

SSED ACHIEVEMENTS IN 2020 - 2021 (COMBINED):

A total of 900 small businesses were supported with skills, inputs and business management education by:

- 620 youth (239 women) graduated from DACAAR's vocational training program and received small grants, toolkits and coaching and mentoring for starting own small enterprises.
- 40 retailers receiving incentives to purchase farmer's products.
- 4 Producer Associations involving 240 members (13 % women) were provided with training, small startup grants, tools and mentoring.

|  Direct Beneficiaries |  Male |  Female |
|---|--|--|
| 900 | 630 | 270 |
| IDPs | Returnees | Host Communities |
| 340 | 48 | 512 |

Provinces covered:
Balkh, Faryab, Herat, Kunduz, Nangarhar, Nimruz, Nuristan

“A year ago, I could not even dream I will ever be a shop owner. I worked as a labor in other peoples’ farms and in the local market and I could find jobs only about 5 days in a month. This was never enough to pay for my living expenses. The income in my motorbike repair shop is not ideal but it is certainly better than those days and my hope is high for the future.”

Nesar Ahmad, TVET graduate who started his own shop in Balkh district of Balkh province in Northern Afghanistan



Photo by: Oriane Zerah



Photo by: Oriane Zerah

- 1** NO POVERTY
- 2** ZERO HUNGER
- 3** GOOD HEALTH AND WELL-BEING
- 5** GENDER EQUALITY
- 8** DECENT WORK AND ECONOMIC GROWTH
- 10** REDUCED INEQUALITIES
- 17** PARTNERSHIPS FOR THE GOALS

WOMEN'S EMPOWERMENT

During 2020-2021 DACAAR continued to support rural Afghan women through the previously established Women Resource Centers (WRCs), which are the places where only women can access to create a safe environment to express themselves and participate in tailored activities. In these centers, women participate in collective business development and income generating activities, in addition to taking part in organized training workshops on topics such as bookkeeping, procurement, management, leadership, and business plan development.

The women also have the chance to attend life skills training, literacy courses, safe motherhood, rights awareness training, etc. Literacy courses have been particularly successful as due to conflict and cultural constraints, many Afghan women are left outside of formal education centers, hence they are illiterate and not able to understand numbers, creating more obstacles to their already fragile situation. By helping women to be able to read and write, DACAAR has been contributing to cutting this vicious circle to improve women's position within their families and communities.

Where women cannot attend WRCs due to local cultural constraints, DACAAR female staff train women on kitchen gardening, animal husbandry, tailoring and carpet weaving, directly in their houses.

| | | |
|--|------------------|-------------------------|
| | | |
| Direct Beneficiaries | Male | Female |
| 2,342 | 0 | 2,342 |
| IDPs | Returnees | Host Communities |
| 712 | 328 | 1,302 |
| Provinces covered: Balkh, Faryab, Herat, Kabul, Kunduz, Nangarhar, Nimroz | | |

It is worth mentioning that; DACAAR mainstreams Women's Empowerment across all its sectors of intervention to ensure their voices and needs are heard and met. DACAAR pays specific attention to women's demands both in emergencies situations and long-term development programs. For instance, among the hygiene kits distributed to the needy households, there are specific items that support women's menstrual hygiene. In addition, to enhance safety, DACAAR include torchlight, so IDP women and girls can use it at night time to access sanitation facilities or to fetch water.

Similarly, DACAAR support women in TVET and NRM activities, recognizing their added value in such interventions and the opportunity of supporting their role within the communities and families.

WE ACHIEVEMENTS IN 2020 AND 2021 (COMBINED):

A total of 2,342 vulnerable women were supported as follows:

- 120 women graduated from vocational training centers.
- 20 women were organized in one Producer Association.
- 26 women-run greenhouses were constructed.
- 195 dairy cows/ heifers were distributed for vulnerable women headed families.
- 174 women were supported with saffron cultivation, processing and marketing
- 41 women were supported with vegetable production and kitchen gardening.
- 570 women graduated from 9-month long literacy and numeracy classes.
- 60 women received with training and inputs for home-based food processing.
- 164 women took part in exposure visits to successful women-run enterprises.
- 20 women received training and inputs for Silvi-Pastoral Activities (Animal+Crops+Fodder).
- 234 women received training and inputs for home-based poultry.
- 340 women received gender and human rights awareness.
- 413 Women from the existing Women's Resource Centers (WRC) received refresher training on basic accounting, procurement, management, leadership, bookkeeping and business planning.
- 22 women were supported for starting and expanding small businesses such as embroidery, tailoring, livestock, pastry, napkin weaving, beauty parlor and shopkeeper.



Photo by: Oriane Zerah



Photo by: DACAAR

Maryam Ghulami is graduated from a 7-month tailoring vocational training course implemented by DACAAR. She runs a small tailoring shop in Injil district of Herat province, western Afghanistan where she has just finished sewing a bunch of dresses for a wedding party. The bride's long dress is white and beautiful. Maryam worked hard the past few days to have the dresses ready for the customers well before the party and as per the customers' wishes. Recently she also signed a contract with a private hospital in Herat to sew gowns for nurses and doctors.

"In the VT course, not only did I learn a new skill, but also how to read and write. I have a good income of AFN 300-400 per day which I spend on groceries and fresh foods for my family."





Photo by: Oriane Zerah



Photo by: DACAAR

1 NO POVERTY



2 ZERO HUNGER



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



CITIZENS' CHARTER AFGHANISTAN PROGRAM (CCAP)

DACAAR has been a facilitating partner (FP) to the Ministry of Rural Rehabilitation and Development (MRRD) implementing the CCAP in the three provinces of Laghman, Kunar and Nuristan.

The overall objective of the Citizens' Charter Afghanistan Program (CCAP) was to improve the delivery of core infrastructure and social services to communities by strengthening Community Development Councils (CDCs). The project aimed to increase community engagement and narrow the gap between the government and the communities. The CCAP created mechanisms for citizens to participate in decision making at the community level and to demand improvement of basic services for their communities.

DACAAR was the sole FP for CCAP social services in nine districts of the above three provinces. In 2020-2021 DACAAR provided training to 35,850 persons from 717 CDCs on the following topics: institutional maturity index, establishing and developing market linkages and nutrition.

Furthermore, during 2020-2021 DACAAR supported the MRRD in delivering assistance to communities affected by the economic fallout of COVID19 pandemic delivering food assistance to 1,135 vulnerable households under Afghan Government's REACH and ENETAWF initiatives.



Direct Beneficiaries

35,850

IDPs

0



Male

17,925

Returnees

0



Female

17,925

Host Communities

35,850

Provinces covered:
Kunar, Laghman, Nuristan



Photo by: Oriane Zerah



Photo by: DACAAR

ORGANIZATIONAL DEVELOPMENT

At the beginning of 2021, DACAAR; through a comprehensive participatory process developed its Strategic Program Framework for 2021-2024, however, later it was decided to park the strategy due to the major political and social changes in Afghanistan following the overthrow of Islamic Republic by the Islamic Emirates of Afghanistan. It is planned to revive the discussions on the Strategic Framework during 2022.

During 2020-2021, DACAAR continued its female internship program admitting 32 young females into a six-month long practical learning program. The aim of the internship program is to improve employability for aspiring female graduates by giving them the opportunities to pair up and work as proteges with experienced DACAAR staff in various departments and to participate in organized training opportunities in DACAAR.

In order to improve support functions to meet the requirements of a dynamic context, while ensuring the utmost levels of accountability and transparency, DACAAR updated its policy and procedure manuals including the HR, Finance, Procurement and Accountability to Affected Populations, PSEA, etc.

A new HR MIS system was developed to help improve HR and payroll information management while the financial information system was migrated to the SUN system from the previous NAVISION system.

Continuous learning and professional development are permanent features of the working environment in DACAAR. A wide range of training opportunities on various topics are conducted every year to help staff remain abreast with the latest trends and technologies in the workplace. During the years 2020 and 2021, 577 staff participated in various training workshops. Topics included; financial management, advance management, report writing, business communication, prevention of sexual exploitation and abuse (PSEA), accountability to affected populations (AAP), NGO security management, agriculture and market value chains, protection mainstreaming, etc.



Photo by: Palwasha Azim

After joining DACAAR's internship program, my overall skills improved. The program helped me to get familiar with working environment and know how to be effective in society.

I experienced a total professional working environment at DACAAR, where I could scale up my learning potency and increased my self-confidence.

I am sure that I will get good opportunities in the future and use all my skills that I have received in DACAAR. I advise fellow students looking for internships to attend as many networking events as possible, and also to make sure that their resume and portfolio are ready to go and well prepared, so that they are ready when opportunities arise.

Saima Tayyeb



CONTENS OF A DACAAR HYGIENE KIT

Dissemination of hygiene messages and provision of hygiene kits together with safe water and sanitation facilities play a key role in curtailing spread of diseases and preventing mortality and morbidity in the early stages of disaster and conflict induced displacements. The hygiene kit is designed in accordance with the Sphere Standards and follows Afghanistan WASH cluster context specific recommendations. The hygiene kit is sufficient for a 7-member family for a period of one month and ensures availability of hygiene items in accordance to the needs of different gender and age groups. During 2020-2021, DACAAR distributed more than 200 thousand of these kits to vulnerable Afghan households. Photo by: Oriane Zerah



Implemented by
DACAAR

BASIC FACTS

Organisation name:

Danish Committee for Aid to Afghan Refugees (DACAAR)

| | | |
|-----------------------------|--|--|
| Established: 1984 | Staff: Around 1,000 national staff and 6 international staff | Director: John Morse, Kabul Head of Secretariat: Klaus Løkkegaard, Copenhagen |
|-----------------------------|--|--|

Registration:

Ministry of Economy of Islamic Republic of Afghanistan, Reg # 24
National Danish Register of Companies (CVR), Reg # 29902488

Governing Board:

Peder Thorning, Danish People's Aid (DPA)
Elin Petersen, The Danish Afghanistan Committee (DAC)
Mads Bugge Madsen, The Danish Trade Union Development Agency (DTDA)

Activities:

Water, Sanitation and Hygiene, Natural Resources Management, Small Scale Enterprise Development, Women's Empowerment, Citizens' Charter Afghanistan Program

KEY ADDRESSES

Main Office:

Golayee Wazir Abad, District 10,
P.O. Box 208,
Kabul, Afghanistan
Tel: +93 (0) 20 223 0752
+93 (0) 20 223 0753
Mobile: +93 (0) 700 288 232
E-mail: dacaar@dacaar.org

Regional Offices:

Jalalabad, Kandahar, Herat, Maimana, Kunduz, Kabul

Secretariat in Denmark:

"Spaces", Ny Carlsberg Vej 80,
1799 Copenhagen, Office 101
Denmark

Tel: +45 20 55 79 98

E-mail: copenhagen@dacaar.org

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