



SEHER

Organizational Profile

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Introduction

Society for Empowering Human Resource (SEHER) established on May, 28th 1998 and registered¹ under Society Act 1860, by a group of youth sharing a common aim and commitment to address human misery with a special focus on vulnerable segment of society i.e. women, children, minorities, refugees, disable/abused and the poorest of the poor. SEHER, being a right based social reformatory organization, adopts a holistic approach towards right based development initiatives upholding the human rights. SEHER uses rigorous approach by analyzing the various aspects that contribute to oppression, injustice, violence, vulnerability, discrimination, abuse and poverty in the society while treating the survivor (s) as “subjects of the change process”.

SEHER is guided by a vision of a society where poorest of the poor, marginalized, socially excluded and never reachable are empowered to overcome their miseries/poverty, social, political and economic burdens and enjoy equal human rights and opportunities to lead a life of dignity and self-fulfillment. To achieve such a gigantic task and multi-dimensional vision SEHER as an NGO may not be the sole remedial force, it would need to pursue the strengthening of intra-organizational capacities through partnerships, alliances building, advocacy efforts, campaigns and program cooperation at operational as well as policy levels.

SEHER believes in right based culture where norms and values of social justice, guarantee of self-respect, availability of equal rights with equal opportunities and uniform road to the destination of development process for all segments of society prevails. SEHER consistently adhere to make its contribution in development of such culture.

Vision:

“A Prosperous and Violence Free Society”

Mission:

“To empower the marginalized segment of the society to assert for their social, economic and political rights”



¹ Initially, it is/was registered under Social Welfare Act with registration # SWD 807 on August 1998, latter on it is re-registered on Feb. 20, 2003 under Society Act with registration # SOC/Reg./840

Objectives:

- 1) Develop a sustainable livelihood model to alleviate poverty using participatory approach for empowerment of poorest of the poor.
- 2) Rehabilitation of children and women in difficult circumstances² and strengthening Right-Bases support system for prevention and protection of children/women from all form of violence, abuse and negligence.
- 3) Rehabilitation of survivor of Sexual/Gender Bases Violence, CSEC⁴, trafficked, abused, discriminated, bounded labor children and women.
- 4) Provision of legal services to the vulnerable women, children, minorities, refugees including juveniles/foreign Act prisoners, trafficked/smuggled children/women and commercial sexual exploited children/women.
- 5) Advocate and play proactive role for democratic values, peace and human security to respond all form of violence and injustice through alliance building, partnership Cooperation and campaigns.
- 6) Ensure protection of women and children in application of human rights in times of natural Calamities and in situations of conflict.

SEHER is the only NGO in Baluchistan working for the protection of children vulnerable to sexual abuse and commercial sexual exploitation.

Core Values:

Core Values:	DESCRIPTION
Honesty	Honesty “Moral uprightness” is one of the primary core values of SEHER, which is beyond the mere meaning of the word, it can be applied to all spheres of life such as personal and professional relations, attainment of resources and their cost effective utilization.
Transparency	SEHER takes transparency to be open to fore, accepting positive criticism for further improvement and advancement in quality of the work. The quality of being transparent broadens the vision and gives an insight for future planning.



²Children and women who are in prisons, detention centres, institutionalized shelter houses, working in hazardous working places, survivor (s) of violence/abuse/discriminated/trafficked, stuck in fatal situations, (including emergencies) and oppressive conditions.

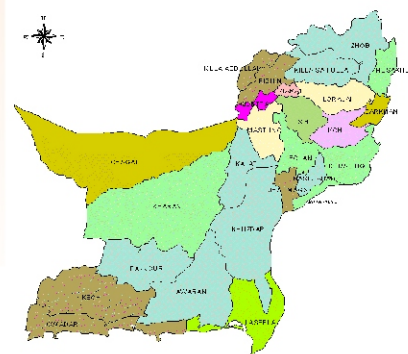
³ Commercial Sexual Exploitation of Children [CSEC]

Core Values:	DESCRIPTION
Punctuality	Punctuality is the milestone of the progress, it saves from squandering time, which SEHER believes to be the greatest resource of human being.
Caring and Sharing	This is the binding factor in keeping up rewarding relations.
Interdependency	Interdependency paves the way for teamwork, complementing each others deficiency for quality work.
Taking Responsibility	Taking responsibility brings forth thoughtfulness and practicality, which are the touchstones to hone the rough edges.
Mutual Respect	Respect is the element that adds value to the work and boasts strong relation and healthy environment.
Integrity	Integrity is the amalgamation of all values that human being strives for

Geographical Coverage:

Geographically Balochistan is the largest province of Pakistan with scattered population of 7.0 million approximately. It has 30 districts and population is found densely in some of the districts such as Quetta (Provincial Capital), Pishin, Qila Abdullah, Qillah Saifullah, Sibi, Loralai and Khuzadar.

Most populated districts of Balochistan are covered under the umbrella of SEHER's geographical coverage where inhabitants belonging to different ethnicities and cultural backgrounds. From 30 districts of Baluchistan 11 districts i.e. Gwadar, Lesbella, Mastung, Quetta, Chaghi, Qillah Abdullah, Qillah Saifullah, Zairat, Lorali, Kachi (Bolan and Jaffarabad. Apart from 4 regional offices, SEHER has its Head Office in Quetta. These districts have been targeted due to different rationales of ethnicity, rampant illiteracy, poverty and protection (both women and children) issues.



Program Areas

Education:

Project	Donor	Broader Achievements
Baluchistan Education Program	Save the Children	<ul style="list-style-type: none"> 200 Child clubs are working in schools for the child rights and protection of children First time ever a guideline for construction of safe and child friendly space was developed and in 340 schools of three districts of Baluchistan this guideline are being followed in school construction. 439 Teachers trained on positive disciplining and 157 on Child rights Stakeholders and education department is engaged in the advocacy for the ban on corporal punishment in Baluchistan. A comprehensive notification which covers the ban on corporal punishment and the consequences, teacher will face in result of implication of Corporal punishment. A paper on Reporting mechanism in Schools was developed and shared with Save the children
IMTIZAJ	Groupe Developpment	<ul style="list-style-type: none"> 25 children mainstreamed at formal Schools 120 children provided with learning skills 427 children being provided non formal and religious education sessions.
ICRP (Integrated Child Rights Program)	Save the Children	<ul style="list-style-type: none"> 111 children in mach jail, 12 children in Quetta jail and 28 in Gaddani jail have provided with formal education. 151 juveniles have been facilitated to appear in the Board examinations 54 juveniles are facilitating in Computer and language classes in Quetta, Mach and Gaddani jails 77 juveniles are being facilitating in Religious education and skill based education in Quetta, Mach and Gaddani jails.



Project	Donor	Broader Achievements
Responding Violence AC&W	CIDA	<ul style="list-style-type: none"> 10 sensitization sessions are arranged regarding violence against women & children with school teachers (121 Male and Female) of UC Pashtoon Bagh. Formation and extensive training of 22 Youth Clubs in the same schools. Observance of two International Days. Mobilizing 1200 school children to show their solidarity with violence victims 12 Sessions with legal fraternity (32 Lawyers) and community(22 Youth) to develop consensus. 16 student sensitization sessions held at different schools.
Emergency Response	UNICEF	<ul style="list-style-type: none"> Provided education facilities to 3000 girls and boys in Temporary learning centers. Provided reading & writing material to 292 schools of Naseerabad district Organizing Meena video shows for 7500 flood effected children Capacity building of 206 male and female teachers of Naseerabad Provision of recreational kits in 292 schools of Naseerabad
Sexual Gender Base violence SGBV	Care International	<ul style="list-style-type: none"> 500 Afghan refugees' women provided with non formal education. 250 host community women provided with non formal education.

Health and Hygiene:

Project	Donor	Broader Achievements
Sexual Gender Base Violence SGBV	Care International	<ul style="list-style-type: none"> 15000(8000 women and 7000 men) are made aware on Basic health issues 2200 women provided with free medical checkup and medicines 8707 children and women were facilitated with Primary health care Referral mechanism is developed with four hospitals of Quetta city.



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IMTIZAJ	Groupe Developpment	<ul style="list-style-type: none"> Regular OPD for children involved in Commercial sex and periodic checkup of 127 children 125 children referred to the doctors panel 427 children involved in commercial sex are provided Health and hygiene sessions along with hygiene kits Provision of first aid training to 427 children A doctor panel is formed to referred serious ill and injured children. Nutrition assessment and regular nutrition of children involve in commercial sex.
Prevention and Protection of Trafficked Children PPTC	UNICEF	<ul style="list-style-type: none"> 1400 trafficked children are provided free medical checkup and medicine in FIA detention centre. 35 serious disease or injured cases referred to the hospital 1350 trafficked children are provided with nutritional supplements.
Police Child Protection Center PCPC	Save the Children	<ul style="list-style-type: none"> Availability of first aid kits to the children Training on life skills Provision of hygiene kits Vaccination
Emergency Response	UNICEF	<ul style="list-style-type: none"> Psycho social support to the victims including women and children (63 children and 193 women) 36 children and 76 women cases have been identified and referred to concern department Health and hygiene session with 5473 women ,4232 children and 2171 men .
Mitigating Urban Poverty Program	Concern World Wide	<ul style="list-style-type: none"> 105 TBA's have been trained in Putgali and Nawan killi and provided with TBS kits 167 men and women VO's members have been benefited from screening and vaccination of Hepatitis Rehabilitation of defunct dispensaries /BHU in Nawan killi through VO's Training of reproductive health to 51 married women of VO's in Putgali and Nawan killi

SEHER is the only NGO in Balochistan to establish Police Child Protection Center for children who are in conflict with law , abused or victims of violence



Economic Empowerment

Project	Donor	Broader Achievements
Ending Violence Against Women EAW	OXFAM GB	<ul style="list-style-type: none"> 16000 women have been imparted skill training on tailoring, embroidery, decoration work and exclusive Education.
Economic Security for Women in Baluchistan ESWB	J.A Clark	<ul style="list-style-type: none"> 1760 women have been imparted skill training on tailoring, bead work, embroidery, decoration work, beautician etc 371 women are linked with market to enhance their skills.
Mitigate Sexual Gender based Violence against host community & Afghan Refugees SGBV- Phase 1	Care International	<ul style="list-style-type: none"> 2 Women Friendly Spaces have been established where more than 300 women are learning different skills. Rs. 3.6 million rupees distributed amongst the trainees to establish their independent business. 23000 women have been given training on SGBV Market linkages of 300 skilled women have been developed.
Mitigate Sexual Gender based Violence against host community & Afghan Refugees SGBV- Phase 2	Care International	<ul style="list-style-type: none"> 500 Afghan refugees women were trained on different skills i.e Beeds work, Khamak, embroidery, tailoring etc. 500 Afghan women were certified from TTB Provided with Startup capital (worth 2.6 million rupees) and skill development kits
Gender Justice Through Musalihat-e-Anjuman Program GJTMAP	UNDP	<ul style="list-style-type: none"> 200 members of Musalihat-e-Anjuman were trained on Alternative Dispute Resolution, Gender Sensitization and legal literacy in District Loralai, Ziarat, Dukki and Quetta. Awareness session were given in communities, schools, colleges (m/f) and in several language institutes, where more than 33500 individuals are sensitized
Combating Gender Base violence	American Consulate	<ul style="list-style-type: none"> 300 female are trained on different skills and link with the market for economic empowerment of women.
Alternative means of Earning for Vulnerable Children through Skill Development	WESS & save the children UK	<ul style="list-style-type: none"> 400 boys provided with different skills training Attach with vendors and help them in self employment

SEHER has established eight women friendly spaces in different areas of Quetta



Legal Empowerment:

Project	Donor	Broader Achievements
Legal Empowerment for vulnerable Segment of Society LESS	CIDA	<ul style="list-style-type: none"> 745 cases of violence, family disputes have been provided with legal aid 1258 (71 Indian, 45 Bangladeshi, 1129 Afghanis and 13 other nationals) foreign act prisoners have been provided legal aid 470 Vagrancy act children have been provided with legal aid A case of state less (Azizullah) who was more than ten years in jail is successfully disposed off Verdict of Lower court, death penalties of three children and one women has been fought and reversed.
Information Legal Assistance Centre ILAC	CRS	<ul style="list-style-type: none"> 165 Community meeting with both male and female 2456 (942 women and 1514 men) Afghan refugees are benefitted from 130 community workshops in Loralai and Chaghi districts. 640 door to door visits in refugees camps for collecting information in order to provide them legal assistance in Loralai and Chaghi district 40 visits of Police stations to identify the refugee cases.
Protection Need Assessment (Legal Asylum of Afghan Refugees) PNA	UNHCR	<ul style="list-style-type: none"> Interviews of 105 Afghan refugees (asylum seekers) has been conducted After evaluation of interviews send it to UNHCR for decision Coordination with Afghan refugees Home visits of victims who have applied for assistance
Mitigate Sexual Gender based Violence against host community & Afghan Refugees SBGV	Care International	<ul style="list-style-type: none"> 20 Legal awareness sessions with Refugee communities are conducted in which 300 men and women are made aware about legal rights. 5 women are provided with legal aid.
Police Child Protection Center PCPC	Save the Children	<ul style="list-style-type: none"> Legal assistance to the children Lawyers are appointed for dealing the legal issues of children



Project	Donor	Broader Achievements
Prevention and Protection of Trafficked Children PPTC	UNICEF	<ul style="list-style-type: none"> ♦ Court fines of 19 trafficked children are provided in the Court ♦ 36 trafficked children are facilitated with safe transportation and reunification with their families ♦ ♦ 502 children were benefited from legal services
Economic Security for Women in Baluchistan ESWB	J.A Clark	<ul style="list-style-type: none"> ♦ 66000 women have been given awareness on EVAW out of which 250 women have been provided with Legal Aid. ♦ 29 CSO have been capacitated on EVAW in 09 districts of Balochistan.

Social Mobilization:

Project	Donor	Broader Achievements
WE Can Campaign	OXFAM GB	<ul style="list-style-type: none"> ♦ 1,54,000 men , women and youth have been sensitized and converted in change makes to respond violence against women issues. ♦ 4,83,000 men , women and youth have been made aware of various forms of violence and mitigation strategies ♦ 29 CBO's of nine districts have been capacitated (series of training, technical support and Rs 76,57,907) to address violence against women issues at grass route level . ♦ 800 youth have been trained to respond violence against women issues in their respective vicinities.
Ending violence against women	OXFAM GB	<ul style="list-style-type: none"> ♦ Formation and strengthening of 50 Village Organizations in Sibbi ♦ Developing and strengthening (series of training, institutional building , technical support and financial support Rs 24,50,000) of CSO network to respond poverty, human rights and violence against women issues at union council level. ♦ Formation and strengthening of Lawyers forum to help out VO's in addressing , human rights and violence against women issues ♦ Formation and strengthening of Police forum to help out VO's , lawyer forum and CSO's network in responding poverty, human rights and violence against women issues



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Mitigating Urban Poverty Program MUPP	Concern World wide	<ul style="list-style-type: none"> Formation and strengthening of 70 Village Organizations 8000 school children (50 schools) have been imparted personal and community health and hygiene trainings. Campaign on poverty issue under GCAP is launched in 13 districts of Balochistan and campaign has reached to 1.7 million people Labor and Man power department has been sensitized to amend their criteria for skill training so the ill literate and poor people can also be benefitted
Ending torture against women	OXFAM GB	<ul style="list-style-type: none"> Training of 393 Police officials and staff on human rights and women rights in their respective Police Stations in Quetta and Sibi. Formal MOU with Police Department for intervention in Police Station for ensuring the human/women rights in Police custody. Developing a reporting mechanism at Police Station regarding human/women rights. Formation/supporting provincial human rights monitoring committee to look after the women/human rights issues. Series of sensitization workshop for MPA, MNA's, Politicians and CSO's.
Legal Empowerment for vulnerable Segment of Society	CIDA	<ul style="list-style-type: none"> Awareness campaign (legal rights, constitutional rights and human rights) of Afghan refugees (2,75,000 men and women) and host communities (1,95,000 men and women) in Quetta and Chaghi districts Formation of 80 human rights vigilance committees and 50 Refugees rights vigilance committees in Quetta and Chaghi Legal education of 55,000 (Afghan refugees men and women) and 22,000 (host community men and women)

Room (14'x18'x9')-Latrine(4'x4')-Kitchen(6'x4') upto plinth level and Stablised mud bricks above plinth level (Superstructure in Stablised Mud)



Infrastructure development:

Project	Donor	Broader Achievements
Shelter construction for flood effectees	UNHCR	<ul style="list-style-type: none"> Construction of 350 shelters(Room 14'x18'x9')in Sohbat pur-Jaffarabad Construction of 350 kitchen (6'x4') in Sohbat pur-Jaffarabad Construction of 350 Latrine (4'x4') in Sohbat pur Jaffarabad
Mitigating Urban Poverty Program	Concern World wide	<ul style="list-style-type: none"> Construction of drainage system in periphery of Union Council Nawan Killi and Putgali Construction/concrete the streets/lanes in UC Nawan killi and Putgali Repair and lining of Water tank in UC Putgali Building bridges on drains in the communities
Protection for Flood Affected Children and Adolescents (2007 flood)	UNICEF	<ul style="list-style-type: none"> Construction of 50 Child Friendly Spaces (Room 12'x15' mud room) Construction of 100 toilets (4'x4' mud) Construction of 50 water tanks along with its water supply along connection with water source
Education and protection of flood effected people in Ziarat	UNICEF	<ul style="list-style-type: none"> Construction of 74 Transitional school buildings (earthquake resistant) in Ziarat Construction of 148 latrine along with severage system Construction of 148 water tanks with its water supply along connection with water source Paving/leveling of 74 play grounds and installation of swings for children

Poverty Alleviation through Sustainable Livelihood:

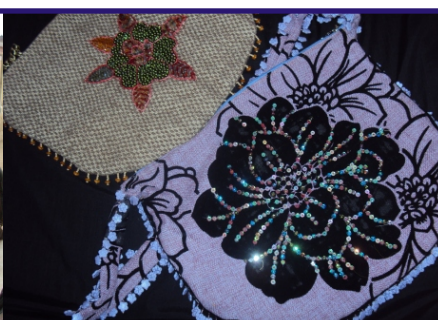
Deep analysis of the micro-macro development indicates that “poverty is dominance-dependence relationship; the more one is dependant the more s/he is poor”. Furthermore, empowerment of the poor is critical to the poverty alleviation because the powerlessness and the poverty are almost synonymous. The pragmatic reality that the poor lack choice over the resources and the right to influence their future form the basis of their powerlessness. SEHER pursues a holistic approach towards the empowerment of the poor, treating poor as the subjects of change, through its Poverty Alleviation through Sustainable Livelihood (PASL). In this regard up till now the following efforts have been made:



Project	Donor	Broader Achievements
Mitigating Urban poverty program MUPP	Concern World wide	<ul style="list-style-type: none"> Establishment of 4 community based production centers for women to enhance their skills Establishment of display center in the heart of city to market the products of beneficiaries Training of 500 women on different skills to enhance their economic situation 270 men are trained (9 month training with different vendors in their work place) and financial package have been given to start their own small business MOU has been signed with Labor and Man power Department (wave of education qualification for candidate and contribution of 20% of Labor and Man Power were unique feature) for specialized diploma trainings of poor 20 Youths of the target area have been trained as an animator to ensure the sustainability of process after withdrawal of SEHER.
Alternative Means of Earnings for Children involve in Commercial Sex	Save the Children UK	<ul style="list-style-type: none"> 350 children provided with skill development trades: 80 children have been facilitated in job placement.
Economic Rehabilitation of Children (ERC) for Street Children	Concern World wide	<ul style="list-style-type: none"> 8 children were provided with economic support for their self employment.

Emergency Response:

Project	Donor	Broader Achievements
Protection for Flood Affected Children and Adolescents (2007 flood)	UNICEF	<ul style="list-style-type: none"> Food distribution for 1000 families for three months in district Jaffarabad and Naseerabad. 56,000 NFI's (warm cloths, blankets, shoes,shawls,pampers etc) are distributed in flood effected children of Jaffarabad and Naseerabad. 4500 children and 1500 men and 1500 women are trained on DRR in Jaffarabad and Naseerabad 25000 children and 15000 men and women have been facilitated for CNIC in flood effected areas of Jaffarabad and Naseerabad.



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Project	Donor	Broader Achievements
Education & Protection of Earthquake Affected Children in Ziarat	UNICEF	<ul style="list-style-type: none"> 60 Temporary Learning Centers have been established and over 2000 children registered in it 46 Child rights committees are formed and trained to look after the Temporary Learning Centers 5500 children were given NFIs(warm clothes 100 children were given psycho-social support 60 teachers were sensitized on corporal punishment Parents Teachers School Management Committees were formed.
Community base child protection project (2008 Earthquake)	Save The Children Sweden	<ul style="list-style-type: none"> Establishment of 14 Child Friendly Spaces and registration of 900 earth quake effected children in Ziarat. 800 earth quake effected children are provided with non formal education. 1200 earth quake effected children provided with psycho social support. 14 Child rights committees (parents) and 14 Child Clubs (children) have been formed and strengthened to deal with such situations. Training of teachers, parents and students on corporal punishment.
Education and protection of flood effected people in Naseerabad	UNICEF	<ul style="list-style-type: none"> Establishment of 71 Child Friendly spaces Provided Educational reading and writing material to the students. Provision of school supplies to flood effected schools of Naseerabad Life skill based education to 3200 children Recreational services in Women and child friendly spaces Distribution of Non Food Items in IDP camps Basic health facility to the victims and also referred there cases to hospital.



Achievements and Awards

Juvenile Justice Working Group of Pakistan :

SEHER has been privileged by the Government of Pakistan to be the part of this committee. SEHER is the only Non-governmental working member of this committee which depicts credibility of SEHER with the Government.

SEHER is the only NGO in Baluchistan to have 6 MOU's with different Government departments.

Winner 2007 WWSF AWARD:

SEHER secured first position in global campaign of 19th November, Prevention of Child Abuse Day under the umbrella of World Women Summit Foundation. In the campaign 786 organizations of the 128 countries of the world participated through innovative activities to highlight the issues of violence against children in most effective way.

Runner UP DHL YES Award:

DHL organized a competition to analyze the poverty alleviation strategy of the organizations of Pakistan. In the competition over 200 organizations participated and presented their strategies. SEHER secured 2nd position and stayed as a first runner up.

Certification:

1. Certification from Trade and Testing Board Baluchistan
2. Police Child Protection Center certification
3. Affiliation certificate from Government of Pakistan Ministry of Law, Justice and Human Rights
4. IMCP (Institutional Management & Certification Program) from US Aid
5. NPO certification

Signed MOU with different departments:

- 1) Federal Investigation Agency (FIA)
- 2) Department of Police, Government of Baluchistan
- 3) Ministry of Human Rights
- 4) Provincial Commission for Child Welfare & Development (PCCWD)-Ministry of Social Welfare
- 5) Education Department Baluchistan
- 6) Directorate of Labor and Man Power Government of Baluchistan

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