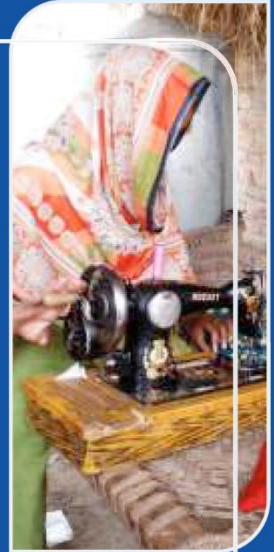
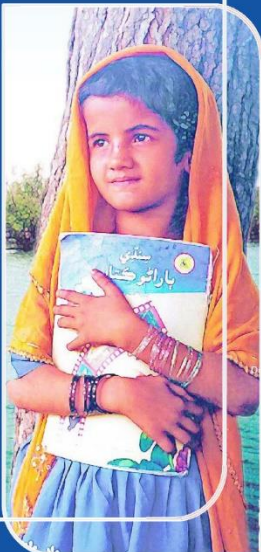


ERADA

www.erada.org.pk

Education Research & Development Association

ORGANIZATION'S PROFILE
YEAR 2017



ABOUT ORGANIZATION

ERADA was established in 2008 and registered with date on 10th January 2012 under societies Act XXI of 1860, as a non-sectarian, non-political, not-for-profit humanitarian organization. Since its establishment ERADA has been actively involved in the welfare of urban and rural population with primary focus on women folks and minorities to empower them for their basic rights, social justice, and poverty alleviation as well as promoting and supporting local and existing community organizations/beneficiaries groups to manage development projects. ERADA strives to eradicate poverty and uplift the quality of life of the rural population. ERADA as a local organization aims to create awareness among the local masses for their basic rights through social mobilization and community organization to enhance their capacities and address vulnerabilities of resources. The recent natural/manmade disasters led ERADA to not only focus on long terms development initiatives but also to cover need of people in distress during emergencies by providing them support.

VISION

“To develop an excellent, peaceful and harmonious society by serving the communities”

MISSION

“To facilitate and empower the communities to achieve their developmental goals, specially marginalized and neglected population of the society”

LEGAL STATUS

ERADA is registered under “The Societies Registration Act, 1860 (Act XXI of 1860) of Govt. of Pakistan.” The Registration No: 607 on date 10th February 2012.

ERADA BELIEVES IN:

“Development of the community by the community” through a comprehensive strategy. The primary concepts run across its program and allied projects are based on the following principles:

- Benefiting socially excluded; women, disabled, minority, and vulnerable
- Participatory project conceptualizing
- Participatory Need Assessment
- Participatory Implementation
- Participatory Monitoring
- Participatory Evaluation

ERADA's OBJECTIVES

The fundamental premise of ERADA is that women and men who are conventionally termed as poor have the economic and human capacity as well as the moral right to actively participate in the development process that affects them and to identify their own development priorities. Aims and goal of ERADA are:

- Serve as a flexible catalyst, to assist in the identification of opportunities, to promote equitable and sustainable development patterns among men and women both in the rural as well as in urban areas and in drawing the resources (technical assistance, financial support, training, infrastructural development etc.), to enable them to make full use of these opportunities.
- To act as training organization to provide a wide range of local skills to include women folk and minorities in the main stream of development process in the managerial and practical subjects. The purpose of this training is to increase the capacity of women to manage more effectively their resources of sustainable and productive development.
- To link local grass root organizations with government agencies, NGOs, Donors, and private businesses that can provide services (extension, training, marketing, finance, etc..) to support rural women & men in development activities.
- To give special emphasis to the evolution of responsible credit behaviour through the encouragement of regular savings, group management and repayment of loans.
- To serve as a catalyst to the Women Organizations in their efforts, to empower the marginalized women folk.
- To respond to emergencies, early recovery and continuous support to communities in bringing life back to normal after emergency.
- To undertake technical and socio-economic research to support and assess the programs of ERADA.
- To pay attention in consistence with prevailing cultural and socio-economic factors, to the opportunities and needs of men and women in the development process.
- To create, promote and support effective and disciplined community women and men organizations to manage rural development.
- To work with community organizations/beneficiaries groups/village and local support organizations and relevant government agencies to create plans and programs for the sustainable management of natural resources in the area in which it operates.

Thematic Areas



- **Education**
- **Health** (*Reduction in mortality and morbidity amongst women and children by enhancing the women's capacity in safe motherhood and child survival issues and improved access and control on health infrastructure and information by women*)
- **Sanitation and WASH**
- **Women Empowerment** (*Increased political, social and economic status*)
- **Child Protection** (*All children will learn, grow and develop to realize their full potential*)
- **Gender Equality** (*Equal opportunity for women and men of all ages to access and use resources and services within families, communities and society*)
- **Disaster Management**
- **Rehabilitation and Reconstruction**
- **Social and Environmental Protection**
- **Sustainable Livelihood** (*Sustainable livelihood security of marginalized through environment friendly farm and non-farm based technology enhancement by ensuring empowerment process of marginalized community*)
- **Youth Development and Old age people benefits**
- **Capacity Development and Vocational Trainings**

On Going Projects

Project Name	From	To	Donor	Funding amount	Outputs
Empowering Youth for Improving Social Harmony and Protection of	2015	On-Going	Enhanced Democratic Accountability and Civic Engagement (EDACE)	Activity Based	Awareness & Advocacy
Monitoring of 26 Basic Community Schools	2015	On-Going	National Education Foundation (NEF)	PKR Rs.500/- (Monitoring cost) Per School	Monitoring of Schools
Youth Skill Development Programme	2014	On-Going	BBSYDP (Govt. of Sindh)	530,000	Youth Development
Awal Taleem Itehad (Education First)	2014	On-Going	Self-Basis	--	Advocacy & Awareness
Community Based School for minority community	April, 2012	On-Going	Personal Resources	Annual Running Expenditure	Primary Level Education
Promoting entrepreneurship among minority community of	February, 2012	On-Going	Orangi Charitable Trust (OCT), Karachi	20 Million	To Reduce Poverty

ERADA's Completed Projects

Project Name	From	To	Donor	Funding amount	Outputs
Gender Equity Program	January 2012	March 2012	(USAID-Aurat Foundation) Kainat Development Association, Kandhkot (As Partner)	250,000	1000 Beneficiaries
Citizens First: Improving Human Security in Pakistan	March, 2013	June, 2014	(OXFAM NOVIB) Bhattai Social Watch Advocacy, Khairpur (As Partner)	500,000 (Per Quarter)	Awareness

YOUTH WOMEN EMPOWERMENT THROUGH SKILL DEVELOPMENT PROGRAMME

Youth Development is a process that prepares a young person to meet the challenges of adolescence and adulthood and achieve his or her full potential. Youth development is promoted through activities and experiences that help youth develop social, ethical, emotional, physical, & cognitive competencies. At present ERADA has implemented a youth skill development program awarded by Benazir Bhutto Shaheed Youth Development Program (BBSYDP) funded by Govt. of Sindh since November 2014.

A number of around 200 hundred females have been trained in different skills such as Stitching, Tailoring and Beautician. ERADA also provides the employment opportunities for the youth who availed the training in the multiple skill development programme. So far, a handsome number of graduates have been inducted in different business units and organizations as well.

ERADA refers to intentional efforts of other youth, adults, communities, government agencies and schools to provide opportunities for youth to enhance their interests, skills, and abilities. ERADA differs from other approaches to youth in that it rejects an emphasis on trying to correct what is "wrong" with children's behavior or development. The organization seeks to empathize with, educate, and engage children in productive activities. Youth and adults will benefit from experiences providing some or all of these elements:

1. Youth Feel Physically and Emotionally Safe
2. Youth Experience Belonging and Ownership
3. Youth Develop Self-Worth
4. Youth Discover Self
5. Youth Develop Quality Relationships with Peers and Adults
6. Youth Discuss Conflicting Values and Form Their Own
7. Youth Feel the Pride and Accountability that Comes with Mastery
8. Youth Expand Their Capacity to Enjoy Life and Know that Success Is Possible

ERADA Focuses on

ERADA focuses on the active promotion of optimal human development, rather than on the scientific study of age related change. A hallmark of these programs is that they are based on the concept that youth have strengths and abilities unique to their developmental stage and that they are not merely 'inadequate' or 'undeveloped' adults.

EMPOWERING YOUTH

FOR IMPROVING SOCIAL HARMONY AND PROTECTION OF CIVIC RIGHTS

Pakistan is a culturally, racially, linguistically and religious heterogeneous country. For a prosperous and peaceful society and provision of civic (basic) rights it is indispensable to create harmonious environment in Pakistan. Realizing the importance of social harmony and civic rights in a multi-cultural society ERADA has implemented a project of “Empowering Youth for Improving Harmony and Protection of Civic Rights” in assistance with Civil Society Support Programme (CSSP) funded by Enhanced Democratic Accountability and Civic Engagement (EDACE).

The programme encourages youth as prominent stakeholder, Civil Society Networks (CSNs), Civil Society Organizations (CSOs), Community Based Organizations (CBOs) and groups, representing a wide range of stakeholders i.e. writers & intellectuals, lawyers, students, media personnel, minority etc. to jointly participate for the protection of basic rights irrespective of religious, language, ethnicity and class differences. The programme is based on building social harmony among diverse groups to share and understand each other’s point of view and respect differences.

The programme has been divided into 6 major components with activities. It aims to build capacity and empower civil society networks and communities to improve social harmony and provide awareness on basic rights with a focus on building a culture of peace and participation, and partnering with all local stakeholders in the development process. As implementation strategy of the project; activities of project are operationalized by various means including knowledge generation through policy analysis, creation of data and information; awareness raising through mobilization, dialogues, networking, sharing and dissemination of information.

The components of project are:

1. Identification of Youth Volunteers for operationalization of the project.
2. Roles and Responsibilities of Ombudsman
3. Freedom of Information (FOI) and Right to Information (RTI)
4. Legal Rights
5. Interfaith Harmony
6. Violence Against Women (VAW)

PROMOTING ENTREPRENEURSHIP AMONG MINORITY COMMUNITY OF LARKANA DISTRICT

ERADA since its establishment in 2012 is regularly focusing on its thematic areas. Considering the fact ERADA has actively been involved in proposing and implementing the projects to meet the demands of the vulnerable population. At first ERADA started its operations by implementing and promoting, the entrepreneurship program awarded by “Orangi Charitable Trust” (OCT-OPP) to address the issues of below average income population. ERADA aims to eradicate poverty through the means of small financing. Since the birth of project ERADA has successfully delivered and an amount of around 20 Million PKR has been disbursed among the deserving populations and the project is running successfully so far. A brief review of the project is presented here:

TARGETED GROUPS

Presently implemented targeted groups of ERADA are comprised on following specific subgroups namely:

- The landless households;
- The land-owning small farmers; and
- Unemployed youth
- Small Business Enterprises
- Women and women-headed households

The Landless:

The category accounts for approximately 10% of the urban & rural households & comprises the sub- categories of farm laborers, non-farm wage laborers, pure tenants, refugees, nomadic herders, etc.

Land-Owning Small Farmers:

They form the major and dominant class (about 75%) in the target group. But their uneconomic landholding sizes make them vulnerable to further marginalization and eventual landlessness to result from fragmentation. Their present holdings average at 2-3 hct. They are severely constrained by lack of access to suitable technologies and shortage of capital. Their income from farming is inadequate for meeting the year-round needs.

Women:

Recognizing the pivotal role for the well-being of their families and the potential for their further contribution to the family and the society, women are considered as a priority target group. The organization is encouraging to help their participation in interventions appropriate for them. Organization is expecting to establish about 50% of the community organizations and have access to a major part of project support in terms of training, micro enterprise development, social infrastructure, income generation and credit. The majority of the beneficiaries of vocational training are envisaged to be women. The organization will further put more effort ensure and support to women client groups through the placement of Women Extension Service.

COMMUNITY MOBILIZATION FOR CNIC PREPARATION

In Pakistani society, old-fashioned traditions often hinder women's development. The women of rural areas of Larkana district were deprived of a Computerized National Identity Card (CNIC) because of such traditions. The community dogmatically follows their customs keeping their women in Pardah, a tradition they are not willing to compromise on even if that entails foregoing an official identity. In Pakistani society, especially in rural areas, pardah or veiling defines the lifestyle of countless women who spend most of their existence confined to their homes. Photography of women is also not allowed on this basis.

“Women in the rural area do not realize the importance of an identity card as they rarely go to school or vote and they usually do not own any property.”

Keeping in view the cultural sensitivities of the area, the Education Research and Development Association (ERADA) team mobilized the village elders in a bid to inform them about the CNIC registration process and benefits of having CNIC. The community was mobilized to:

- Enable them to officially exercise their rights as a Pakistani citizen and they will also be able to acquire many benefits from social welfare departments such as Bait-ul-Mal.
- Deposit their salary cheque (in case of employees) in their own account and make use of salary.
- Claim disability allowances from the government and other philanthropic institutes.
- makes it easier to apply for a loan from bank or any other financial institution to establish a small scale business enterprise i.e grocery store, livestock and dairy farming.

ERADA is always committed for the betterment of vulnerable population, in this regards ERADA as initiated the aforementioned micro-credit programme and mobilized the community about the benefits of the programme. The programme aims to improve the socio-economic condition and reduce the poverty by financing the community in shape of small loans and investments.

In view of above ERADA mobilized the community of registering themselves (community) with NADRA by achieving Computerized National Identity Card (CNIC) in order to be benefited from the programme.

Moreover the ERADA team encouraged the community to vote, reminding them that this was their basic right. The mobilization team explained that the only way to ensure that the right candidates are elected to take part in the elections and work for the betterment of the community.

IMPLEMENTATION STRATEGY

To disseminate the knowledge about basic human rights and develop supportive environment for achieving goals, Education Research and Development Association (ERADA) contributed to knowledge production in the discourse of rights based development, which included policy papers, books, publications, dissemination of IEC material on above mentioned topics and website entries. These multiple interventions at various tiers of society proved conducive in achieving “social harmony and consensus on issues among different segments of society for securing their rights regardless of caste, creed, color or sex.”

As long-term strategy of the organization ERADA strives to empower marginalized communities through its activities and interventions across Sindh province. To appreciate the struggle of women, men and communities for bringing change in their lives and communities, ERADA regularly compiles and publishes their stories in the shape as case studies and success stories. ERADA’s strategy for the promotion and defense of rights of minorities and fostering cooperation on issues related to peace and social harmony is to build linkages with other civil society networks.

The project with duration of six months from July, 2015 to December, 2015 was set to be implemented by dividing/celebrating a complete action month on one of the each topic respectively.

OUTREACH

The project was implemented in two districts namely Larkana and Kamber Shahdadkot by selecting the different union councils as its implementation strategy. A wide range of stakeholders have been identified i.e Educationists, Development Professionals, Lawyers, Social Activists, Teachers, Business Community, Vulnerable population, Government organizations, Minority and so on. The project was designed to be implemented by allocating a complete month on the component.

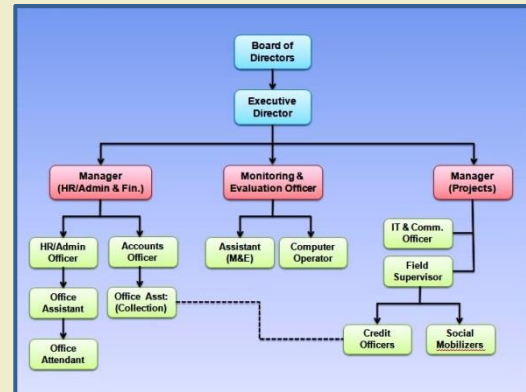


ERADA has been actively engaged in above listed districts of Sindh province:

- District Larkana
- District Kamber-Shahdadkot
- District Shikarpur
- District Dadu
- District Naushero Feroze

CONDUCT OF BUSINESS & ORGANIZATIONAL SYSTEMS

ERADA is governed by a Board of Directors which is responsible for policy decisions. Organization programme is implemented by a core management team, comprising of Executive Director, Management Committee and Programme Managers. The ERADA field operations are managed through regional and field unit offices.



BOARD OF DIRECTORS

Name	Designation	Profession	Qualification
Mr. Yasir Arafat	Chairman/ED	Social Activist	M.A (Sociology)
Mr. Mushtaque Ahmed	Vice Chairperson	Social Activist	M.A, LLB
Ms. Seema Mangi	Member	Social Activist	B.Sc
Mr. Abdul Razzaq	Member	Economist	M.A. Economics
Mr. Altaf Hussain	Member	Economist	M.A. Economics
Mr. Ghulam Hussain	Member	Agriculturist	M.Sc. Agriculture
Mr. Jan Muhammad	Member	Social Activist	Graduate

ERADA'S FULL TIME STAFF

Name	Designation	Qualification	Experience
Mr. Khursheed Alam	Manager Projects	MPA	06 Years
Mr. Kantesh Kumar	Manager HR & Finance	MBA	13 Years
Mr. Ghulam Hussain	Field Officer	M.Sc (Agri)	08 years
Ms. Seema Mangi	HR & Finance Officer	Graduate	04 years
Mr. Iftikhar	Credit Officer	Graduate	02 years
Mr. Shafique Ahmed	Credit Officer	B.A	03 years
Ms. Musarrat	Admin Assistant	Graduate	02 years
Ms Kainat	Office Assistant	B.Com	03 years
Mr. Muzaffar	Office Attendant	Intermediate	02 years

ERADA has also 30 paid and unpaid volunteers

INTERNAL CONTROLS

ERADA has long sought ways to better control the organization. Internal controls are put in place to keep the organization on course toward goals and achievement of its mission, and to minimize surprises along the way. Internal controls enable management to deal with rapidly changing economic and competitive environments, shifting customer demands and priorities, and restructuring for future growth. At ERADA internal controls promote efficiency, reduce risk of asset loss, and help ensure the reliability of financial statements and compliance with laws and regulations.

Internal controls are broadly defined as a process, affected by ERADA's board of directors, management and other personnel, designed to provide reasonable assurance regarding the achievement of objectives in the following categories:

- Effectiveness and efficiency of operations.
- Reliability of financial reporting.
- Compliance with applicable laws and regulations.

Internal controls consist of five interrelated components. These are derived from the way management runs a business, and are integrated with the management process. The components are:

1. Control Environment

The control environment sets the tone of an organization, influencing the control consciousness of its people. It is the foundation for all other components of internal controls, providing discipline and structure. Control environment factors include the integrity, ethical values and competence of the entity's people; management's philosophy and operating style; the way management assigns authority and responsibility, and organizes and develops its people; and the attention and direction provided by the board of directors/top management.

2. Risk Assessment

In this competitive environment, every organization faces a variety of risks from external and internal sources that must be assessed. A precondition to risk assessment is establishment of objectives, linked at different levels and internally consistent. Risk assessment is the identification and analysis of relevant risks to achievement of the objectives, forming a basis for determining how the risks should be managed.

3. Control Activities

Control activities are the policies and procedures that help ensure management directives are carried out. They help ensure that necessary actions are taken to address risks to achievement of the ERADA's objectives.

4. Information and Communication

Pertinent information is identified, captured and communicated in a form and timeframe that enable people to carry out the responsibilities. Information systems produce reports, containing operational, financial and compliance-related information, that make it possible to run and control the business. They deal not only with internally generated data, but also information about external events, activities and conditions necessary to informed business decision-making and external reporting.

All personnel receive a clear message from top management that control responsibilities must be taken seriously. They understand their own role in the internal control system, as well as how individual activities relate to the work of others. They have a means of communicating significant information upstream. This also means the effective communication with external parties, such as customers, suppliers, regulators and shareholders.

5. Monitoring

Internal control systems need to be monitored as a process that assesses the quality of the system's performance over time. This is accomplished through ongoing monitoring activities, separate evaluations or a combination of the two. Ongoing monitoring occurs in the course of operations. It includes regular management and supervisory activities, and other actions personnel take in performing their duties. There is synergy and linkage among these components, forming an integrated system that reacts dynamically to changing conditions.

What Internal Control Can Do

Internal controls help ERADA achieve its performance and targets, and prevent loss of resources. It helps ensure reliable financial reporting. And it also helps ensure that the enterprise complies with laws and regulations, avoiding damage to its reputation and other consequences. Conclusively it helps ERADA get to where it wants to go, and avoid pitfalls and surprises along the way.

Roles and Responsibilities

Everyone in an organization has responsibility for internal control.

Management

The Executive Director is ultimately responsible and assumes "ownership" of the system. More than any other individual, the Executive Director sets the "tone at the top" that affects integrity and ethics and other factors of a positive control environment.

BOARD OF DIRECTORS

Management is accountable to the Board of Directors, which provides governance, guidance and oversight. Effective board members are objective, capable and inquisitive. They also have knowledge of the organization's activities and environment, and commit the time necessary to fulfill their board responsibilities. Management may be in a position to override controls and ignore or stifle communications from subordinates, enabling a dishonest management which intentionally misrepresents results to cover its tracks.

INTERNAL AUDIT

Internal audits play an important role in evaluating the effectiveness of control systems, and contribute to ongoing effectiveness. Because of organizational position and authority in an entity, an internal audit function often plays a significant monitoring role.

MONITORING & EVALUATION

ERADA has applied a well-defined monitoring mechanism since birth of the organization. ERADA's monitoring and evaluation system determines whether the organization is using its resources efficiently and effectively. The system collects information, evaluates project performance and compares it to the goals and plans for the organization and its departments. Our monitoring and evaluation system starts with developing the system that's most appropriate for the organization. ERADA's Planning Monitoring and Evaluation System stresses on;

- Use of limited resources by minimizing wastes
- Delays in implementation through early detection of problems

Identifying necessary corrective measures/actions

External Audits

An external audit process ensures that a company's internal controls, processes, guidelines and policies are adequate, effective and in compliance with governmental requirements, industry standards and organizational policies.

The purpose of external audit is to verify that the annual accounts provide a true and fair picture of the organization's finances; and that the use of funds is in accordance with the aims and objects as outlined in the constitution.

ERADA ensures that the organization complies with statutory audit requirements. For the audit to be carried out, ERADA prepares annual accounts for the whole organization. The independent QCR rated auditor is selected. The financial audit is performed in accordance with Generally Accepted Auditing Standards of the country and determines whether the grant/donations/funds have been used in accordance with the grant agreement. The audit report is submitted to donors within 30 days after the completion of the audit, but the audit is completed no later than 12 months after the close of fiscal year. The audit for the last two years has been done by "M/S Asif Awan & Co. Islamabad".

Operational Accountability

In each ERADA office, a complaint/suggestions box is laying and approachable for communities as well as for ERADA staff so that they put their complaints/suggestions into box. ERADA management team holds meeting and responds to all complaints time to time. These offices support activities in the fields of water, housing, sanitation, disaster preparedness, health, education, livelihood, micro credit through social mobilization process with technical assistance of staff.

ERADA Technical Capabilities

Currently working with team of professionals (competent and technical), ERADA is a not-for-profit, development organization dedicated for increasing and sustaining urban and rural incomes by empowering farmers and rural entrepreneurs. Specifically, ERADA is specialized in capacity building programs, organizing communities commercial enterprise-based agricultural development initiatives, enhance agribusiness competitiveness, increase productivity and improve access to inputs and credit.

ERADA has extensive enterprise approach aimed at strengthening agricultural enterprises by addressing existing gaps, restoring production efficiencies, and introducing innovations to add value. ERADA possesses considerable institutional knowledge in designing commercial strategies for rural credit and works with both borrowers and lenders to improve enterprise analysis and risk management practices. The beneficiaries are trained in an appropriate way towards their development.

POLICIES DEVELOPED & ADOPTED

1. Human Resources Management	2. Finance and Credit Policy
3. Administrative Policy	4. Risk Management Policy
5. Reserves Policy	6. Stitching, Embroidery & Appliqué

Education Research & Development Association

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