



CWS-P/A has empowered women in Thatta District with skills, basic education, and knowledge on staying safe. Photo by Shahzad A. Fayyaz.

Newsletter

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Dear Readers,

We welcome you to read CWS-P/A's first newsletter for 2014. This January to April edition contains news about projects which continually impact the lives of communities in Pakistan and Afghanistan in positive ways. The projects include interventions in health and livelihoods for families in the districts of Kohat, Mansehra, Haripur, and Thatta in Pakistan.

In Afghanistan, CWS-P/A continues to strengthen educational opportunities, especially for girls, by increasing awareness among parents and community members and by building the capacity of teachers. The newsletter also highlights work in Afghanistan toward improving health, especially for women and children.

Additionally, read about the organization's work for minorities and in raising awareness on the issues they face. There is further news about CWS-P/A's work in promoting quality and accountability. This edition's Hot Topic is about contingency planning for humanitarian organizations.

We express our gratitude to you for taking the time to read our newsletter. You may send feedback and suggestions to commoffice@cwspa.org.pk

The CWS - P/A team

In This Edition

Suggested Reading

Quality and Accountability for Project Cycle Management – A Pocket Booklet for Field Practitioners



By: Sylvie Robert and Astrid de Valon

The first edition of the Quality and Accountability for Project Cycle Management booklet is a user-friendly guide to the various quality and accountability tools and standards. More importantly, it is a practical roadmap to project cycle management which helps incorporate quality and accountability and a variety of tools available at each stage of the project cycle.

The booklet has been specifically designed for field practitioners managing humanitarian or development projects. It contains synthesized explanations and concrete examples of tools. Moreover, the booklet aims to ensure quality and accountability to affected communities and the harmonization of Q&A initiatives. Translated versions of the booklet will be available soon in French, Urdu, and Dari.

To order a booklet, please contact CWS-P/A's Strengthening Humanitarian Assistance Program (SHA) at shaprograms@cwspa.org.pk

Table of Contents

In this Edition	02
Suggested Reading	02
Mission Statement	02
News from CWS-P/A	03
Vocational Training Inspires Young Afghan Men and Women	10
Implementing Education with Sports and Play	12
Guldasta's Story:	
Helping Women Regain Good Health	14
Words of Wisdom	16
Hot Topic	16

CWS-P/A's Mission Statement

CWS-P/A as an ecumenical organization will struggle for a community based on social justice, regardless of class, religion, gender, and culture by assisting marginalized communities in an accountable manner to achieve economic prosperity and improve human and social capital through participatory endeavor, which liberates people enhances their capacities to take control of their lives.

EDITORIAL TEAM : Kelli Siddiqui, Donna Fernandes, Hira Sajjad, Shahzad Ahmad, and Shama Mall

PHOTO CREDITS : Donna Fernandes, Shahzad Ahmad, Hira Sajjad and CWS-P/A Staff

Trainings Address Changing Needs

February

A range of training opportunities offered by CWS-P/A assist humanitarians in Pakistan to enhance their skills in the context of changing needs within the sector. These trainings are led by experienced and qualified professionals with innovative teaching methodologies to increase knowledge about leading topics and themes.

In mid-February, a diverse group of 16 participants representing different civil society organizations (CSOs) from Karachi, Lahore, Sheikhpura, and Islamabad attended CWS-P/A's training, "Essentials of Finance for Non-Finance Persons." The training held in Islamabad was designed to meet the training needs of staff aiming to increase their knowledge of effective and impact-driven financial strategies for their organizations.

The four-day training incorporated the theory and practical use of financial management tools, while participants worked on exercises relating to budgeting, chart of accounts, and financial planning. They were engaged in discussions about their organizational financial processes and procedures which helped them to evaluate the effectiveness of their current financial practices.

Training contents were also designed to familiarize participants with financial terminologies and to help them develop financial negotiations, actively participated in meetings involving financial discussions, create and monitor budgets, and most significantly, to increase their role in financial aspects.

An assessment at the end of the training revealed a substantial increase in the knowledge of participants and achieved its aim of providing non-finance managers with information on how finance relates to their development interventions and objectives.



First National Caucus Conference on Marriage Legalization of non-Muslims in Pakistan

February

CWS-P/A's work for religious minorities and marginalized communities in Pakistan aims to increase their political and parliamentary representation in the governance system. The work also aims to highlight key issues and challenges faced by marginalized and religious minority groups so that effective actions and solutions result in the implementation of improved laws and processes.

On February 15 and 16, the first national caucus conference, "Marriage Legalization of non-Muslim Communities in Pakistan" was held in Hyderabad, Sindh. Owing to the absence of a marriage legalization process for non-Muslims, minority community members face concerns primarily in proving their marital status. Since Pakistan's independence no concrete steps have been taken

regarding the social and political impact of the absence of laws for non-Muslims related to marriage legalization. They shared the understanding that while the lack of laws and policies about marriage legalization is a violation of international human rights and the constitution of Pakistan, it has also resulted in the social, legal, and political alienation of non-Muslims.

Furthermore, the two-day conference concluded with a declaration and call for action to legalize marriage of non-Muslims in Pakistan. The declaration emphasized the immediate finalization and passing of the Hindu Marriage Bill pending with the legal committee in the assembly. It called for law-making measures to stop forced conversions in the country among other demands. The appeal to the government also included an increase in the number of reserved seats for minorities in the National and Provincial Assemblies along with quotas in proportion to the population of non-Muslims in jobs, educational institutions, and government schemes among others.

Subsequently, news sources reported that the Chief Minister of Sindh, Syed Qaim Ali Shah, in a meeting with a minority delegation addressed issues including the mistreatment and abduction of Hindus. He also directed the authorities to work toward their release and that adequate legal action should be taken against the culprits. The Chief Minister also stressed the implementation of quotas for minorities in



to address the lack of law which has further contributed to other distresses. A few of these include gaining essential identification documents, obtaining visas, travelling, divorce, and inheritance.

The caucus conference included the participation of 13 parliamentarians and over 150 representatives from the Chamber of Commerce & Industry, District Bar Council, NGOs, INGOS, networks and consortiums, media houses, press clubs, journalist unions, lawyer's forums, religious groups, academia/think tanks, and political party representatives. During the conference, participants raised concerns

government jobs and development schemes.

Following this on March 4, the Hindu Marriage Act Bill was presented in the National Assembly. News updates currently state that this Bill has been referred to the standing committee. The conference received extensive media coverage which helped raise these issues at the national level. In March, efforts were also made stressing the lack of proper implementation of the quota system for minorities. It has been reported that the Chief Minister of Punjab, Shahzad Shareef issued orders for an amended notification in this regard.

Adhering to Quality and Accountability

January-April

Between the period January and April, CWS-P/A adhered to his commitments to promote quality and accountability by building capacities, providing guidance on quality and accountability tools, and offering technical support and professional services in the form of trainings and orientations among other activities. These highlights demonstrate CWS-P/A's aim to strengthen humanitarian assistance during emergency and non-emergency phases to enable better work and services to communities.

Quality and Accountability Support in the Philippines

In late 2013 following Typhoon Yolanda, CWS-P/A deployed a Q&A team to work in partnership with Lutheran World Relief (LWR) in the Philippines. The deployment focused on meeting the Q&A needs of partners and organizations working to assist affected communities. Capacity building activities focused on need-based orientations, the use of HAP and Sphere books, and technical support in the incorporation of Q&A components in project interventions. These led to the availability of Q&A technical resources within the organization to promote and build internal capacity. Furthermore, the institutionalization of Q&A at different levels (internal, government, etc) leads to enhanced accountability toward communities.

Quality and Accountability for Project Cycle Management

In March, CWS-P/A launched, Quality and Accountability for Project Cycle Management, in Islamabad. The publication is a guide for field practitioners who engage in

practical implementation of quality and accountability. It addresses the various quality and accountability tools and highlights which tools are available at each stage of the project cycle.

Currently, the booklet is available in English while



translation to Urdu, Dari, and French is underway. More than 300 booklets have been disseminated nationally and internationally. The books are available through CWS-P/A's Strengthening Humanitarian Assistance (SHA) Program.

CWS-P/A and Sphere Renew Partnership

CWS-P/A collaborates closely with The Sphere Project to promote awareness and encourage implementation of the Sphere Standards for disaster response. Since 2011, the organization has been the Sphere regional partner in Asia. This year, CWS-P/A and The Sphere Project renewed its partnership until 2016. The partnership includes the task of engaging with national focal points and supporting the humanitarian community on a national level to develop a Sphere focal point where absent. Current active sphere country focal points include Agency Coordination Body for Afghan Relief (ACBAR) in Afghanistan, Sphere Group Bangladesh, Radanar Ayar Rural Development Association in Burma, Masyarakat Penanggulangan Bencana Indonesia/Indonesian Society for Disaster Management (MPBI), International Consortium for Refugees (ICRI) in Iran, Japan NGO Center for International Cooperation (JANIC), DPNep Nepal, CWS-P/A, Lutheran World Relief in Philippines, Korea NGO Council for Overseas Cooperation (KCOC) in South Korea, Consortium of Humanitarian Agencies in Sri Lanka, Sphere Working Group in Vietnam. These have helped strengthened a community of Sphere practitioners in Asia which continue efforts and resources in promoting quality and accountability.



Building Community Capacities in Livestock Care

January-April

CWS-P/A has been working in Thatta District, Sindh, Pakistan to train men and women in livestock management in efforts to improve the quality of life for the livestock and subsequently the families that own the livestock. Trainings and community awareness sessions on livestock management as well as the importance of vaccinating and de-worming animals have benefitted 500 households in the district. These trainings are led by a qualified veterinarian who shares vital information to help families to better understand animal care and essential treatments particularly for preventable diseases. Families share that average milk production among animals range between roughly three to four kilograms of milk per day. They hope that as they apply the new knowledge and proper care giving techniques, the average milk production will increase to about ten to fifteen kilograms.



Safia from Jaffar Mallah Village says, "I participated in the livestock management training which helped me learn about taking care of livestock. I also learned about foot and mouth disease and other diseases."

Livestock management is a particularly important topic of discussion in Thatta as awareness regarding basic animal health practices is low and the floods of 2010, 2011, and 2012 have exacerbated the spread of disease and increased mortality rates among animals. Many community members have lost animals in the past and are, therefore, excited to learn new and easy livestock management practices, fully aware of how their family health also suffers when their animals are unhealthy.

Even with increased awareness, the overwhelming poverty in the district keeps many households from perusing medical care for their animals. In order to bridge this gap and tangibly show the target community members the benefits of animal health care, a vaccination and de-



worming campaign was initiated. A total of 2,237 animals have been treated to date. "We have been provided with door-to-door vaccination and de-worming," said Ms. Samani and Ms. Sami who reside in Dosso Himayati. "After this process of vaccination and deworming our animals seem to be in good condition. I did not have money before to buy medicines for my animals," shared Mohammad from Usman Mahindo Village. Community members were excited to see the instant improvement in their animal's health and hope to continue this practice in the future.

Furthermore, as the temperatures in southern parts of the country remain exceedingly hot, shading is necessary to properly protect animals from the sun. Animal shelters have been distributed to 100 households through this project. Community members took self-initiatives to build the shelters themselves after receiving the necessary materials.

In order to even further improve the health and productivity of large animals in the district, an activity for the artificial insemination of large animals will take place in May 2014. In coordination with the livestock department, CWS-P/A will artificially inseminate 100 large animals. Significant awareness regarding the potential benefits of introducing an improved breed of animal is currently ongoing as the practice of artificial insemination has not fully infiltrated Sindh as it has in other parts of Pakistan.

To ensure the sustainability of the project, established community organizations within the union councils work with community members to assist with various aspects. Community members believe that marketing skills and links to reach the dairy milk to markets as far as Karachi will prove instrumental in increased earnings.

Helping Communities in Kohat with Health & Nutrition

January-April



Recent UN statistics indicate that the majority of the currently displaced 1 million IDPs left homes from Kyber, Kurram, Orakzai, and South Waziristan. Most families moved to off-camp locations in the districts of Peshawar, Kohat, Hangu, and Nowshera. In Kohat, nearly 140,855 displaced individuals reside with existing communities in the district.

Many displaced families live each day with great difficulty. They have lost their earning sources which primarily depended on agriculture, small trades, and livestock. Causal and daily wage labor is now their main source of income, but it is often irregular and insufficient. The lack of sufficient earnings has also resulted in poor nutrition among families and higher rates of illness especially in women and children.

To respond to the plight of conflict-affected families and IDPs in Kohat, CWS-P/A's integrated and holistic approach includes the provision of preventive and curative health services and livelihood interventions. These interventions aim to improve health, income, and food sources for families.

Livelihoods

CWS-P/A's livelihood interventions include cash-for-work schemes which directly engages 895 men from displaced and conflict affected families as well as hosting families in four union councils of Kohat. A total of 45 cash-for-work schemes have been selected including 31 irrigation channels, 7 drains, and 7 street pavements. With rates of pay at 400 rupees per day (USD 4.1) and 800 rupees per day (USD 8.2) for unskilled and skilled labor, the work will commence in June for a duration of 35 days.

Kitchen gardening activities have been planned for 500 conflict affected and displaced families. While the intervention helps families with food supplies, it also allows them to continue kitchen gardening activities

when they return to their homes by sowing the seeds in their land. In the summer, families will receive seeds and organic fertilizer for vegetables including peas, onions, spinach, turnip, and radish and includes the provision of seeds and organic fertilizers. Also the distribution of poultry, cages, and grain feed benefits 400 families. Families will receive 12 crossbreed poultry in their egg laying stage.

More significantly, farming aspects include climate-friendly techniques, and cash-for-work schemes are designed to minimize the impact of disasters.

Health

With the organization's health interventions in Kohat aiming to increase access to quality health care, approximately 60,000 community members including women and children have received preventive and curative health care services. Vaccines for BCG, polio, pentavalent, and measles have been provided to more than 3,900 children. Over 2,460 vaccines for TT1 and 1,295 TT2 vaccines have benefited women. The provision of antenatal and postnatal care also benefits 2,756 women. Screenings through CWS-P/A's mobile laboratory unit assisted 2,858 community members and 460 referrals for community members to seek health services at the secondary and tertiary levels were made.

Health interventions continue in six union councils of Kohat and over 7,530 hygiene kits have been distributed along with 15,000 baby kits and 824 delivery kits. Thus far, 1,298 health sessions have been conducted for families and communities benefit from the creation of 21 village health committees. The health committees encourage community members to adopt healthy practices and seek necessary health care.

In the district's six union councils, CWS-P/A is the sole agency working to provide health services to the communities.

More significantly, project interventions ensure the participation of women through women's committees and allow community members to register complaints through CWS-P/A's complaints response mechanism.

Despite various challenges including security concerns, cultural sensitivities, and rough geography among others in Kohat, CWS-P/A is ensuring that all emergency response activities meet the highest standards and allow communities to fully participate. These services continue until September 2014.

A mother receives medical health assistance for her baby at CWS-P/A's MNCH in Thatta District



Women attend a training on soap-making in Thatta District.



Community members collect sand in sand bags as part of a training on disaster risk reduction in Thatta District



A mother and her child receive health assistance at CWS-P/A's MNCH in Afghanistan





Staff members attend a HMIS training in Afghanistan



Vocational Training Inspires Young Afghan Men and Women

By: Hira Sajjad

Years of war, political disturbance, and insecurity in Afghanistan resulted in millions of Afghans seeking refuge in neighboring countries. Currently, Pakistan hosts 1.61 million registered Afghan refugees with more than 161,809 residing in six refugee camps in Mansehra and Haripur districts. A majority of refugees struggle due to limited economic opportunities and social services, including livelihood and health care.

To support the rehabilitation of refugee communities in Pakistan, Church World Service-Pakistan/Afghanistan is implementing a vocational training and market development project in Mansehra and Haripur with financial assistance from the Bureau of Population, Refugees, and Migration (PRM) since 2010.

Participating community members were trained in one of seven possible trades with the aim of increasing their employment and income potential. A four-month program imparted certifiable skills training to men in welding,

electrical works, carpentry, auto mechanics, and auto electrician. Women participated in handicraft and dress designing in affiliation with Skill Development Council Peshawar. Upon course completion, graduates received a tool kit designed for their respective trades, which enabled them to establish small scale businesses or more easily find employment. As a part of the training opportunity, trainees worked closely with experienced professionals to develop and enhance their practical skills according to the market need under a one-month apprenticeship program. Additionally, CWS-P/A also provided an honorarium and a proper meal along with refreshments to the trainees on daily basis to encourage participation.

Several mobilization meetings with the communities assisted CWS-P/A project staff to form committees for men and women, which extended support in identifying trainees and monitoring of the vocational training centers. As of January 2014, 903 men and 323 women successfully completed their training. CWS-P/A's team facilitated the graduates to create market linkages and secured employment of 75% of graduates, all of whom are now in a stronger position to earn an income for their families. During March 2014, all women from the second batch of training successfully passed the final assessment carried out by the Skill Development Council Peshawar. Due to cultural limitations, the mobility of Afghan women is restricted outside the camps; hence, a group of eight female Pakistani graduates was formed in order to create

linkages between the vendors and refugee graduates to sell their products. In addition to enhancing market linkages this initiative also assisted women to contribute to their household's income. Currently, a third session of training is underway, comprising of 290 (137 women and 153 men) trainees.

"I am thankful to CWS-P/A for providing me technical skills and for introducing my products to the market through which now I am able to earn a significant amount of money and can fulfill the needs of my family," shared, Totia Bibi. A resident of Khaki Camp, Totia Bibi was dependent on her relatives and neighbors for financial support since her husband is not capable to sustain his family's livelihood due to disability. During the training she started to receive small orders within the camp and after completion she was linked with Khaki Handicraft Hub Market. She now earns PKR 5,000/month (USD 50). "My children were attending a camp school, but now I am pleased to enroll my three children in a public school as they acquire quality education."

Raheem Ullah, from Haripur, is very happy to complete his four-month carpentry training with an ambition to start his own business. "I was under a lot of stress and pressure to learn and start my own business because I have a huge responsibility of my seven young children." Not only he was able to start his own business but he also employed three of his peer graduates on a daily wage of Rs 100 (USD 1). "I wish to further extend my business and employ more



workers and enhance their capacity. I am hopeful that this will happen soon."

To complement these trades and promote sustainable income generation, further guidance on market behavior, career counseling and résumé writing was provided. Trainees were also oriented about Humanitarian Accountability Partnership (HAP), Quality and Accountability (Q&A) and Complaint Response Mechanism (CRM). CWS-P/A has been providing assistance to Afghan refugees for more than 30 years. To help restore normalcy in their lives by providing basic facilities, the aim is to empower Afghan refugees through improved access to health services and livelihood opportunities.





Implementing Education with Sports and Play

By: Donna Fernandes

Sports as a subject which is taught in schools is part of the Ministry of Education's curriculum in Afghanistan. It focuses on the history of different sports as well as practically playing those sports. Owing to the lack of funding to purchase sports goods, children are not able to fully learn about the subject in practice. To support the government's curriculum and based on a survey conducted by the organization's project's staff, CWS-P/A will begin to distribute sports goods to 14 schools where it has already been working to increase enrollment rates. These sports goods include footballs, football nets, volleyballs, volleyball nets, badminton rackets, badminton nets, cricket bats, wickets and balls, skipping ropes, table soccer, and table tennis equipment. This year the project established play areas and installed playground equipment in five schools in the provinces of Nangarhar and Laghman. The recreational activities remain essential to promote healthy choices among children and it also makes learning enjoyable and results in lower rates of missed school days.

Principal Sayed Naqibullah describes, "I did not honestly know that the children would love the play area this much.

Previously, the children were coming to school very late or sometimes right on time and even we were experiencing a lot of absentees at the primary level classes. However, after the establishment of the play area and installation of the swings, the children reach school even an hour before the start of the classes to have enough time for playing in the play area. I can physically see the decrease in absentees and more importantly, the smile on the face of each child."

The children's excitement was also recorded while construction took place at their schools. "I was really enjoying seeing the school children appreciating my work and were impatiently waiting for the completion of the work," said Akmal, head at the construction company. He added, "Everyday, I was questioned by the school children as to when the play area would be established and swings installed and when they would be able to play with the swings."

In the last phase of the project to increase enrollment rates 2,001 students (1,554 girls and 447 boys) were enrolled into schools to begin grade one. A "Masters Teacher Training on Pedagogical Skills" helped 62 teachers with training on child psychology, child rights, gender equality, peace education, and teaching methodologies. To ensure that teachers are able to implement their new skills from various trainings provided through the project, CWS-P/A established three teacher resource centers (TRCs). Two additional TRCs will be established and cumulatively all TRCs benefit 14 schools. Stationery supplies, books,



Moreover, the work is largely supported by parents and shuras (local councils) in the area.

CWS-P/A uses a comprehensive approach to promoting education in Afghanistan. For the past five years, the organization has conducted awareness sessions with parents and community members about the importance of education for children and particularly, girls. The project has also distributed school bags, magnetic boards, and abacus among other learning materials for children.

The establishment of play areas makes learning fun and balances children's mental and physical requirements. Overall, the project's interventions focus on sustainability to ensure children are in school – a place where they belong. The TRCs also help teachers to impart quality education with long term access to teaching materials that aid with teaching.

furniture, floor mats, book shelves, chart papers, and more all comprise the TRC. Restocking of supplies takes place every six months. An orientation session for teachers was also conducted to give teachers an overview on the efficient use of the resources within the TRC.

Among other project interventions, students also attend camps which aim to increase their knowledge on essential topics including human and child rights and elections.

In Afghanistan, these educational initiatives are supported by the generous contributions of Presbyterian World Service & Development (PWS&D) and Act for Peace.





Guldasta's Story: Helping Women Regain Good Health

Collected by: Dr. Shakira

In Afghanistan, CWS-P/A has been working for three years to help women regain improved health. Through the establishment of maternal and child health care centers, skilled medical staff, free medicines, and awareness sessions among other interventions, the project has achieved remarkably low maternal and neonatal mortality rates. The establishment of delivery rooms with trained lady health workers contributes to this success. CWS-P/A is thankful for the generous funding of the Canadian International Development Agency (CIDA) through Presbyterian World Service & Development (PWS&D). The funding is helping women like Guldasta to gain access to medical care and treatment to overcome health issues.

Guldasta resides in Kachoor Salab Village located in Alingar District, Afghanistan in a poor household. She is usually busy helping her husband who is a farmer. Guldasta's husband needs assistance with daily farm activities due to polio which has hindered functioning in one foot. The



couple has been married for eight years. They had been anxiously waiting to have a baby, but Guldasta's poor health conditions made it difficult for her to continue with her pregnancies. She said, "I was pregnant three times, and my health condition was weak. Each time I would get ill,



Guldasta further shared, "I had weak muscles and other deficiencies in my body. My uterus was unable to support the fetus and each time the baby grew it would become difficult for me to continue with the pregnancy. I was informed about a ring that would aid in the protection of my uterine prolapse. My husband and I agreed to go ahead and I had the ring fixed. I was provided with supplements including iron, folic acid, and multivitamins."

Following this Guldasta regularly visited the clinic each month and soon became pregnant. She said, "The midwife gave me a card for the clinic to record my visits. I

and I would lose my child in the first or second trimester. After having lost my child for the third time, a female health worker visited my home. I shared my story with her, and she told me about the clinic where I would receive a physical checkup from a female doctor. I was hesitant, but I went there. The midwife told me about my health condition."

noticed the change in my health during pregnancy. I had my baby in the clinic and our health conditions were good soon after the delivery. I was warmly welcomed to my home by my mother-in-law and other family members. My husband put his hat on the floor and prayed in a loud voice that Allah help those who helped me and also help the clinic doctors and those who support and established the clinic for poor people like us."





Words of Wisdom

“Education breeds confidence. Confidence breeds hope. Hope breeds peace.”

Confucius (551–479 BC)

Hot Topic

Contingency Planning for Disasters

With an accelerating rate of global disasters, contingency planning and preparedness has become a core organizational activity for humanitarian agencies. The development of a contingency plan helps an organization to effectively respond immediately following a disaster. Based on annual predictions and forecasts from relevant line departments, a contingency plan is developed to demonstrate an organization's response plan and institutional capacity during emergency situations. Detailed plans often include potential local partners and a list of prepositioned relief items that can be immediately mobilized when a disaster strikes.

Contingency planning as a management tool involves other departments within an organization including finance, human resources, operations, and communications to ensure preparedness and timely and effective response when a disaster occurs. While successful contingency plans must

be a collaborative effort, the plans must also be linked to the systems and processes of governments, partners, and concerned bodies at all levels.

In order to prepare for planning, a contingency plan document essentially analyzes disasters, vulnerabilities, risks, and impacts. This activation plan stresses on management, coordination, and quality and accountability. Updated plans and regular reviews during and after response are crucial in effectively responding to disasters as changes occur in an organization.

CWS-P/A's contingency plans support its disaster management practitioners to respond quickly and effectively to emergencies. Additionally, CWS-P/A ensures that these plans are simple, realistic, participatory, and include response actions that are essential to address needs in an emergency. At the same time, the organization's plans emphasize upholding principles of quality and accountability.

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