ORGANIZATION PROFILE

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Street 3, Part A, Khushal Maina,
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RIGHTS-RESILIENCE-RESULT

Empowering communities through transparent action and accountable growth

2025

ABOUT OUR ORGANIZATION

BACKGROUND

The Bureau for Rights-Based Development (BRD) is a registered non-profit, non-governmental organization established in 2002. BRD is committed to promoting rights-based development to foster a strong, inclusive, and pluralistic society in Afghanistan. Our mission is to empower individuals and communities—especially the most vulnerable—by addressing the root causes of poverty, inequality, and injustice. We believe that sustainable development is only possible when people are aware of their rights and are equipped to claim and protect.

RIGHTS-RESILIENCE- RESEULT

VISION

A peaceful, equitable and prosperous Afghanistan where every individual—regardless of gender, ethnicity, or background—can live with dignity, opportunity, and hope.

MISSION

BRD works to empower men and women to improve their lives through fair, sustainable resource use, with a focus on supporting vulnerable groups—especially women and children.

CORE VALUES

- ·Commitment to quality and innovation
- ·Integrity in ethical conduct
- ·Accountability through transparency
- ·Respect for diversity
- ·Impartiality in service delivery
- ·Professionalism in operations

GOVERNANCE AND MANAGEMENT

GENERAL ASSEMBLY

The General Assembly is BRD's highest decision-making body. It convenes annually, granting all members the right to vote in accordance with the organization's statutes. This assembly plays a central role in shaping BRD's strategic direction and ensuring democratic participation in key decisions.

BOARD OF DIRECTORS

Elected by the General Assembly, the Board of Directors is responsible for setting BRD's strategic vision and policy framework. It provides oversight of the executive team to ensure transparency, accountability, and alignment with BRD's mission and values. The Board also ensures full compliance with all legal and statutory requirements, maintaining checks and balances across the organization's operations.

MANAGEMENT

BRD's management team includes the Executive Director, Program Director, Program Manager, Finance Manager, and heads of key programs and projects. This strong organizational structure ensures effective and efficient program delivery, maximizing impact and results.

## INTERNAL CONTROL MECHANISM AND POLICIES

BRD has established a comprehensive internal control system to ensure its operations align with its mission, international standards, and donor requirements. This system is supported by detailed policies covering areas such as finance, HR, procurement, safety, gender, child protection, data protection, and more. Complaints and corrective actions are documented and addressed through assignment-specific manuals. The Managing Director is responsible for overseeing responses, with annual reviews by the Board and auditors.

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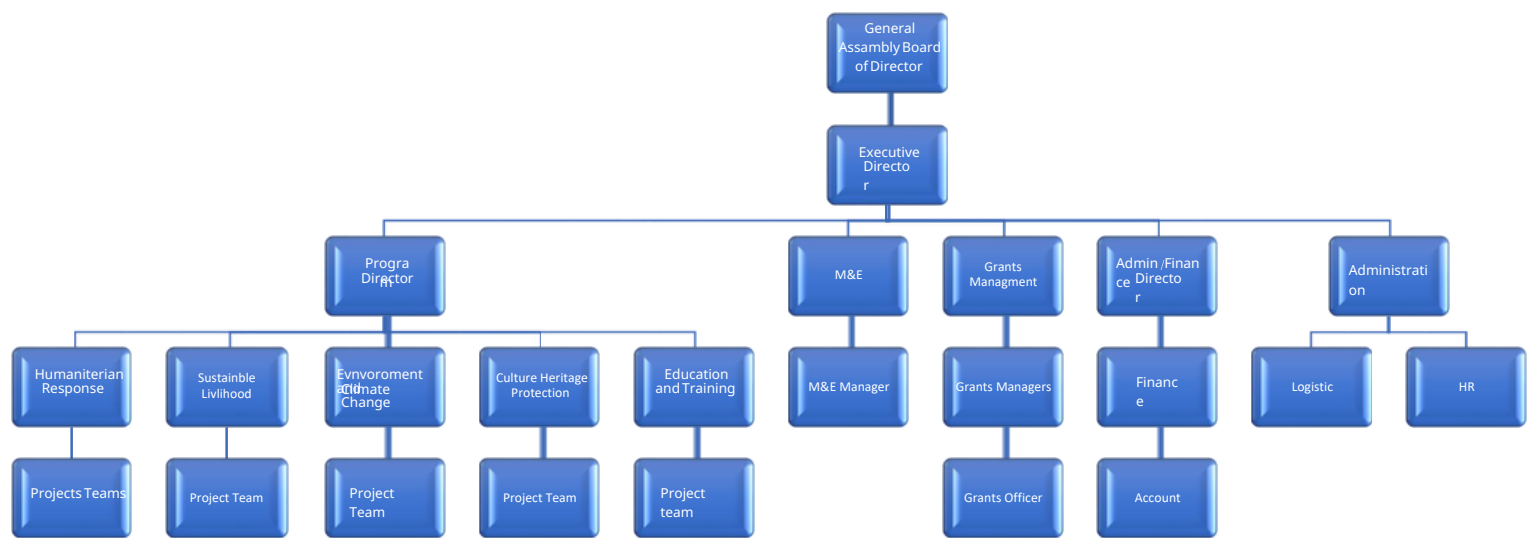
INTEGRITY IN ACTION, PROGRESS WITH PURPOSE

STRATEGIC OBJECTIVES

Our strategic objectives guide our efforts to create lasting, positive change in the communities we serve. The 2024-2028 Strategy has set the direction for BRD's work in Afghanistan, which Influenced by our vision, mission, and values, the plan outlines our strategic objectives and the outcomes we hope to achieve in the four years period.

Community Health and Well-being

Protect and Support Vulnerable Groups

Education for Everyone

Protect environment and adopt to climate change

Preserve culture heritage in risk

Response to humanitarian crises

Ensure that BRD is sustainable organisation

CORE PROGRAM AREAS

We've adapted to a new reality, re-establishing critical programs that address poverty and empower communities. We also continue to advocate for sustained international support — because Afghanistan cannot be forgotten. Your support matters. Help us continue our mission and bring lasting change to those who need it most. Our key programs:

Sustainable Livelihood Program

- Focuses on economic empowerment through fair and sustainable resource use.
- Supports vulnerable groups, especially women and youth, with vocational training and income-generating activities.

Education Program

- Enhances access to quality education, particularly for girls and marginalized communities.
- Includes formal and non-formal education initiatives.

Protection Program

- Addresses issues related to child protection, gender-based violence
- Provides legal aid and psychosocial support.

Community Health Outreach Program

- Promotes public health awareness and access to basic healthcare services.
- Focuses on maternal and child health, hygiene, and disease prevention.

Environment and Climate Change Program

- Encourages sustainable environmental practices and climate resilience.
- Includes reforestation, water conservation and community education.

Preserving Cultural Heritage

- Works to safeguard Afghanistan's cultural heritage through documentation and community engagement.
- Partners with international bodies for cultural preservation.

EMPOWERING CHANGE, SUSTAINING IMPACT

WORKING METHODS

PROGRAMMING PRINCIPLES AND APPROACHES

BRD works through a rights-based, participatory approach—empowering communities to claim their rights and lead change. We integrate gender, environment, and conflict sensitivity, align with international standards, and focus on 12 SDGs. Our methods ensure transparency, local ownership, and sustainable impact through inclusive, accountable, and context-driven programming.

THEORY OF CHANGE

We believe that marginalised and poor communities possess the potential and knowledge to overcome poverty and claim their rights. By raising awareness and organizing communities around solidarity and advocacy, we empower them to challenge the structural causes of poverty and injustice. Our Human Rights-Based Approach (HRBA) is central to this transformation. We focus on:

·Empowering individuals with knowledge and skills
·Promoting meaningful participation in decision-making
·Supporting communities—especially women and marginalised groups—to gain confidence and control over resources. Human Rights-Based Approach (HRBA)
BRD connects poverty eradication with human rights.
We empower right-holders

HUMAN RIGHTS-BASED APPROACH

BRD connects poverty eradication with human rights. We empower right-holders to:
· Know and claim their rights
· Access resources and services
· Hold duty-bearers accountable

We work with both state and non-state actors to promote accountability and use HRBA as a tool for policy advocacy at national and international levels.

PARTNERSHIP DIALOGUE

BRD connects poverty eradication with human rights. We empower right-holders to:
· Know and claim their rights
· Access resources and services
· Hold duty-bearers accountable

We work with both state and non-state actors to promote accountability and use HRBA as a tool for policy advocacy at national and international levels.

INTERNATIONAL DEVELOPMENT PRINCIPLES

BRD aligns its programs with global best practices, including:
· Paris Declaration (2005)
· Accra Agenda for Action (2008)
· Busan Outcome Document (2011)

We ensure:
· Local ownership and participation
· Alignment with national strategies
· Contribution to Sustainable Development Goals (SDGs)

CROSS CUTTING THEMES

BUILDING INCLUSIVE FUTURES

GENDER EQUALITY

We mainstream gender across all operations by:

- Conducting gender analysis
- Addressing root causes of inequality
- Using disaggregated indicators and data
- Implementing gender-sensitive monitoring and evaluation

ENVIRONMENTAL SUSTAINABILITY

BRD integrates environmental considerations through:

- Environmental Management Systems (EMS)
- Risk identification and mitigation
- Environmental Impact Analysis (EIA)

CONFLICT SENSITIVITY

We apply the Do No Harm principle and assess power dynamics to:

- Avoid negative impacts
- Promote impartiality
- Treat communities as partners in change

ADVANCING JUSTICE, EMPOWERING COMMUNITIES

POVERTY ERADICATION AND SDGS

POVERTY EDRUDICTION STRATEGEY

We address poverty as a multidimensional issue through:

- Power and Voice – Empowering communities to claim rights
- Resources – Providing sustainable livelihood opportunities
- Opportunities and Choice – Supporting education and youth development

COMMITTMENT TO SUSTAINABLE DEVELOPMENT GOALS (SDGS

BRD is deeply committed to advancing the United Nations Sustainable Development Goals (SDGs) through its rights-based development programs. These goals are fully integrated into BRD's work ensuring that all initiatives contribute to inclusive, equitable, and sustainable development. BRD supports 13 of the 17 SDGs, focusing on areas such as poverty eradication, gender equality, quality education, clean water and sanitation, decent work, reduced inequalities, climate action, and strong institutions. Each program is designed to address systemic barriers and promote local ownership, resilience, and accountability—ensuring that no one is left behind.

CORE HUMANITARIAN PRINCIPLES

Humanity
- Human suffering must be addressed wherever it is found. The purpose of humanitarian action is to protect life and health and ensure respect for human beings.

Neutrality
- Humanitarian actors must not take sides in hostilities or engage in controversies of a political, racial, religious, or ideological nature

Impartiality
- Humanitarian action must be carried out since need alone, giving priority to the most urgent cases of distress and making no adverse distinction based on nationality, race, gender, religious belief, class, or political opinion.
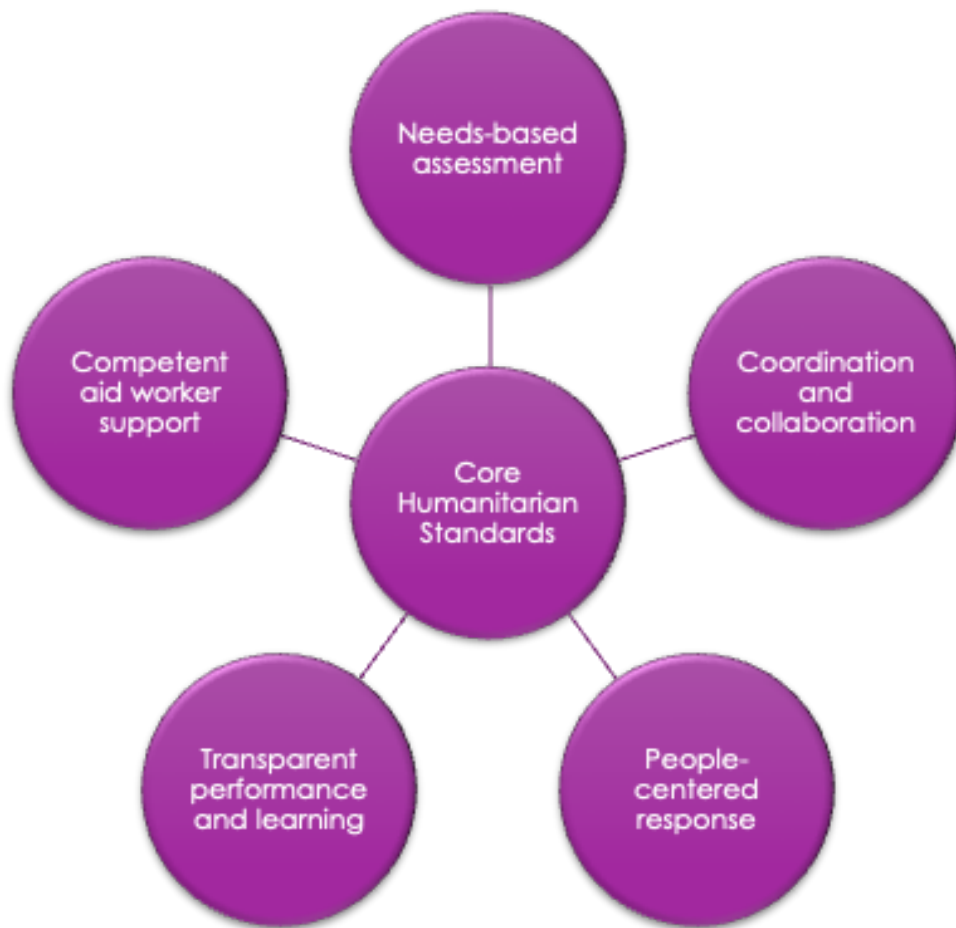
Independence
- Humanitarian action must be autonomous from the political, economic, military, or other objectives that any actor may hold with regard to areas where humanitarian action is being implemented.

WHERE ACCOUNTABILITY MEETS COMMUNITY DEVELOPMENT

CORE HUMANITARIAN STANDARDS (CHS)

BUILDING RESILIENT COMMUNITIES, ONE STEP AT A TIME

ACCOUNTABILITY TO AFFECTED POPULATION

To improve the quality and effectiveness our humanitarian response and accountability to the crisis-affected populations, BRD is adhere the bellow commitments.

Communities and people affected by crisis receive assistance appropriate and relevant to their needs.

Communities and people affected by crisis are not negatively affected and are more prepared, resilient, and less at-risk as a result of humanitarian action.

Communities and people affected by crisis have access to the humanitarian assistance they need at the right time.

Communities and people affected by crisis receive coordinated, complementary assistance.
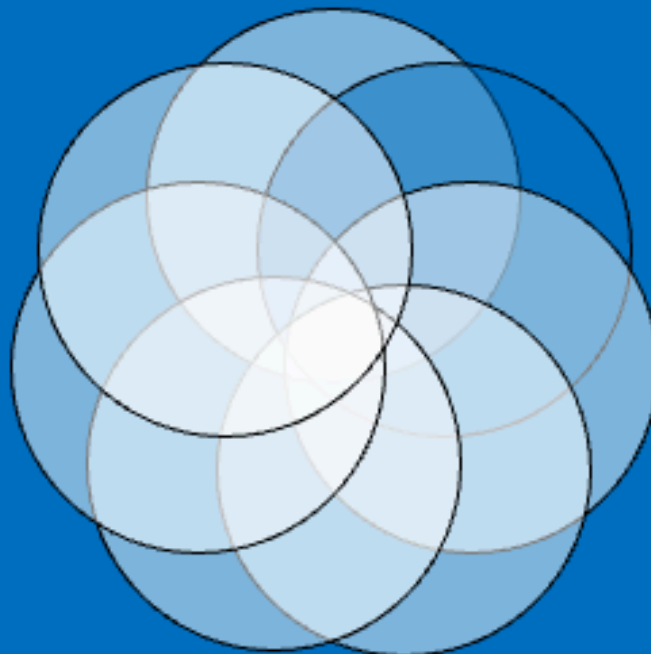
Communities and people affected by crisis have access to safe and responsive mechanisms to handle complaints.

Communities and people affected by crisis are not negatively affected and are more prepared, resilient, and less at-risk as a result of humanitarian action.

Communities and people affected by crisis know their rights and entitlements, have access to information and participate in decisions that affect them.

TECHNICAL APPROACHES

GRANT MANAGEMENT

Our approach is built on clear standard operating procedures and regular communication with internal teams and donors. This ensures that grant-funded projects meet deadlines, comply with financial and administrative requirements, stay within budget, and achieve intended outcomes. Monitoring and evaluation (M&E) systems and results-based reporting are integral to our process, along with maintaining accurate records and transparent communication.

In addition to receiving grants, BRD has successfully managed small grants for civil society and community-based organizations. Notable examples include:

- Participatory Irrigation Management Capacity Building Program (funded by MAIL/ADB): Managed 40 grants to CBOs in Nangarhar and Balkh provinces.
- Justice and Public Administration Fellowship Program (funded by the U.S. Department of State): In partnership with Relief International and the University of Virginia, BRD administered small grants to CSOs participating in the fellowship.
- Capacity Conflict Management and Anti-Corruption Program: Provided 12 grants to CSO members for implementing follow-up actions.

PERFORMANCE QUALITY ASSURANCE SYSTEM

BRD maintains a strong Performance Quality Assurance System to ensure high service standards and alignment with organizational goals. Qualified experts are recruited through a rigorous, transparent process governed by comprehensive HR policies.

Staff and consultants are evaluated regularly based on job descriptions and deliverables, following BRD's Performance Management System. All personnel must sign a binding Code of Conduct, emphasizing integrity, professionalism, and ethical behavior.

BRD enforces zero tolerance for sexual harassment, promotes gender equality, respects diversity, and upholds human rights. These structured procedures ensure all tasks are completed to high standards and within set timelines.

SAFEGUARDING THE WELL-BEING OF OUR STAFF

BRD is committed to the safety and well-being of its staff, especially given the operational challenges in Afghanistan. The organization enforces comprehensive security policies and contingency plans to minimize risks during fieldwork and travel.

Our health and safety policy ensures a secure work environment through proactive risk assessment and management, particularly for manual and field operations. BRD regularly updates its practices to remain effective and relevant.

These efforts foster a culture of safety, resilience, and support, enabling teams to work confidently and securely.

PROJECT MANAGEMENT

PROJECT MANAGMENT APPROACHE

BRD's projects are guided by robust project management and quality assurance systems, with quality assurance at the core of our operations. To ensure timely execution and effective coordination, we emphasize clear communication and structured planning.

We employ a systems approach to project management—an analytical and holistic method for addressing complex challenges. This involves:

- ·Defining the project scope
- ·Breaking it into manageable components
- ·Identifying problems, opportunities, constraints, and needs
- ·Evaluating potential solutions
- ·Selecting the optimal strategy and developing an action plan
- ·Continuously adapting the plan to environmental changes
- This approach ensures that each project is responsive, efficient, and aligned with its intended goals.

MONIROING, EVALUATION AND LEARNING (MEAL)

BRD employs a comprehensive Monitoring, Evaluation, and Learning (MEAL) framework to enhance program effectiveness, accountability, and continuous improvement. Our MEAL approach integrates systematic data collection, performance tracking, and participatory evaluation to ensure that programs are responsive and impactful.

Key practices include:
- Regular collection and analysis of quantitative and qualitative data
- Tracking performance indicators aligned with project objectives
- Engaging stakeholders in participatory evaluation processes
- Applying adaptive learning to refine strategies and interventions
- Integrating feedback into program design and implementation

Through MEAL, BRD fosters a culture of learning and evidence-based decision-making, ensuring that our interventions remain relevant, effective, and aligned with community needs.

TECHNICAL COMPETENCE

Since its establishment in 2002, BRD has successfully implemented a wide range of development, humanitarian, and capacity-building projects at the grassroots level across Afghanistan. Through sustained engagement with local communities, BRD has cultivated strong partnerships and built trust, enabling effective and culturally sensitive interventions that address the genuine needs of the population.

Our deep understanding of the local context, culture, and socio-political dynamics has been instrumental in shaping resilient and adaptive approaches. Despite evolving security and political challenges, BRD has consistently maintained its operational presence by developing alternative delivery mechanisms and flexible implementation strategies.

BRD offers the following core competencies:

- Extensive Regional Experience: Proven track record of designing and delivering targeted interventions across all regions of Afghanistan for numerous international organizations. Our cross-sectoral work provides valuable insights into stakeholder concerns, including those of government entities and civil society, and helps navigate the complexities of program delivery and engagement.
- ·Expertise in Economic and Social Development: Significant experience in designing, implementing, and evaluating programs aimed at promoting economic growth, alleviating extreme poverty, and fostering sustainable livelihoods.
- ·Highly Skilled Team: BRD's team comprises seasoned professionals with extensive experience and contextual knowledge gained through years of work in Afghanistan. This enables us to mobilize quickly and deliver results efficiently.
- ·Community Development and Governance: Over two decades of experience in community empowerment, local governance, baseline assessments, program design and implementation, monitoring and evaluation, and impact assessments.
- ·Through these competencies, BRD continues to deliver high-impact, locally grounded solutions that contribute to sustainable development and institutional strengthening in Afghanistan.

GEOGRAPHICAL COVERAGE AND REGIONAL PRESENCE IN AFGHANISTAN

BRD has implemented projects across all 34 provinces of Afghanistan, maintaining a strong presence nationwide through our regional office in all 7 regions in Afghanistan. Our long-term engagement and deep local relationships enable rapid mobilisation and expansion of activities in any province, ensuring effective and responsive interventions.

OUR TEAM

BRD is powered by a diverse and skilled team committed to advancing our mission. Our structure includes:

- Core Team: Full-time professionals ensuring consistent organizational support.
- Project Staff: Hired per project needs, offering specialized expertise.
- Consultants & Experts: Engaged for strategic, short- or long-term assignments.
- Temporary Staff: Casual and skilled workers supporting specific project phases.

EXPERTISE AND SPECIALISATION
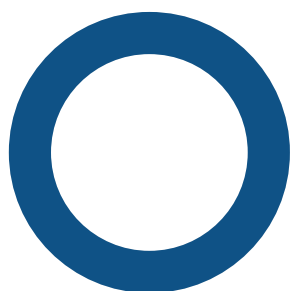
MULTI-SECTOR PROJECT IMPLEMENTATION

Experienced in delivering complex projects in:
- Human rights & humanitarian response
- Sustainable livelihoods
- Education & training
- Protection & community engagement
- Gender mainstreaming
- Feasibility studies, assessments, and evaluations
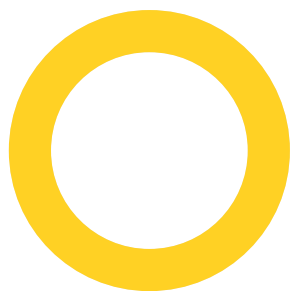
CAPACITY BUIDLING&STAKEHOLDER ENGAGEMENT

Strengthening institutions like:
- Government ministries
- Civil society & community organizations
- Women's & youth groups, NGOs, and think tanks
- Through training, mentorship, and advisory services.
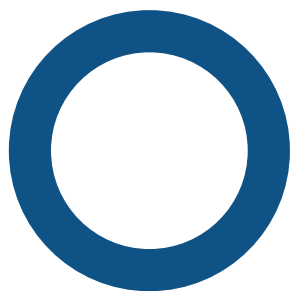
INSTITUTION DEVELOPMENT AND SUSTAINABILITY

Focused on:
- Strategic planning
- Stakeholder coordination
- Monitoring & evaluation systems

DONOR COMPLAINCE AND PROJECT CYCLE MANAGMNET

Expertise in donor regulations and full-cycle project management.

PROJECT CAPABILITIES

🌐 BRD PROJECT CAPABILITIES (2002–2024)

Since its inception in 2002, BRD has demonstrated a robust and diverse portfolio of projects aimed at fostering sustainable development, cultural preservation, governance reform, and community empowerment across Afghanistan. The organization has successfully collaborated with international donors, government institutions, and civil society to implement over 50 projects spanning multiple sectors and regions.

Family Reached

218250

Individual Helped

1527750

Provinces Covered

34

BUILDING INCLUSIVE FUTURES

STRATEGIC PARTNERSHIP AND NETWOK MEMBERSHIP

To enhance its impact, broaden its reach, and strengthen its technical and operational capacity, BRD has established strategic partnerships and holds memberships with several prominent national and international networks. These collaborations enable BRD to leverage global expertise, access valuable resources, and engage in meaningful knowledge exchange and joint initiatives. These partnerships and memberships reflect BRD's commitment to collaboration, innovation, and excellence in delivering impactful programs and services.

DONORS AND FUNDING (INCEPTION-2025)

Since its inception, the Bureau for Rights-Based Development (BRD) has cultivated strong and diverse partnerships with international organizations, development agencies, embassies, and civil society institutions. These collaborations have been instrumental in supporting BRD's mission to promote human rights, governance, and sustainable development. With contributions from esteemed donors such as UNICEF, the Asian Development Bank, USAID, UNAMA and UNESCO and among many others, BRD has successfully implemented a wide range of impactful projects. The collective support from these partners reflects a shared commitment to empowering communities and fostering inclusive progress across Afghanistan.

BRD Funding and Donors (inception -2025)
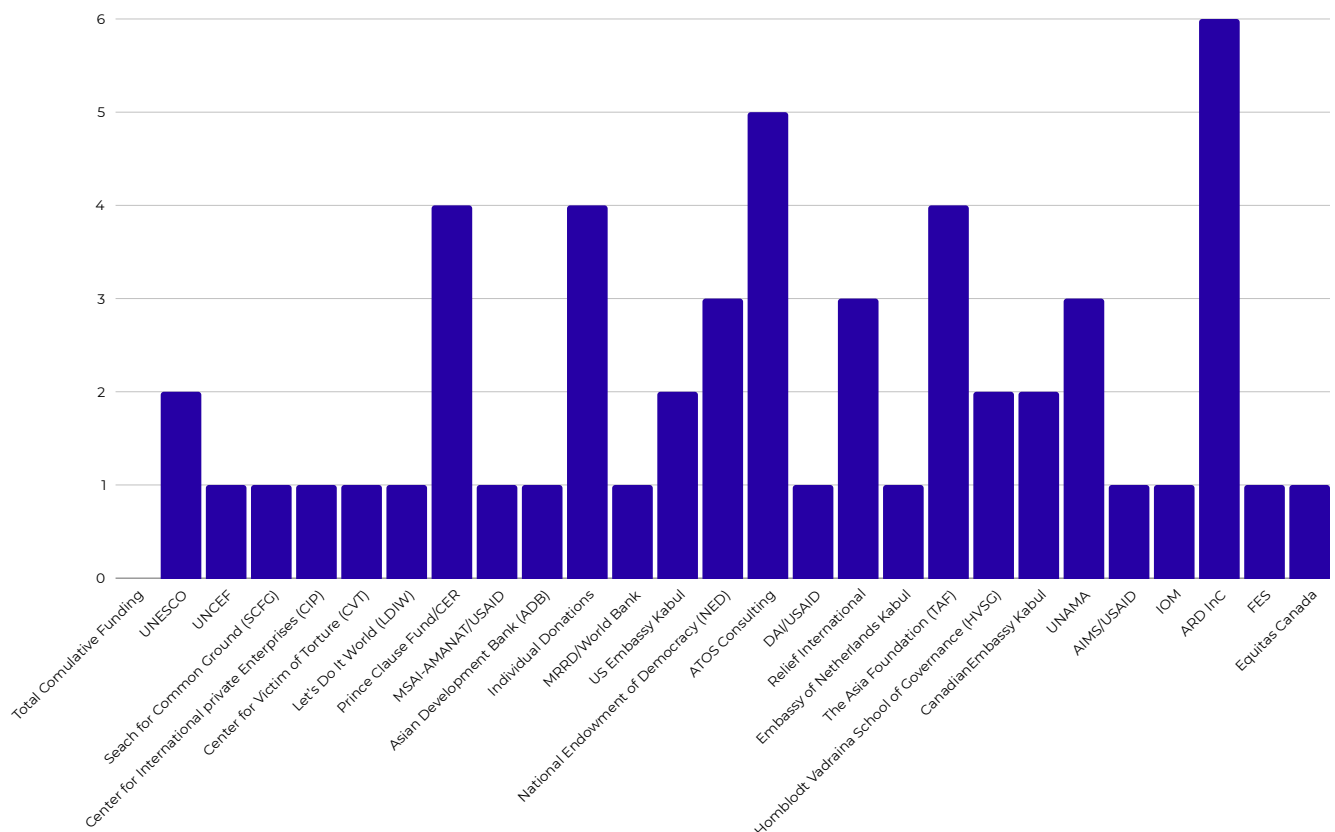
DONORS AND FUNDING OVER THE PAST FIVE YEARS

In the past five years, BRD secured $1.38 million in funding from various donors. The Asian Development Bank (ADB) was the top contributor with $721,440, followed by UNICEF, USAID, and the Prince Claus Fund. Additional support came from organizations like UNESCO, CVT, CIPE, SCFG, LDIW, and individual donors, reflecting broad international and grassroots backing.

BRD Donors and Funding Status - 2019-2025
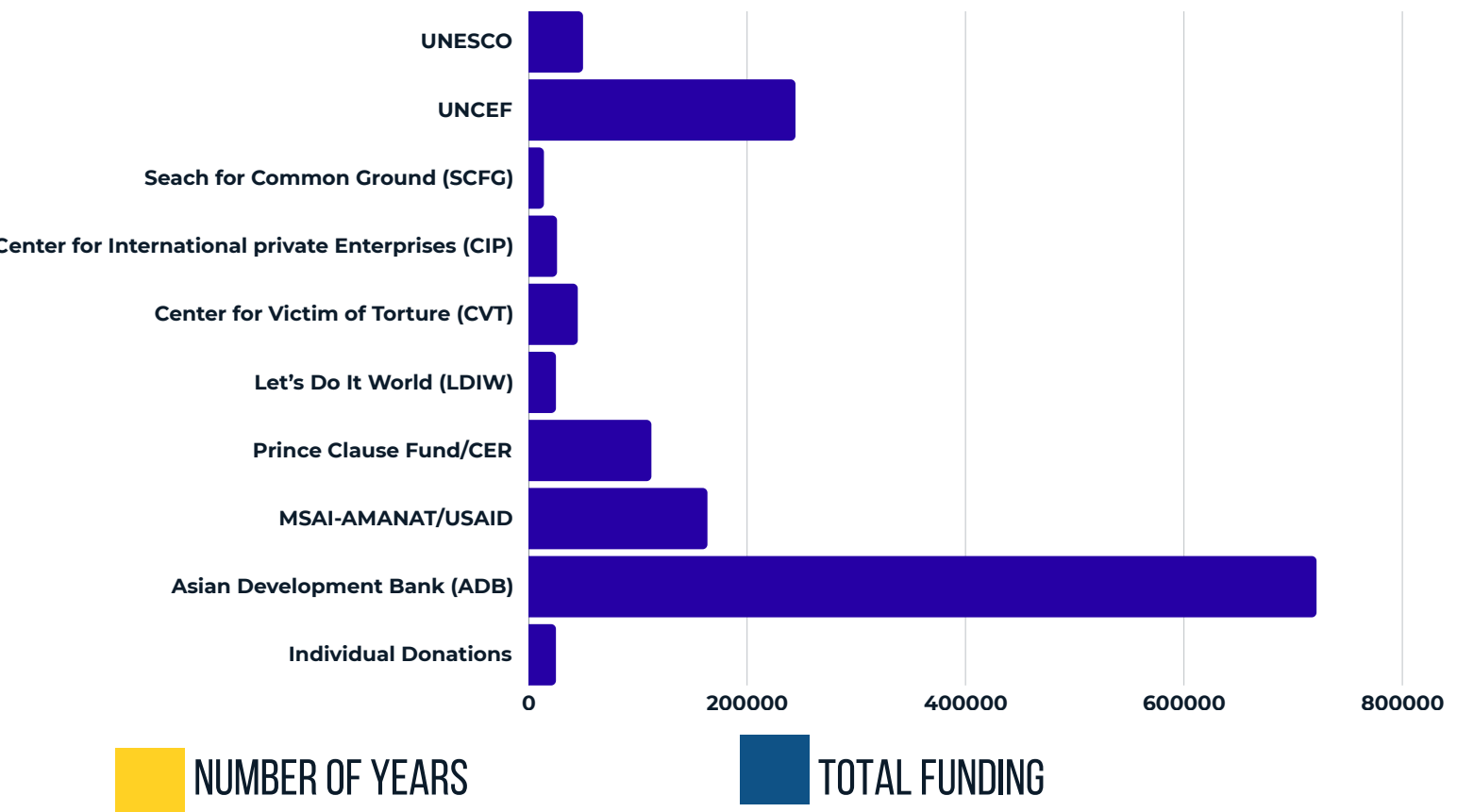
	NUMBER OF YEARS	TOTAL FUNDING
	5 YEARS	$ 1.376898 M

TARGET GROUP

LOCAL CSOS AND CBOS

BRD strengthens the capacity of grassroots organizations—such as women's groups, youth associations, and local NGOs—to promote accountability, peacebuilding, and service delivery, especially in resource-constrained and insecure environments.

LOCAL GOVERNMENT INSTITUTIONS

BRD collaborates with local authorities to improve governance, accountability, and public service delivery, encouraging partnerships with civil society for joint action.

WOMEN, CHILDREN, AND YOUTH

The organization promotes gender equality, child protection, and youth empowerment through access to education, employment, and participation in community development.

VULNERABLE POPULATIONS AND MINORITIES:

Under its social protection goals, BRD supports marginalized groups—such as low-income households and conflict-affected communities—by improving access to essential services and livelihood opportunities.

PEOPLE WITH DISABILITIES

BRD advocates for the inclusion of people with disabilities, ensuring equal access to services and public life without discrimination.

ADVANCING JUSTICE, EMPOWERING COMMUNITIES

FINANCIAL MANAGMEMTN

BRD maintains a robust and transparent financial management system designed to meet both internal governance standards and external donor requirements. The organization utilizes QuickBooks Premier, customized with Donor Specified Formats, to record and manage all financial activities. This tailored setup ensures that BRD can generate accurate, timely, and donor-compliant financial reports.

At the core of BRD's financial structure is a well-defined Chart of Accounts, which serves as the primary organizing tool for accounting and reporting. The chart is logically arranged to categorize financial transactions under key dimensions such as Income and Expenditure, Assets, and Liabilities. This structure enables BRD to maintain clarity and consistency in financial reporting across all projects and funding sources.

BRD's financial operations are governed by a comprehensive set of accounting and financial policies that ensure accountability, integrity, and compliance with international standards. These policies cover areas such as budgeting, expenditure control, asset management, and financial reporting.

To uphold transparency and credibility, BRD engages an external auditor to conduct annual audits of its financial statements. These audits provide independent assurance to stakeholders, including donors and partners, about the accuracy and reliability of BRD's financial records.

Overall, BRD's financial management system reflects its commitment to operational excellence, fiscal responsibility, and donor accountability.
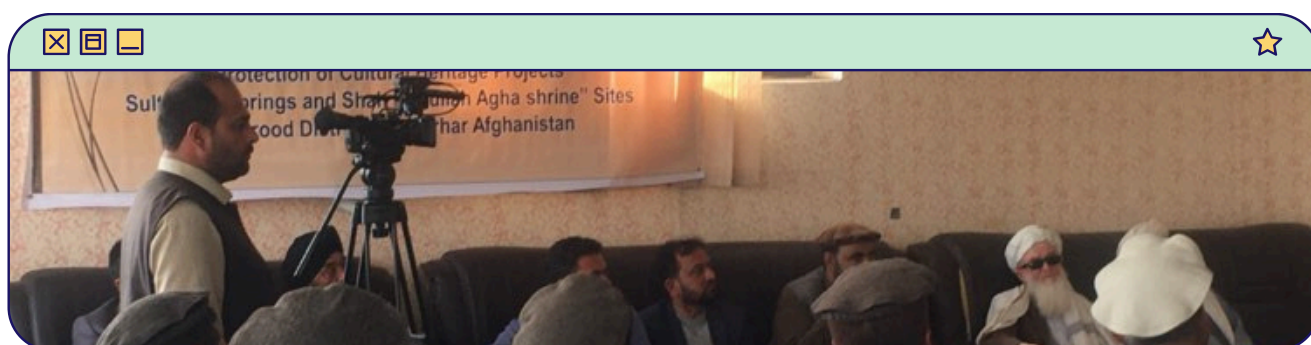
THANK YOU

PARTNERING FOR PROGRESS, DELIVERING WITH TRUST

Driven by purpose, guided by integrity —
BRD builds futures with trust and impact

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TRANSFORMING IDEAS INTO IMPACT
— INNOVATION AND TECHNOLOGY
FOR EMPOWERED COMMUNITIES

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