

2016

ORGANIZATIONAL PROFILE



**Organization for Community
Services and Development**

**Organization for Community Services and Development
House No. 81 – A, Chaman Housing Scheme,
Airport Road, Quetta – Balochistan.**

PROFILE OF ORGANIZATION

Basic Information about:

Name of Organization:	Organization for Community Services & Development (OCSD)
Main Office Address:	House No. 81 – A, Chaman Housing Scheme, Airport Road, Balochistan-Quetta
Head of Organization:	Irfan Alamgir Khan (Executive Director) Ph (off) +92 81 286 4131, Fax: +92 81 286 4131 Cell: 0300-8388067, 0333-7800583 irfan@ocsd.org.pk

1. Summary of the organization's Background, including mission, vision, goals, history etc

1.1 Brief History and Background of the organization:

It was early in the year 2004 when some like-minded development professionals got together to establish an organization that could deliver quality services in the area of social sector. Their dream came to be true when the foundation of the organization for Community Services & Development "OCSD" was laid down. OCSD is a not for profit organization working at grass-roots level in Quetta and six rural districts of Balochistan. As the today's world is of information and technology and without accessing to modern developments we cannot compete it. If we look at the situation of Balochistan we would find far behind the province in so many areas and especially the information technology. This was the main thrust of the OCSD that some practical measures were needed to carry forward the modern developments in the province.

The team comprises of a group of energetic and fully charged with the mission to serve the deprived segments of the society and especially the displaced ones. The development professionals working with OCSD have a vast experience in development and relief assistance activities. The organization works without any caste and creed differences, political and religious motives.

The working approach is such that the organization seeks to promote durable solutions that are realistically achievable and sustainable. Its interventions serve the refugees, internally displaced and local communities without regardless of creed, nationality, ethnicity, race, political beliefs and gender or social status. The organization strictly follows the principles of solidarity, dignity, transparency of funds and most importantly serving the marginalized in a very effective and efficient way. Social mobilization plays a central role in all the interventions of the organization.

1.2 Vision of OCSD:

Creating a World of peace, justice and harmony where all disadvantaged have equal & equitable access to resources and opportunities.

1.3 Mission:

OCSD believes in the provision of the best possible social services to the community particularly the disadvantaged women and children. It also ensures active community participation in:

- All facets of development and support interventions.
- Equal access to the latest forms of technology and the provision of information and services.
- Providing a learning environment for adult and non-formal education.

Further, the mission is supplemented with some more ingredients like personal attention to the work taking as an essential component and using technology as a supportive source; work sustainability aiming at strengthening and community empowerment, advocating effectively on community needs, strengthening donors-partners-communities-volunteers loop and lastly the capacity enhancement of CBOs.

1.3.1 Strategic Objectives of the Organization:

- To adopt an integrated program approach in order to increase impact of our poverty reduction interventions.
- Enabling communities to have sustainable access to essential social services.
- To improve livelihoods of communities through community based solutions and rehabilitation of livelihoods resources at times of calamities and disasters.
- To manage funding for our interventions through diversified sources
- Enhancing the capability of the organization effectiveness and efficiency in realization of its objectives

1.3.2 Cross Cutting Themes:

Gender Equity

Women do form over 48% of the population in Pakistan, thus forming an important part of the majority poor, marginalized and disadvantaged groups in Pakistan.

Women's domestic work and contribution to the household income always goes uncounted for, in monetary terms, and therefore, it is unnoticed.

O mankind: Reverence your Guardian-Lord Who created you from a single person created of like nature his mate and from them twain scattered (like seeds) countless men and women; reverence Allah through Whom you demand your mutual (rights) and (reverence) the wombs (that bore you): for Allah ever watches over you. (Qur'an 4:1)

Islam provides the ground work for this equity at all levels and we believe that by working to reinforce the unbalanced equity will no doubt help in creation of the caring communities that we are targeting.

Environmental Sustainability

We inherited the environment and its natural resources from our parents' generation and it is our responsibility to hand it over to our children, as the next generation, same as we received it if we are not able to improve on it.

That is the extent to which the environment preservation is important to our cause and we practice this during our interventions to balance the ecosystem and sustain our environment, our gift for our children.

Empowerment

OCSD has gained rich and strong experience in social mobilization and from there we do believe that by including the people in the actions affecting their lives and bringing them to the heart of the actions this will, no doubt, ensure that they do own the actions and they will stand for its continuity in the future.

Accountability

Accountability is central to our core values, and the organisation and individuals were accountable to our creator at a first instance and then accountable to the people that we are working with to end their suffering, we do see them as our *raison-d'être*, and thus we are accountable to them. Also we are accountable to those donors, individuals or institutes, who entrusted us and have confidence on us to support the vulnerable people through funding our operation. We are accountable to our colleagues, supervisors and to the organisation core values and set rules and regulations to guide our operation.

2. Management/organizational structure (including governance structure, names of BoD and cell phones, relationship between BoD& executive office:

2.1 Management Structure:

Responsible governance is a critical component of effective operation of every Organization. OCSD believes that good governance fosters management based on standards of independence and objectivity, which in turn allows institutions to serve the purposes for which they were created. Achieving academic excellence requires academic freedom. We feel that it is important to enumerate the following basic principles.

The President should work with the board members to advance the interests of higher programmatic and administrative initiatives within the context of Organizational Capacity.

2.1.1 Specifically:

- The board members should consist of members appointed through transparent election.
- Members of the board representing the Organization should be selected by the governing body in consultation with the president.
- Members of the board should be persons of stature, who are knowledgeable about Social Sector, and who can bring an independent voice and provide objective analysis.

The Governing body of OCSD is headed by the President, supported by General Secretary and Board Members. The management structure of OCSD is given below:

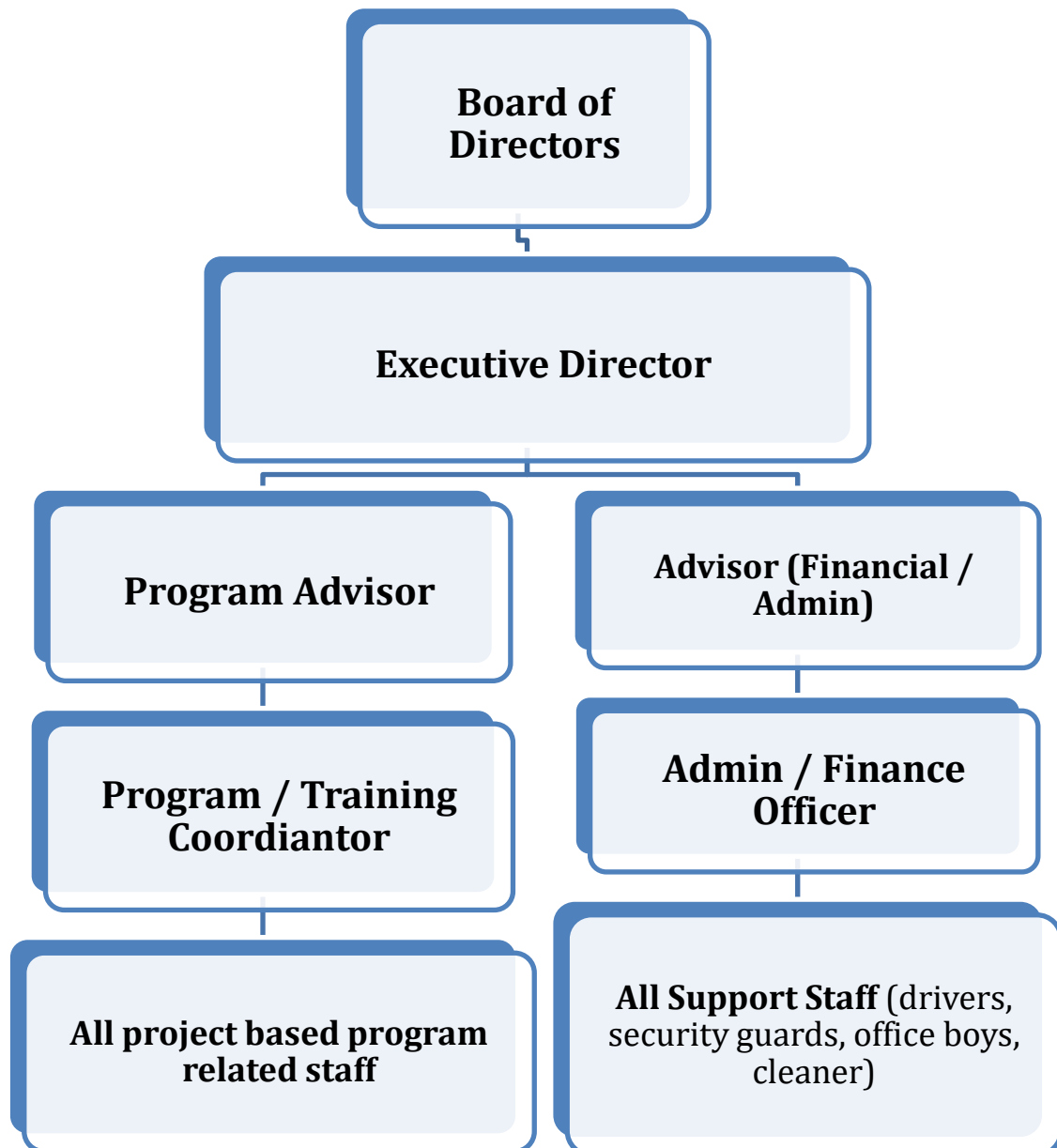
OCSD has a very transparent account system. The organization is maintaining manual as well as computerized accounts double entry system, Vouchers, Cash Book, Ledger and Trial Balance. The organization has developed Standard Operating Procedures (SOPs) which has been approved by the Board and are followed by the staff.

Accounts of the organization are audited annually; BODs are supposed to review the audit reports and give their recommendations and strategic directions for corrective measures and

improvements while the Executive Director and Admin / Accounts Officer are responsible for jointly operating day-to-day transactions.

2.2 Organizational Structure:

ORGANOGRAM



3. REGISTRATION DETAILS:

1. OCSD is registered with Social Welfare Department Government of Balochistan under Voluntary Social Welfare Agencies (Registration and Control) Ordinance 1961 (XL VI of 1961) **Registration No. DSW-1273, dated 03 April-2004**
 - a. Re-Registration by Social Welfare Department **No. DGSW. 1-1/2016/ (HQ) QTA/ 537 dated 03 March, 2016**
2. Provincial Disaster Management Authority (PDMA) Balochistan **Reg. No. 70, date 16-07-2011** (for disaster hit areas of Balochistan) (renewal in process)
3. Directorate of Manpower and Training, Trade Testing Board Balochistan. **Reg. No. 265-TTB/OCSD/QTA/12, date 31-12-2012**
4. State and Frontier Region Division Ministry of SAFRON, The Government of Pakistan with registration **Reg. No. No. F .5(15)-AR-II/2004, dated 08 February 2005.** (last renewed on 5th March, 2012)

Copies Attached for reference please.

4. Areas/ sector(s) of specialization/ programme expertise as verified by the type of projects implemented by the organization in a specific sector.

S. No.	Name of the Sector	Number of projects implemented in each sector
1	Livelihood	12 projects
2	Education	03 projects
3	Health	02 project
4	Good Governance	01 project
5	Advocacy	01 project
6	Third Party Evaluation	01 project

ORGANIZATIONAL PROFILE - OCSD

5. List of projects implemented by the organization (proof for each project implemented such as signed project agreements, completion certificates, MOUs, recommendation/ recognition letters, contracts etc. Are available and can be provided upon request)

#	Project Title	Sector(s)	Geographical Area of Interventions in Balochistan	Project Duration (months)	Project Year	Project Value (PKR)	Donor	No. of Beneficiaries	Brief description of project activities	Remarks
PROJECTS UNDERWAY 2016										
1.	Technical and Vocational Training Program	Livelihood	Quetta	1-Year	2016	3.00 Million	Under OCSD Livelihood Program	160	<p>Income generation through enhanced technical and vocational skills of targeted population of both Afghan Refugees and Host Communities at OCSD TVTI Quetta.</p> <p>Proposed Certified Trainings:</p> <ul style="list-style-type: none"> • Basic Tailoring • Advance Tailoring with addition of Picco and Overlock • Basic Embroidery • Advance Embroidery with addition of Machine Embroidery • Basic and Advance IT Courses <p>Male 80 (Technical/IT) Female 80 (Tailoring/Embr.)</p>	Starting from March, 2015

ORGANIZATIONAL PROFILE - OCSD

2.	Enhancement of Capacity for storage of vaccines at Provincial EPI Program Quetta	Health	Quetta and six divisional Districts of EPI	6-Months	2016	60.00 Million	RAHA	All children under 1 year in Balochistan	The project will undertake plan of activities developed in result of on-site feasibility assessment of 3rd August 2015 jointly conducted by the engineers from OCSD and UNHCR, accompanied by EPI team and strongly recommended by the ACS Balochistan under Priority-2 to UNHCR for extending their maximum possible financial assistance for the up-scaling of EPI provincial and 06 Divisional/Districts Offices in Balochistan	April, 2016
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PROJECTS COMPLETED FOR THE YEAR 2014-15

1.	Livelihood Employment and Enterprise Development (LEED)	Livelihood	District Loralai UC-Kuch UC-Uryagai UC-Maikhtar UC-Tor Thana	1-Month	2015	3.70 Million	PIDS-PPAF	80	Increased income generation through enhanced technical and vocational skills of targeted population by establishment of 04 Tailoring/Embroidery and 04 IT Centers with provision of 01-Month training course at both vocational and technical centers to local communities populated in 04 Union Councils of district Loralai Male 40 (computer course) Female 40 (Tailoring/Embr.)	Completed Successfully
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ORGANIZATIONAL PROFILE - OCSD

2.	Enhancement of Capacity for storage of vaccines at Provincial EPI Program Quetta	Health	District Quetta	6-Months	2015	20.115 Million	UNHCR-RAHA	Local Population 663,094 Refugees 22,892	<p>The project aims to Enhance the capacity for storage of vaccines at Provincial EPI Program Quetta, whereas the following key arrangements will be undertaken to achieve the project objectives and ensure active involvement and ownership of relevant partners/stakeholders and project sustainability by construction;</p> <ul style="list-style-type: none"> ▪ 01 Cold Room Building ▪ 01 Warehouse ▪ 01 Mega Cold Room Unit ▪ 01 Solar Energy system ▪ Furniture for warehouse & Cold Room ▪ Training of EPI staff 	Completed Successfully
3.	Skills Development Vocational Training Project (Basic to Advance Computer Literacy Course BTAC)	Livelihood	District Ziarat	1-Month	2015	3.60 Million	TF-PPAF	120	<p>Increased income generation through enhanced technical skills of targeted population by establishment of IT Lab and provision of computer literacy course to local communities populated in 08 Union Councils of district Ziarat</p> <p>Trade Computer Male 120</p>	Completed Successfully
4.	Skills Development	Livelihood	District Ziarat	2-Months	2015	7.316 Million	TF-PPAF	160	<p>The project aims to increase the vocational skills and income generation capacities</p>	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

	Vocational Training Project (Tailoring/ Embroidery)								of local communities populated in 08 Union Councils of district Ziarat by provision of market oriented skills training, business start-up toolkit and linkages development to market. Trade Tailoring Female 160	
5.	Institutional Capacity Building Trainings for 2nd & 3rd Tiers Organizations	Livelihood	District Killa Abdullah UC- PirAlizai UC-Maizai UC-Jilga	1-Month	2015	0.479 Million	PIDS-PPAF	340	<p>Institutional capacity building component enlisting a wide range of community driven trainings to capacitate CRPs, VOs and LSO members formed by PIDS under PPAF's Institutional Development (ID) program to further train the community members at household or CO level on sustainable basis;</p> <ul style="list-style-type: none"> i. To provide capacity building services to VOs and LSO members for creating a cadre of efficient and trained human resource. ii. To capacitate and boost local human resource that can play vital role in the development of community institutes on sustainable basis iii. To provide support and 	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

									<p>share the training action plan or replication plan with trainees in order to implement the same training sessions at the CO level</p> <p>Topics-components:</p> <ul style="list-style-type: none"> • Millennium Development Framework • Rural Connectivity and current Best Practices • Youth Centres (vertical and horizontal growth) • Values, Governance and Management • Refresher training on PSC and its Management 	
6.	Improving Educational Services and Infrastructural Facilities at Government Educational Facilities	Education	District Loralai UC Circle- 1 & UC-Bawar	6-Months	2014 - 2015	24.545 Million	UNHCR- RAHA	1907	<p>The project aims at improving educational services through improved infrastructures and provision of educational supplies to targeted government schools by Construction of;</p> <ul style="list-style-type: none"> ▪ 10 class rooms ▪ 03 Latrine Units (18 WRs) ▪ 03 Surface Water Tanks ▪ 01 Boundary Wall ▪ Furniture for 03 schools ▪ Tuff tiles/bricks soling for 03 schools grounds ▪ Repairing and renovation in 03 schools 	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

									<ul style="list-style-type: none"> Training to 85 government school teachers in basic teaching methodologies Formation of 03 PTSMCs (one at each school) and training 	
									Boys 760 Girls 1147 Local 1397 Refugees 510 Indirect 6893	
7.	Skills Development Vocational Training Services	Livelihood	District Pishin & Loralai	06 Months	2014-2015	1.322 Million	Norwegian Refugee Council NRC	115	<p>The project aims to increase the vocational skills and income generation capacities of Afghan refugees populated in refugee villages camps of District Pishin and Loralai by provision of market oriented skills training, business start-up toolkit and linkages to market.</p> <p>Trade Tailoring/Embroidery Benif Female RVs-Loralai</p> <p>Katawi 20 ZarKaraiz 35 RVs-Pishin</p> <p>Old Saranan 20 New Saranan 20 Surkhab 20</p>	Completed Successfully

OCSD AT A GLANCE - A REFLECTION ON PREVIOUS PROJECTS

8.	Skills Development Vocational Training Services	Livelihood	District Quetta	3-Months	2014	0.637 Million	Norwegian Refugee Council NRC	150	<p>The project aims to increase the vocational skills and income generation capacities of Afghan Refugees populated in urban areas of district Quetta by provision of market oriented skills training, business start-up toolkit and linkages to market.</p> <p>Tailoring/ Embroidery Female 50 Male 25</p> <p>Carpet Waving / Gilliam Female 25</p> <p>Mobile Repairing Male 50</p>	Completed Successfully
9.	Community Livelihood Improvement Project (CLIP)	Livelihood (Agro-Forestry)	Qilla Saifullah and Pishin Districts	2-Months	2014	3. 299 Million	UNWFP- RAHA	420	<p>This project aims at improving household income through diversified livelihood opportunities and improved food security conditions for refugee and hosting communities of district Pishin and QillaSaifullah</p> <ul style="list-style-type: none"> • Installation of 6x Greenhouses (Agro- 	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

									<div>Forestry-nursery) three (03) in each district</div> <div><div><div></div><div>Mobilization of targeted communities and formation of Community Organizations Cos</div></div><div><div></div><div>Identification and prioritization of community needs</div></div><div><div></div><div>Proceedings of COs meetings and decision taken by passing community resolution</div></div><div><div></div><div>Selection of suitable sites on basis of feasibility visit/ report</div></div><div><div></div><div>Installation of Greenhouses at selected suitable sites</div></div><div><div></div><div>Training of Farmers on proper use of Greenhouses</div></div></div>	
									<div><div>Beneficiaries</div><div>Farmer</div></div> <div><div>Pishin</div><div>210</div><div>30</div></div> <div><div>KillaSaifullah</div><div>210</div><div>30</div></div>	
10.	Improving Educational Services and Infrastructural Facilities at Government	Education	District Loralai UC Circle-2	6-Months	2013 – 2014	16.710 Million	UNHCR- RAHA	1100	This comprehensive intervention will provide better quality services to both the host and refugee communities for the deprived union council of District Loralai Circle-2, as under;	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

	schools								<ul style="list-style-type: none"> • Construction of 10x Rooms and 2 x Latrine Units • Establishing IT Lab • Purchase of IT Lab and Solar Equipment • Purchase of Furniture and Fixture • PTSMCs activation/reactivation and Training • Provision of Educational Supplies in Schools • Teacher Training on Classroom Management • Developing School Development Plans • Enrolment Enhancement through Advocacy Campaign <p> Boys 600 Girls 500 Local 888 Refugees 212 Indirect 6893 </p>	
11.	Skills Development Training	Livelihood (Livestock Management and Farming)	District Quetta UC-Panjpai	1-Month	2013	0.30 Million	UNDP-RAHA	10	<p>The project aimed at providing training to <u>male members of UNDP-RAHA Community / village organization on Livestock Management and Farming</u>. The training covered the following major topics;</p>	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

									<ul style="list-style-type: none"> • Livestock Management and Farming. • Breed Improvement and AI. • De-worming • Disease Prevention, Control and vaccination schedule (Most prevalent diseases) • Feed and animal nutrition • Sustainable Rangeland management in the context of grazing 	
12.	Skills Development Training (Behaviour Change Communication BCC)	Livelihood (environmental health Poor hygiene and water conservation)	District Pishin UC-Khanozai	1-Month	2013	0.30 Million	UNDP-RAHA	60	<p>The project aimed at providing training to male and female members of UNDP-RAHA community/village organizations CO/VO on following through Behavior Change Communication;</p> <ul style="list-style-type: none"> • Increase awareness and skills, with regard to awareness raising on Environmental and Health-related issues connected to Poor Hygiene and Water Conservation • Awareness raising of local communities on diseases caused by poor hygiene Equip communities with skills and knowledge 	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

									<p>through BCC initiative</p> <ul style="list-style-type: none"> Capacity enhancement of targeted CO / VO members on Environmental and Health-related issues connected to Poor Hygiene and Water Conservation through BCC <p>Male 30 Female 30</p>	
13.	Improving health services by improving infrastructural facilities, provision of equipment and training of health staff at BHU	Health	District Killa Abdullah UC-Saigai	6-Months	2013	11.890 Million	UNHCR RAHA	14164	<p>Project aimed at providing a package of integrated interventions at BHU UC Saigai Tehsil Gulistan District Killa Abdullah for the mutual benefits of refugee and host communities by providing the following;</p> <ul style="list-style-type: none"> - Access to primary health care services - Construction of State of the art labour room in BHU - Construction of clinical laboratory - Capacity building of health staff of BHU to enhance their treatment skills - Provision of all necessary medical & diagnostic equipment within project scope - Formation of BHU 	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

									<p>Management and Health Committee</p> <ul style="list-style-type: none"> - Awareness raising sessions among communities on health, hygiene and Maternal & Neonatal Child Health (MNCH) <p>0-4 3109 (Male) 3109 (Female) 18-59 7946 (Female)</p>	
14.	Local Government Capacity Enhancement (LGPE) under Decentralization Support Program	Good Governance	29 Districts of Balochistan	2.5 Years	2005-2008	3.304 Million	Asian Development Bank (ADB) / Government of Pakistan Finance Division Islamabad through Decentralization Support Program Islamabad	174	<p>The project aimed at Enhancing capacity of local government officials / officers of 29 districts on "Citizen Community Boards" CCBs Registration and functioning in Balochistan</p> <p>It has also Attached two trainer with concerned LG officials for six weeks period to provide technical backstopping and guidance to the concerned officials in registration and function of CCBs (on-job support for LG officials)</p> <p>Target Group: EDO (CD) 29 (1/district) DO (SW) 29 (1/district) TO (P) 29 (1/district) UC Secretaries 87 (3/UC)</p>	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

15.	Skills Development Vocational Training Program	Livelihood (Computer Literacy, English Language, Masonry, Shoe Making & Tailoring)	Suburbs of District Quetta	9 months	2005-2006	0.860 M	Ockenden International	230	<p>The project aimed to increase vocational skills of “Afghan Refugees and host communities” populated in urban areas of district Quetta by undertaking the following;</p> <ul style="list-style-type: none"> ➤ Establishment of Skills Development Centres ➤ Identification of potential areas, beneficiaries and trainers of relevant skills ➤ Delivery of Trainings ➤ Provision of tools kits and certificates at the conclusion of course <p style="text-align: center;">DIT/English Lang. (175)</p> <p>Male 95 Female 80</p> <p style="text-align: center;">Masonry</p> <p>Male 55</p>	Completed Successfully
16.	Skills Development Vocational Training Program	Livelihood (IT/ Language trainings)	Suburbs of District Quetta	1 year / (3 phases, 4 months each)	2005-2006	1.410 Million	Catholic Relief Services (CRS)	560	<p>The project aimed to increase vocational skills of “Afghan Refugees and host communities” populated in urban areas of district Quetta by undertaking the following;</p> <ul style="list-style-type: none"> ➤ Establishment of Skills Development Centres ➤ Identification of potential areas, beneficiaries and 	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

									<p>trainers of relevant skills</p> <ul style="list-style-type: none"> ➤ Delivery of Trainings ➤ Provision of tools kits and certificates at the conclusion of course <p style="text-align: center;">IT/English Language</p> <p>Phase-1 190</p> <p>Phase-2 250</p> <p>Phase-3 120</p> <p>During all three phases</p> <p>Male 50%</p> <p>Female 50%</p> <p>Local 30%</p> <p>Afghan R 70%</p>	
17.	Non Formal Basic Education Program	Advocacy	Balochistan / Quetta	6 months	2006-2007	0.632 Million	UNESCO / Directorate of Literacy and Non Formal Education (DLNFE)	450	<p>Following activities were carried out under the project;</p> <ul style="list-style-type: none"> ➤ Development of poster on “Free Education for All” by organizing different competitions at both communities as well schools level at Quetta ➤ Development of booklet on “Learning Needs for out of School Adolescents through Advocacy Supporting to Non Formal Basic Education NFBE Program in Pakistan” ➤ 1 – day consultative 	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

									workshop with concerned organizations including Education Department GoB ➤ 3-day National Seminar at Quetta in which concerned organizations from all over Pakistan together with UNESCO and its partner organizations were invited for sharing learning and experiences	
18.	Adult Literacy Program <i>(establishment of literacy centres)</i>	Education	District Sibi	1 x year 6 x months of each phase	2004-2005	0.305 Million	National Commission for Human Development (NCHD)	1500	➤ Establishment of Literacy Centres ➤ Identification of Learners ➤ Identification of Teachers ➤ Teachers Training ➤ Monitoring of Centres for capacity building of teachers and ➤ Students ➤ Students Assessment ➤ Data Base Management of learners and teachers	Completed Successfully
19.	Project Cycle Management Trainings	Third Party Evaluation	Pishin and Mustung Districts	2-months	2006	0.080 Million	Devolution Trust for Community Empowerment (DTCE)	50	➤ To cover and oversee the 3 day non-residential PCM Training of each Cluster ➤ To Evaluate the performance of the CSO imparting PCM training by filling out the capacity building evaluation report	Completed Successfully

ORGANIZATIONAL PROFILE - OCSD

20.	Basic Computer Education Program	Livelihood	District Quetta	1-year	2004-2005	0.832 Million	OCSD Self help basis	1750	<ul style="list-style-type: none"> ➤ Establish 10 Computer Labs in Govt. High Schools of Quetta District ➤ Coordination with District Government and obtaining their approval ➤ Hiring of competent computer teachers ➤ Identification and finalization of schools in coordination with Education Department ➤ Monthly Tests of Students ➤ Final Exam at the end of the year <p> Targeted Classes 5th to 10th Average strength/class 35 No. of Schools Targeted 10 Boys Schools 5 Girls Schools 5 </p>	Completed Successfully
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6. Total annual operating budget? Sources of this budget?

- a. **Annual operating budget** **28.33 Million (Approximate)**
- b. **Sources:**
 - a. *Members Contribution*
 - b. *Member Ship Fee*
 - c. *Philanthropist*
 - d. *Fundraising Events*

7. Major Supporter / Donors

- a) UNHCR
- b) UNWFP
- c) UNDP
- d) Norwegian Refugee Council NRC
- e) Taraqee Foundation-PPAF
- f) PIDS-PPAF
- g) Asian Development Bank (ADB) through Government of Pakistan under Decentralization Support Program DSP/NPSO Islamabad
- h) UNESCO (collaboration with Directorate of Literacy & Non – Formal Basic Education Government of Balochistan)
- i) Catholic Relief Services (CRS)
- j) Ockenden International (OI)
- k) National Commission for Human Development (NCHD)
- l) Islamic Relief (IR)
- m) Devolution Trust for Community Empowerment (DTCE)
- n) Fund raising, donations and Self-financing

8. Latest auditor's reports including name of the auditing firm and its contact address.

➤ **Audit Reports can be provided upon request.**

Name and contact details:**KPMG TaseerHadi& Co. Chartered Accounts**

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Ph: +92 51 287 6670, Fax: +92 81 227 7995

ORGANIZATIONAL PROFILE - OCSD

9. Organizational Employees with qualification and experiences:

S. No	Name of Employee	Designation	Qualification	Experience	Experience with OCSD	Full Time / Part Time / Volunteer
1.	Irfan Alamgir Khan	Executive Director	MBA (Mgmt) / M.A. (IR)	10 years	4 Years	Full Time
2.	Shamshad Kousar	Manager Programs	M.A., LLB , M.Sc. Rural Development	15 years	9 Months	Full Time
3.	Muhammad Aimal Khan	Training Program Coordinator	M. A. IR	8 years	3 Months	Full Time
4.	Muhammad Bilal	Admin / Finance Officer	M. A. Economics	5 years	2 Years	Full Time
5.	Mohammad Nabeel	Admin / Finance Assistant	BA	2 years	4Years	Full Time
6.	Khatija	Training Supervisor (vocational)	BA	8 years	1 Year	Full Time
7.	Munir Ahmed	Training Supervisor (vocational)	M.A.	10 years	4 Months	Full Time
8.	Jahangir Khan	Project Assistant	BA	3 years	1 Year	Full Time
9.	Feroz Khan	IT Assistant	BS IT	3 years	1 Year	Part Time

10. Geographical area of coverage the organization can implement projects.

The organization presently strives to focus on different districts of Balochistan under following Regions:

Region – A: Quetta, Pishin, Ziarat, Killa Abdullah, Loralai and Killa Saifullah

Region – B: Sibi, Naseerabad, Jafferabad, Jhal Magsi, Naushki and Lasbela

The organization also has the network of Civil Society Organization CSO's & Community Based Organizations CBO's who are working under baseline NGO to implement / carryout and monitor the project / activities.

11. Reasons that makes organization different from the rest of the organizations operating in Balochistan (distinctive implementation strengths in comparison to other organizations)?

Organization for Community Services and Development is a local Balochistan Based organization with its well established Head Office located at (81-A, Chaman Housing Scheme Airport Road Quetta) and outreach to number of districts particularly the disaster hit areas. The organization has great experience of working with I/NGOs specially UN Agencies and well experienced staff who manage the projects as per required standards. As Social mobilization plays a central role in all the interventions of the organization and the community is involved at all levels in the implementation of the project (s) which ensures organization presence in the community and sustainability of the projects.

- End of Document -