

# Annual Report



**KAALO**  
Aid and Development Org.



# 2018



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## Acronym

**CSO** Civil Society Organization  
**DPA** Danish People's Aid  
**DRR** Disaster Risk Reduction  
**EU** European Union  
**ESCR** Economic, Social, Cultural Rights  
**FAO** Food Agriculture Organization  
**FGM** Female Genital Mutilation  
**GBV** Gender Based Violence.  
**HRCU** Human Rights Centre- Uganda  
**HRD** Human Rights Defenders  
**HH** House Holds  
**IDPs** Internal Displaced People  
**ILO** International Labor Organization  
**IOM** International Office of Migration  
**IRC** International Rescue Committee  
**KAP** Knowledge Attitudes and Practices.  
**M&E** Monitoring and Evaluation  
**MDA** Ministries, Departments and Agencies  
**NCA** Norwegian Church Aid  
**NGO** Non-Governmental Organization  
**OPD** Out Patients Department  
**POCs** Persons of Concern  
**PPP** Per Person Per day  
**RIM** Regional and International Mechanisms

**SDG** Sustainable Development Goals  
**SGBV** Sexual and Gender based Violence  
**SWOR** Strengths, Weaknesses, Opportunities, Risks  
**SIDA** Swedish International Development Agency  
**TVET** Technical Vocational Education and Training  
**UNHCR** United Nations High Commission for Refugees  
**UNESCO** United National Education and Scientific Cultural Organization  
**UNDP** United Nations Development Programme.  
**UN Habitat** United Nations Habitat  
**UHRC** Uganda Human Rights Commission  
**USAID** United States Agency for International Development  
**WASH** Water Sanitation and Hygiene.  
**WBDs** Water Borne Diseases  
**RAS** Refugees and Asylum Seekers



## Message from Executive Director

*This is another important year for KAALO to present KAALO's 2018 annual report here in Garowe-Puntland Somalia. It is an important arena for us in terms operationalization strategy as we launch in very exciting area of human development. It's also my pleasure to introduce this year's Annual Report on the activities and achievements made. KAALO has mission of transforming the lives of the most vulnerable communities in Somalia using sustainable approaches in humanitarian and development interventions. The key thematic areas KAALO are food security Livelihoods and Resilience, Water Sanitation and Hygiene and Protection/ Human rights and governance*

*Last year 2018, Somalia received good rains in most of part of country, it has been year of recovery and community resilience building after two years of severe droughts, which hit and effected most communities in Somalia. KAALO continued to provide emergency relief and resilience building activities in all its thematic areas. KAALO scored much success and embarked upon new initiatives that will address the pressing humanitarian and developmental challenges faced by Somalia today and in Puntland particularly.*

*KAALO supported programs that are already contributing to Puntland's knowledge base and providing valuable insights into the nature of the complex socio-economic challenges that our people are living with today. 2018 was a year of many positive developments made by the entire KAALO team. Which we will continue to strengthen through 2019, as we explore the ways we can better support communities.*

A handwritten signature in blue ink, appearing to read 'Mohamoud Sheikh Hamid'.

Mohamoud Sheikh Hamid,  
Executive Director, KAALO.





## Executive Summary

The 2018 Annual report details the key projects that have been implemented in the different sectors that KAALO was focusing on in the course of 2018. The major sectors where KAALO implemented projects include: WASH, Protection, Human rights, Livelihood and resilience, and Governance.

The strategic objective of KAALO's strategic plan in WASH sector was to increase availability, access and utilization of safe water and sanitation facilities at household and community level in the target communities. To achieve the objective KAALO implemented 4 emergency projects, which constructed and rehabilitated 18 water infrastructures, 132 sanitations facilities and distributed 1300? and 13 awareness raising campaign. A total of 42, 320 accessed wash services in Nugal region.

Food security and livelihood program of KAALO aimed to improve the income security, food security, and resilience of communities and also enhanced provision of emergency support to the vulnerable and affected communities. In this reporting period a total of 11,660 Persons improved livelihood and food Securities through different interventions including vocational training, UCT, and Business and Entrepreneurship, input support for farmer and fisheries and many others.

Additionally, KAALO also provided protection services and human right promotion activities to 16,356 persons in different interventions to promote respect for human rights for all, access to justice, elevation of the status of women, and protection of the vulnerable especially women refugees, children, returnees, IDPs and asylum seekers.

Furthermore, KAALO also worked on improving organizational performance and effectiveness through strengthening of the financial management, risk management, Programme management and resource acquisitions and mobilization for diversification of funds. KAALO made good progress on attraction new donors, successfully managed to fully utilize Quick book accounting system to all project and complied all grant agreement as per contracts with annual audit of unqualified opinion.

Finally, KAALO reached in 2018 a total of 70,3458 persons in all different sector and thematic areas.

# About KAALO

KAALO Aid and Development (KAALO) is a community based non-profit, humanitarian and development organization with its headquarters located in Garowe, Puntland in Somalia. The organization was established in October, 1991 just after the collapse of the Somali central government. KAALO is one of the most successful and consistent community based, non-profit, humanitarian and development NGO in Somalia. The organization has been in existence for 25 years with a successful record in implementing more than 100 programs and projects in both the emergency and the development sector in 10 regions of Somalia. Considering the need and the prevailing development issues in other parts of Somalia, KAALO is due to expand the geographic areas of operation to include South West Regions of Somalia.

KAALO Aid and Development has a governing board comprised of 7 members. The BoD provides the organization strategic guidance and direction through the Executive Director. The Management team is comprised of 30 experienced permanent staff (administration and technical specialists); 10 temporary staff; and 5 volunteers. These are responsible for translating the strategy into operations and this comprise of both the technical and administrative staff.

## KAALO's Vision, Mission & Core Values

### Our Vision:

KAALO strives towards improved standards of living and equitable development.

### Our Mission:

Transforming the lives of the most vulnerable communities in Somalia using sustainable approaches in humanitarian and development interventions.

### Our Core Values

- **Accountability:** KAALO is accountable to the people and partners we humbly serve, transparently sharing our results, stories and lessons.
- **Transformation:** KAALO believe in urgent action, innovation, and the necessity of transformation—within the Communities we work and our own organization.
- **Equity:** KAALO believes in the equal value of every human being and the importance of respecting and honouring each individual
- **Transparency:** KAALO believes open and sharing information to all community and partners
- **Environmental Sustainability:** KAALO believe protection of Environment and using resource in sustainable and most efficiencies ways

## KAALO strategic thematic Areas

1. **Food securities Livelihoods & Resilience**
2. **Water Sanitation & Hygiene (WASH)**
3. **Protection, Human right & Governance**

# 1. Food Security Livelihood & Resilience Programme

## Strategic Objective

1. To improve the income security, food security, and resilience of communities and also enhance provision emergency support to the vulnerable and affected communities.

To achieve the strategic objective under this thematic area. KAALO has undertaken four projects funded by European union, Norwegian church aid, Development of Norway and Diakonia Sweden.

## Key achievement

### Vocational Skills Training and startup kits

KAALO trained in different projects a total of 240 youth; women and short-term prisoners on vocational skills training included Electricity, Tailoring, Tie and Die, basic Literacy, mobile repairing and other skills. After successful training KAALO provided Start up Kits for self-employment.

Project Title	Location	Funded by
BRICS - Restore Project – Resilience	Bossaso, Badhan and Dangoranyo	EU
CRISP – Restore Project Resilience	Alula, Bossaso, Badhan Dangoranyo, Garowe	EU
Fish Enterprise Development Project	Eyl Districts	NCA ( Norad)
Improving Livelihood through sustainable Agricultural Practices ( ILSA)	Cuun -Garowe	DF ( Norad)
Improving Partners capacity services on delivery	Armo and Bargal	Diakonia ( Sida)

**11,660**  
Persons  
were  
reached





## Entrepreneurship & Business Grants on small Medium enterprises.

KAALO provided Business management and Entrepreneurship Training and Business Grants to 350 persons for both existing and new small business led by youth and women in pre rural and rural areas. 70 of them were new start up business while 280 were existing business. The supported business was both cooperative and sole trader form of business.

KAALO established, trained and supported 6 Village saving and loan association in 6 rural areas and participated 180 members who actively engaged in saving and loans activities within their groups with the aim of increased resilience of communities.

## Agricultural and Fishery inputs were provided to 120 HH to increase their productions

1. Purchase and supply of farming tools for 60 HHs (240 Items): A total of 240 farm equipment and tools were distributed to the farmers in Cuun and Jibbagale villages in Garowe district and it was meant to support the agricultural growth and expansion of the field crops. The breakdown of the tools includes; (Wheel barrow x 30 pcs, Farm fork x 30 pcs, hoes x 30 pcs and agricultural shovels.

2. A tillage and land Preparation were supported to most vulnerable 90 HHs (27 FHH and 63 MHH) in Cuun and Jibagalle villages, each family received tillage hours of approximately 100 x 50 m per household.

3. KAALO Procured 20 Fishing outboard motors to support Artisanal fishermen in Eyl district and also procured 4 solar power refrigerators installed the fishing stall (markets) KAALO rehabilitated last year. This improved the capacity of fishermen in terms of production as project provided outboard motors enabled them to catch fishing, as it's the main inputs of the fishing boats. At least 60 Person will benefit from outboard machines.





## Access to Market and improving capacities

### a. Fishery

1. To address the challenge of transportation that faced the fishing cooperative in Eyl for fish transportation from the fish land to market, KAALO Procured reefer truck with capacity of 3000 Kg. This helped the 100 fishing cooperative members to easily access the market particular can distribute the major towns such as Garowe and other inland district.

2. KAALO Procured Cold storage fridge with capacity of 2500-3000 Kg (-25co). This helped the fishers store their catches and will remove barrier of lack of storage for the fisheries. Its public storage where fisheries can store and charged small fee for expenses to ensure the sustainability and functionality of fridge.

3. The Fish fair event were organized to exhibit and promote the product of fisheries in Eyl and Fish consumption awareness campaigns were also conducted and reached more than 5000 people directly.

4. Project conducted trainings on Fish processing, handling, preservation, fishing gear technology, and safety. Total 90 persons participated the trainings in Eyl.

### b. Farmers

1. KAALO has facilitated Community Field Exposure visit for Seed bank in Hargeisa with aim of Increased knowledge to Farmers committees on seed and gene management in Seed banks.

2. KAALO Established & trained village 2 farmer's Associations with aim of strengthening community based organizations

## Natural Resource management improved

1. KAALO constructed Rock dams of 200M to control flooding and regenerate land. Also trained 130 farmers on the sustainable ways to exploit natural resources and climate change adaptation.



2. KAALO also conducted 4 Vulnerability and contingency planning workshop through climate adoptive approach and supported 4 community action plans in order to be resilient to climate changes.

### **Livelihood related studies conducts/ knowledge**

- Fish Value chain study were conducted
- Milk value chain study were conducted
- Community vulnerability assessments were conducted

### **Lessons learnt**

1. Engaging with private sector to ensure the sustainability of the Livelihood Programmes is paramount particularly vocational skills trainings
2. incubation business Model will be suitable for capacity building of fishing cooperative in Eyl, as Project noted all fisher's folks want to be supported individuals and preferred everyone to get some fishing gears individually not associated with anyone else.

3. Providing continuous Mentorship and coaching sustain business startup and provide support during recessions,

### **Challenges**

1. Limited fund to create sustainable livelihood for the women and youth as the opportunities identified the value chain study needs good investment
2. Limited creativity and innovation in business startup in rural areas. Most of beneficiaries want to start similar existing business and fear to start new opportunities.
3. Majority of women are illiterate.
4. Poverty and Low income of families can affect cooperatives sustainability
5. Misperception of cooperative and Association to some communities' members
6. Most of farmers focus on Cash crops rather than cereals.





7. Most of farmers rely on traditional method farming which limited their productivities
8. Access to finance is also limited in areas
9. Fisheries and Agricultural communities need investment capital which also
10. Youth migration from village to town increased which also effected
11. Limited access to market due infrastructure and rules and regulation for fisheries.
3. Promote access to market for fisheries and farmer's communities
4. Investment of infrastructures and equipment is necessary for agro-pastoralist and fisheries communities as it will create bulk employment opportunities
5. Increase to access to finance to Business
6. Advanced vocational skills should be more focused rather than basic skills training
7. Promote entrepreneurship and youth technology for unemployed urban youth

## Recommendations

1. Long term sustainable livelihood Programmes should be designed to create employment and livelihood for effected communities.
2. Focus should be more on production value chain and value addition businesses rather than Small trader shops
8. Literacy Programme should include any vocational skills trainings particularly women in rural areas.
9. Rangeland rehabilitation, Fodder production and CAHW training should be more focus on pastoralist community
10. Community Early system should have established.



## 2. WASH Programme

### Strategic Objective

WASH is part of KAALO main thematic focus areas in new strategic plan of 2018 to 2020. The strategic objective of KAALO's strategic Plan is to increase availability, access and utilization of safe water and sanitation facilities at household and community level in the target communities.

To contribute to KAALO's Strategic Objectives of WASH, KAALO implemented four WASH interventions in 2018, which was funded by UNICEF, Oxfam, Norwegian Church aid and Danish peoples Aid. Project were mainly implemented in Nugal Region particularly Garowe District, Eyl District and Dangoranyo Districts. Again there was resilience and Livelihood project, which KAALO under took which also, is part of this WASH report.

Project Title	Locations	Funded by
Strengthening WASH Structures and Dialogue in 6 Villages in Nugaal Region, Puntland,	Garowe Districts	DPA ( CISU)
Provision of emergency and sustainable life- saving WASH assistance to the most vulnerable drought and AWD affected communities in Puntland -Nugaal Region	Eyl and Garowe Districts	NCA ( Norad)
Emergency WASH project in Nugal Region Puntland	Eyl and Garowe Districts	Oxfam
WASH emergency in Garowe	Garowe IDPS	UNICEF

**43,320**  
Persons  
were  
reached





## Key Achievements

1. KAALO drilled, Constructed and Rehabilitated 4 boreholes. 1 of them were newly drilled boreholes while the other 3 were boreholes which KAALO installed solar pump to alter the diesel generator source of water hence the price of water reduced significantly

2. KAALO constructed and rehabilitated 6 shallow wells in cuun for both irrigations and drinking purpose.

3. KAALO rehabilitated 8 Berkeds which KAALO covered them with iron sheets and also totally rehabilitated the water leakage and damages of berkeds. All the rehabilitated water infrastructures are functional and currently provide water to targeted households in project locations thus contributed improving access to safe and clear water to the target communities.

4. KAALO constructed and rehabilitated 132 sanitation facilities (92 constructed while 40 rehabilitated mainly in Garowe IDPs followed by Yonsbeys, Gobodjiraan, Baarweyn cuun, sinujif, reebanti, awr-culus, biracad, and birtadheer and aftugweyne villages in Nugal Regions. 75 of them were emergency pit latrines, 40 of them were VIP latrines 12 of them were CLTS demonstration model latrines while 6 of them were Gender sensitive twine latrines. This aimed to increase access to sanitation facilities eliminate the open defecation and reduce the AWD outbreaks.

5. KAALO constructed 8 Garbage Pits through Cash for work in 8 villages to improve the sanitation and hygiene of the target location. 66 persons were benefitted the Cash for work activities and were used REDROSE software for implementation.

6. KAALO Provided 1300 hygiene kits and sanitary kits to women led households in all targeted location. The kits provided to HH included one Jerry can (20ltrs), one



bucket (20ltrs), 7 pcs of bath soap, aqua tabs (90) and 10 pcs of laundry soap, sanitary pads, sheets and others. All them were benefitted by women HHs in Targeted locations.

7. KAALO established and trained 16 Wash committee in 16 Village in Nugal region. A total of 192 WASH committee members were trained and 95 of them were female while 97 were male. The WASH committees were trained on Water source management and maintenance of water facilities, water treatment, conflict management and also explain to them their roles and responsibilities as WASH committees in the villages.

8. KAALO trained 46 hygiene promoters in 17 targeted villages in Nugal Regions on Hygiene and sanitation practices including Hand washing practices, personal hygiene practices and environmental cleaning. The hygiene promoters envisioned to led the conduct house to house hygiene promotion activities as well as cleaning and awareness campaigns.

9. KAALO conducted 13 hygiene promotion campaigns include garbage collections, distribution of IEC materials, and door to door visits in schools feeding centers and other public gathering places. The aim of the actions were to prevent AWD outbreak at IDPS settlements by targeting children, women, and girls. The campaigns reached directed over 1300HH who were involved. The hygiene promotion awareness led by Hygiene promoters and member of Wash of committees by using WASH Cluster adopted IEC material. The stickers were posted on public gathering places, MCHs, schools, popular restaurants, and holy Koran centers. As a result, communities are now enjoying the application of good hygiene practices and improved their knowledge on personal and household hygiene practice, and correspondingly, reduced hygiene sanitation-related diseases





10. KAALO in collaboration Garowe local Authority collected the garbage of 400 loads from Jowle and Jillab IDPs in Garowe using bulldozers and also engaged 100 garbage collector from women IDPs aimed to create living in environment free from solid Wastes as project sensitized and advocated to proper solid waste management for IDP communities in Garowe and also Municipality promised to continuously collects garbage from dump sites.

11. Open defecation awareness campaigns were conducted in 6 villages under Garowe districts, aimed to the abandonment of open defecation.

12. 10. KAALO trained 15 Duty bearer on Village development planning to ensure the participation

13. KAALO facilitated the 6 village development plans participated both duty bearer and right holders. 120 persons were engaged during the development of villages plans. The developed plans were advocated to incorporate the district plan and national development plans.

14. KAALO facilitated the meeting between village committee (right holders) and national duty bears which village committees presented their plans and priorities to the national duty bearers. This meeting participated ministry of health, Puntland agency for water and energy and education and other service providers.

## Key Challenges in WASH sector

1. Poverty and Recurrent drought effected Wash intervention particularly behaviours changes of some communities on Sanitation and Hygiene practices

2. Limited capacity of Local authorities to provide basic services is also another key challenges

3. Increased number of pastoralist communities moved to villages also limited access WASH services

4. WASH intervention were mainly emergency response project which may not able to achieve the desire result within short period of time.

5. Limited fund for the long-term Programmes on WASH related needs.



## Lesson learnt

■ Establishment and Capacity building of WASH Committees reduced conflict during the project implementation which was common previously

Solar power pump water system is more effective and improved access to potable water to target communities.

■ Rehabilitation of Berkeds is an effective and durable solutions to drought –hit areas as it will able to hold water for longtime, and as well as contributes to community resilience building on water-related shocks particularly communities depends on rain harvesting waster system.

■ community participation in the project activities at all stages make the project successful and created an atmosphere and sense of ownership and reduced expectation beyond the project outcomes

■ Monitoring of construction activities on regular basis improved quality and reduced defects and reworks.

## Recommendation

1. Sanitation and hygiene practices should be more emphasized and long term project required to invest all target areas.

2. Installing water pipe and construct water points in consultation with local authority to identify possible sites, to improve access to clean water from solarized water sources of the target communities.

3. Further intervention on community capacity buildings on good hygiene and sanitation practices should be continued to upgrade the knowledge status on the above practices through door-to-door awareness across the project target locations and beyond

4. Community committees spend much time looking for centers to conduct the meeting and discuss community outstanding issues. Therefore, the community should be supported by constructing community facilities where Wash committees can have their own meetings

5. As communities experience problems on collecting garbage owing to lacking of garbage collection facilities, the municipality should be supported through providing garbage collection facilities, including trucks for villages with densely populated

6. More awareness sessions should be carried out in order to continue for the efforts to make villages open defecation free status which is still widely used in many parts/surrounding of the villages and more latrines to be constructed.





# 3. Protection, Human Rights & Governance Programme

## Introduction

The third thematic strategic focus of KAALO is Human Rights, Access to Justice, Women Equality & Protection Services with strategic objectives to promote respect for human rights for all, access to justice, elevation of the status of women, and protection of the vulnerable especially women refugees, children, returnees, IDPs and asylum seekers.

KAALO has undertaken four project under this thematic area which are funded by UNHCR, Norwegian church Aid, National Endorsement for Democracy and European Union as detailed below table ;

Project Title	Locations	Funded by
Legal assistance and protection for refugees and asylum seekers in Bossaso, Qardho, Garowe and Galkaio	Bossaso, Qardho, Garowe and Galkaio	UNHCR
Accelerating change towards zero tolerance of FGM and ECM in Garowe and Eyl	Garowe and Eyl	NCA ( Norad)
Enhancing the Role of Non-State Actors in Monitoring Human Rights Delivery within the Criminal Justice System Value Chain.	Bossaso, Qardho, Garowe and Galkaio	EU
Engaging Citizens for Better Governance	Bossaso, Qardho, Garowe and Galkaio	NED

**16,356**  
**Persons**  
**were**  
**reached**

## Key achievement

### Protection and legal aid services

1. KAALO provided legal aid service to 671 refugees, asylum seekers, IDPs, and host communities and 250 cases were referred to the other legal aid providers such office of human right, PSU legal aid, and PULWA.

2. KAALO provided 107 SGBV survivors to quality services including case management, Material assistance, legal aid services and psycho social support.

3. KAALO provided training to 47 persons from Local Authorities, prosecutors and police, NGOs, Mowdafa on SGBV prevention and Response to others.

4. KAALO conducted 11 capacity enhancement trainings to refugees, asylum seekers and local authorities including law enforcement to ensure to create favour protection environment for the refugees and asylum. The total participants of the training were 280 persons (192M and 88 F).

5. KAALO supported 7 FGM survivors with complications from poor HH through medical assistance and provided with income generation activities

6. KAALO supported 50 out of schoolgirls at risk of FGM to be enrolled in schools and provided with learning materials

7. KAALO engaged 15 school/koranic teachers and CEC'S to integrate FGM messages in schools

### Promoting Human rights

1. KAALO conducted Mapping of NSA Capacity & awareness on human rights delivery within the justice system value chain. The Key findings in the assessment included; the LNSAs actors show relatively low awareness levels on existing constitutional, legislative and policy regimes on human rights in the State of Puntland. Specifically, project staff in non-legal professions /backgrounds show low awareness levels. The study also highlighted the key areas that should be focused on in building the capacity of LNSAs in the security and justice sector.





2. Human rights training and awareness building was conducted to NSA Actors and ADR centers which was held in Garowe, Bosaso and Galkaio. A total of 26 NSA actors benefited from the human rights training and awareness and capacity building trainings based on the outcomes of the NSA mapping capacity on their human rights awareness and capacity. For each training conducted, a total of 200 participants (Male= 136 & Female= 64) were trained with the aim of training NSA Actors to enhance effective delivery of human rights by the state of Puntland to the general population and the criminal justice system.

3. KAALO has successfully conducted Four Quarterly Dialogue and Engagement Forums (QDEF) which was held in Garowe and Bosaso attended by 132 participants. These QDEF was aimed at bringing the different NSA Actors and the government related Justice Value chain system entities in Puntland. The major aim of these dialogue and engagement forums was to create and expand the platforms through the quarterly dialogue forums with both state and non-state actors in the justice delivery mechanism in Puntland.

4. KAALO conducted Capacity mapping of criminal rehabilitation systems targeting short term prisoners. The key finding the study revealed very poor conditions and as well very limited capacity in providing the following services which includes; medical services, education, personal hygiene, food and clean water. In addition, limited accommodations are provided in the cells of those prisons. Inspection mechanisms, sports and recreational activities, complaint and feedback mechanisms are also not in place in major detention centers in Puntland.

5. KAALO conducted 6 days raining workshop for 80 students where the participants were exposed to parliamentary roles, protocols and other related subjects like parliamentary procedure, which was video recorded and aired on television aimed to conducting civic education on how effective democratic parliaments operate. During the workshop, the main topics that were discussed and put on emphasize included: Culture and functions of the Parliament, public speaking Skills, preparing speeches and building Confidence, eliminating Microphone shock and improving students' Oratory Skills



6. KAALO produced 5 Policy brief on prospective of justice value chain and justice value chain aimed to inform decision makers and other stakeholder on justice value chain.

7. KAALO conducted 16 days Activism awareness raising campaign to end Gender based violence on Rural Women A total of 100 participants of which 90% were women participated.

8. KAALO Trained 30 male youth/boys, schools teachers and faith leaders on various transformative male engagement approaches to serve as role models to Advocate on abandonment of FGM

9. KAALO Supported 30 members of the District FGM forums in old areas to conduct local advocacy at grassroots com-

munities against all forms of female genital mutilation and early child and forced marriage.

10. KAALO engaged and supported 30 Religious leaders to conduct outreach on abandonment of FGM in Eyl and Garowe

## Challenges

1. Limited capacity of law enforcement institutions hinders the process access to justice and promotions of human rights

2. Social stigma and traditional elder's roles on SGBV cases limited access to justice for survivors

3. Weak justice institutions capacity and limited enforcement

4. Low reporting SGBV cases on community members due to stigma

## Recommendations

1. Support government institutions particularly law enforcement institutions

2. Continuous awareness raising promoting rights of women and Girls

3. Women and girls should be protected at all time through empowerment Programmes

4. Pro bono legal aid services should be continuing

5. Advocate the enforcement of Sexual Offence Act

Strategic Area 4: Organizational Effectiveness





## 4. Organizational Effectiveness

### Sector Strategic Objective 4:

Enhance the performance and effectiveness of KAALO.

#### Key achievements against Sub Objectives

Sub Objectives	Key progress
Strengthen financial management in KAALO	Revised and improved Finance Manual of the organization.
Strengthen business process and systems.	Computerized all financial transactions of the organization and they are recorded or posted daily in QuickBooks system
Implement risk management at all levels.	1. Developed Risk Policy 2. Established Organizational Risk Register
Strengthen good governance and management of KAALO	<ul style="list-style-type: none"> <li>• It was revised the organizational structure.</li> <li>• Segregated the duties of senior management</li> <li>• Segregated and specified the duties of BoD members.</li> </ul>
Strengthen engagement, motivation, capacity and performance.	<ul style="list-style-type: none"> <li>• Revised the Human Manual of the organization.</li> <li>• Introduced yearly staff performance appraisals.</li> <li>• Rained and improved the capacity of the staff.</li> </ul>
Improve resource acquisition and mobilization to achieve diversification to deliver on the mission of KAALO	<ul style="list-style-type: none"> <li>• Developed fundraising strategy</li> <li>• Developed advocacy strategy</li> </ul>
To strengthen the capacity of KAALO's emergency response and humanitarian support towards the affected and vulnerable communities by major natural and man-made shocks and disasters	<ul style="list-style-type: none"> <li>• Capacitated the Humanitarian staff of the organization.</li> <li>• Equipped with Humanitarian standard and guidelines.</li> </ul>
Strengthen M&E, knowledge management, to inform learning and program development	<ul style="list-style-type: none"> <li>• Developed M&amp;E Frame work.</li> <li>• Allocated a budget to M&amp;E Department</li> <li>• Established Result frame works for all projects</li> </ul>
Strengthen the management of organizational assets base and infrastructure	<ul style="list-style-type: none"> <li>• Set up fixed asset software, which is recorded all organizational assets.</li> <li>• Revised Procurement manual</li> <li>• Revised Fixed Asset policy, which outlines management and control of the organizational assets.</li> </ul>
Strengthen the organizational external linkages, visibility, communication and external linkages of KAALO.	<ul style="list-style-type: none"> <li>• KAALO joined new platforms including BRiCs &amp; CRISP</li> <li>• Secured funds from New donors including Oxfam and EU.</li> <li>• Attend advocacy and Humanitarian meeting regularly.</li> </ul>
Strengthen the program design, implementation and management	<ul style="list-style-type: none"> <li>• Redesigned the thematic areas of the organization and summarized in to three broader thematic areas with a three year strategic plan from 2018-2020</li> </ul>









WATER SANITATION + HYGIENE  
(WASH) IN PHOTOS















KAALO THANKS ITS DONORS FOR THEIR GENEROUS  
SUPPORT IN 2018



**KAALO**  
Aid and Development Org.

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