Watan Development & intiative Organization



WDIO PROFILE

Together for Humanity!

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ABOUT ORGANIZATION

WDIO

Watan Development and Initiative Organization (WDIO) is a leading non-governmental, non-political, and non-profit organization dedicated to advancing sustainable development and social equity across Afghanistan. Founded by a team of committed Afghan professionals, WDIO was born from a shared vision to uplift vulnerable communities through education, health, livelihoods, agriculture and community empowerment.

Since its inception, WDIO has been at the forefront of Afghanistan's development efforts, working hand-in-hand with national and international partners to deliver impactful, people-centered programs. Our approach emphasizes community ownership, resilience, and sustainability, ensuring that every initiative drives lasting change.

In **education**, WDIO is a key national actor in expanding access to quality learning. We manage hundreds of Community-Based Education (CBE) and Accelerated Learning classes (ALC), strengthen educational infrastructure, and equip children especially girls in remote areas with the tools to learn, lead, and transform their futures.

In **health**, we deliver essential and life-saving services through innovative programs and mobile health interventions. Our focus remains on women, children, and marginalized communities, ensuring that the right to health is upheld even in the most underserved regions.
At the heart of WDIO's mission is **community development**; building self-reliant, cohesive, and empowered societies. Through livelihoods support, capacity-building, and gender equality initiatives, we help families rise above poverty, strengthen social bonds, and create inclusive opportunities for all.

Our commitment extends beyond immediate relief. We aim to cultivate long-term development by fostering partnerships, promoting transparency, and aligning our work with Afghanistan's national priorities and global sustainable development goals.

At WDIO, we believe that the true strength of a nation lies in the resilience of its people. Guided by collaboration, compassion, and accountability, we work toward a future where every Afghan especially the most vulnerable can live with dignity, opportunity, and hope.

WELCOME MESSAGE

Executive Director's Message

It is an honor to lead the Watan Development and Initiative Organization (WDIO) at a time when Afghanistan stands at a critical crossroads of challenge and opportunity. WDIO was founded on the belief that lasting change begins within communities through empowerment, education, and inclusion. As Executive Director, my commitment is to uphold and advance this mission with integrity, innovation, and compassion.

Our vision is of an Afghanistan where every child learns, every woman leads, and every community thrives in dignity and self-reliance. Guided by our core values of transparency, accountability, and respect, we aim to bridge humanitarian assistance with sustainable development — ensuring that immediate relief efforts also lay the groundwork for long-term progress.

In the years ahead, WDIO will continue to strengthen its focus on community-led education, youth empowerment, and social protection. We will deepen partnerships with our donors and local stakeholders, reinforcing mutual trust through quality delivery and responsible stewardship of resources. Most importantly, we will keep listening to the voices of the people we serve so that our work remains relevant, responsive, and rooted in the realities of Afghan communities.

Together with our dedicated team and partners, I am confident that WDIO will continue to stand as a trusted force for equity, resilience, and hope across Afghanistan.

Shams Aziz Mashal
Executive Director
Watan Development and Initiative Organization (WDIO)

VISION & MISSION

Vision

To empower and uplift communities by fostering sustainable development, promoting social justice, and enhancing the well-being of individuals and families through comprehensive programs, capacity building, and community engagement.

Mission

To create thriving communities through sustainable development, empowering individuals and fostering social equity.

Core Value

WDIO's activities are guided by a strong foundation of organizational principles that drive its mission and ensure the effective implementation of its programs. These values define our commitment to excellence and inclusivity:

1. Integrity: We are dedicated to maintaining transparency, accountability, and ethical conduct in all aspects of our work.
2. Collaboration: WDIO thrives on partnerships, fostering strong relationships with communities, stakeholders, and international organizations to achieve sustainable outcomes.
3. Inclusivity and Equity:We prioritize gender equality, social justice, and inclusiveness in all our initiatives, ensuring that every individual, regardless of background, has access to opportunities and resources.
4. Empowerment: Our work is centered on empowering individuals and communities to lead their development and overcome challenges independently.
5. Excellence: WDIO is committed to delivering high-quality programs and continually improving our strategies to create meaningful and lasting impact.
6. Respect for Diversity: We celebrate cultural, ethnic, and regional diversity, incorporating local values and traditions into our work while upholding human rights and dignity.
7. Sustainability: WDIO emphasizes sustainable solutions to development challenges, ensuring that our programs contribute to long-term resilience and growth.
8. Compassion: At the core of all we do is a deep concern for the well-being of individuals and communities, especially those in vulnerable and underserved areas





OBJECTIVE

1. Poverty Alleviation: Implement programs and initiatives that address the root causes of poverty, providing access to education, vocational training, microfinance, and entrepreneurship opportunities to empower individuals and promote economic self-sufficiency.
2. Education and Skill Development: Improve access to quality education and skill development programs, ensuring that individuals, especially children and youth, acquire the knowledge and skills necessary for a better future, enabling them to contribute to their communities.
3. Health and Well-being: Enhance the health and well-being of communities through initiatives that focus on healthcare access, disease prevention, nutrition, sanitation, and promoting healthy lifestyles, ensuring that individuals can lead productive and fulfilling lives.
4. Gender Equality and Women's Empowerment: Promote gender equality and women's empowerment by addressing gender-based discrimination, promoting women's rights, providing resources and opportunities for women's education, economic participation, leadership, and decision-making.
5. Environmental Sustainability: Integrate environmental sustainability into community development initiatives, promoting co-friendly practices, raising awareness about environmental conservation, and building resilience in the face of climate change.
6. Monitoring and Evaluation: Continuously monitor and evaluate the impact of programs and projects, using data-driven approaches to assess effectiveness, identify areas for improvement, and ensure transparency and accountability.

OUR AREAS OF FOCUS



Afghanistan continues to face complex humanitarian and developmental challenges, including protracted conflict, poverty, displacement, limited access to education, and fragile healthcare systems. These are further compounded by natural disasters, food insecurity, and socio-economic inequalities that disproportionately affect vulnerable populations.

In alignment with its mission and vision, Watan Development and Initiative Organization (WDIO) is dedicated to addressing these challenges through integrated, sustainable, and community-centered interventions. Our programs focus on education, health, community development, and humanitarian assistance, ensuring that every initiative contributes to lasting change and improved quality of life.

Through these efforts, WDIO seeks to empower individuals, promote social equity, and strengthen community resilience especially among women, children, and marginalized groups so that all Afghans have the opportunity to live with dignity, security, and hope for a better future.

Education and Learning:

- Promoting access to quality education through Community-Based Education (CBE) and Accelerated Learning Programs (ALP) for underserved populations.
- Strengthening educational infrastructure, improving teaching quality, and supporting curriculum development.
- Advocating for girls' education and addressing socio-cultural barriers that hinder access for marginalized groups.
- Supporting teacher training and formal education systems to enhance learning outcomes.

Health and Nutrition:

- Providing essential healthcare services through mobile clinics, community health outreach, and awareness campaigns.
- Implementing nutrition programs to address malnutrition among children and vulnerable populations.
- Supporting maternal, newborn, and child health initiatives and responding to emergency health crises.

Livelihood and Community Development:

- Empowering communities through vocational training, skills development, and livelihood support programs.
- Supporting small-scale enterprises, modern agricultural practices, and income-generation projects to enhance household resilience.
- Encouraging local leadership, community engagement, and social cohesion to foster collective progress.



Humanitarian Assistance and Emergency Response:

- Delivering immediate relief to communities affected by conflict, displacement, and natural disasters.
- Distributing food, shelter, and non-food items to meet critical needs.
- Facilitating long-term recovery, rebuilding, and resilience-building initiatives in affected areas.

Gender Equality and Women's Empowerment:

- Advocating for gender equity and empowering women through education, vocational training, and leadership programs.
- Addressing harmful cultural practices and promoting women's participation in decision-making processes

Agriculture & Natural Resource Management:

Watan Development & Initiative Organization (WDIO) views agriculture as central to livelihoods and food security in Afghanistan. The organization is expanding its work in this sector to promote sustainable farming, environmental protection, and community resilience.

WDIO supports climate-smart agriculture, skills development for farmers and youth, and community-based natural resource management to improve productivity while protecting ecosystems. It also addresses land degradation through reforestation, soil conservation, and awareness on sustainable land use.
To respond to water scarcity, WDIO promotes efficient irrigation and water conservation practices. In addition, agriculture is integrated into broader livelihood programs to help vulnerable households diversify income, strengthen food security, and adapt to climate risks.

Through community engagement and partnerships, WDIO aims to scale up its efforts and contribute to sustainable rural development in Afghanistan

Environmental Sustainability:

- Promoting sustainable practices to protect natural resources and reduce environmental degradation.
- Engaging communities in reforestation, water conservation, waste management, and climate change awareness initiatives.

Peacebuilding and Social Cohesion:

- Facilitating community dialogue to resolve conflicts and foster social harmony.
- Promoting inclusion of marginalized groups in peacebuilding efforts.
- Supporting youth and community leaders in creating platforms for reconciliation and collaboration.

Our Commitment:

WDIO's service delivery is guided by a holistic and community-centered approach. We actively engage with local stakeholders, align our programs with national priorities, and ensure they meet global standards of effectiveness and sustainability.

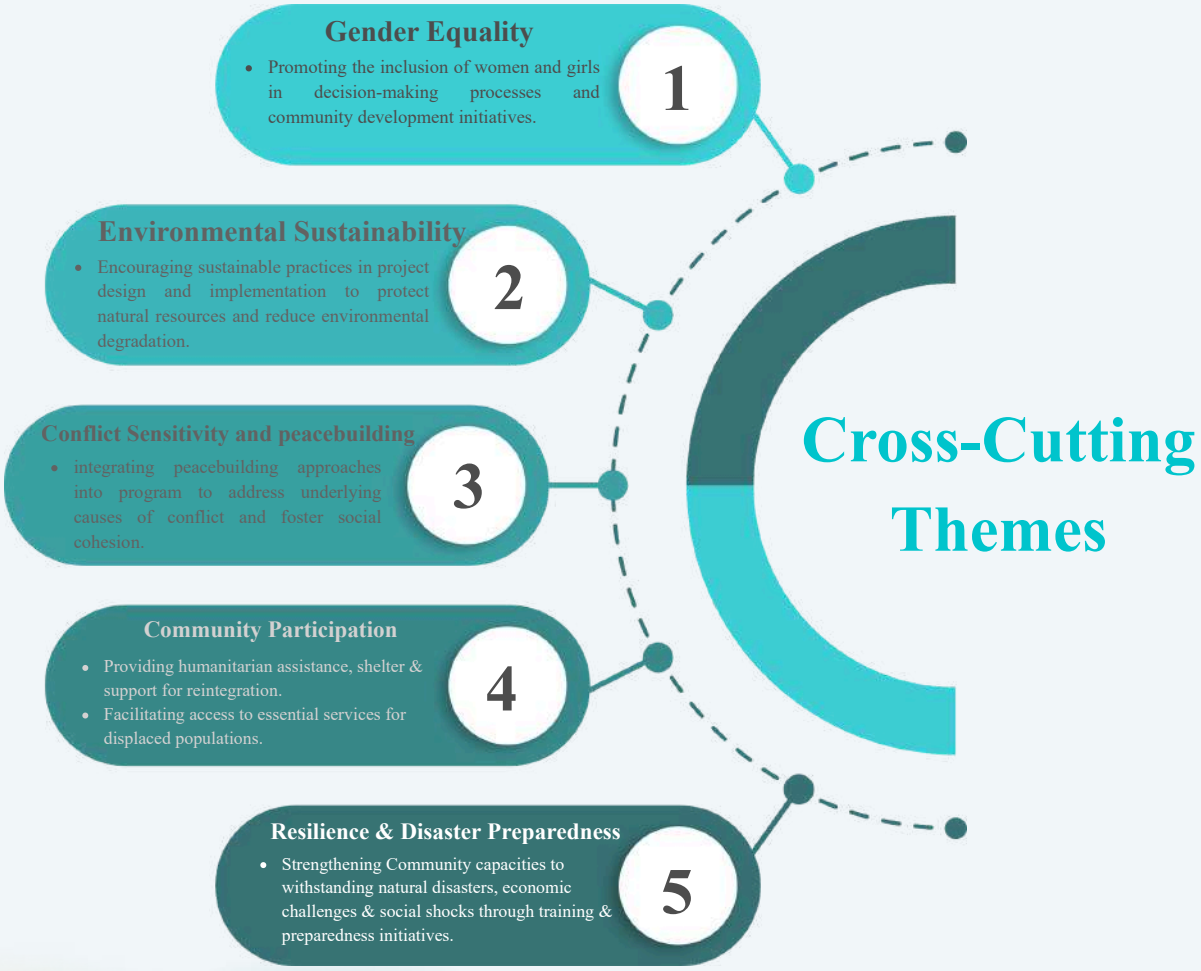
Our Target Groups & Cross-Cutting Themes:

At Watan Development and Initiative Organization (WDIO), our work is driven by the goal of uplifting and empowering diverse segments of Afghan society. We implement projects that address the unique needs of specific target groups while incorporating cross-cutting themes that enhance inclusivity, equity, and sustainability.



Cross-Cutting Themes

WDIO ensures that the following critical themes are integrated across all programs and initiatives.



Social Activities and Community Outreach

Watan Development and Initiative Organization (WDIO) recognizes the transformative power of community engagement and grassroots mobilization. Through its social activities and outreach programs, WDIO fosters connections, raises awareness, and empowers communities to address their challenges collaboratively

Key Activities:

Skill Development and Training Programs:

• Designing and delivering capacity-building workshops on leadership, management, and technical skills.

• Providing vocational training for youth and women in areas such as marketing, IT, and entrepreneurship.

• Enhancing the capabilities of local organizations through tailored training sessions.

• Conducting M&E training for organizations to ensure effective program implementation and impact assessment.

• Developing and implementing M&E frameworks, including participatory approaches engaging stakeholders at all levels.

Educational and Academic Support:

• Supporting teachers through professional development programs, curriculum enhancement, and pedagogical training.

• Developing educational materials and resources to improve teaching and learning outcomes.

• Supporting organizations with social research, needs assessments, and data-driven decision-making processes.

• Conducting studies to identify gaps and opportunities for targeted interventions in education, health, and livelihoods.

Institutional Strengthening:

• Offering consultancy services to improve governance, accountability, and operational efficiency within partner organizations.

• Assisting community-based organizations in strategic planning, proposal writing, and project management.

• Offering certification in key areas such as project management, gender mainstreaming, and humanitarian standards to enhance professional qualifications.



Community Mobilization:

• Organizing community meetings to identify needs and develop locally driven solutions.

• Promoting volunteerism and active participation in communal development activities.

Youth Engagement:

• Establishing youth councils to involve young leaders in decision-making and community-building efforts.

• Conducting leadership training and talent development programs for youth.

Environmental Awareness Campaigns:

• Running annual tree-planting initiatives and environmental conservation programs.

• Educating communities on sustainable practices and the importance of environmental stewardship.

Advocacy Against Harmful Practices:

• Mobilizing communities to combat early marriage, gender-based violence, and other harmful cultural norms.

• Partnering with religious and community leaders to promote gender equality and human rights.

Seasonal Educational Support:

• Offering free winter study camps to help students in rural areas improve their academic performance.

• Bridging the gap between rural and urban educational opportunities by enhancing learning outcomes.

Support for Vulnerable Populations:

• Providing essential services and support to people with disabilities, widows, orphans, and marginalized groups.

• Distributing basic supplies and resources to underserved communities during times of need.

Cultural and Civic Engagement:

• Organizing events to celebrate local culture and heritage while fostering a sense of unity and identity.

• Encouraging civic participation to build a more informed and active citizenry.

Awareness and Prevention Campaigns:

• Conducting awareness drives on public health issues, including hygiene, nutrition, and disease prevention.

• Engaging communities in disaster preparedness and resilience-building initiatives.



Impact of WDIO's Social and Outreach Efforts

through its capacity-building initiatives, WDIO fosters self-reliance, resilience, and professionalism in individuals and institutions. By empowering communities and organizations, WDIO ensures that its programs contribute to long-term development and systemic improvements across Afghanistan.

Humanitarian Assistance and Emergency Response

Watan Development and Initiative Organization (WDIO) recognizes the critical importance of addressing immediate needs during times of crisis. Whether responding to natural disasters, conflicts, or other emergencies, WDIO is dedicated to providing timely and effective humanitarian aid to the most vulnerable populations in Afghanistan.

Key Areas of Humanitarian Assistance and Emergency Response:

Emergency Relief Efforts:

- Rapid delivery of food, clean water, and non-food items (NFIs) to communities affected by displacement, conflict, or natural disasters.
- Providing temporary shelters and basic necessities to internally displaced persons (IDPs) and disaster-affected families.

Healthcare Support in Emergencies:

- Deploying mobile health clinics to deliver essential medical services in conflict-affected and remote areas.
- Offering life-saving interventions, including maternal and child healthcare, during crises.

Disaster Preparedness and Risk Reduction:

- Educating communities on disaster preparedness and response strategies to reduce risks.
- Establishing local early warning systems and response mechanisms in disaster-prone areas.

Support for Vulnerable Populations:

- Prioritizing assistance for women, children, elderly individuals, and persons with disabilities during emergencies.
- Addressing the unique needs of marginalized groups to ensure equitable access to aid and services.

Collaboration and Partnerships:

- Working with national and international agencies, donors, and local organizations to coordinate humanitarian responses.
- Leveraging community networks and volunteers to enhance the reach and impact of emergency relief efforts.

Post-Crisis Recovery:

- Supporting affected communities with livelihood restoration, infrastructure rebuilding, and psychosocial support.
- Facilitating long-term recovery by implementing sustainable solutions that enhance resilience.

Impact of WDIO's Humanitarian Efforts:

WDIO's humanitarian assistance programs aim to save lives, alleviate suffering, and uphold the dignity of those affected by crises. By combining immediate relief with long-term recovery initiatives, WDIO ensures that vulnerable populations receive comprehensive support to rebuild their lives and communities.

Commitment to Accountability and Quality:

WDIO is committed to maintaining the highest standards of transparency, accountability, and efficiency in its humanitarian interventions. All aid distribution processes are closely monitored to ensure resources reach those who need them most.

Key Challenges

Access to Funds:

- Limited and inconsistent funding from donors restricts the scope and reach of humanitarian operations.
- Competition among NGOs for limited resources exacerbates financial challenges.

Method of Delivery:

- Poor infrastructure, including damaged roads and lack of transport facilities, complicates the delivery of aid to remote areas.
- Security concerns in conflict zones further impede the safe transportation of goods and personnel

Access to Communities:

- Geographic barriers, including mountainous terrain and isolated regions, limit access to the most vulnerable populations.
- Restricted movement due to conflict, checkpoints, or natural disasters often delays aid distribution.

Technical and Human Resource Constraints:

- Limited availability of skilled personnel to manage, coordinate, and implement humanitarian interventions.
- Challenges in maintaining adequate staff training and capacity in rapidly changing crisis situations.

Collaboration with Other Agencies:

- Coordination gaps between humanitarian organizations and local authorities can lead to duplication of efforts or resource inefficiencies.
- Lack of shared data and unified strategies sometimes hampers collective impact.

Conflict and Humanitarian Aid:

- Active conflict and political instability create unsafe conditions for aid delivery and beneficiaries.
- Mistrust between local communities and aid agencies can hinder acceptance of assistance.

Corruption and Mismanagement:

- Risks of diversion or mismanagement of aid pose challenges to ensuring resources reach the intended recipients.
- Lack of transparency in certain areas undermines the integrity of humanitarian interventions.

Accountability and Performance Monitoring:

- Ensuring accountability in aid distribution, particularly in remote and inaccessible areas, is a persistent challenge.
- Monitoring and evaluating the effectiveness of programs require robust systems that may not always be feasible in crisis situations.

Cultural and Social Barriers:

- Socio-cultural norms, particularly those that marginalize women and girls, can limit their access to aid and resources.

Misalignment between aid objectives and community priorities may lead to resistance or underutilization of services

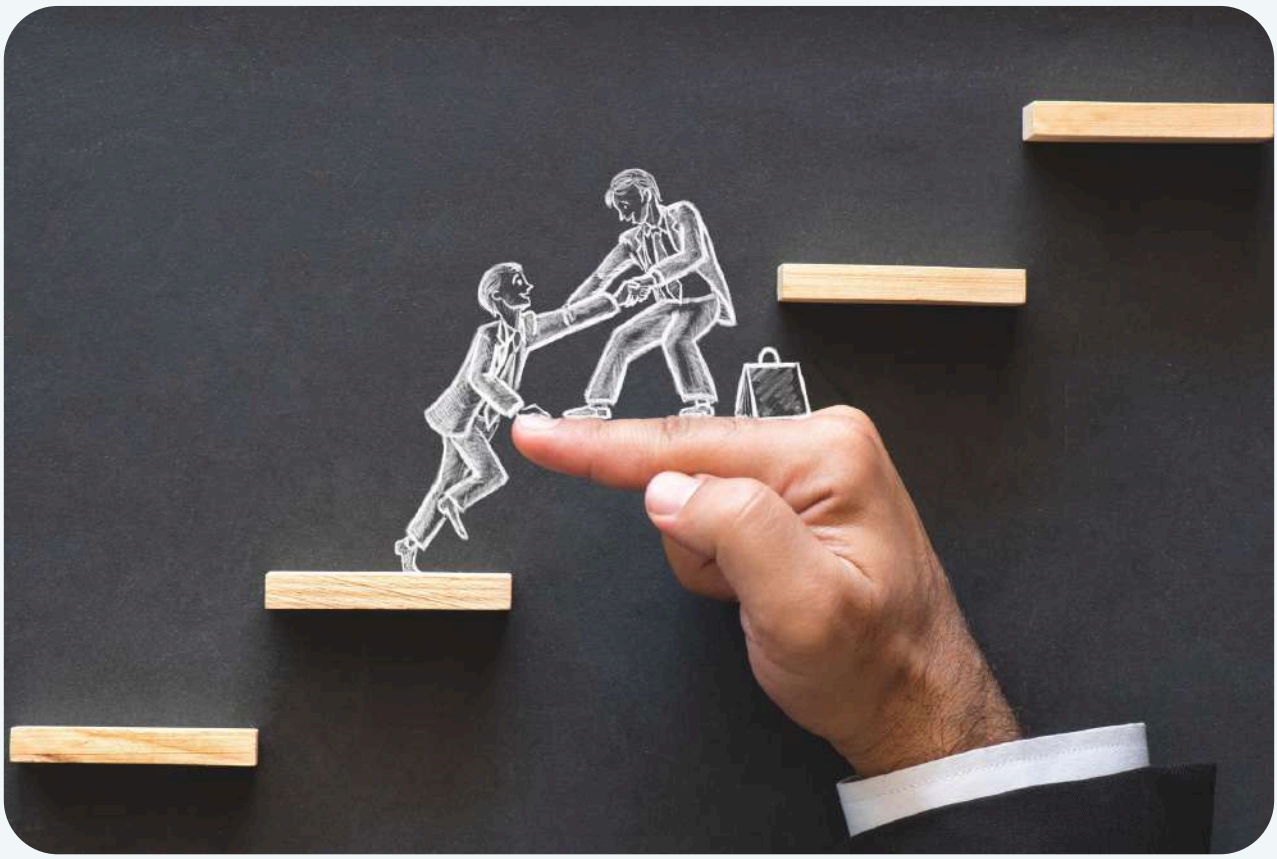


WDIO'sApproach to Overcoming Challenges

Mitigation Plan

To address these barriers, WDIO employs the following strategies:

- Building Strong Partnerships: Collaborating with local leaders, grassroots organizations, and international agencies to improve access and coordination.
- Community Engagement: Ensuring active involvement of community members in planning and implementing aid efforts to foster trust and ownership.
- Transparency and Accountability: Adopting rigorous monitoring and reporting mechanisms to uphold integrity and effectiveness.
- Capacity Building: Training staff and volunteers to enhance their ability to navigate challenging environments and deliver impactful aid.
- Innovation: Leveraging technology, such as mobile communication tools and GPS mapping, to improve aid delivery and tracking.



Organizational Capacity

Program Management Capacity

Watan Development and Initiative Organization (WDIO) possesses exceptional program management capacity, enabling the efficient design, implementation, and oversight of complex development and humanitarian initiatives across Afghanistan. With a comprehensive and community-centered approach, WDIO ensures that its programs are impactful, sustainable, and aligned with the needs of its beneficiaries.

Impact: WDIO's program management capacity ensures that its interventions are not only effective in addressing immediate needs but also sustainable in the long term. By fostering resilience and self-reliance, WDIO empowers communities to build a brighter future for themselves.



Financial Management Capacity

Watan Development and Initiative Organization (WDIO) has established a robust financial management system to ensure the efficient, transparent, and accountable use of resources. This capacity enables WDIO to effectively manage donor funds, optimize resource allocation, and deliver impactful programs across Afghanistan

Impact: By maintaining a transparent and efficient financial management system, WDIO ensures that every dollar entrusted to the organization is used to maximize impact. This reliability builds trust with donors, stakeholders, and communities, solidifying WDIO's reputation as a dependable partner in Afghanistan's development.



Financial Management Capacity

01 Adherence to International Standards:

- WDIO's financial policies and procedures are aligned with International Financial Reporting Standards (IFRS) to ensure global compliance.
- All financial transactions are documented and reported in adherence to donor-specific guidelines and national regulatory requirements.

02 Comprehensive Financial Systems:

- WDIO employs advanced financial management tools, including software like QuickBooks, for real-time tracking, reporting, and auditing of financial data.
- These systems enable detailed monitoring of expenditures, ensuring funds are used efficiently and effectively.

03 Transparency and Accountability:

- WDIO maintains rigorous internal controls to safeguard resources and prevent mismanagement or misuse of funds.
- Regular internal and external audits are conducted to ensure the integrity and reliability of financial records.

04 Budget Planning and Resource Optimization:

- Detailed budget forecasts and financial plans are developed for each project, ensuring resources are allocated in alignment with program goals.
- WDIO focuses on optimizing costs without compromising the quality of its interventions.

05 Donor Reporting and Compliance:

- WDIO ensures timely and accurate financial reporting to donors, meeting all compliance requirements and contractual obligations.
- Customizable financial systems allow for tailored reporting formats based on donor preferences and needs.

06 Capacity for Large-Scale Financial Management:

- WDIO has a proven track record of managing multi-million-dollar projects funded by international donors and development agencies.
- The organization is equipped to handle complex financial structures, including multi-donor funding streams.

07 Training and Development:

- WDIO invests in the continuous professional development of its finance staff to enhance their skills and knowledge.
- Training sessions on financial management, reporting, and donor compliance are regularly conducted to maintain high standards.

08 Risk Management:

- Comprehensive financial risk assessments are conducted to identify potential vulnerabilities in financial operations.
- Risk mitigation strategies, such as contingency planning and fraud prevention mechanisms, are implemented to protect resources.

Monitoring and Evaluation (M&E) Capacity

Watan Development and Initiative Organization (WDIO) places a high priority on the monitoring and evaluation (M&E) of its programs to ensure that interventions are impactful, transparent, and aligned with the needs of the communities we serve. Through rigorous data collection, analysis, and feedback mechanisms, WDIO maintains a strong commitment to accountability and continuous improvement.

Key Features of WDIO's M&E Capacity:

1. **Comprehensive M&E Framework:**
   - WDIO has developed a robust M&E system that integrates both program-level and organizational-level monitoring.
   - The framework includes clear performance indicators, data collection tools, and reporting mechanisms designed to track progress, outcomes, and impact.
2. **Participatory M&E Approach:**
   - WDIO employs a participatory M&E approach, engaging communities, stakeholders, and beneficiaries in the monitoring and evaluation process.
   - This inclusive approach fosters community ownership and ensures that programs are responsive to local needs and priorities.
3. **Real-Time Data Collection and Analysis:**
   - WDIO utilizes modern tools and technologies to collect data in real time, enabling timely decision-making and program adjustments.
   - Data is collected using surveys, focus group discussions, interviews, and field visits, ensuring comprehensive and accurate information.



4. **Impact Assessments and Performance Tracking:**
- Regular impact assessments are conducted to measure the outcomes and effectiveness of each program, evaluating the long-term benefits for beneficiaries.
- The organization uses tracking tools, such as Indicator Tracking Tables (ITTs) and Logical Frameworks (LogFrames), to monitor performance against targets.

5. **Quality Assurance and Continuous Improvement:**
- WDIO employs rigorous quality control measures to ensure that data is accurate, reliable, and valid.
- Based on M&E findings, WDIO implements course corrections, adopts best practices, and shares lessons learned to enhance future program design and implementation.

6. **Capacity Building for M&E:**
- WDIO invests in building the M&E capacity of its staff and partners through regular training and professional development.
- M&E officers are equipped with the latest knowledge and skills in data collection, analysis, and reporting techniques.

7. **External Evaluations and Third-Party Assessments:**
- In addition to internal monitoring, WDIO periodically engages external evaluators to assess the effectiveness and impact of its programs.
- Third-party assessments help ensure impartiality, identify areas for improvement, and provide valuable insights for future programming.

8. **Feedback and Accountability Mechanisms:**
- WDIO has established strong accountability systems to ensure that beneficiaries and stakeholders can voice concerns, provide feedback, and contribute to program evaluations.
- This feedback loop helps improve transparency and strengthens community trust in WDIO's programs.

Impact of WDIO's M&E Systems:

WDIO's M&E systems play a vital role in ensuring that projects are implemented effectively and that resources are used efficiently. Through continuous monitoring, WDIO can make data-driven decisions, ensuring that programs meet their objectives, enhance community development, and create lasting change.





Administration and Procurement Capacity

Watan Development and Initiative Organization (WDIO) recognizes the importance of effective administration and procurement processes in ensuring the smooth and successful implementation of its programs. WDIO's administrative and procurement systems are designed to support operational efficiency, ensure compliance with donor regulations, and maximize the impact of its interventions.

Key Features

1. **Efficient Administrative Systems:**
   - WDIO maintains streamlined administrative processes that ensure smooth operations across all levels of the organization.
   - These systems support efficient staff management, communication, reporting, and coordination, facilitating effective program implementation.
2. **Procurement and Logistics Management:**
   - WDIO's procurement system is built on international best practices and donor compliance requirements, ensuring transparency and accountability in all procurement activities.
   - The organization has a structured procurement process, from needs assessment to supplier selection, ensuring that goods and services are obtained at competitive prices and meet the quality standards required for program success.
3. **Compliance with Donor Regulations:**
   - WDIO adheres strictly to donor-specific guidelines and national laws regarding procurement, ensuring that all contracts and transactions are transparent, auditable, and legally compliant.
   - Regular internal and external audits ensure that all procurement activities are well-documented and comply with international standards.
4. **Vendor and Supplier Management:**
   - WDIO maintains a comprehensive database of qualified and vetted suppliers and contractors, ensuring that it can source goods and services efficiently and reliably.
   - The organization ensures that vendors adhere to agreed-upon quality standards and delivery timelines, fostering strong, long-term partnerships.
5. **Inventory Management and Distribution:**
   - WDIO ensures effective management of inventory, from goods receipt and storage to distribution.
   - By tracking inventory levels, the organization minimizes waste and ensures that resources are readily available when needed for program activities.
6. **Capacity for Large-Scale Procurement:**
   - WDIO has extensive experience in managing complex procurement operations for large-scale projects, including the procurement of materials, equipment, and services for multiple programs.
   - Our systems are flexible, allowing us to manage multi-donor and multi-sector procurement needs across diverse geographical locations.

7. **Logistical Coordination:**
   - WDIO is equipped to handle the logistical challenges of transporting goods and services to remote and conflict-affected areas.
   - Our experienced logistics team ensures that resources are delivered in a timely, safe, and cost-effective manner, even in challenging conditions.
8. **Human Resources and Staff Support:**
   - WDIO provides administrative support for staff, ensuring that they have the necessary tools, equipment, and resources to perform their duties effectively.
   - The organization also ensures that administrative tasks such as payroll, travel arrangements, and staff welfare are managed efficiently.
9. **Risk Management in Administration and Procurement:**
   - WDIO identifies potential risks in administrative and procurement activities and implements strategies to mitigate these risks, ensuring that projects proceed without unnecessary delays or complications.
   - Regular risk assessments are conducted to anticipate and address potential challenges in supply chains, procurement, and logistics.

Impact: WDIO's efficient administrative and procurement processes ensure that resources are used optimally, and programs are implemented on time and within budget. The ability to manage large-scale procurements, coordinate logistics, and ensure compliance with donor requirements enhances the effectiveness and sustainability of WDIO's interventions across Afghanistan.



Some Takeaways

1

Strong Community Engagement and Trust

- WDIO has built deep-rooted relationships with local communities, leaders, and grassroots organizations, ensuring that its programs are culturally sensitive and widely accepted.
- Our participatory approach to development fosters ownership and accountability, allowing communities to take an active role in program implementation and decision-making.

2

Proven Track Record in Program Delivery

- WDIO has consistently demonstrated its ability to manage large-scale programs across multiple sectors, from education and health to emergency relief and community development.
- With successful interventions in diverse provinces, WDIO has built a reputation for delivering high-quality, results-oriented programs on time and within budget.

3

Local Expertise with Global Standards

- WDIO combines local knowledge of Afghanistan's complex socio-political landscape with international best practices, ensuring that its programs are both relevant and effective.
- Our commitment to aligning with global standards in project management, financial reporting, and M&E ensures that we meet donor expectations and international development goals.

4

Efficient and Transparent Financial Management

- WDIO's transparent and accountable financial systems ensure that donor funds are managed effectively, with comprehensive reporting, rigorous audits, and real-time tracking of expenditures.
- Our strong financial stewardship builds trust with donors, enabling long-term, partnerships and increased funding opportunities.

5

Capacity for Innovation and Adaptation

- WDIO is responsive to the ever-changing needs of the communities we serve. We adapt quickly to new challenges, leveraging innovative solutions, including technology and new methodologies, to enhance the delivery and impact of our programs.
- This flexibility allows WDIO to remain effective in volatile environments and deliver sustainable outcomes.

6

Skilled and Experienced Workforce

- WDIO is powered by a highly skilled team with expertise across various sectors, including education, health, livelihoods, and disaster response.
- Our staff's ability to work effectively in challenging and conflict-affected areas, combined with their cultural understanding, ensures that our programs are impactful and efficient

7

Capacity for Innovation and Adaptation

- WDIO has cultivated strong relationships with national and international organizations, governments, and development partners, enhancing its ability to mobilize resources and scale programs.
- Our collaborative approach ensures synergies with other development actors, amplifying the impact of our interventions and ensuring comprehensive service delivery.

8

Skilled and Experienced Workforce

- WDIO is powered by a highly skilled team with expertise across various sectors, including education, health, livelihoods, and disaster response.
- Our staff's ability to work effectively in challenging and conflict-affected areas, combined with their cultural understanding, ensures that our programs are impactful and efficient

9

Capacity for Large-Scale Humanitarian Response

- WDIO has demonstrated its ability to deliver humanitarian aid effectively in times of crisis, including conflict, displacement, and natural disasters.
- With a robust logistics and procurement capacity, WDIO ensures that resources are distributed efficiently and reach the most vulnerable populations in a timely manner.

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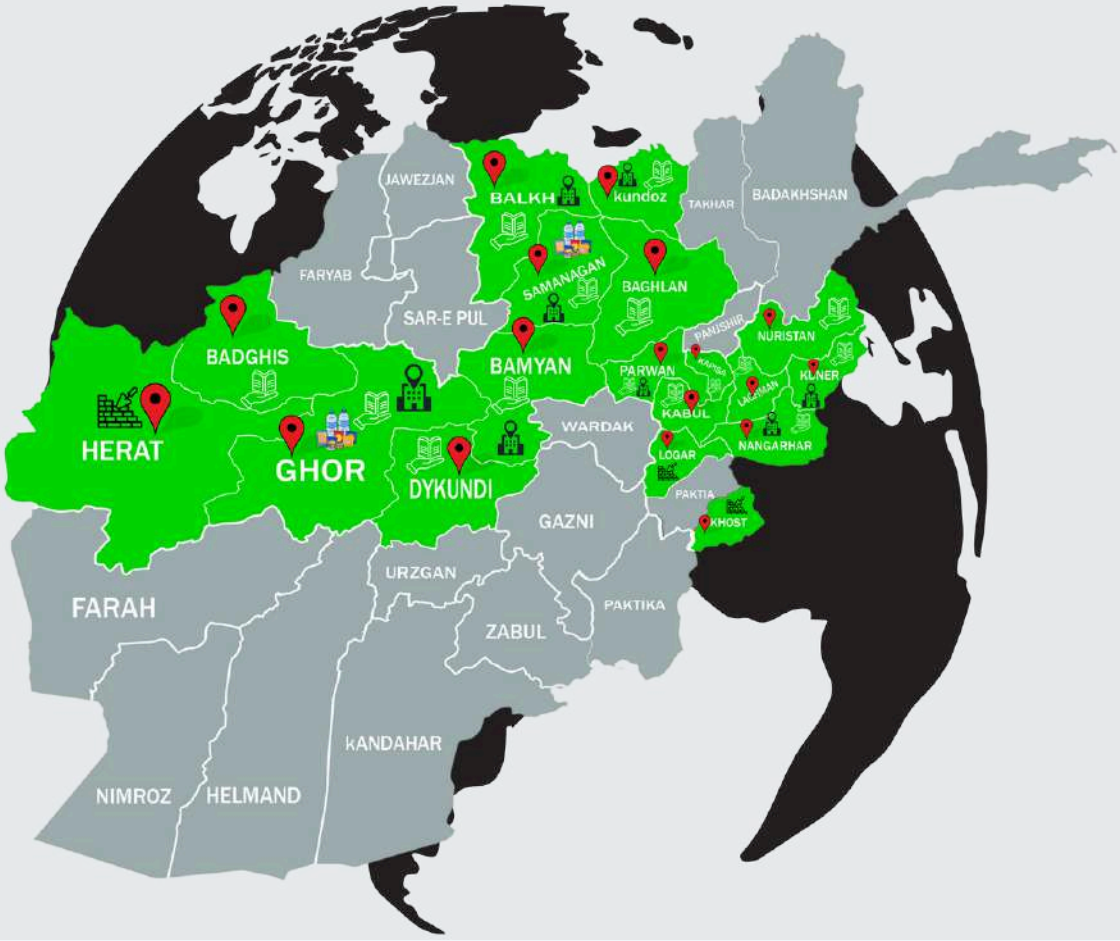
Sustainability and Long-Term Impact

- WDIO focuses not only on meeting immediate needs but also on creating long-term solutions.
- Through sustainable community-driven development, capacity building, and empowerment, WDIO ensures that its interventions have lasting impacts and promote self-reliance.

Coverage Area



- Education
- Construction
- School Feeding
- Sub Office



Organogram

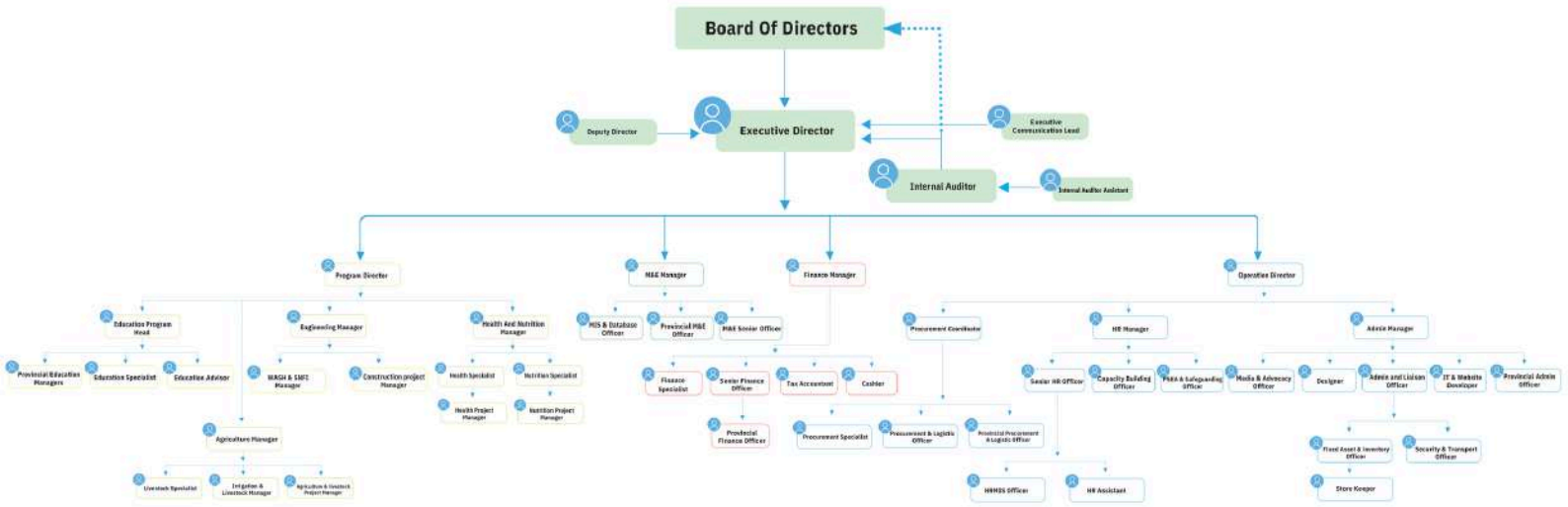
WORKFLOW

Watan Development & Initiative Organization

د وطن پرمختیا او نوښت مؤسسه

مؤسسه ابتکار و انکشاف وطن

WDIO Organogram



Our Projects

Ongoing Projects

No	Project Title	Location	Budget	Donor	Partner	Description	Start Date	End Date
1	Early Childhood Development	Bamyan, Parwan & Daikundi	193,705 USD	AKDN	APAX	The Early Child Development (ECD) Project by WDIO strengthens the cognitive, emotional, and social growth of young children through play-based learning and caregiver support, providing quality early education for 1,200 students through 40 pre-school classes and 80 teachers in Bamiyan, Daikundi, and Parwan.	Jul/01/2024	Dec/31/2027
2	Strengthening of Community based Health Care and Provincial of Education and Employment opportunities for girls and young women.	Bamyan	239,626 USD	AKDN	CHANEL FOUNDATION	The Capacity Building and Teacher Training Project by WDIO enhances education quality by equipping teachers with essential skills and supports access to balanced learning for 600 students through 40 pre-school and remedial classrooms and 40 teachers in Bamiyan.	Jul/01/2024	Dec/31/2026
3	Community-based Education and School Rehabilitations.	Kabul	1,234,535 USD	SCI	GPE	The CBE Transition Project by WDIO ensures children in remote areas of Kabul have continuous access to quality education and a smooth shift into formal schooling, supporting 8,467 students through 316 teacher-led CBE classes.	Jan/01/2024	May/31/2026
4	Eastern Region Special Education	Ningarhar & Laghman	189,863 USD	SERVE	UK	The Special Education Project by WDIO provides tailored educational support for children with hearing and visual impairments in underserved and remote areas of Afghanistan.	Dec/01/2024	Dec/31/2026
5	Facilitation for solar system installation in public schools	Badghis, Bamyan, Daikundi, Samangan, Ghor, Laghman, Noristan, Kapisa, Kunar	58,674 USD	UNDP		The Solar Energy Project installs solar systems in 214 public schools across 9 provinces, reducing electricity costs, supporting STEM learning, and promoting sustainability as a model for local communities.	May/15/2025	May/31/2026
6	Community-based Education and School Rehabilitations	Kunduz	838,104 USD	SCI	GPE	The CBE Transition Project by WDIO ensures children in remote areas of Kabul have continuous access to quality education and a smooth transition into formal schooling through 341 CBE classes.	Jun/01/2025	May/31/2026
7	EIE Response for Returnee and Drought-Effected Children	Kunduz	113,443 USD	UNICEF		The Education in Emergencies (EiE) Response for Returnees project in Kunduz Province was implemented by WDIO with support from UNICEF.The project established 57 Temporary Learning Space (TLS) classes and provided emergency education support to 1,920 vulnerable and at-risk children.It helped ensure safe, inclusive, and quality learning opportunities while supporting students' reintegration into the formal education system.	Oct/12/2025	Jul/31/2026
8	EIE for Returnees Response and Community-Based Schools (CBS) Program	Kabul Bamyan, Daikundi	1,147,116 USD	UNICEF	ECHO	The Education in Emergencies (EiE) Project, supported by UNICEF and implemented by WDIO, provides education support in Kabul, Bamyan Province, and Daykundi Province. The project supports 100 Temporary Learning Space (TLS) classes and 55 Community-Based Schools (CBS) to improve access to safe and quality education for vulnerable and out-of-school children. It also supports classroom construction and child protection awareness sessions to strengthen community-based education and promote safe learning environments.	Dec/10/2025	Apr/15/2027
9	Education and Emergency Response for Children Affected by the Afghanistan 2025 Eearthquake	Nangarhar & Kunar	562,500 USD	SCI	ECW	The ERQ-ECW-SCI Project, supported by Education Cannot Wait and implemented by WDIO, provides education support in Nangarhar Province and Kunar Province. The project established 68 Temporary Learning Space (TLS) classes and 10 ECCD classes, supporting nearly 2,720 vulnerable and out-of-school children with safe and inclusive learning opportunities. It also distributed Teaching and Learning Materials (TLM) to 11,230 public school students and improved school facilities through rehabilitation and sanitation support.	Feb/01/2026	Dec/09/2026

No	Project Title	Location	Budget	Donor	Partner	Description	Start Date	End Date
10	AFG-GPE Systems Transformation Grant 2025	Kunduz	690,393 USD	SCI	GPE	The GPE-STG Project is supported by Global Partnership for Education under the Aga Khan Foundation Afghanistan program and implemented by the Women Development and International Organization (WDIO) in Bamyan Province. The project provides educational opportunities for out-of-school children through several education components, including Community-Based Schools (CBS), Early Childhood Care and Development (ECCD), Catch-Up classes, and Remedial classes in targeted areas of the province. The intervention aims to improve access to inclusive and quality education for vulnerable children, particularly those living in remote communities and with limited access to formal schools. Through these activities, the project supports children in improving their learning skills, continuing their education, and increasing opportunities for enrollment in formal education systems.	Feb/01/2026	Jun/30/2028
11	PILOT Project to Bridging access to education in Afghanistan	Kabul	2,886,568 USD	UNICEF			Feb/05/2026	Feb/04/2027
12	GPE for Education System Transformation Grant	Bamyan	666,298 USD	AKF	GPE	The GPE-STG Project, supported by Global Partnership for Education under the Aga Khan Foundation Afghanistan program and implemented by WDIO in Bamyan Province, provides educational opportunities for out-of-school and vulnerable children through CBS, ECCD, Catch-Up, and Remedial classes. The project aims to improve access to inclusive and quality education, strengthen learning skills, and increase children's enrollment in formal schools.	Mar/16/2026	Mar/15/2027
13	AFG-GPE Systems Transformation Grant 2025	Samangan	666,620 USD	IRW	GPE	The GPE-STG Project, supported by Global Partnership for Education under the Islamic Relief Worldwide Afghanistan program and implemented by WDIO in Samangan Province, provides educational opportunities for out-of-school children through CBS, ECCD, and Catch-Up/Remedial classes. The project aims to improve access to inclusive and quality education for vulnerable children while strengthening learning skills and supporting enrollment in formal schools.	Apr/01/2026	Jul/31/2028
14	Skill Based Literacy	Bamyan	266,009 USD	UNESCO	SBL	The Skill-Based Literacy (SBL) Program, supported by UNESCO and implemented by WDIO in Bamyan Province, supports 1,230 learners through literacy and vocational skills training. The program helps vulnerable communities improve livelihoods and self-reliance by providing training in tailoring, farming, and other income-generating skills while promoting sustainable community development.	Apr/15/2026	Nov/30/2026

Our Projects

Completed Projects

No	Project Title	Location	Budget	Donor	Partner	Description	Start Date	End Date
1	Community-based Education and Special Education	Kabul	100,165 USD	SCI	Italy	The CBE and Special Education Project by WDIO provides inclusive education for children in remote areas of Kabul by combining community-based learning with special education services, supporting 20 special classes and 35 CBE classes with a total of 1,223 students.	Jan/01/2024	Jan/31/2025
2	Schools Construction	Kabul	783,866 USD	UNICEF	Japan & EU	The School Construction Project by WDIO restores and upgrades unsafe school buildings in Afghanistan to provide children—especially in rural and conflict-affected areas—with safe and modern learning environments.	Apr/01/2024	Dec/31/2024
3	Commodities to Schools (School Feeding)	Ghor	556,207 USD	WFP		The School Feeding Project by WDIO provides essential food and nutrition support to improve students' health and learning in underserved areas of Ghor, reaching 157,029 children	Apr/10/2024	Dec/31/2024
4	Basic General Literacy (BGL)	Bamyan	99,246 USD	UNESCO		The Literacy Program by WDIO promotes foundational literacy and numeracy in rural and underserved areas of Bamyan, supporting 56 classes with 880 students to empower learners of all ages.	Jan/25/2024	Sep/15/2024
5	School Improvement Plan and Training to the Teacher/ School Rehabilitations.	Nangarhar	114,785 USD	NRC	ECHO	The School Improvement Plan (SIP) supports schools in enrolling out-of-school children and improving education quality by providing financial support and teacher training, covering 70 teachers, 7 schools, and 700 students in Nangarhar province.	Sep/01/2024	May/31/2025
6	Community-based Education (Transition)	Kunduz	536,985 USD	NRC	GPE	The CBE Transition Project by WDIO ensures children in remote areas of Kunduz have continuous access to quality education and a smooth shift to formal schooling, covering 150 classes, 4,500 students, and 165 teachers.	Aug/01/2024	Jul/31/2025
7	Transformational Community Development Centre	Bamyan	19,263 USD	GHNI		The Capacity Building Classes Project by WDIO strengthens the skills of individuals and community leaders in Bamyan through targeted training programs, empowering 200 students to support local development and self-reliance.	May/01/2024	Nov/05/2025
8	Afghan Girls Education (AGE) in Conflict and fragility.	Kabul, Samangan , Balkh & Parwan	644,384 USD	BRAC	CANADA	The Capacity Building and Teacher Training Project by WDIO improves education quality by providing professional development for teachers in pedagogy, classroom management, and subject skills, supporting 38 after-school centers, 76 teachers, and ensuring quality, balanced education for 3,800 students across Kabul, Balkh, Parwan, and Samangan.	Nov/01/2024	Oct/31/2025
9	Education In Emergencies	Kunduz & Baghlan	509,936 USD	ACTED		This project expands access to quality, protective education for out-of-school and returnee children while delivering multisectoral emergency assistance to vulnerable households, supporting 60 remedial classrooms and providing education services for 1,800 students along with stationery for 4,140 students in Kunduz and Baghlan.	Oct/01/2024	Jun/30/2025
10	Facilitation for solar system installation in public schools	Badghis, Bamyan, Daikundi, Samangan, Ghor, Laghman, Noristan, Kapisa, Kunar	19,052 USD	UNDP		The Solar Energy Project installs solar systems in 79 public schools across 9 provinces, reducing electricity costs, supporting STEM learning, and promoting sustainability in local communities.	May/01/2025	Oct/31/2025
11	School Feeding Program	Samangan	727,651 USD	WFP	SFP	The School Feeding Project by WDIO provides essential food and nutrition to improve health, focus, and learning outcomes for 77,580 students in underserved areas of Samangan.	Jul/01/2024	Dec/31/2025
12	School Feeding Program	Herat	14,007 USD	UNDP	UN-Habitat	WDIO is coordinating and facilitating the construction of six schools in Injil and Robat Sangi districts of Herat, funded by the STFA and implemented by UN-Habitat, with work underway on five schools and project coordination set to continue until December 31, 2025.	Aug/01/2024	Feb/28/2026

Our Projects

Completed Projects

No	Project Title	Location	Budget	Donor	Partner	Description	Start Date	End Date
13	Consolidation and Expansion of CBE (Transition in Bamyan)	Bamyan	903,751 USD	UNICEF	ADB	The CBE Transition Project by WDIO supports quality education for children in remote areas of Bamyan by linking community-based classes with formal schools, reaching 219 classes and 6,420 students.	Jan/01/2024	Dec/31/2025
14	Consolidation and Expansion of Community-based Education (CBE) and Class Minor Rehabilitations.	Ghor	1,317,378 USD	UNICEF	WB/LUL	The CBE Transition Project by WDIO supports quality education for children in remote areas of Ghor by connecting community-based classes with formal schools, covering 252 classes and 7,560 students.	Nov/01/2023	Dec/31/2025
15	Community-based Education (Transition)	Kunduz , Logar, Khost, Kabul, Bamyan	661,721 USD	IRC	GPE	The CBE Transition Project by WDIO supports children in remote areas of Kunduz by ensuring continued access to quality education and a smooth shift to formal schooling, covering 191 classes, 6,245 students, and 191 teachers.	Aug/01/2024	Apr/30/2026
16	Consolidation and Expansion of CBE (Transition in Bamyan)	Kunar & Bamyan	769,848 USD	AKDN	ECW	The Capacity Building and Teacher Training Project by WDIO enhances education quality by equipping teachers with essential skills and supports access to balanced learning for 5,400 students through 200 CBE and remedial classrooms in Bamiyan and Kunar.	Aug/01/2024	Apr/30/2026
17	Community Learning and Skills Advancement Initiative	Kabul	60,327 USD	NOVE	NOVE	The Capacity Building (English Language Program and TOEFL Exam) Project by WDIO strengthens English proficiency and TOEFL readiness to expand educational and professional opportunities, providing quality learning for 190 students through 6 English language classrooms in Kabul.	Nov/09/2024	Mar/31/2026
18	School Feeding Program	Ghor	669,077 USD	WFP	SFP	The School Feeding Project by WDIO provides essential food and nutrition to improve the health, focus, and learning outcomes of 148,025 students in underserved areas of Ghor.	Apr/01/2025	Dec/31/2025
19	Alternative Education	Kabul & Balkh	1,659,715 USD	SCI	AE	The Capacity Building and Teacher Training Project by WDIO enhances teachers' skills and professional development to ensure high-quality education, supporting 3,420 students through 57 educational centers and 171 teachers in Kabul and Balkh.	Feb/02/2025	Apr/30/2026
20	School Rehabilitation	Kabul	467,295 USD	UNICEF		The School Rehabilitation Project by WDIO restores and upgrades unsafe school buildings to provide a safe and modern learning environment, enhancing hub-school capacity and quality while preparing them to welcome CBE students after completing their community-based education.	Apr/15/2025	Dec/31/2025
21	GPE-ESPIG Remedial Classes	Kunduz	90,942 USD	AKF	GPE	The GPE-ESPIG Remedial Classes Project, supported by AKF and implemented by WDIO in Kunduz, provides targeted support to 2,000 struggling students through 25 remedial classes, enhancing learning in core subjects, life skills, and psychological support, with 50 trained volunteer teachers facilitating the program.	May/01/2025	Apr/30/2026
22	Skill Based Literacy	Bamyan	300,969 USD	UNESCO	SBL	The Skill Development Courses in Bamyan strengthen literacy, numeracy, and practical livelihood skills for 1,300 learners, empowering them to pursue sustainable livelihoods and contribute to their communities.	Jun/19/2025	Jan/19/2026

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