

FOR



HAQOOQ-E-INSANIYAT
SOCIAL WELFARE ORGANIZATION

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About Us

Haqooq-e-Insaniyat Social Welfare Organization (HISWO) is non-government and not for profit welfare and Development organization working with marginalized communities and disadvantaged segments of society by adopting innovative developmental approaches to bring about such positive changes which ultimately improve living and learning environment of marginalized communities, especially women, elders, youth and children. It is established in 2011 and registered with Directorate Voluntary Social Welfare Agencies under Ordinance 1961 (XLV1 of 1961) Government of Sindh, Pakistan Centre for Philanthropy (PCP), Sindh Charity Commission and Alhamd Shariah. It is tax exempted from Federal Board of Revenue (FBR) as a not for profit organization.

HISWO has professional, technical and development specialists on its board to provide strong leadership, strategic vision and directions to the management personnel for efficiency and efficacy of program designing and implementation.

VISION:



Peaceful and prosperous society ensures equal rights and access economic opportunities equally.

MISSION:



To facilitate the poor marginalized, socially and economically suppressed communities to have access to resources on equal and equitable basis; and are organized to take self- help initiatives; and are bettered positioned economically.

OUR VALUES

01

Social Justice & Gender Equality

Everyone deserves equal economic, political, and social rights and opportunities.



02

Respect

Uphold the rights and dignity of every human being, regardless of social standing.



03

Transparency

Prioritize openness in all processes and decisions; promote internal and external transparency.



04

Accountability

Strengthen democratic values and ensure public accountability in work, performance, and conduct.



05

Rule of Law:

Adhere to constitutional and legal frameworks, and advocate for lawful reform.



06

Partnership & Collaboration

Engage with others' strengths to achieve shared goals and a collective vision.



07

Inclusion

Promote inclusive participation and democratic engagement of all stakeholders.



08









Non-Discrimination

Reject all forms of discrimination based on caste, color, ethnicity, creed, gender, religion, politics, geography, language, marital status, age, disability, or orientation.



HISWO's Overall Contribution to **SDG's**

Our organization is firmly committed to the [United Nations' 2030 Agenda](#) and actively aligns its programs and interventions with the [Sustainable Development Goals \(SDGs\)](#). Each of our thematic areas directly contributes to specific SDGs, ensuring that our work addresses both local community needs and global development priorities. Through grassroots initiatives in core focus areas—including [Women's Empowerment](#), [Education](#), [Health](#), [Livelihoods](#), [WASH](#), and [Peacebuilding](#), HISWO contributes to at least 10 SDGs (**1, 2, 3, 4, 5, 6, 8, 10, 11, 13, and 16**), while also indirectly advancing other goals through partnerships, inclusivity, and social justice. This reflects HISWO's enduring commitment to building inclusive, equitable, and sustainable communities across Pakistan.

	Thematic Area	Major Focus	Linked SDGs
	Women & Girl's Empowerment	Promote gender equality and end violence against women and girls.	SDG 5: Gender Equality SDG 10: Reduced Inequalities SDG 16: Peace, Justice & Strong Institutions
	Poverty Alleviation	Enable women and youth through economic empowerment, vocational training, and entrepreneurship.	SDG 1: No Poverty SDG 2: Zero Hunger SDG 8: Decent Work & Economic Growth
	Non-Formal Education	Promote education in rural and underserved areas, especially for girls and women.	SDG 4: Quality Education SDG 5: Gender Equality SDG 10: Reduced Inequalities
	Reproductive Health & Nutrition	Promote preventive care through health education, family planning, and hygiene awareness, support better nutrition and hand washing practices.	SDG 3: Good Health & Well-Being SDG 6: Clean Water & Sanitation
	Child Protection	Safeguard children from labor, sexual abuse, and exploitation.	SDG 16.2: End abuse, exploitation & violence against children SDG 4: Quality Education
	Climate Change & Disaster Response	Provide relief and restore basic social services, with a special focus on WASH.	SDG 13: Climate Action SDG 11: Sustainable Cities & Communities SDG 1 & 2: Poverty & Hunger Reduction
	Livelihood & Food Security	Address hunger and food insecurity through free meals and Rashan distribution to vulnerable individuals.	SDG 2: Zero Hunger SDG 1: No Poverty SDG 8: Decent Work & Economic Growth
	Peace & Religious Harmony	Promote inclusivity through diversity, with strong commitment to protecting minority women's rights.	SDG 16: Peace, Justice & Strong Institutions SDG 10: Reduced Inequalities

Our Working Approach & Strategies

HISWO adopts a three-component approach to address the diverse needs of the communities it serves:

OUR BENEFEICIARIES:

HISWO is deeply committed to serving the most vulnerable and marginalized members of society. Our programs are specifically designed to reach rural women, adolescent girls, landless peasants, elderly individuals, women-headed households, youth, and children—those often left behind due to poverty, displacement, limited access to services, and restrictive social norms.

Charity and Welfare Initiatives

Providing immediate relief and support to vulnerable individuals and families through food distribution, health aid, education support, and other essential services.

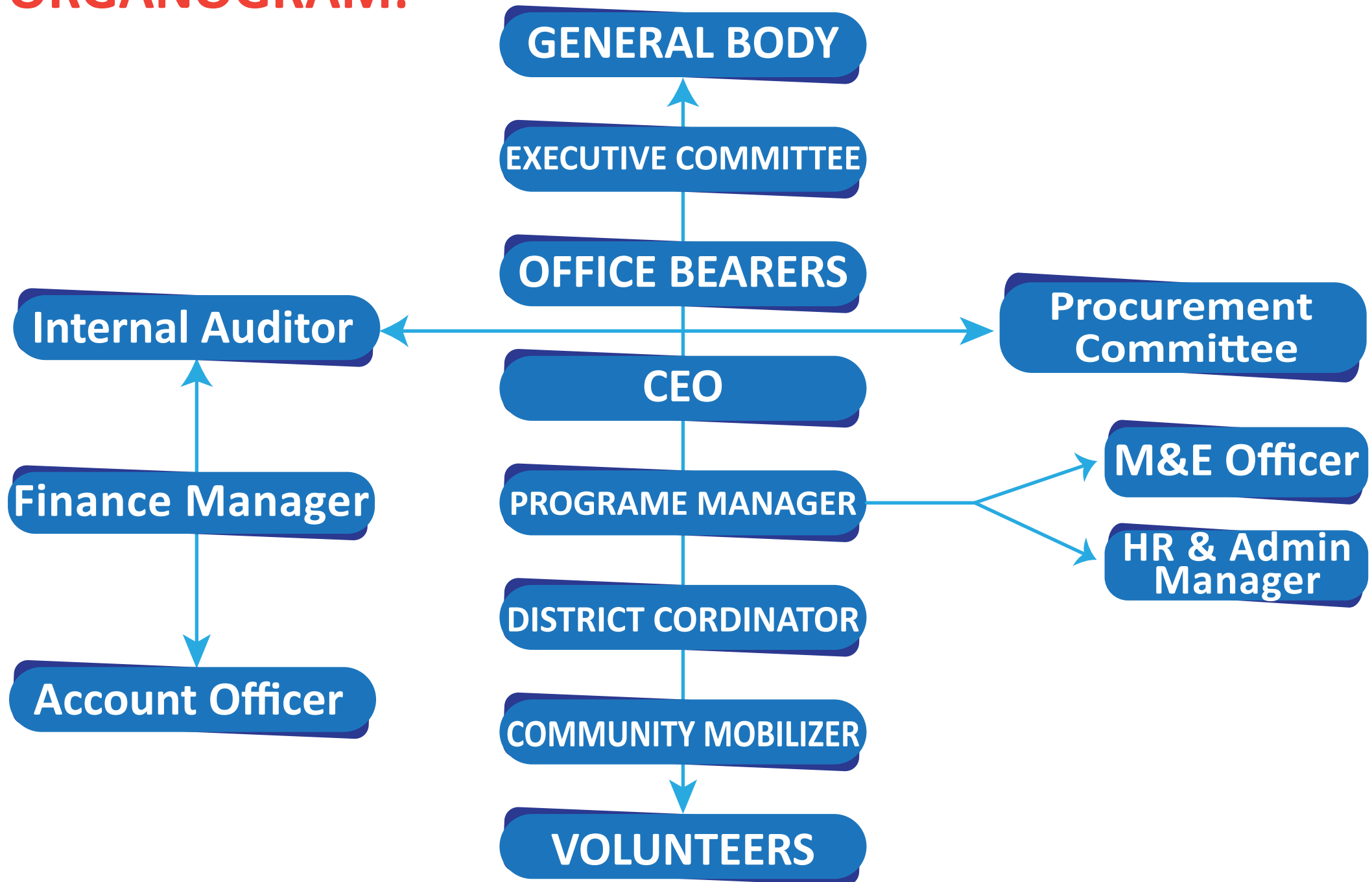
Humanitarian Emergency Response

Responding promptly to natural disasters, emergencies, and crises with life-saving assistance, relief supplies, and restoration of basic services.

Social Mobilization & Community Engagement

Promoting community participation, ownership, and gender inclusiveness across all programs by empowering communities to take collective action for sustainable development.

ORGANOGRAM:



Governance Structure

HISWO is governed by a Board of Directors (BOD) / Executive Committee, which provides strategic oversight and leadership to the organization.

- 👉 **The Board of Directors comprises 10 members, led by a Chairperson.**
- 👉 **The Executive Committee is elected by the General Body every two years.**
- 👉 **The Executive Committee is responsible for:**
 - Supervising organizational operations
 - Preparing, approving, and overseeing policy matters
 - Ensuring compliance through regular meetings, internal and external audits
 - Evaluating organizational performance

Key functions of the Board and Executive Committee include:

- Hiring and oversight of senior leadership
- Financial oversight and risk management
- Fundraising and resource development
- Monitoring and evaluation of program effectiveness
- Ensuring ethical and legal integrity
- Conflict of interest management

The Executive Director is responsible for the overall management and day-to-day operations of the organization and reports directly to the Board of Directors.

ORGANIZATION POLICIES, PROCEDURES, AND COMPLIANCE

HISWO has established strong policies and procedures to ensure adherence to ethical standards, promote transparency, and reinforce accountability across all areas of operation. These policies reflect our commitment to maintaining the trust of our stakeholders and communities.

To prevent and address conflicts of interest, we implement strict protocols in accordance with our approved governance framework. These ensure that all staff disclose any actual or potential conflicts, including financial interests or personal relationships that may impact impartial decision-making.

Our Team:

HISWO is supported by a dedicated team of qualified professionals, comprising both men and women with academic backgrounds in social sciences, development studies, and finance. All staff members have undergone specialized training related to their professional responsibilities and areas of work.

Key Staff Positions:

Programe Manager:

Leads program design, implementation, and monitoring & evaluation. Possesses strong expertise in project management and strategic planning.

Community Mobilization Officer:

Engages communities and fosters partnerships. Skilled in participatory research, stakeholder engagement, and local mobilization.

Communications Officer:

Develops and executes communication strategies. Experienced in media relations, content creation, and social media management.

Research Officer:

Conducts field and desk research, with expertise in data collection, analysis, report writing, and research methodology.

Finance Manager & Finance Officer:

Responsible for financial planning, budgeting, compliance, and reporting. Proficient in grant management and accounting standards.

Key Organizational Policies Include:

**Human Resource
(HR) Policy**

**Financial Management
and Procurement
Policy**

**Sexual Harassment
Policy**

**Child Protection
Policy**

**Anti-Fraud, Bribery, and
Corruption Policy**

These policies are reviewed regularly to align with national laws, donor requirements, and best practices in the development sector. Compliance is ensured through internal audits, external audits, and regular oversight by the Executive Committee.

Volunteers and Community Engagement

HISWO takes pride in its strong working relationships with more than 30 Community-Based Organizations (CBOs) operating in its target areas across six (6) districts. These partnerships enhance grassroots outreach and ensure that interventions are responsive to local needs. Volunteers and local partners play a key part in program implementation, community mobilization, and sustaining long-term impact.

Monitoring and Evaluation (M&E)

HISWO has established a comprehensive Monitoring and Evaluation (M&E) framework to ensure the effectiveness, accountability, and continuous improvement of its projects and programs. The M&E system focuses on both quantitative and qualitative assessment through structured planning, reporting, and real-time feedback mechanisms.



Daily Work Plans and Progress Reports:

Operational team members prepare daily work plans and progress reports, which are submitted to their respective supervisors for review. Supervisory staff provide prompt feedback and guidance to ensure alignment with project objectives.



Monthly Planning and Progress Review Meetings:

Regular monthly meetings are held to plan upcoming activities and review progress. These meetings serve as essential coordination tools, allowing teams to evaluate performance, share challenges, and strategize for improvement.

Field Monitoring Plan:



A detailed monitoring plan is developed and approved by management. It includes objectively verifiable performance indicators (OVPIs) for each activity to assess both quantitative outputs and qualitative impact. This plan guides systematic field assessments and ensures accountability at all levels.

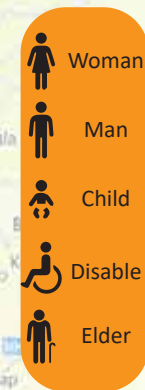
Monitoring Visits and Reporting:



The Monitoring Officer conducts both scheduled and unannounced field visits to observe and assess project activities. These visits ensure that implementation aligns with predefined standards and performance indicators.

- The officer generates real-time monitoring reports based on observations.
- Reports are submitted to the Executive Director, who reviews and provides immediate instructions for corrective measures, if needed.

Completed & Ongoing project in these districts.



Supported over 5,500 flood-affected individuals, including children, pregnant women, and disabled elderly with emergency aid, Food, Mud houses and hygiene kits.

Provided support to 600+ flood-affected families, ensuring relief for children, elderly, and women lacking access to healthcare and support.

Served 10,000+ urban poor, including street children and slum-dwelling women through welfare, education, skills training, food programs, Aid and medical camps.

Benefited around 11,700 peoples, on hand pump installation projects and women support.

Reached more than 5,000 rural families, prioritizing out-of-school children, landless women farmers, and low-income youth through education and livelihood support.

Assisted over 200 drought-affected beneficiaries, mainly malnourished children, women-headed households with food, and water programs.



Girls Right to Education:

Sindh is facing a serious education crisis, with an estimated 4.69 to 7 million children out of school, according to reports by [UNICEF](#), [UNESCO](#), and [ASER](#). Poverty, gender inequality, lack of school buildings, and cultural barriers—especially in rural areas—disproportionately affect girls. Many public schools suffer from a shortage of trained teachers, inadequate learning materials, and poor infrastructure, leading to high dropout rates and limited learning outcomes.

To address these challenges, [Non-Formal Education \(NFE\)](#) has emerged as a flexible and effective solution. Supported by international organizations, NFE enables marginalized children to continue learning in multi-grade, community-based settings. HISWO is actively promoting NFE by providing students with school kits and supporting teachers through regular training and monthly stipends. These efforts are helping to reintegrate out-of-school children and build a path toward a brighter, more inclusive future.

HISWO's NFE program is a comprehensive initiative aimed at reaching children excluded from the formal education system. It provides students with essential learning supplies—such as school bags, notebooks, lunch boxes, and reading materials—to encourage consistent attendance and active engagement. To motivate learners, certificates are awarded upon achieving educational milestones, and community awareness campaigns are conducted to highlight the value of education, particularly for girls.

Key Achievements – Non-Formal Education Program



Over 350 out-of-school children (especially girls) enrolled and retained in learning centers and villages in rural Sindh.



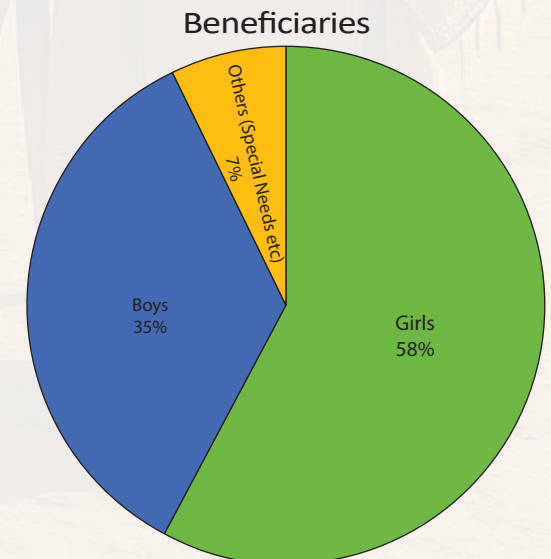
Distributed 1,100+ school kits (bags, notebooks, lunch boxes, certificates) to encourage regular attendance.



Trained and supported 20 teachers with monthly stipends, teaching resources, and professional development sessions.



Organized 10+ awareness campaigns to promote girls' education and community involvement.





Primary Basic Health Care Initiatives:

During the catastrophic 2022 floods in Sindh, the humanitarian crisis swiftly escalated into a far-reaching public health emergency. With nearly a third of the province submerged and millions displaced, the disaster overwhelmed local health infrastructure. Over 47,000 pregnant women were forced to live in overcrowded, unsanitary relief camps with little to no access to maternal care. In the weeks that followed, more than 134,000 cases of diarrhoea and 44,000 confirmed cases of malaria were reported—alongside alarming spikes in skin infections, acute respiratory illnesses, and waterborne diseases. Women and adolescent girls were disproportionately affected by these circumstances, particularly due to the near-complete collapse of menstrual, maternal, and reproductive health services. The lack of clean water, adequate sanitation, and women-friendly hygiene facilities created additional risks, threatening both physical and mental well-being.

Recognizing the urgency, a coalition of national, international humanitarian organizations, donor agencies, companies and banks and the Forum for Women Development—deployed sexual and reproductive health (SRH) services to the most affected regions. These interventions focused on preserving women’s dignity and ensuring safe motherhood during the crisis. Additionally, thousands of dignity kits, Aab-e-nuqra bottle and menstrual hygiene supplies were distributed, helping restore some sense of stability for women living in displacement.

In parallel, the Haqooq-e-Insaniyat Social Welfare Organization (HISWO) mounted a proactive and community-focused health response in multiple districts across Sindh, aiming to fill critical gaps left by overwhelmed public health systems. Recognizing the urgent need for localized intervention, HISWO has organized and deployed a network of free medical camps. These were strategically established in both densely populated urban centers like Karachi—where displaced families had migrated in search of safety—and in remote, underserved villages across Mirpurkhas and other flood-affected regions. The goal was twofold: to bring healthcare directly to communities with limited mobility and to offer timely relief to populations who were otherwise cut off from essential services due to the scale of destruction. By situating camps within easy reach of vulnerable households, HISWO ensured that help arrived where it was most urgently needed.

HISWO’s Health Response

- ✓ Organized Free Medical Camps
- ✓ Provision of Primary Health Care Services
- ✓ Maternal and Child Health Support
- ✓ Distribution of Essential Medicines
- ✓ Inclusive Community Engagement
- ✓ Community-Based Health Awareness
- ✓ Gender-Sensitive Outreach
- ✓ Reproductive Health & Hygiene Education



Safe Water and Sanitation: A Global and Local Crisis

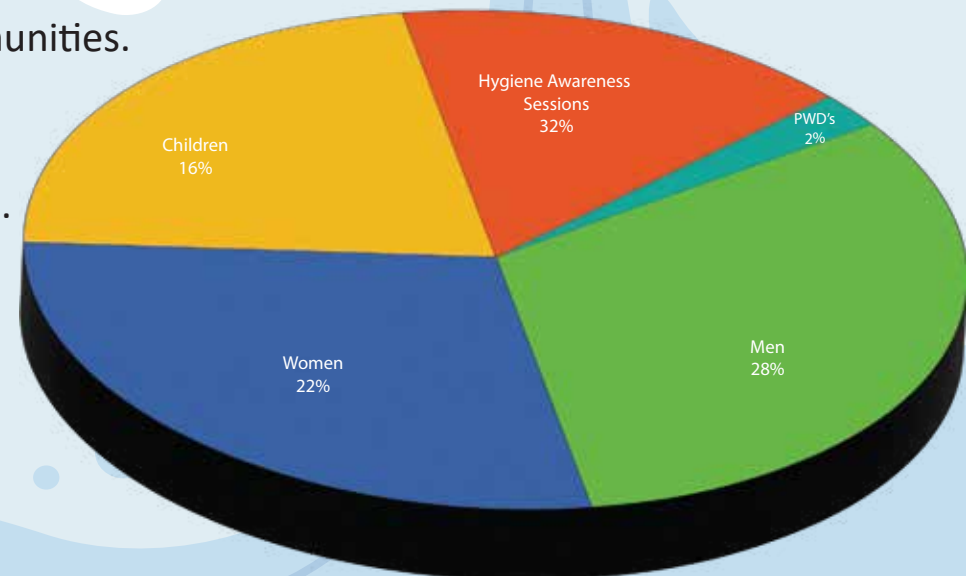
Access to clean water and proper sanitation remains a major challenge in Sindh, particularly in rural areas. According to the Pakistan Social and Living Standards Measurement (PSLM) survey and WHO/UNICEF reports, only about 15% of rural populations in Sindh have piped water access, while 69.6% rely on hand pumps. A staggering 40% of the population suffers from water scarcity, and 38.8% of children are stunted—a direct link to poor hygiene, unsafe drinking water, and lack of sanitation.

During the 2022 floods, the crisis deepened further—contaminated water sources led to widespread outbreaks of diarrhea, skin diseases, and infections. HISWO responded rapidly by setting up emergency water points, rehabilitating damaged hand pumps, and distributing hygiene kits in highly affected districts such as Mirpurkhas, Khairpur Mirs, Tharparkar, and Jacobabad. Hygiene promotion sessions were also held, educating families—especially women—on handwashing, safe water storage, and menstrual hygiene.

HISWO's interventions focused on both infrastructure and behavioral change. The installation of hand pumps, repair solar systems, and dug wells was paired with community-led hygiene sessions that encouraged local ownership. These actions significantly reduced disease prevalence and improved access to safe drinking water, especially for women and children who previously walked for hours to fetch water.

Key WASH Activities by HISWO:

- Installed water hand pumps and in 4 major districts of Sindh.
- Conducted hygiene awareness sessions in flood-affected communities.
- Promoted handwashing and elimination of open defecation.
- Ensured community participation in water source maintenance.
- Supported safe drinking water schemes and rehabilitation of damaged systems.
- Distributed WASH kits during emergencies (soap, sanitary pads, water containers).
- Improved access to clean water for over 25,000 people.





Disaster Risk Reduction and Humanitarian Response

The catastrophic floods of 2022 devastated Pakistan, affecting over 33 million people nationwide, with Sindh alone accounting for more than 11 million victims. The floods displaced 7.9 million individuals, with nearly 600,000 forced into temporary relief camps. Approximately 800,000 refugees were hosted across 40+ calamity-declared districts, and 13 districts in Sindh were identified as the most critically impacted. As of October 11, over 2 million houses were affected—800,000 completely destroyed and 1.3 million partially damaged. Tragically, 1,700 lives were lost, and 12,867 individuals sustained injuries. The scale of destruction overwhelmed existing infrastructure and required urgent humanitarian and disaster risk response.

Low-Cost Housing Initiative



*In the wake of the destruction, thousands of rural families in Sindh were left without homes, sheltering under makeshift tents or unsafe structures. These families also lost essential assets—crops, livestock, and clean water sources—further increasing their vulnerability. Recognizing the urgency of rebuilding not just homes, but livelihoods and hope, **Haqooq-e-Insaniyat Social Welfare Organization (HISWO)** launched a Low-Cost Housing Initiative. This program was designed to provide dignified, safe, and resilient housing options based on the socio-economic needs and climatic conditions of rural Sindh.*

HISWO's efforts go beyond shelter construction; the initiative adopts an integrated recovery model, addressing housing, health, and livelihood needs simultaneously. Each housing unit is built using cost-effective, locally sourced materials, with designs that withstand climatic challenges. Alongside housing, HISWO introduced livelihood restoration programs, including skill training, cash-for-work activities, and support for restarting agriculture. This holistic approach ensures that families are not just surviving—but recovering, rebuilding, and becoming more resilient to future disasters.

Key Achievements & Impact (Summary Points)

- Distributed emergency relief packages (food, tents, hygiene kits) to over 4,000 flood-affected households in Sindh.
- Facilitated the rehabilitation of damaged homes, water systems, and sanitation facilities, supporting long-term recovery and resilience.
- Focus on resilient shelter, local materials, and long-term sustainability
- Distributed winter kits and clothes to over 1,200 displaced individuals in cold-affected regions.
- Special focus on women-headed households and persons with disabilities





Sustainable Livelihood Development

Haqooq-e-Insaniyat Social Welfare Organization (HISWO) strongly believes that economic empowerment is essential for lasting social change. Through its Sustainable Livelihood Development Program, HISWO focuses on enabling poor and ultra-poor households—especially in rural and marginalized communities—to achieve financial independence and self-reliance. The program prioritizes long-term, sustainable solutions over short-term aid, empowering individuals with the skills and resources necessary to rise themselves from poverty.

HISWO's initiatives include vocational and skill development training, small-scale enterprise support, and agriculture and livestock-based interventions. These programs are designed to reflect local economic conditions and market needs, ensuring that beneficiaries are prepared for real income-generating opportunities. Special attention is given to women, youth, and persons with disabilities, with the aim of building inclusive economies where all members of society can contribute and benefit.

The organization works closely with local communities to build their capacity, improve access to microfinance and markets, and foster entrepreneurship. HISWO believes that economic dignity is not just about income—it's about enabling individuals to lead self-sufficient, dignified, and empowered lives. When livelihoods are secured, communities become more resilient, better educated, and more capable of participating in civic and political processes.

Key Highlights of HISWO's Livelihood Program:



Supports small scale enterprises for poor and ultra-poor communities.



Offers vocational training (e.g., tailoring, carpentry, IT, handicrafts).



Promotes agriculture & livestock based income generation.



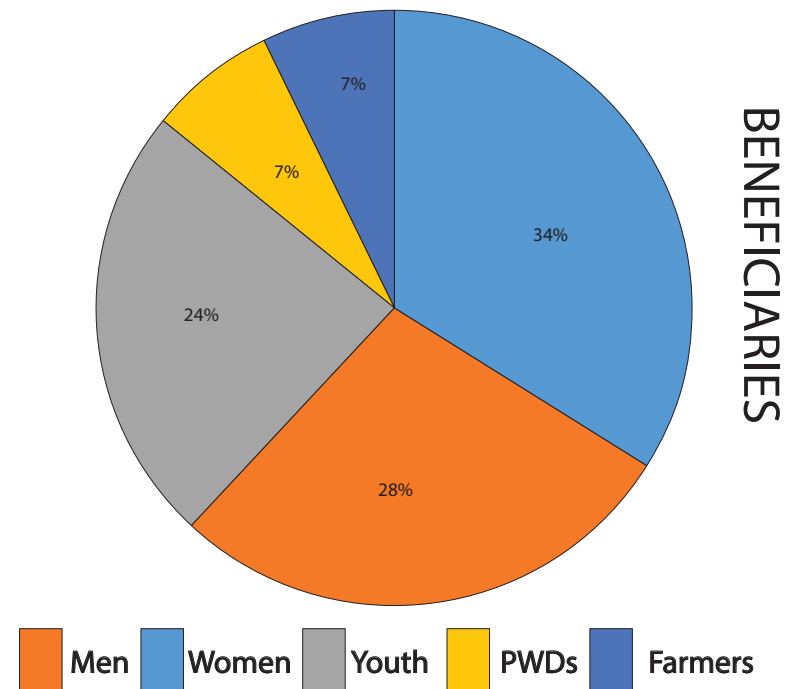
Empowers women and youth to become financially independent.



Fosters entrepreneurship and self-employment.



Builds local resilience & self-reliance through sustainable income.





Charity Welfare & Humanitarian Services

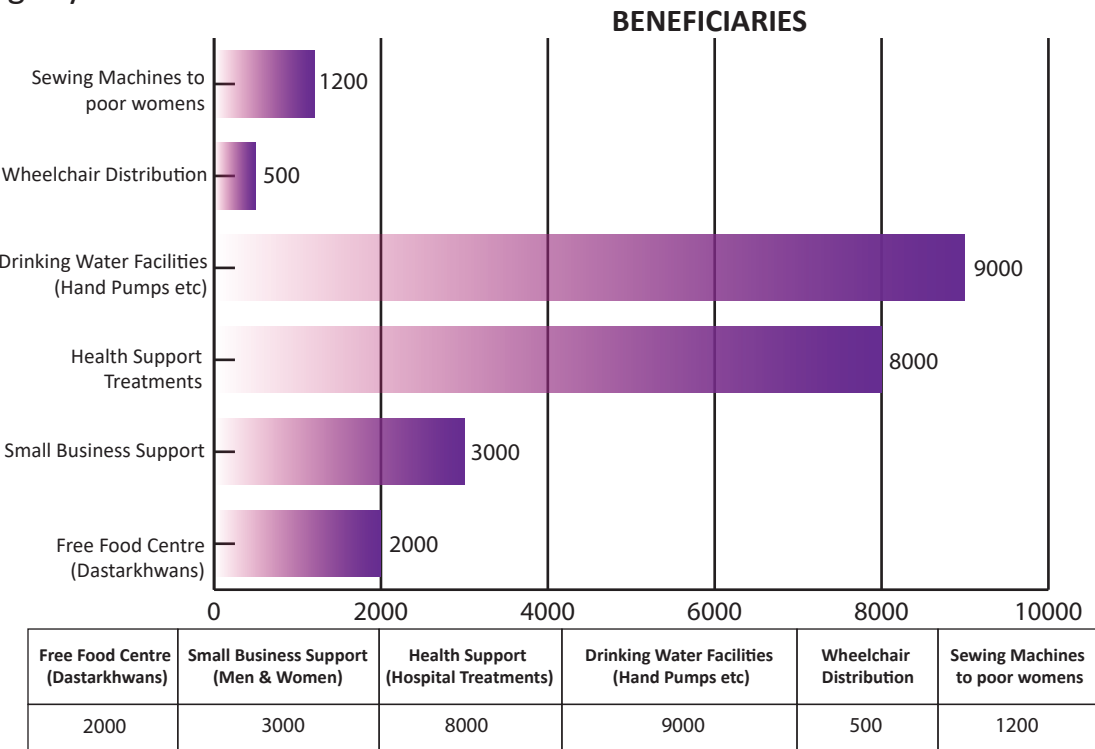
Welfare and charity initiatives are a core component of the work carried out by Haqooq-e-Insaniyat Social Welfare Organization (HISWO), particularly across Sindh with a strong presence in Karachi City. HISWO believes in mobilizing local philanthropists, donors, and compassionate individuals to support those who are most vulnerable—especially poor, orphaned children, elderly individuals, and widowed or single women. These initiatives aim to provide both immediate relief and long-term support to help empower communities in crisis.

In various districts including Karachi, Mirpurkhas, Khairpur Mirs, and Jacobabad, HISWO operates free Dastarkhwans (community kitchens) to ensure that daily meals reach the underprivileged. Alongside food support, HISWO assists economically marginalized women and men in starting small businesses, enabling them to become self-reliant. Many beneficiaries have been able to sustain livelihoods through small shops, tailoring, and vending, thanks to HISWO’s micro-support.

HISWO also addresses health and mobility challenges. Patients in need are helped to access quality healthcare facilities and treatments through support in hospitals. People with disabilities are provided with wheelchairs, while safe drinking water facilities are installed for households without access to clean water. Additionally, sewing machines are distributed to poor women, empowering them to start home-based tailoring businesses and support their families with dignity.

Key Welfare Activities by HISWO

- Organized free food centers (Dastarkhwans) in Karachi, Mirpurkhas, Tharparkar and Jacobabad.
- Supports needy men and women to start small businesses for sustainable income.
- Facilitates access to healthcare and hospital treatment for underprivileged patients.
- Provides safe drinking water solutions to poor households.
- Distributes wheelchairs to persons with special abilities (PWDs).
- Empowers poor women with sewing machines for home-based income generation.





FOR DONATION DETAILS:

Title: Haqooq e Insaniyat Social Welfare Organization

Account No: 0830-79008894-03

IBAN: PK75 HABB 0008307900889403

Bank: Habib Bank Limited – HBL



Title: Haqooq e Insaniyat Social Welfare Organization

Account No: 0104-0109433228

IBAN: PK60 MEZN 0001040109433228

MEEZAN BANK LIMITED



 **B3, 2nd Floor Provisional Trade Centre Block 13-B, Gulshan-e-Iqbal, Karachi**

 **021-34837434 | 0300-2372019**

 **info@haqooqeinsaniyat.org | Haqooqeinsaniyat123@gmail.com**