

# UNIVERSAL HUMAN RIGHTS ORGANIZATION® - UHRO

*Empowering Marginalized and Ensuring Peace and Interfaith Harmony*



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## Background: Nonprofit Organization

Every day, nonprofit peace, health and human services organizations are making a difference in someone's life. Parents use nonprofit child care services to help them juggle work and family life. A homeless person may get a bed for the night at a nonprofit shelter. A low-income family may obtain groceries from a nonprofit food bank. An older homebound adult may have a meal delivered to her front door. And children may spend their out-of-school hours at the local Boys and Girls Club having fun in a structured and protected environment.

In so many ways, nonprofit organizations improve people's lives. They help build relationships and trust among residents, foster civic participation and social cohesion, and generally help strengthen and enrich communities. Nonprofits are also an economic force, providing jobs, purchasing commodities, and sometimes selling their products and services. Yet despite the pervasiveness of nonprofit organizations, most people have only a vague idea of the number and types of nonprofits in their local communities or the amount of financial resources needed to support and sustain this work.

Now more than ever, nonprofits are being called upon to address community needs and help people through financially troubled times. The federal government is calling for new partnerships between local nonprofits and government. Private philanthropy from both individuals and foundations is being asked to step-up its financial support for community-based organizations. And all citizens are being asked to volunteer their time in whatever ways they can. To make these policies work, it is essential to understand the size, scope, and structure of the nonprofit sector in local areas, its capacity to expand its current operations, and the challenges it faces in today's environment.

**Universal Human Rights Organization - UHRO** is registered as non-profit, non-political and non-government organization in Islamabad Pakistan. UHRO has evolved as an experienced and dedicated peace and development organization.

*The organization was set up by a group of professionals brought together by a common desire to struggle against conflict, poverty, inequity and injustice. UHRO wants to take an active role in the development process in Pakistan, by working towards sustainable human development through participatory approaches. UHRO is endeavoring to make a positive contribution in these areas through implementing community development projects all over Pakistan. It is committed to ensure peace and social coexistence, poverty alleviation, gender mainstreaming and facilitating people in their struggle to achieve the greatest degree of self-reliance and social integration.*

## **1. Name of Organization**

The full name / registered name of organization are “Universal Human Rights Organization”. The abbreviation is “UHRO”.

## **2. The People**

UHRO was established by a group of young and energetic people who were highly motivated and committed for contributing their time, skills and energies for the development and empowerment of socially disadvantaged and vulnerable communities in Pakistan and addressing conflicts, inequalities, poverty, education, health and gender based discriminations.

## **3. Type & Nature of Organization**

UHRO is a development organization. It's a non-government, not-for-profit and nonsectarian, non-partisan organization working for social development of vulnerable and less developed people. It's a human-centered NGO. UHRO could also be labeled as an implementing organization which designs and implements various developmental projects with the financial and technical support of international/national donor agencies.

## **4. Year of Establishment**

Universal Human Rights Organization was established in year 2003 and registered under clauses of Societies Act 1961 on May 10, 2010.

## **5. Vision**

UHRO's envisions a "conflict and poverty-free, empowered & democratic society in Pakistan; which is guided by the values of equity, accountability, inclusion and respect"

## **6. Mission**

UHRO's Mission is “to educate and empower the people for a peaceful, empowered, tolerant and progressive Pakistan by promoting human and child rights, peace and conflict free environment, responsible citizenship and social cohesion”.

## **7. Broad Objectives**

Following are the objectives of UHRO:

- Facilitate process of community development
- Promote participatory approaches and sustainability
- Protect human and child rights
- Ensure Peace Building, Interfaith Harmony and Social Cohesion
- Develop human resource;
- Build capacities of communities groups

## **8. Core Programs / Thematic Focus**

Universal Human Rights Organization has following seven core programs or thematic focus which helps organization in strategically achieving its mission.

1. Human and Child Rights
2. Interfaith Harmony, Peace Building and Social Cohesion
3. Gender Equality
4. Education (formal/non-formal and skill development)
5. Health and WASH
6. Economic Empowerment/Livelihoods
7. Disaster Risk Reduction & Climate Change

## **9. Focus Groups**

Universal Human Rights Organization's focus is on the socio-economically disadvantaged groups of women, youth and adolescents/children. Keeping in view the overall socio-cultural fabric of the society and the overall power imbalances and discriminations that exist at all levels; the focus, amongst these groups, is again on most vulnerable and the marginalized ones. UHRO also focuses on the inclusion of excluded and special groups.

## **10. Geographical Focus**

The UHRO organization's overall geographic focus is the province of Punjab, Sindh, KPK, Islamabad Capital Territory (ICT), Gilgit Baltistan and Azad Jamu and Kashmir (AJK).

## **11. Legal Status**

UHRO is a registered body. The organization is registered under "The Societies Registration Act, 1961" as non-profit, non-political and non-government organization in Islamabad Pakistan.

## **12. Governance**

UHRO is governed by its Board of Directors (BoD). The Board is the key policy making and governance body of the organization and works independently. It formulates and approves policies and organizational systems and evaluates the overall performance of UHRO on period basis. The BoD consists of seven members (both male and female) and is headed by its Chairperson. The organization's board of directors comprises of development professionals, intellectuals, academicians, activists and media persons.

## **13. Management**

UHRO is led by its Chairman who is the formal head of the organization. The chairman reports to Board of Directors (BoD) and is responsible for the overall management of the organization.

The Chairman is supported by the programs director and team of coordinators / managers of different sections / programs of the foundation and they jointly form a management structure for the organization.

## **14. Partners & Partnerships**

Partnerships are the heart-line of UHRO. The organization refers as "PARTNERS" to all those individuals, communities, and organizations and departments which join hands for extending program interventions. Beneficiary community, the line departments, national

and international donors, the provincial governments, and other key stake holders from civil society are the best examples of UHRO's Partners. These partnerships help organization (financially and technically) to achieve its mission.

Since its establishment in year 2003; UHRO has remained privileged in getting the opportunity to work with a number of diverse partners who not only extended financial support for various projects; but also adequately build the capacity of organization from different perspectives.

UHRO greatly values and acknowledges the support of its partners who provided their great support to UHRO for its previous and current projects.

### **15. Memberships & Affiliations**

UHRO believes that networking, collective efforts, sharing of knowledge, resources and information is a key to the success as for addressing the global developmental issues and challenges are concerned. Keeping this critical fact in mind; the organization always tries to join all such forums and networks which directly link to its mission and objectives. In this regard; the organization has joined the following important networks operating at local and international levels.

- a. Child Rights Movement
- b. Comprehensive Sexuality Education Taskforce
- c. Youth Advocacy Network - Pakistan

### **16. Experience portfolio**

UHRO has vast experience is following thematic areas:

1. Promotion of Human and Child Rights
2. Ensuring Interfaith Harmony, Peace Building and Social Cohesion
3. Promoting Gender Equality
4. Promoting Education (formal/non-formal and skill development)
5. Provision of Health Rights and Services including WASH
6. Empowering for Economic Empowerment/Livelihoods
7. Contribution in Disaster Risk Reduction & Climate Change

### **17. Financial Portfolio**

UHRO implements its projects with the grants / funding from various national and international donors and government of the province where it works. These grants are usually time-bound and for specific project interventions. UHRO has learnt a lot while managing grants of diverse donors and has well developed its financial management capability since its establishment in year 2003.

### **18. Approach & Strategies**

The UHRO strongly believes in the true and active participation of all key stakeholders; particularly the local communities or program beneficiaries. Fair efforts are taken to ensure that stakeholders participate and contribute at all the stages of the interventions.

As its strategy, UHRO particularly focuses to ensure the maximum participation of women, children and youth wherever required and relevant – and particularly if the program has any direct or indirect impacts on their lives.

The overall approach of work also identifies the gender sensitivities if any related to the program and strategically addresses the same.

UHRO, as its overall implementation approach, takes carefully into account the local culture and traditions and fully respects the same.

Following are the key elements of UHRO's Program Strategies & Work Approach

1. Thematic Partnerships o Social Mobilization /Community Participation
2. Awareness Raising & Sensitization
3. Capacity Building
4. Dialogues & Engagements o Research & Publications
5. Networking & Coalition Building o Advocacy & Lobbying
6. Review & Reflection

## **19. Values & Guiding Principles**

In order to achieve its mission and to make its programs even more human-centered; UHRO follows certain values and guiding principles in all its interventions and dealings.

These include the following:

- Peace & Tolerance
- Participation & Inclusion
- Transparency & Accountability
- Non-Discrimination
- Non-Violence
- Equity & Fairness
- Sharing & Openness

## **20. Policies & Systems**

UHRO follows its specific set of policies and Standard Operating Procedures (SOPs) which has been revised and updated a number of times up till now in order to make them more staff friendly and organization-centered.

UHRO uses its following manuals of policies:

- A. Manual of Human Resources and Administrative Policies
- B. Manual of Financial Policies

These manuals contain a number of basic organizational policies and procedures which help in the creation and maintenance of a transparent, accountable and fair working environment in UHRO and ensure the effective achievement of overall objectives of the organization.

### **21. Human Resources**

UHRO has a core team with various professional backgrounds such as management, finances and HR etc. In addition the UHRO hires the project staff as and when required. The organization also engages volunteers and interns on need basis.

### **22. Review & Monitoring**

Monitoring of projects in UHRO is always the important and priority matter. There is always a built in mechanism of review and monitoring for all the projects UHRO implements. The processes of review and monitoring help organization in achieving the project objectives in smooth and timely manner. As the key mechanism of monitoring; the projects are monitored by the implementation teams; the coordinators / managers of the program and the management of UHRO.

### **23. Accounts & Audits**

UHRO maintains its all accounts on double entry system. Organization has developed various financial policies, systems and formats etc. which help it in effective management of all its funds and maintaining a complete transparency in receipts and payments at all levels.

### **24. The Website**

UHRO's Website is one of the best websites of NGOs working in Pakistan. Efforts have been made to ensure that website contains all the relevant information of the organization and the same is easily accessible to the visitor. The website improvement and updating is continuous process and organization is trying to upload in the cyber space its maximum information possible.

## Management Team

S. No	Position	Team Member
1	Chairman	Mr. Shahbaz M Naar
2	Vice Chairman	Mr. Akbar Masih
3	Secretary General	Mr. Sohail Anjum
4	Joint Secretary	Mr. Nasir Javaid
5	Finance Secretary	Mr. Arshad Masih
6	Press/ information secretary	Mr. George Masih
7	Office Secretary	Mr. Mukhtar Masih
8	Director Programs	Mr. Muhammad Maroof
9	Director Finance and Account	Mr. Syed ul Asif
10	Manager Peace and Development	Ms. Noshaba Arif
11	Civil Engineer	Mr. Rajan Singh
12	Coordinator Education	Mr. Oubaid Siman Kamal
13	International Public Relation Officer	Mrs. Sitara Arif
14	Public Relation Officer	Mr. Jangoo Masih
15	Coordinator of Health Department	Mrs. Aster Mukhtar
16	Human Resources Officer	Mrs. Uzmi Rozi
17	Legal Advisor	Mr. Saeed Raza

## Units:

1. Yahanabad Lahore (Punjab)	President Saleem Faqir Chand
2. Yousafabad Peshawar (KPK)	President Nelson Younas
3. Namli Mara Abbotabad (KPK)	President Muhammad Yasir
4. Rawalpindi (Punjab)	President Shakil Akhtar

## Completed Projects

### 1. Education:

- UHRO completed education project in 2005, focusing to provide formal and non-formal education at nursery level with collaboration of Adult Base Education system (ABES). UHRO also collaborated with "Mountain Institute for Education Development" to provide education on regular bases to the community children at Community Centers in slums areas of Islamabad.

### 2. Health:

- Completed capacity building and awareness rising on Sexual and reproductive health and rights Projects with support of Plan International, Pakistan in 14 slums of Islamabad 2013-2016.
- Mother Neonatal and Child Health, Early Child Care Development and Vaccine Campaigns were completed in 20 slums of Islamabad with support of Plan International, Pakistan – SACHET Pakistan and Capital Development Authority Islamabad 2011-2016



- Provided clean drinking water facility in the 08 slum areas of Islamabad with collaboration of Hassan Foundation USA
- A Health clinic was established in Christian colony in coordination with SACHET, Pakistan. It zeroed on delivering immediate health facilities to the needy/poor people in the community.
- Free of cost milk was provided to the children living in 'Colony' up to three months to evaluate the healthy growth of the infants.
- Free 'De-worming' camps were organized every three months in one and half years, for the parents and children relating the health concerned issues.

### **3. Interfaith Harmony, Peace Building and Social Cohesion**

- The Interfaith Harmony, Peace Building and Social Cohesion is one of the very innovative initiative of UHRO focusing on interfaith harmony, peacebuilding, education and social cohesion in slums of Islamabad. These continuous efforts aimed to bridge the growing gaps between various segments of the society. Our Ulema E Akram, Religious Leaders and teachers are very important parts of the society and are actually the true leaders; therefore they can play a very visible and vital role to contribute towards the noble cause of interfaith harmony, peace building and social cohesion. UHRO continuously closely working with the different segments/ religious groups for ensuring Peace and Harmony in Pakistan since 2010
- Formed 10 Peace Groups and sensitized/trained 200 (100 young girl/women and 100 boys/men) as Peace Leaders to promote interfaith harmony, peace building and social cohesion
- Formed Peace Committee, Comprising 35 members including 10 Religious Leaders, 4 Teachers, 10 Active Youth Peace Leaders, 6 Community influential and 5 line departments to deal day to day issues