











STARS

Organization Profile

A group of intellectual Afghans thoughtful about their country's core values—do no harm, humanity, and impartiality; independence; neutrality; dignity; leadership; and tolerance—established the Skills Training and Rehabilitation Society (STARS), a female-headed organization, in 1997 to provide services to the country's needy people, particularly women and children. STARS is registered with the Ministry of Economy and has close coordination and project agreement with the Ministry of Women's Affairs, Public Health, Agriculture, Rural Rehabilitation Development, MOLSAMD, and some government provincial departments. STARS is a member of ACBAR, Afghan Women Network (AWN), and Civil Society Empowerment Network (CEN) at the national level. STARS is the only female organization focusing on disaster risk reduction (DRR) and has been a member of the Asian Disaster Risk Reduction and Response Network (ADRRN) since 2006.

Establishment, and Legal Status

Core Values:

- Do no harm
- Humanity
- Impartiality
- Independence
- Neutrality
- Dignity

Board of Trustee

- Hashmatullah Rohani BT Chairman
- Muhammad Hakim Hakimi
- Sayed Faiz Mohammad Faizi
- Sultan Karim Member
- Maliha Safai Haidari

Management Committee (MC)

- Executive Director
- Deputy Director
- Admin/Finance Manager
- M&E Specialist
- HR/Gender Manager



STARS VISION

Economically empowered society of especially the marginalized women, children and people with disabilities, who are the front most vulnerable group in our society.

STARS MISSION

Supporting the vulnerable groups of the society specially the women leading to self-reliance through skills development, income generating activities and public utility.

STARS GOAL

To inspire the most vulnerable, especially women, to expand their capabilities, motivate them to harness their inner strength, educate them in the core competencies, and advocate for true equality.

OBJECTIVE

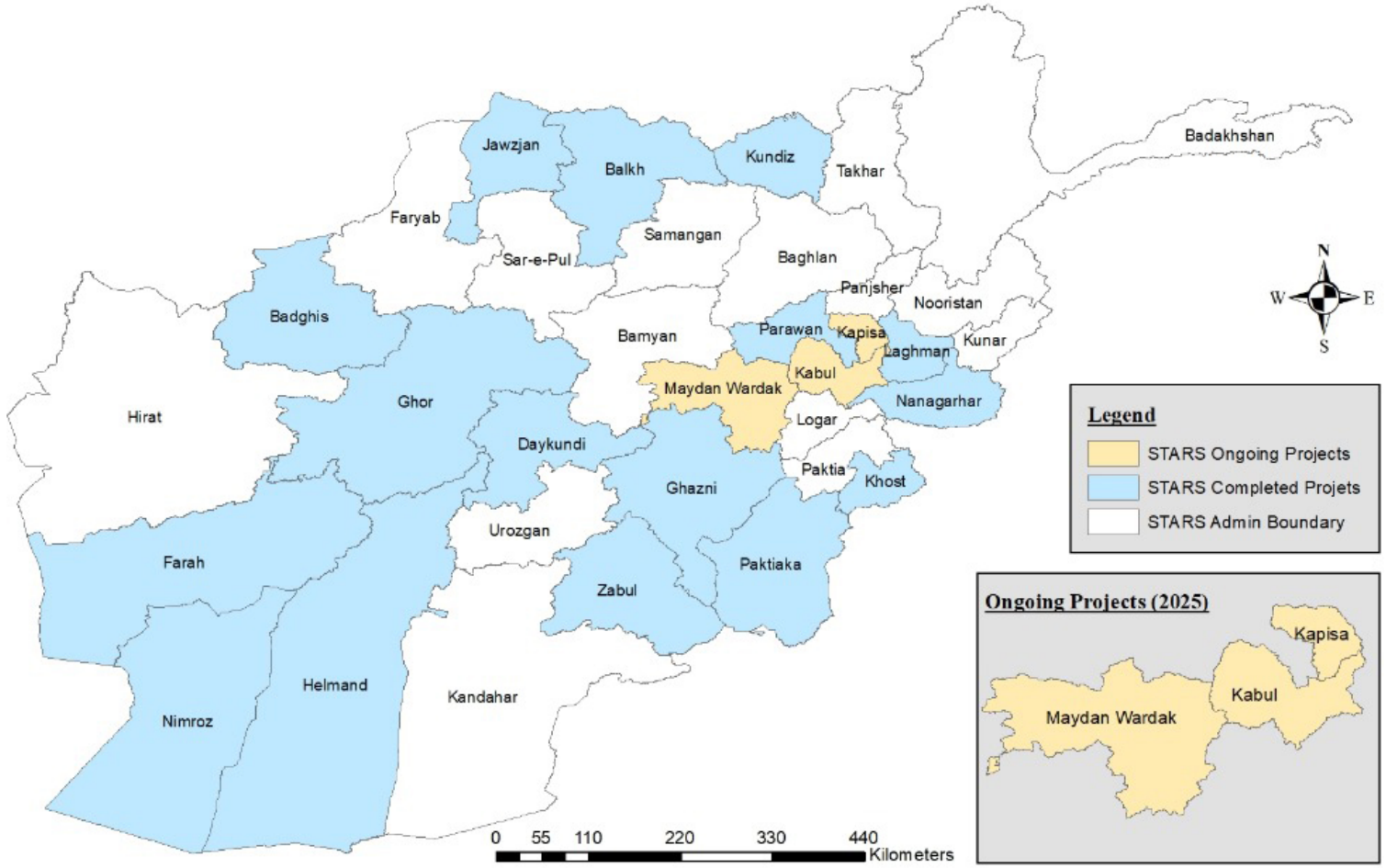
To educate young people on the fundamental skills, encourage them to develop their inner strength, empower the most vulnerable—women in particular—to reach their full potential, and fight for genuine equality.

Geographic Coverage

(HQ, and Field Offices)

- Regional capitals serve as the operational center for each of the three zones that STARS covers in terms of activities.

- STARS establishes three offices hroughout the nation.



Thematic Focus Area

01 Livelihoods (Agriculture & Livestock)

02 Education

03 Vocational and income generation

04 Constructing shelter for women and children UN-MGCY: United Nation Major Group of children and youth

05 Child Protection

06 DRR (Disaster Risk Reduction) and Environment

Policies and SOPs

In order to efficiently oversee operations and programs, STARS has created over 20 policies. Here are several examples:

Program Policies

- Anti-fraud and Corruption Policy
- Child Safeguarding
- Governance Policy
- Communication Policy
- Risk Management Policy
- Stakeholder Management Policy
- Change Management Policy
- CBE Implementation Policy
- MEAL Policy
- CFM Policy

Oprational Policies

- Financial Management Policy
- Admin and HR Policies
- Procurement and Accountability Policy
- Asset Management Policy
- Gender Equality Policy
- Enviromental Safeguarding Policy
- Saftey and security Policy
- Assest Protection Policy
- Conflict of Interest Policy
- PSEAH Policy

Accounting System

QuickBooks Online 2024, Multi-currency and multi users

Internal Audit and Control System

RSM International audit firm conducts monthly internal audits for STARS

Inventory system

Asset Registers and Fixed / Non-Expendable Asset

Procurement system

,For this process Approval Max is using

Human Resource System

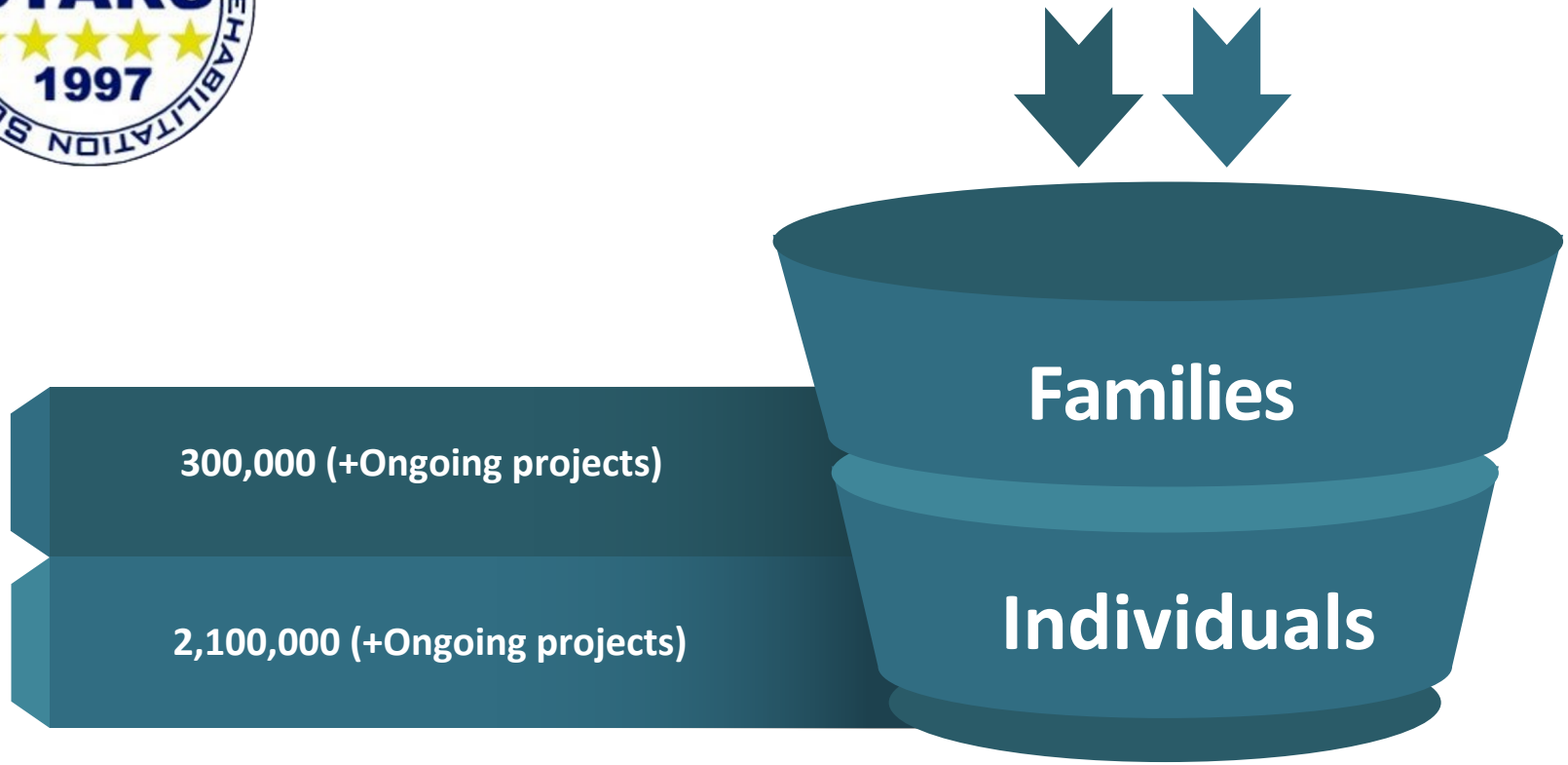
HR

Recruitment Requisition Approval from STARS HR Department Vacancies Announcements Formation of Recruitment Committee

Reporting System

Based on Donor Requirements

Reached Beneficiaries, 1997–Present
Direct & Indirect



Donors and Partners

Current Donors

- UN-WFP
- UNOCHA
- UN-FAO
- UNICEF
- UNESCO

STARS Donors

- Save the Children
- CARE International
- Christian Aid
- IRD (International Relief & Development)
- Cord Aid /European Union
- NCA
- Norwegian Church Aid
- UNIFEM
- War child Holland
- MO Edu/World Bank
- UN-WFP
- UNOCHA
- UNFAO
- UNICEF
- UNESCO

Connections, Registrations, and Networking

01 ACBAR: Agency Coordinating Body for Afghan Relief

02 ADRRN: Asian Disaster Risk Reduction Network

03 UN-MGCY: United Nation Major Group of children and youth

04 AWN: Afghan Women Network

05 CEN: Civil society Empowerment Network

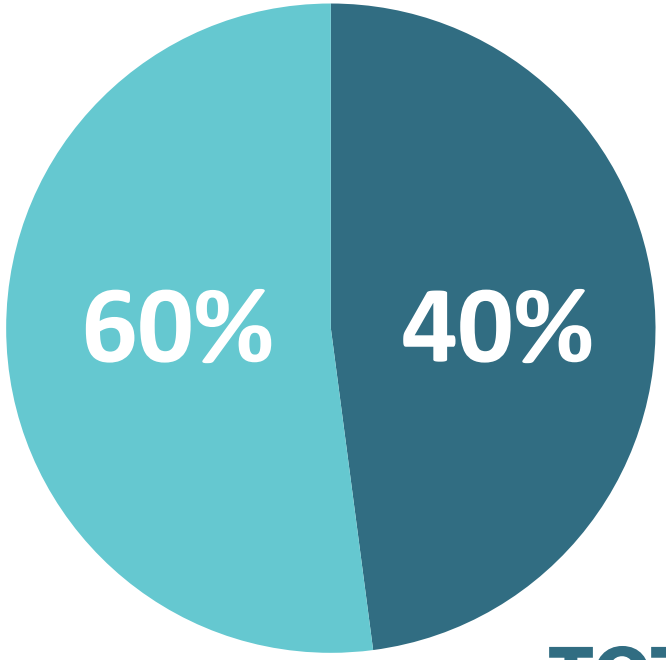
06 CPAN: Child protection action network

07 NEAR: Network for Empowered Aid Response

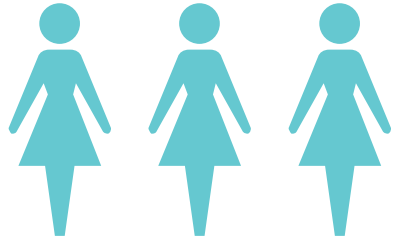
SOCIETY SKILLS TRAINING AND REHABILITATION
STARS
1997

Current Staff (including supporting staff)

Employees broken down by gender



FEMALE (including 10 program and support staff and 52 instructors)



MALE (which includes 70 program and support staff and 15 teachers)



(157)

TOTAL: 77 instructors and 80 program and support staff make up the total.

Note: 120 community volunteers in 34 provinces:
old veterans, STARS well-trained employees, and some Shora members.

STARS

Projects, both ongoing and completed, since 1997.

1. STARS executed and successfully completed 100 projects.
2. STARS is working on eight projects today.

A List of Projects

- Emergency Food Security Project (OSRO/AFG/150/WBK)
- Emergency Food Security Project (OSRO/AFG/140/WBK)
- Emergency Food Security Project (OSRO/AFG/213/WBK)
- Sustaining Essential Services Delivery Project (OSRO/AFG/203/ASB & OSRO/AFG/129/ASB)
- Provision of basic general literacy (4500471294-A1)
- Earthquake-affected children provided with quality education through the CBE system in Paktia & Khost province (AFG/PCA2021214/HPD202228)
- Service to support the implementation of FAO's emergency and resilience and response project (OSRG/AFG/108/CHA)
- Emergency food assistance through cash distribution (AFG-22/3481/FSAC/NGO/22258)
- Food (Cash) assistance (22/3841/FSAC/NGO/23594)

Co-Chair

Since 2011, STARS has served as the co-chair of Afghanistan's National Action Coordination Group (NACG). The highest organization of SAARC, the South Asia Initiative to End Violence Against Children (SAIEVAC), held numerous sessions that STARS participated in. STARS works closely with the Ministry of Labor and Social Affairs and is one of the active national members of Afghanistan's Child Protection Action Network (CPAN). It is noteworthy because STARS, the only organization in Afghanistan dedicated to women, operates in the DRR sector. As a women-led organization, STARS carried out a number of initiatives aimed at enhanc-

.ing women's capacity

Thank You

For your Attention

http://www.stars.org.af

