



Organization Profile

ASAL YOUTH DEVELOPMENT ORGANIZATION

✉ Email: assalyouth@gmail.com ☎ Tel: +252-63-366-2323

✉ Email: assalyouth@hotmail.com ☎ +252-63-484-3871

🌐 Website: <https://asalyouth.org/> 📍 Hargeisa Somaliland



ASAL
Organization

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BACKGROUND

ASAL Youth Development Association is a non-governmental and non-profit organization that was founded in 2001 and duly registered at the offices of the Attorney General and Ministry of Planning and National Development of Somaliland.

The Organization works to improve the livelihoods and socioeconomic burdens of conflict and drought-affected communities in Somaliland through Recovery and Livelihood Enhancements, Food Distribution, promote access of to Clean Water, Wash, Agriculture Development, Basic Education, Vocational Skills Training, provides Health Services, Human Rights, and Good Governance programs.

Vision:

A society where every citizen has a better livelihood and is free from diseases, Free Poverty, human rights are upheld and the environment is protected and conserved.

Mission:

To improve the lives of the poor and most vulnerable youth, women, and children of Somaliland for better livelihood and health, protecting their rights, conserving the environment through policy advocacy, awareness creation, empowerment, and mobilization of resource

Organizational Objectives

- A peaceful and resilient society in which people's rights are upheld, state and non-state actors are accountable, and inequality is reduced.
- To promote environmental conservation and adoption of renewable energy.
- Provision of primary health care through relevant institutions.
- To develop the capacity of local communities in citizenship, participatory planning, and local government's decentralization of service delivery.
- Promote education and vocational & technical skills, and empowerment.
- To provide a livelihood for hunger reduction, integrated responses with inclusive support for quarantine for the Covid-19.
- To promote human rights, inclusiveness, and good governance.

Key Priority Areas

- Livelihood, Resilience, Disaster Risk Reduction, and Humanitarian Emergency Response
- Culture, sports, and youth career Development
- Democracy, Good Governance, and Human Rights Protection
- Child Protection and GBV and Advocacy
- Environment inclusive with WASH
- Health, Education, and Capacity Building

Organizational Principles and Values

- Accountability and transparency
- Responsibility and Honesty
- Confidentiality and respect for others
- Professionalism and Commitment
- Teamwork and Networking and Performance and Integrity
- Protection of human rights including child protection
- Environmental Protection and Rule of law
- Serving the people in an equal approach in line with our Organizational slogans.
- Mutual respect and partnership with the development humanitarian actors include human rights and media groups (Agencies).

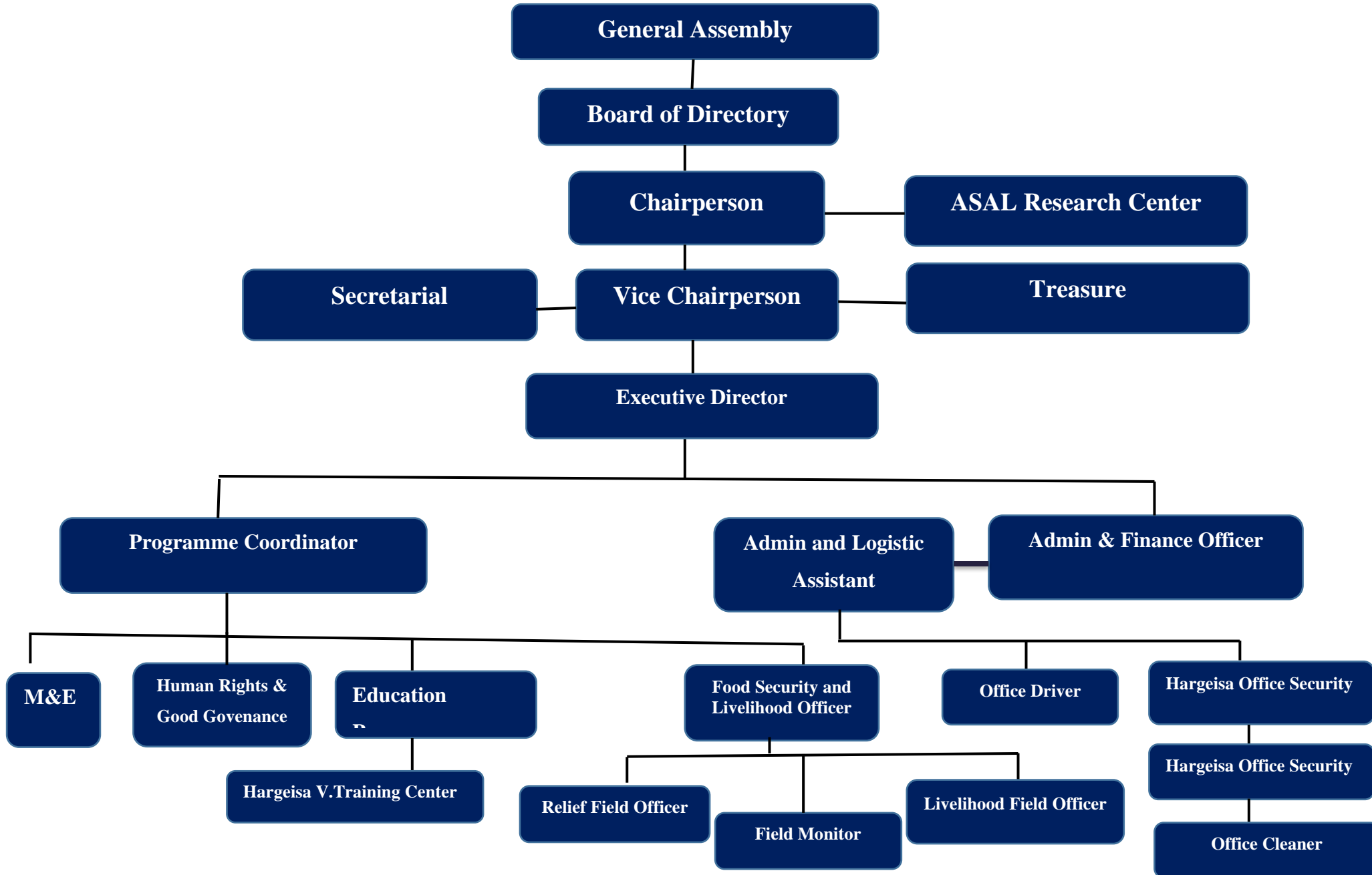


Figure 1. ASAL Current Staff

MANAGEMENT



Organizational Structure



Board

ASAL YOUTH DEVELOPMENT ASSOCIATION (ASAL) is governed by a Board of Directors of five members entrusted with overall responsibility of the organization through the provision of oversight, leadership, and guidance. The responsibilities of the Board include determining the organization's philosophy as well as working on organizational policies, manuals, annual reports, and audits. A management team comprised of heads of departments headed by an executive director who is in charge of the execution of day-to-day operations and leads the organization following the organizational constitution, strategic plan, and policies laid down by the Board. Names of the Board of Directors are below:

1. Mohamoud Yusuf Ali- Chairperson
2. Huda Haroun Jama - Deputy chair.
3. Nimco Mohamed Abdilahi- Member
4. Ahmed Hassan Muhumed - Member
5. Mohamed Abdillahi Mohamed - Member

Legal responsibility

The board ensures that the organization meets legal requirements and that it is operating following the mission for which it was created. As safeguards of public trust, board members are responsible for protecting the organization's accountability, and assets. The board is responsible for ensuring that the organization is well run.

Qualifications of the Board

The Board members representing the organization possess multiple professions and various ranges of skills and expertise (e.g. Programming, fundraising, legal and institutional management, Human resources, etc.) to oversee the organizational mission, vision, policies, and strategic objectives that are achieved. The Board of Directors holds prime responsibility to ensure internal and external audit findings/recommendations are implemented timely. As a part of the responsibility of the Board members, some board members are called to take part and assist in fundraising, policy reviews, and as advisory by participating in fundraising events as well as serving as advocates for the organization.

Tenure

In reviewing the Board membership, the board tenure is limited to three consecutive terms, but at the same time, the policies of the organization encourage institutional renewal whereby some of the members continue to serve as Board as the incoming members can profit from the experience of veteran members.

Feedback Mechanism

Feedback mechanisms have been established through a hotline with guides Standard Operating Procedure to manage Toll call through free and available within 6 working days and have posted (stickers) distributed, Suggestion box and through collecting communication with the community include Monitoring evaluation mechanisms are availed and accessible to all

beneficiary, donors, government, this make ASAL accountable for all beneficiary, views of the community, Auditors, and stakeholder are heard. Compliance with donors, our integrity, and value are fully upheld at any time community and their view about the work of ASAL is captured through site visits and consultation meetings.

Financial Policies

The organization has developed financial policies and procedures as tools to help programs and managers achieve results and safeguard the integrity of their programs. The accounting system of the organization is prepared under the historical cost convention and computerized software model.

Role of the Financial Officer

The head of ASAL's finance department is a qualified finance officer who reports to the Executive Director. The organization also has field offices visited by the finance officer when the need arises. The finance officer is also responsible for the submission of periodic reports to the management and funding agencies as well. Finance Officer is in charge of setting organizational financial planning, budgeting, grant management, donor reporting, and compliance. The finance coordinator controls and oversees all expenses and monitors incomes. He/she with the finance team is responsible for the preparation of the final year accounts to be disclosed to the external auditor. ASAL has its financial manual which guides all financial management and administration and is valid to date. All the projects and finance managers have copies of the manual and the finance officer ensures that they are put in place. A review is done when the need arises.

Internal control

The organization uses the following tools for effective internal control

- A. Cash receipts are recorded and immediately deposited
- B. Bank account should be reconciled monthly by someone other than the person who signs the checks usually Accountant is responsible for the reconciliation
- C. The petty cash is entrusted to a single custodian and used for all payments other than those made by check
- D. Payments should only be made after invoices are approved with supporting documents
- E. The person who is responsible for the physical custody of assets should not have the responsibility of keeping the records related to that asset

Accounting system

ASAL uses a computerized accounting system, Quick Book accounting package is used by the organization, and all finance, Program staff, and top management members are trained on how to utilize it.

Mobile money transfer

A novel way of reaching the beneficiaries with the services, which was recently adopted by ASAL, is the use of mobile money transfer in delivering cash for work (CFW) to beneficiaries thus avoiding the security challenges.

Policies

ASAL has comprehensive written policies and procedures that comply with national law. They include human resources, governance, management, financial procurement, and child protection. ASAL also has a clear stand against discrimination against staff members and acts accordingly if incidents happen. These policies correspond with the organization's practice.



Figure 3. Strategic Planning Meeting

HUMAN RESOURCES AND RECRUITMENT



ASAL has clear and detailed recruitment guidelines, defining the process and the selection criteria. Each recruitment process is transparent and includes interviews and job-related exercises. The guidelines are consistently applied and the HR staff has been trained to apply the guidelines. A description of the role of all staff, volunteers, and interns is outlined in their contracts. Job descriptions are reviewed every 3 years.

ASAL has a strong and well laid out structure with competent human resources and facilities at the Head Office in Hargeisa and apparently, it has a well-furnished Save house currently serving homeless people for IDP and returnees which could be transformed as Social Welfare Centre for refugees and Asylum seekers to stay during the day to obtain psychosocial support, basic day care treatment, entertainment. ASAL has field staff reporting from other cities in Somaliland including Borama, Berbera, Burao, Erigave, and Lascaanood who were on standby and sharing with stakeholder's offices.

Personnel files

A personal file is kept for each employee. It includes leave days taken, details of salary, and other personal matters. Personnel files are kept confidential. We have a clear rationale for staff salaries, such as pay grade and range that is consistently applied to all staff and is reviewed annually. Pay increases to follow performance appraisal assessment done annually. Benefits are defined in the personnel policies and documented in the personnel files.

Staff retention

There is also a strategy for staff retention. This strategy is reviewed regularly and opportunities for career advancement are available. The senior management team consists, of the Thematic Managers, the head of the Department, and the Executive Director established for making decisions in operational activities that facilitate rolling out scheme of delegation to staff. Exit interviews are conducted and information on past employees is analyzed.

Gender Inclusion and Access

Women and men have equal rights in employment opportunities as well as equal rights to information, education, and participation in ASAL intervention. The rights of women and girls are an integral part of the human rights agenda and enshrined in international treaties. The ultimate goal of ASAL is to achieve gender equity. ASAL is also an equal-opportunity employer that encourages women to apply for vacancies. As a testament to gender equity, 2 out of the 5 Board members are women while 2 of the 4 department heads are women.

Communication and technology

- A computer network is used to facilitate better sharing of information in a cost-effective and environmentally friendly manner. For better communication among staff, virtual to facilitate distant meetings, Gmail emails, tracking, and data server to maintain data security and safety, ASAL has mobile and landline telephones installed in the offices.

- Social media can be a powerful tool for spurring social change, other than the establishment of an organizational website that is regularly updated, Facebook, and Twitter, are also used to disseminate the services of the organization.
- ASAL uses technology in helping achieve its objectives. All the offices are equipped with necessary equipment such as desktop computers, laptops, printers, photocopiers, and scanners, cameras, GPS. All staff members have access to a computer and the Internet.
- Global positioning system (GPS) for easy identification of where projects are implemented and later using the data for monitoring, follow-up, and in deciding on the allocation of future resources to avoid duplication

Risk Management

Security measures

For security reasons, hard and software are regularly maintained and protected (e.g. anti-virus updates). Security copies of all data are made at least weekly, stored in safe places and the leadership has access to them. Correspondence and documents are filed in a way that all concerned staff can access them easily.

Principles on Sexual Exploitation and Abuse

1. Sexual Exploitation and Abuse by humanitarian workers constitute acts of gross misconduct and therefore grounds for termination of employment.
2. Sexual activity with children (under the age of 18) is prohibited regardless of the age of consent locally.
3. Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior is prohibited.
4. ASAL's Programme implementation and procurement guidelines are guided by the promotion of child safe guiding and six core principle related to Sexual exploitation and abuse
5. ASAL has a procedure to track staff Background checks on sexual exploitation records and reporting mechanisms
6. ASAL adopts Non-discrimination, Humanitarian principles, and Accountability to Affected Populations (AAP)
7. ASAL has an officer in charge of beneficiary feedback mechanisms (hotline), we have a suggestion box in which beneficiaries, partners, and traders have an opportunity to share their feedback and complaints.
8. MEAL system is established to document lessons learned from the outcome of the Project evaluation, studies, and audits report.

Fundraising Strategy

ASAL has a fundraising strategy to generate through building consortiums and partnerships with donors and INGOs and Local agencies. The organization has a funding strategy diversifying its' funding opportunities and has made significant success to promote relations with private institutions, and co-financing project funds as per the donor negotiation. As a result,

the number of funding partners is increasing. The organization has also income-generating projects that contribute to the overall income of the organization.

Organizational Capacity

ASAL has over twenty-two years of experience implementing similar interventions in different regions of Somaliland. During the current crisis, ASAL is among the few aid organizations, which has implemented lifesaving, recovery, and resilience-building projects in drought-affected areas in Maroodijeex Awdal, and Togdheer. The activities included food and Non-food items distribution, water trucking and water source rehabilitation, hygiene and sanitation promotion, and conditional and unconditional cash relief.

ASAL has full capacity to implement and manage projects related to their expertise and is reputable in thematic areas with well-trained staff in gender-sensitive, Human rights, programming, and conflict-sensitivity. The human resources working in the organization have ample experience in their field of expertise and many of them have been working in the organization for several years. Over the past twenty-two years, ASAL has carried out hundreds of projects ranging from quick impact/emergency and short-term projects to multiyear programs. The area of strength of ASAL is the promotion and safeguarding of rights for vulnerable people IDPs, and Refugees, fight Against GBV violence for Women. ASAL has also a strong mandate for implementing emergency food supplies ASAL has successfully implemented emergency response and resilient projects funded by OCHA, WFP, Forum-CiV, and Multi-donor funded successful multiyear food security, democratization, and human right and environmental projects.

However, ASAL has voluntarily worked with UNHCR through reporting alone in Somaliland data under DRC for Somali Protection Monitoring System (SPMS) and will have been working with reporting accordingly.



ASAL RESEARCH CENTER

The Asal Research Center (ARC) is a newly founded center to fill the research gap for the holding organization (ASAL Youth Development Organization). The ARC fully implements the general policy framework formulated by the holding organization (Asal Youth Development Organization) and adopts modern research directions and guidelines that promote 'excellence in research to realize the organizational frog-leaping. The center keeps pace with international research standards and protocols that are generally agreed upon worldwide, as it endeavors to adopt the innovations added in the research field by global researchers. The center (ARC) is committed to shedding light on the new emerging social phenomena by finding facts through conducting reliable research based on figures and facts that will signify and prepare information for decision-makers, whether public or private, to support their decision-making processes.

Objectives

- To provide facts and shreds of evidence based on reliable research.
- To manage the data in a suitable manner that facilitates the decision-making processes for decision-makers.
- To catalyze community development through a strategic plan based on viable information obtained through accurate research.
- To tackle social problems that stand against community development by providing pertinent solutions based on expert recommendations.
- To adopt technological innovations in the field of research.
- Promote R&D.

Thematic social researchable areas that the center focuses on

- Food and agriculture research.
- Livelihood and socioeconomic research.
- Social and humanitarian research.
- Environmental and climate change research.
- Urban and rural development research.
- Politics and power-sharing research.

Vision

Our vision at the Research Center is a globally recognized institution committed to creating positive social change through rigorous research and evidence-based insights. We strive to provide innovative solutions to complex social challenges and empower individuals and communities to thrive.

Mission

Our mission at the research center is to conduct high-quality research that contributes to the advancement of knowledge and practice in social areas. We seek to address pressing social issues, provide evidence-based recommendations, and inform policy and decision-making. Our research is rooted in ethical and inclusive practices, and we prioritize community engagement and empowerment in our work. Through partnerships with various stakeholders, we aim to create a more equitable society.

Ongoing Research Activities

- Post-Food Assessment Community Feedback Survey (A representative sample from 4000 beneficiaries of the Relief Program provided by WFP).
- Gender-Based Violence Assessment in the Hawd Region (selected villages).

Research Team

Ibrahim Said Yusuf

Director

Yusuf has a Master's degree in economics from Neilain University, is a brilliant economist, and a senior lecturer for the last 15 years at leading universities in Hargeisa. He has been awarded effective teaching awards for his outstanding efforts as a professional and knowledgeable lecturer. For the last five years, he worked as an economic analyst for business organizations. He researched financial literacy and worked as a freelance trainer. He is the founder of Smart Business Consultancy Centre and Needy Families Supporting Organization. Yusuf is also a member of several professional associations. He is the current chairperson of the Somaliland Higher Education Teachers Union (SOMHETU) and a member of the Somaliland Food Awareness Organization.

Abdirahman Saeed Mohamed

Lead Researcher

Mohamed is a social researcher and data analyst. He recently obtained his Ph.D. in Social Research Methodology from the Hacettepe University Institute of Population Studies in Turkey and has a Master's degree in Demography. He has extensive experience in Household surveys, such as Demographic and Health surveys. His Post doctoral research is mainly around social survey methodology, fertility, marriage, GBV, and reproductive health. Mohamed is an experienced data analyst and advanced user of SPSS and R. Mohamed's primary task is writing research proposals, developing the research design (sampling design and questionnaires), and analyzing research data.

ONGOING PROJECTS OF THE ORGANIZATION



Normal Relief Cash-Based Transfer Project January 1 to December 2023

ASAL is currently (January 1 2023 to December 2023) implementing WFP's relief Project in Villages in Baligubadle, the project activity will be monthly household transfers by targeting 3917 households through Cash voucher transfers with Scope Cards and Zaad.

Safety Net Drought Response Project (SND RP-) December 2022-June 2023

ASAL Youth Development Association with WFP is currently implementing the Safety Net Drought Response project (SND RP) to support 4335 HH drought-affected households. The objective of the Emergency Cash Transfer intervention is to 'protect the food security and livelihoods of poor and vulnerable households affected by the drought.



Figure 4. ...

Normal Relief Cash-Based Transfer Project 01 July to 31 December 2022

ASAL is currently (July to December 2022) implementing WFP's relief Project in Villages in Baligubadle, the project activity will be monthly household transfers by targeting 7000 households through Cash voucher transfers with Scope Cards.

From 1 April to June 2022, the project activity was monthly household Cash voucher transfers by targeting 1879 HHs in Baligubadle in CBT each HH received USD 75 per month through Cash voucher transfers with Scope Cards.

Jan to March 2022 the project activity was monthly household Cash voucher transfers by targeting 3900 HHs that HHs received USD 75 HH per month.



Figure 5. ASAL Staff and country director WFP

Safety Net Locust Response Project (SNLRP-Phase Two) Sept 2021-August 2022

ASAL Youth Development Association with WFP is currently implementing Safety Net Locust Response project phase two (SNLRP-II) to support 4000 locust-affected households. The objective of the Emergency Cash Transfer intervention is to 'protect the food security and livelihoods of poor and vulnerable households affected by the locust outbreak, this Safety Net Locust Response Project phase two (SNLRP-II) in 4000 HHs in 21 Villages for cash transfer through Mobile Money Transfer.

Strengthening participatory, good governance and human rights process of Somaliland Phase three 2023-2025 Type Medium Partnership Funding

Start date 01/01/2023 End date 31/12/2025

Save Somaliland Children organization and ASAL Youth Development Association have come together to propose a three-year project in Somaliland from 1st January 2023 to 31st December 2025 to build on the successes and lessons learned from the ForumCiv-funded previous projects. This proposed project has been panned after conducting an evaluation study and results of the various baseline assessments and consultation meetings with the grassroots community, SCOs, and local authorities. The ultimate goal is to strengthen and improve the democratic processes, good governance, and human rights protection in Somaliland through advocacy and awareness of human rights, Capacity building for civil society, women’s rights defenders, and media groups to support the democratization process, promote civil rights through the dissemination of the constitution and ensure underlying challenges faced by women and youths and access to their political presentation and basic services are fully addressed. Somaliland took an important step toward stable democracy with parliamentary and local council polls.



Figure 6. ...

Promote Participatory, Good Governance, Human Rights, and Democratization process of Somaliland phase two 2020-2022

Save Somaliland Children Organization (Swedish Diaspora organization based in Sweden) and ASAL Youth Organization were implementing together a three-year project in Somaliland starting from 1st January 2020 to 31st December 2022.

This project is a three-year project funded by Forum-Civ which will be implemented across Somaliland’s six official regions. This project is the second phase of joint development work for “strengthening democracy, good governance and human rights protection of Somaliland”. The

project is composed of comprehensive activities with the target groups to realize a greater democratic process and human rights protection.

ASAL Youth established a well-equipped community educational and skills training Centre at Ayah 4 (Sancaani) settlements in Hargeisa in the year of 2013. The Centre provides non-formal education including literacy & numeracy courses and vocational marketable skills training including cooking, masonry, plumbing, tailoring, and beauty salon courses, Vocational and skill training is a key component of our target and plays a fundamental role in supporting smart, sustainable, and inclusive growth in community inhabitant in Ayah 4.



Figure 7. FORUM CIV and Save Somaliland Children Organization Projects



Figure 8. ASAL Staff, Forum-CIV, and Ministry of Parliament relation and constitution affairs



Project achievements

From the start of the Projects, until now it has made tremendous steps of change, the project has reached some fruitful and tangible results according to the results achieved in terms of awareness raising, sensitizations, and behavior changes for the target beneficiaries. Throughout this, for instance, the last year 2021, the project has directly capacitated and empowered a total of 6,000 people (4,500 women & 1,500 men) to realize the greater democratic process and human rights protection in Somaliland through **capacity-building training, public dialogues, and coordination meetings**. While the project indirectly sensitized and reached 120,00 individuals (48,000 women and 6,000 men) through awareness-raising campaigns, and via mass media.

Engagement with Coordination Meetings and Activities

- National Protection Cluster (Somalia)
- Sub-National Protection Cluster Lead and Co-lead by (NDRA/UNHCR) Monthly meeting and reporting
- Member of the Camp Coordination and Camp Management (CCCM) Monthly report, through Kobo - Feeding NAT (New Arrival Tracking) National and sub-national.
- Shelter/ NFI Food Security sub-sector
- Nutrition Emergency Sub-Sector for Health
- HLP (lead by NDRA and NRC) Monthly meeting and reporting
- GBV subsector of Working (UNFPA and MESAF) Monthly report
- Cash Working Group
- Child Protection Working Group (UNICEF and MESAF) planned to report not yet
- Members of the Wash Emergency sub-sector (MOWD) usually reported our current activities
- Protection Monitoring System SPMS (DRC and NRC UNHCR) narrative and Kobo data collections
- Member of the Somaliland National Umbrella (SONYO)
- Member of the Local NGO Consortium

Our Current Partners

1. Ministry of Parliament and constitution affairs
2. Ministry of Health National Development
3. Good governance and Anti-corruption
4. Ministry of Agricultural Development
5. WFP
6. National Displacement and Refugee Agency (NDRA)
7. Save Somaliland's Children Organization (SSCO)
8. ForumCiv.
9. UNOCH
10. UNSOM
11. NRC
12. DRC
13. NGO consortium
14. AWDA

