



**MAHBOBA'S
PROMISE**

An Australian Aid Organisation

Capacity Building

Capacity building:

Mahboba's Promise recognises the current climate of dependence within Afghanistan when it comes to aid work. Until communities have the skills, knowledge, confidence and resources to become actively involved in society, this dependence will continue. MP wishes to see Afghan communities become empowered to dictate their own future and MP places a strong emphasis on including capacity building measures into development programs to ensure they have a sustained goal of empowerment and personal improvement. MP sees capacity development as an integral part of ensuring the projects and programs we implement in Afghanistan will become self-sufficient and make a lasting, positive impact on the communities we operate in. *"Capacity" is understood to be the ability of people, organisations and society as a whole to manage their affairs successfully.* As a grass roots organisation we understand the context in which projects and programs are being implemented and therefore have the knowledge to enhance the capacity of those in country to allow for maximal success and long term longevity in the work that we do.

Scope: The capacity building policy covers all development projects and programs within Afghanistan undertaken by MP and our in country partners.

Policy:

Where possible, MP will emphasise teaching and empowering individuals to realise their potential rather than distribute ongoing welfare assistance. As such, our projects and programs will implement the following measures into practice to ensure the individuals and the communities we work with in Afghanistan are building on their capacities. To do so, the following factors should be addressed when designing and implementing projects:

- Focusing on teaching and developing vocational skills that address recognised needs within society.
- Assist in building infrastructure and providing resources that nurture income generation to allow projects and programs to be self sufficient and handed over to Afghan communities.
- Allowing equal and open access to programs and projects to ensure even the most disadvantaged are positively impacted by development work and capacity building.
- Encourage further training and education to improve knowledge and skills sets, allowing individuals and groups in Afghanistan to become independent of Mahboba's promise funding.
- Monitor the abilities of in-country workers to determine the impact capacity building measures are having and make changes where appropriate to promote this further.
- Continue to monitor the effectiveness of programs in terms of:
 - > value to the community
 - > economic effectiveness
 - > sustainability

- Maintain close contact with community groups/leaders and individuals involved in programs to gauge the positives and negatives of the work.
- Utilise a joint planning process that takes into account the needs of the community it is being implemented into
- Streamline program objectives and the implementation process to make it as accessible as possible to those in Afghanistan who are involved in the work.
- Provide adequate training to those in Afghanistan to ensure the program can continue to function independent of Mahboba's Promise.

Responsibility:

It is the responsibility of those designing programs and projects to include these capacity building mechanisms into their work. It is the responsibility of the organisation's Afghan staff to ensure that access to programs is open for all and those who demonstrate potential are assisted in developing skills.

Related documents:

Sustainable development policy