



SYSHEDO

STAR YOUTH SOCIAL, HEALTH
& EDUCATION DEVELOPMENT
ORGANIZATION

ORGANIZATION PROFILE 2025



+93 79 130 8200
www.syshedo.org / info@syshedo.org
SYSHEDO @syshedo @syshedo
SYSHEDO-afg
Kart-e-4, 3rd district, Kabul Afghanistan



Strengthening Communities for a Sustainable Future



ORGANIZATION BACKGROUND

Star Youth Social, Health & Education Development Organization (SYSHEDO) is a non political, non profit Afghan civil society organization established in January 2023 and officially registered with the Ministry of Economy under registration number 5750.

SYSHEDO was founded to support vulnerable communities facing social, economic, and humanitarian challenges across Afghanistan. The organization focuses on empowering youth, women, and marginalized groups by expanding access to education, healthcare, protection services, and livelihood opportunities.

Guided by principles of transparency, accountability, gender equality, and community participation, SYSHEDO works through community based, inclusive approaches. With a capable team and strong partnerships with government institutions, NGOs, INGOs, and local stakeholders, the organization strives to contribute to a more resilient, equitable, and sustainable Afghan society.



CONTACT INFORMATION

SYSHEDO – Social Youth Support for Humanitarian, Education & Development Organization

Head Office: Kabul, Afghanistan
Address: Kolola Poshta, Kabul, Afghanistan
Phone: +93 (0) 790245030
Email: info@syshedo.org
Website: www.syshedo.org

For Official Communications:

Executive Director : ed@syshedo.org
Programs Unit: programs@syshedo.org
Partnerships & Grants: partnerships@syshedo.org
MEAL Department: meal@syshedo.org
HR & Admin: hr@syshedo.org
Finance: finance@syshedo.org





CONTEXT AND RATIONALE

Afghanistan faces ongoing socio-economic and humanitarian challenges, including widespread poverty, food insecurity, and limited access to education and healthcare. In response, SYSHEDO implements structured, community-focused interventions that strengthen resilience, expand access to essential services, and support vulnerable and marginalized populations.



VISION

A resilient, inclusive, and equitable Afghan society where all individuals have access to quality education, health services, protection, and sustainable livelihood opportunities.



MISSION

To deliver inclusive, community-driven development interventions that expand access to education, health, protection, and sustainable livelihood opportunities, thereby enhancing the resilience and well-being of vulnerable and marginalized communities in Afghanistan.



ORGANIZATIONAL GOALS



To enhance sustainable livelihood opportunities and strengthen income-generation capacities through evidence-based, market-driven interventions targeting vulnerable and marginalized populations.



To reinforce community systems, governance structures, and local leadership to improve resilience, service delivery, and inclusive decision-making processes.



To increase equitable access to quality education and essential health services by supporting community-based mechanisms, capacity development, and integrated service delivery approaches.



To advance gender equality and empower women, youth, and marginalized groups through inclusive participation, protection-sensitive programming, and rights-based development practices.



To promote sustainable, long-term development solutions that foster social cohesion, economic stability, and community resilience across diverse geographic contexts.



CORE VALUES



STRATEGIC OBJECTIVES

To strengthen evidence-based community awareness and behavior change outcomes in health, education, protection, and social development through integrated communication frameworks, multi channel outreach, and targeted demand generation strategies.

To enhance vocational competencies, employability pathways, and economic self reliance for vulnerable populations by implementing market driven skills development, workforce readiness programming, and sustainable livelihood models aligned with labor market assessments.

To advance gender equality, social inclusion, and resilience by operationalizing GESI sensitive programming, reinforcing community safeguarding mechanisms, and institutionalizing inclusive governance and participation structures.

To expand equitable, context responsive access to essential services for rural, displaced, nomadic, and hard to reach populations through adaptive, community anchored service delivery systems and cross sectoral integration.

To strengthen the socio economic stability of widows and vulnerable women by increasing access to diversified livelihood opportunities, protection services, and tailored social support mechanisms informed by vulnerability and needs assessments.

To empower youth as catalytic change agents and development leaders by facilitating leadership pipelines, youth led community platforms, and locally driven innovation ecosystems that contribute to social cohesion and resilience.



STRATEGIC DIRECTION

SYSHEDO's strategic direction focuses on strengthening community resilience, expanding equitable access to essential services, and promoting inclusive, sustainable development across Afghanistan.



Expand its program portfolio across education, health, protection, and livelihoods



Strengthen institutional capacity and systems



Enhance community engagement and local ownership



Build strategic partnerships



Promote gender equality, social inclusion, and protection

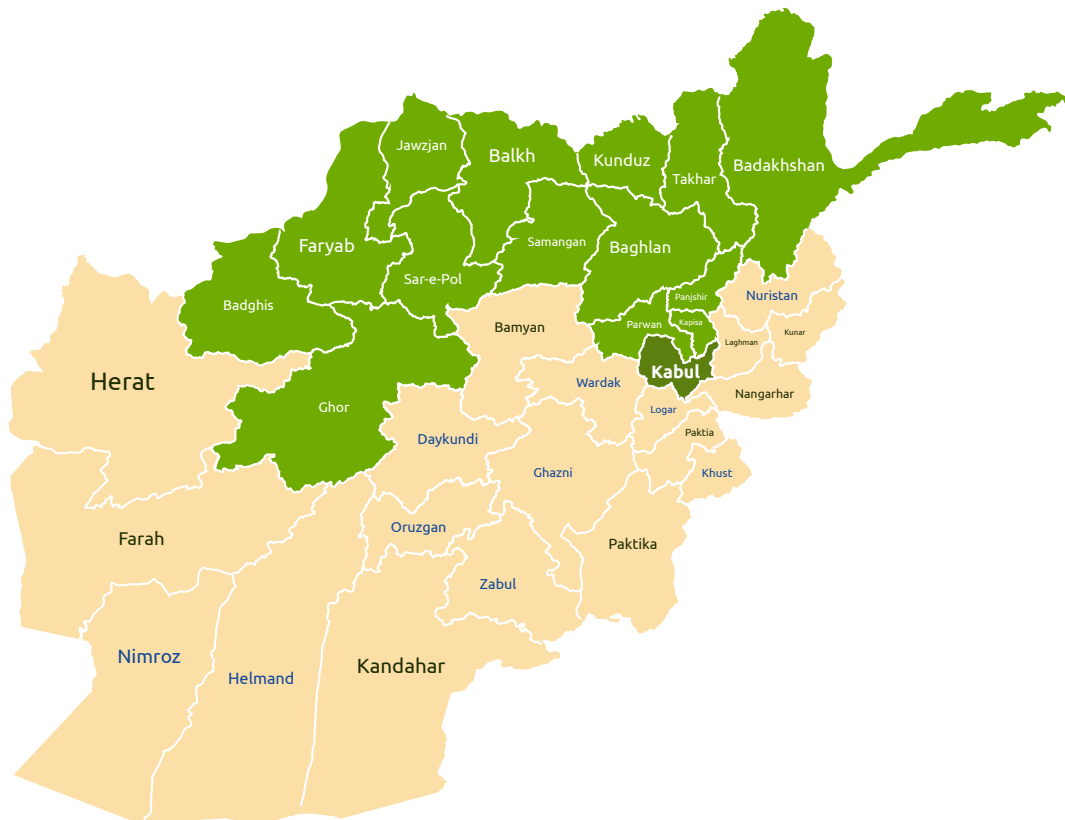


Invest in innovative, sustainable solutions



GEOGRAPHICAL PRESENCE

SYSHEDO's headquarter is located in Kabul as well as the ability to deliver services across all 34 provinces of Afghanistan.





AREAS OF INTERVENTION



Education
& Literacy



Health &
Nutrition
Awareness



WASH (Water,
Sanitation
& Hygiene)



Food
Security
& Nutrition



Social
Mobilization
& Community
Engagement



Infrastructure
& Community
Development



Livelihoods
& Vocational
Training



Child Rights
& Protection



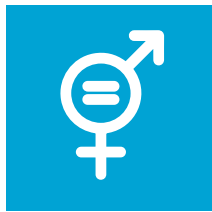
Youth &
Women
Empowerment



Support for
Widows
& Orphans



SYSHEDO CROSS-CUTTING THEME



Gender Equality and Social Inclusion (GESI)

- ▶ Equitable participation and targeted support for women and marginalized groups



Protection and Do-No-Harm

- ▶ Adherence to protection principles and safeguarding mechanisms for all beneficiaries



Community Engagement and Accountability (CEA/AAP)

- ▶ Meaningful engagement of communities through participatory methods and feedback mechanisms



Environmental Sustainability and Climate Sensitivity

- ▶ Integration of environmental considerations into program design and implementation



Conflict Sensitivity and Social Cohesion

- ▶ Conflict-sensitive approaches to promote social cohesion and peaceful coexistence



Disability Inclusion

- ▶ Ensuring equitable access to services and opportunities for persons with disabilities

INSTITUTIONAL PHILOSOPHY



Community-Centered Development:

SYSHEDO institutionalizes community-driven development models by integrating participatory planning frameworks, localized governance structures, and evidence-based community needs assessments to ensure interventions reflect contextual realities and foster long-term ownership.



Equity and Equal Opportunity:

The organization operationalizes equity principles through inclusion-sensitive policies, rights-based targeting methodologies, and procedural safeguards that guarantee non-discrimination and equal access to services for all population groups.



Capacity Building and Self-Reliance

SYSHEDO strengthens institutional, community, and individual capacities by applying structured capacity development frameworks, competency-based training models, and sustainability-focused transition strategies that promote resilience and self-reliance.



Accountability and Transparency:

The organization adheres to robust accountability mechanisms, internal control systems, financial compliance frameworks, and transparent decision-making processes aligned with international humanitarian and development standards.



Innovation and Sustainability:

SYSHEDO integrates innovative, data-driven, and sustainability-focused solutions into program design and implementation, ensuring long-term development outcomes and alignment with global best practices in resilience, climate sensitivity, and resource optimization.





OPERATIONAL & DECISION MAKING FRAMEWORK

SYSHEDO applies a structured, results-driven operational system that integrates Results-Based Management (RBM), annual planning, and evidence-informed decision-making. All activities follow standard operating procedures (SOPs), internal policies, and monitoring tools to ensure effective, transparent, and accountable program implementation across all operational levels.



PARTNERSHIPS AND STAKEHOLDER ENGAGEMENT

SYSHEDO establishes and maintains structured, multi layered partnerships with national institutions, INGOs/NGOs, local governance structures, community networks, private sector actors, donor agencies, and academic bodies. These partnerships are operationalized through coordinated planning, evidence based program alignment, joint assessments, and compliance with international humanitarian and development coordination frameworks.

The organization leverages these collaborative mechanisms to strengthen program coherence, promote inter agency harmonization, enhance resource efficiency, and ensure scalable, sustainable, and impact driven outcomes across all operational contexts.



COMPLIANCE, POLICIES & ETHICS

The organization adheres to Afghan national laws, donor regulations, and internal frameworks including:

- ✓ Administration Policy
- ✓ Anti-Fraud and Anti-Corruption Policy
- ✓ Child Protection Policy
- ✓ Confidentiality and Visibility Policy
- ✓ Gender-Based Violence (GBV)
- ✓ Confidentiality and Data Protection Policy
- ✓ Conflict of Interest Policy
- ✓ Finance Policy
- ✓ Financial Management Policy
- ✓ Gender-Based Violence (GBV) Prevention Policy



OPERATIONAL FRAMEWORK

SYSHEDO's operational framework ensures compliant, results-oriented, and high-integrity delivery of humanitarian and development programming across Afghanistan. The system is built on international standards, donor regulations, and institutional policies that guide decision-making, operational execution, risk mitigation, and accountability.



Strategic & Evidence-Based Program Design

- ▶ Programs are informed by multi-level needs assessments, gender and protection analysis, stakeholder mapping, and alignment with national priorities and donor strategic frameworks.
- ▶ Technical design integrates theories of change, logframes, risk matrices, and sector-specific standards.



Results-Based Operational Management

- ▶ Implementation follows Detailed Implementation Plans (DIPs), procurement plans, and SOP-governed workflows.
- ▶ Cross-departmental coordination ensures synchronized delivery across program, MEAL, finance, HR, logistics, and safeguarding units.



MEAL & Data Governance Systems

- ▶ A structured MEAL architecture supports indicator tracking, data quality assurance, digital data systems, and learning loops.
- ▶ AAP mechanisms, PDM processes, and third-party monitoring reinforce transparency and accountability.



Compliance, Safeguarding & Risk Management

- ▶ Adherence to financial regulations, procurement rules, safeguarding, PSEA, anti-fraud, and internal auditing controls.
- ▶ Organizational risk registers, mitigation plans, and compliance audits ensure operational integrity.



Operational Support & Internal Systems

- ▶ HR, Finance, Admin, Procurement, and IT systems function under policy-controlled processes and workflow approvals.
- ▶ Supply chain and logistics operations ensure compliant, efficient resource mobilization and field deployment.



Coordination & Institutional Partnerships

- ▶ Active engagement with government agencies, humanitarian clusters, UN partners, INGOs, and community structures.
- ▶ Coordination ensures alignment, non-duplication, and scalability of multi-sectoral interventions.

This framework enables SYSHEDO to manage complex donor portfolios, meet compliance benchmarks, and achieve measurable, sustainable impact across Afghanistan.

EXPANDED DETAILS TO MEET NGO STANDARDS



Legal Identity & Registration

SYSHEDO is a legally registered non-profit organization under the Ministry of Economy of Afghanistan (License No. 5750), established in January 2023. The organization complies fully with Afghan laws, NGO regulations, and international humanitarian standards.



Organizational Mandate

SYSHEDO delivers humanitarian, development, and resilience-focused programs in education, protection, health, livelihoods, and community development across Afghanistan.



Thematic Expertise

Education & youth development; health & nutrition awareness; protection, GBV, safeguarding & PSEA; livelihoods & vocational skills; WASH & hygiene promotion; women's empowerment; community engagement; food security & resilience.



Geographic Coverage & Operational Presence

Head office in Kabul with operational capacity to implement programs across all 34 provinces through community networks and provincial coordination systems.



Institutional Capacity

Structured governance body, executive leadership, and core units including programs, MEAL, finance, HR, procurement, safeguarding, and compliance supported by institutional SOPs and policy frameworks.



Technical & Human Resource Capacity

Qualified technical staff covering program management, MEAL, safeguarding, finance, procurement, community mobilization, and reporting, reinforced by continuous capacity-building.



Governance & Accountability

Governance structure ensures oversight, ethical conduct, transparency, risk mitigation, and results-based management aligned with donor expectations.



MEAL & Quality Assurance

MEAL systems include indicator tracking, digital data tools, AAP mechanisms, PDM, TPM readiness, and adaptive learning processes.



Partnerships & Coordination

SYSHEDO collaborates with government bodies, UN agencies, INGOs, community structures, private sector and academic institutions through formal coordination mechanisms.



Financial Management & Donor Compliance

Finance systems include budgeting, internal controls, procurement compliance, audit readiness, and transparent financial reporting aligned with donor requirements.



Safeguarding, Protection & Ethics

Policies include child protection, PSEA, GBV prevention, code of conduct, whistleblower mechanisms, and data protection protocols.



Risk Management

Risk registers, mitigation plans, operational security procedures, crisis management and Do-No-Harm principles guide safe operations.



Operational Strengths

Community-centered programming, strong systems, skilled staff, ability to operate in challenging environments, and flexibility in rapid response.



OUR PATTERNERS



Organization for Social Cultural Awareness & Rehabilitations (OSCAR)



د افغانستان د اقتصادي پراختيا د مطالعاتو موسسه
مؤسسه مطالعات توسعه اقتصاد افغانستان
Afghanistan Economic Extension Studies Organization

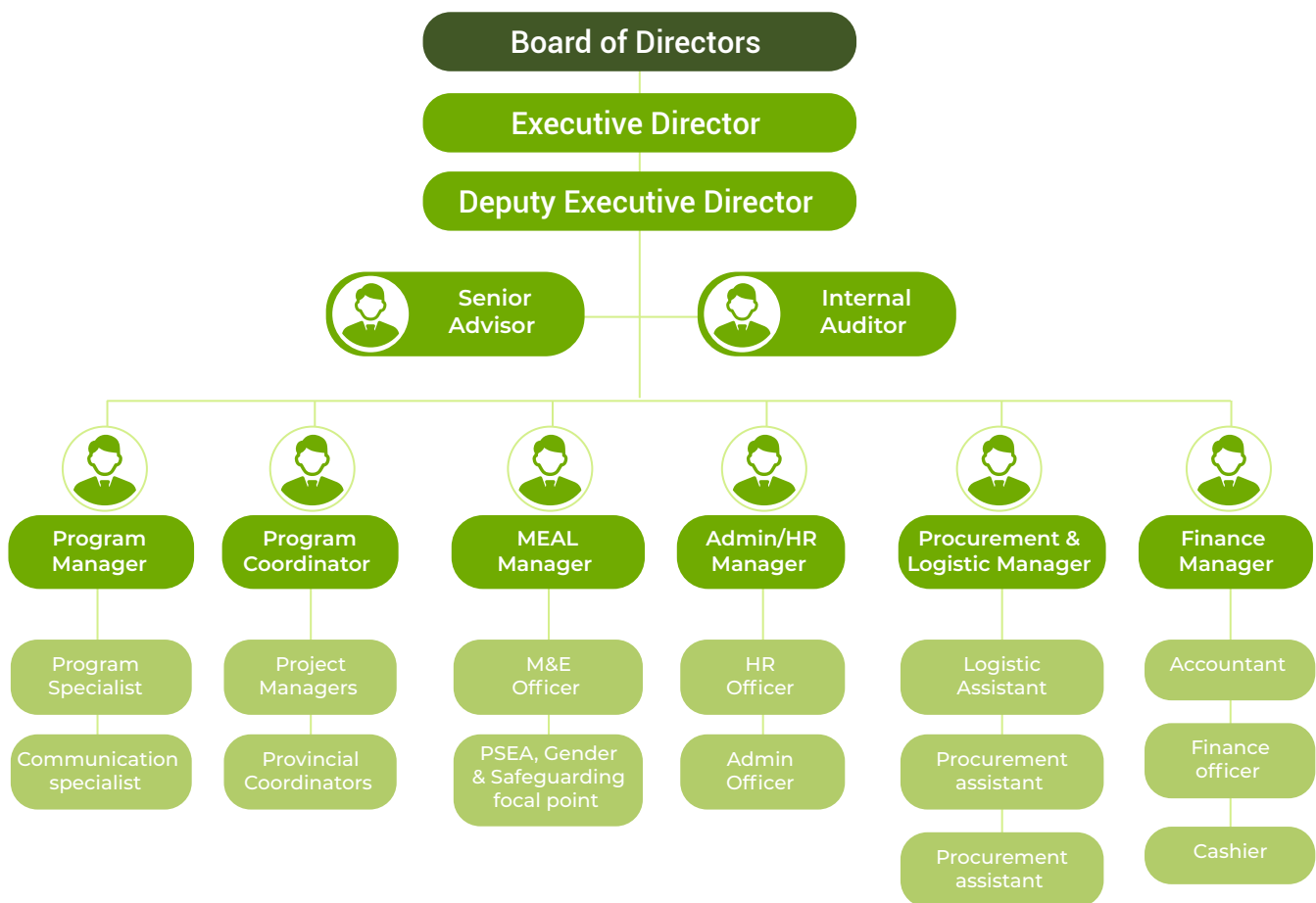
MEMBERSHIP



**Search for
Common Ground**



ORGANIZATIONAL STRUCTURE (ORGANOGRAM)



PAST EXPERIENCES

Project Title	Date	Province & Districts	Funding Partners	Beneficiary
Awareness Seminar titled - Healthy Lifestyle	09 Feb 2023	Kabul SYSHEDO Office	SYSHEDO	20
Empowering Girls & Young Women Initiative Program	01 Mar 2023	Kabul, PD#13 – Share-e-Mehraban School	SYSHEDO	100
Psychology Seminar titled - Mental Health	05 Aug 2023	Kabul SYSHEDO Office	SYSHEDO	25
Hygiene awareness training for teachers and Students	10 Oct 2023	Kabul, PD#13 – Share-e-Mehraban School	SYSHEDO	285
Psychology Seminar titled - Mental Health	08 Jan 2024	Kabul, PD#13 – Share-e-Mehraban School	SYSHEDO	30
Awareness Seminar titled - Healthy Lifestyle	09 Mar 2024	Kabul, PD#13 – Share-e-Mehraban School	SYSHEDO	30

