



# **ORGANIZATIONAL PROFILE**

**2024**



# About GIRD

**Global Initiative for Resilience and Development (GIRD)** is a women-led, women-focused non-profit organization established in 2016. Legally registered in Kenya and Somalia, GIRD operates in Northern Kenya, including Tana River, Garissa, Wajir, Mandera, Moyale, and Isiolo, as well as in Somalia, covering the northern and southern regions, particularly in Puntland, Southwest, and Jubaland states.

GIRD is committed to empowering and building the capacity of pastoralist communities, with a special focus on addressing the unique needs and challenges faced by women and girls. By offering technical assistance and fostering harmony among diverse communities, GIRD actively promotes gender equity and resilience. Its initiatives are designed to amplify women's voices and leadership roles in community development.

With extensive experience and technical expertise, GIRD collaborates with key community partners, women-led groups, and governments. The organization ensures inclusive participation in project planning, implementation, monitoring, and evaluation to enhance accountability, transparency, and sustainability. GIRD remains steadfast in its mission to advance resilience, especially for women, while uplifting entire communities.



# GIRD's Vision & Mission

GIRD is dedicated to building resilience in underserved Somali communities, with a particular emphasis on empowering women to overcome challenges and lead in crisis management. The organization works to reduce vulnerability by addressing critical issues such as food insecurity, drought, conflict, and lack of economic opportunities—factors that disproportionately affect women and their families in Somalia.



## Our Belief

GIRD envisions a world with communities that are resilient towards issues that affect them, stopping them from realizing their full potential.



## Our Path

GIRD seeks to provide opportunities for underserved communities to overcome the effects of perennial issues by increasing their access to opportunities for sustainable livelihoods, better health outcomes and secure environments.



# Core Values



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## 1) Cost effectiveness:

We develop and use evidence-based tools and processes, track program costs to deliver outcomes, and use this cost data to guide future responses. By systematically analyzing the costs of various interventions, we can allocate resources to programs that offer the most reach and impact.

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## 2) Community-owned:

We work collaboratively with communities as key beneficiaries and stakeholders, using Human-Centered Design to co-create solutions iteratively. All interventions are guided by Community-Based Participatory Planning.

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## 3) Inclusivity:

Inclusion is essential for legitimacy and ownership of community decisions. To overcome past limitations, such as lack of knowledge, experience, or cultural barriers that may hinder some groups' participation, we aim to involve all community members from the design stage, ensuring diverse perspectives are represented and prior exclusion errors are addressed.

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## 4) Interconnectivity:

We recognize that our work is only as effective as the relationships we build and maintain.



# Core Values

A

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## 5) Adaptability:

With an ever-changing world and emerging issues, we consistently adapt our engagements to the unique contexts of our constituents.

## 6) Innovativeness:

We are committed to excellence, professional rigour and continuous improvement in our interventions.



# Thematic Areas



## Water, Hygiene, and Sanitation.

- Providing access to clean and safe drinking water through the construction and rehabilitation of wells, boreholes, and water treatment systems.
- Improving sanitation facilities by building latrines and promoting proper waste management practices.
- Conducting hygiene education and training sessions to promote handwashing, proper hygiene practices, and disease prevention.
- Collaborating with local communities and stakeholders to ensure sustainable and long-term impact.
- Monitoring and evaluating project outcomes to track progress and ensure effectiveness.
- Empowering community members to take ownership of WASH initiatives and maintain infrastructure.
- Advocating for policy changes and increased funding for WASH projects at the local and national levels.
- Support advocacy and supply of Menstrual Health and Hygiene products and services



## Health & Nutrition

- Supporting the delivery of primary health care services through capacity building health teams.
- Community awareness, including distribution of preventative supplies on communicable diseases.
- Mental and Psychosocial support to vulnerable groups.
- Supporting vulnerable groups in the establishment of nutrition-sensitive livelihoods and food fortification.

# Thematic Areas



## Gender, Social Inclusion & Child Protection

- Promote gender equality and social inclusion through targeted programs and initiatives.
- Provide training and resources to support women and marginalized groups in accessing opportunities and resources.
- Advocate for policies and practices that promote gender equity and social inclusion in all sectors.
- Collaborate with community organizations and stakeholders to address systemic barriers and promote diversity and inclusion.
- Monitor and evaluate the impact of our programs and initiatives on gender equity and social inclusion.
- Raise awareness and educate the public about the importance of gender equality and social inclusion for a more equitable society.



## Food Security and Livelihood

- Rehabilitation of community productive assets through Cash for Work or Food for Assets.
- Supporting alternative livelihoods for vulnerable and at-risk groups especially youth and women.
- Distribution of production inputs – agricultural inputs, livelihood kits and agronomic support.
- Supporting establishment of climate-smart farming.
- Livestock support – restocking, care and management.



# Thematic Areas



## Disaster Preparedness, Risk and Reduction, and Natural Resource Management

- Supporting communities to implement Community Managed Disaster Risk Reduction.
  - a) Engaging communities in participatory risk (Hazard, vulnerability), capacity assessments, analysis, and contingency action planning.
  - b) Supporting communities to establish and strengthen Early Warning System.
  - c) Working with communities to plan and implement Early Action Plans for disasters.
- Integrating natural resource management, conflict and DRR into development agenda.



## Marginalized Groups Economic Empowerment

- Training women on life-skills and financial literacy.
- Supporting women livelihood opportunities including formation of Self Help Groups and Village Savings and Loans Association, vocational and entrepreneurship.
- Advocacy against harmful practices – FGM, Early Marriages, GBV.



# Thematic Areas



## Vocational and Entrepreneurship Empowerment

- Training youth and women on market-informed vocational skills.
- Supporting establishment of market-informed enterprises.



# Our Approach

Our approach commences with establishing common understanding of terms of engagement, levelling of expectations and relationship building, followed by participatory in-depth extensive and intensive research in areas of interest to our communities, and information synthesis and analysis.

## Adaptive Programming:

We seek to model projects to the context of the communities and in building adaptive programming approaches and sustainability mechanisms such as institutionalization through existing community and government structures and building communities capacities to implement programs ensuring responsive and impactful programming.

## Equality:

We champion the deployment of gender and socially transformative models towards the transformation of the deep-seated structures of inequality and injustice within government, institutions and cultures.

## Community-led approach:

Our philosophy is that community members are the best experts about their own situation. Thus, our program design inbuilt the participation of the community by applying community-led approaches across initiatives; adaptive learning approach is deployed gathering perspectives during feedback sessions, community dialogues and stakeholders' meetings, community involvement in the monitoring and evaluation amongst others for improved responsiveness and supporting collection of baseline, midterm and end-term data.





# Our Approach

## Partnerships, Collaboration, and Coordination:

GIRD is committed to a multi-faceted collaborating, learning, and adapting (CLA) approach to development. Our interventions establish strong and active collaboration and coordination between members of the target populations, communities, county governments, private sector entities, community-based organizations, faith-based organizations, civil society organizations and other development partners. Opportunities for collaboration and coordination include; co-creation, joining planning and management, joint monitoring, and joint support supervision.



# GIRD IN SOMALIA:

Since 2016, GIRD has been implementing programs in Puntland, Southwest State and Jubaland. To date, we have implemented 3 programs with emphasis on community resilience with funding support from GIZ /BMZ, GREEN ACTION UK and SOMALI DIASPORA Community initiative.

Programme and Achievements:

- Baidoa Socio-Economic, employability, entrepreneurship Strengthening (BSEES).
- Social and economic inclusion of extremely poor IDPs and Host communities in Puntland, Somalia(SEIPP).

GIRD operates within the GIZ-funded programs BSEES and SEIPP in Garowe, Puntland, and Baidoa, Southwest State Districts, respectively. These initiatives aim to enhance income opportunities for IDPs, returnees, and the local population, particularly benefiting young people and women in Garowe and Baidoa.





# PROGRAMS & ACHIEVEMENTS



## Literacy and Numeracy Skills Training

- GIRD's literacy and numeracy program is transforming lives in Somalia by providing learner-friendly literacy and numeracy books in Somali language and mathematics, alongside impactful training sessions.
- Catering to over 600 vulnerable IDPs and extremely poor host community members, the program offers flexible schedules and childcare support, ensuring active participation of the principal beneficiaries. By combining book distribution with tailored training, GIRD empowers individuals to enhance their economic well-being and literacy levels, fostering a brighter future for communities across Somalia.



## Village Saving and Loans Association (VSLAs) Support

GIRD has assisted 600+ beneficiaries in VSLAs, empowering them to manage resources and overcome barriers. Through access to safe financial services and regular meetings, participants engage actively in savings, leading to economic growth and improved household income. Through these groups, individuals have received comprehensive training in financial and business management, empowering them to take control of their economic futures.

# PROGRAMS & ACHIEVEMENTS



## Vocational Skills Training

GIRD's vocational skills training in Garowe and Baidoa, Somalia, enhances employability and economic empowerment. Market assessment guides beneficiaries in choosing courses aligned with their interests, community needs, ensuring sustainable livelihood.

## Comprehensive Community Well-being

GIRD's initiatives in Somalia encompass Mental Health and Psychosocial Support (MHPSS), Female Genital Mutilation (FGM) awareness, and women empowerment, aiming for comprehensive community well-being. Through counselling, advocacy, and empowerment, GIRD addresses mental health needs, advocates against FGM, and promotes gender equality. By ensuring women's active economic participation, GIRD fosters well-being and community resilience.

Additionally, GIRD has provided crucial psychosocial support to vulnerable community members, contributing to their resilience and well-being. Furthermore, vocational skills training has been offered, equipping participants with practical skills to enhance employability and self-sufficiency. In addition to these efforts, GIRD has conducted literacy and numeracy skills training, ensuring that community members have the foundational skills necessary for personal and professional advancement.

These initiatives reflect GIRD's commitment to fostering holistic community development and empowerment in Somalia.



# PROGRAMS & ACHIEVEMENTS



## Job Readiness Training

GIRD took proactive steps to address the employment needs of recent graduates in Baidoa by conducting comprehensive job readiness training. These training targeted graduates from eight universities in Baidoa, equipping them with essential skills and knowledge crucial for their successful transition into the workforce. Through tailored training sessions, participants received guidance on resume writing, interview techniques, communication skills, time management, workplace etiquette, and relevant technical competencies.



## Job Fair

In line with its commitment to promoting employment and economic growth in Baidoa, GIRD organized a highly successful job fair, serving as a dynamic platform for connecting job seekers with potential employers. With over 200 job seekers and 20 job providers in attendance, the event facilitated meaningful interactions and networking opportunities within the local community. Job seekers had the chance to engage directly with employers, submit resumes, participate in interviews, and explore various career opportunities across different industries. Meanwhile, employers had the opportunity to showcase their organizations, advertise available positions, and identify promising candidates to fill their staffing needs.



# PROGRAMS & ACHIEVEMENTS



## Knowledge Transfer and Experience Exchange Program:

To enhance institutional capacity and promote collaboration among governmental bodies, GIRD conducted a knowledge transfer and experience exchange program under BSEES Project. This activity brought together personnel from various governmental bodies in South West State, including ministries, local government agencies, and relevant institutions, for a focused program of learning and collaboration. Through study tours and exchanges with counterparts in Puntland, participants gained valuable insights into effective governance structures, policies, and best practices in areas such as human protection, IDP management, and refugee integration. By fostering collaboration and knowledge sharing between regions, the program aimed to strengthen partnerships, promote sustainable development, and build resilient communities in both South West State and Puntland. Through these concerted efforts, GIRD demonstrated its commitment to empowering governmental bodies and fostering socio-economic development for the benefit of communities across the region.





# PROGRAMS & ACHIEVEMENTS

## Emergency Health



GIRD undertook a joint response with Guricel Mid-Wife Association to mitigate against the impact of COVID-19 targeting the communities of Gurucel, Galgamudug Somalia. This was through distribution of hygiene kits, Menstrual Health and Hygiene kits, set-up handwashing kits. Conducted community COVID-19 awareness campaigns with the local health ministry.

## Implementing water, sanitation, and hygiene (WASH) projects in rural communities

This outcome encompasses several key elements including Provision of Clean Drinking Water, Construction of Sanitation Amenities, Effective Hygiene Promotion and Capacity Building for Community Stakeholders. Through these efforts, GIRD aims to improve access to safe water, enhance sanitation conditions, and promote good hygiene practices within communities. By addressing these vital aspects of WASH, GIRD seeks to improve the overall health and wellbeing of individuals and contribute to the realization of their basic human rights.

Water accessibility had been improved through the establishment of strategic water sources in drilling boreholes. Rehabilitation of boreholes, shallow wells, and rainwater catchment.

Contributed to community resilience building through the engagement and strengthening of existing community structure.

Close consultation and collaboration with the line ministries, and target communities were made throughout the implementation of temporary water trucking through voucher, rehabilitation, construction of latrines in the health/nutrition centers, IDPs settlements and promotion of good hygiene practices.



# PROGRAMS & ACHIEVEMENTS

## Gender equity and Social Inclusion



This outcome focuses on several key elements including Elimination of Violence Against Women and Children, Alternative Life Skills and Vocational Training, Gender-Sensitive Community-Based Development Programs, Child Rights Protection and Advocacy and Sensitization on Harmful Effects of Female Genital Mutilation (FGM). By working towards this outcome, GIRD aims to empower women and children, eliminate violence, and promote gender equality in Somali communities. Their efforts focus on creating safer and more inclusive environments where women and children can thrive, exercise their rights, and actively contribute to the betterment of society.

- Accompanied community-based CP community awareness raising campaign sessions regarding child protection violation and exploitation affecting and putting children at risks in Somalia then reached for 1648 beneficiaries like adult-954-(Men-322 Women-632 and children-694 boys-342, girls-352).
- Conducted child protection training for 728 (M-316, F-412) child welfare committees and other community structures (religious elders, community leaders, camp leaders, women groups, youth, adolescent's girls, and boys including children).
- Distributed dignity tools to 1,310 girl survivors



# IMPACT



GIRD has successfully established over 600 Village Savings and Loan Association (VSLAs) groups within host communities, IDP camps, and returnees' communities in Somalia. Through these groups, individuals have received comprehensive training in financial and business management, empowering them to take control of their economic futures.

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# GIRD IN KENYA:

Since 2016 GIRD, has been working in pre-dominantly ASAL counties in collaboration with the county government. Our main objective is to improve the whole well-being of pastoralist communities through equipping with knowledge, skills and information.





# PROGRAMS & ACHIEVEMENTS



## Livelihoods - Fishing sector

In 2020, GIRD supported communities in Kipini in TanaRiver county in essential gears for riverine fish farming as an alternative livelihood. As a result, the communities had access to fishing gears – fishing boats, fishing nets, Further, women and youth in the fish industry were supported to gain skills in business management and economic development including market chain advisory to sell fish, educated on fish as a source of sustainable livelihood.



## Natural Resources Management. Reforestation

To mitigate climate change effects, GIRD has supported communities in Sabuli in Wajir County establishing tree nurseries to support reforestation efforts. The effort was multi-stakeholder working closely with the Kenya Forest Service. As a result, 2,000 trees were planted to mitigate impact of drought and strengthened community resilience.

# PROGRAMS & ACHIEVEMENTS



## Livestock Support

We support improving the livelihoods and livestock practices of pastoralists and rural communities in protracted emergencies. In this regard, we supported the awareness creation of in Sabuli wildlife conservancy and also campaigning on animal rights welfare.





# PROGRAMS & ACHIEVEMENTS



## Upcoming Projects

- Entrepreneurship Promotion in Somalia
- Building resilience and sustainable livelihoods through youth-skills empowerment across the Kenya - Somalia border (BRSLYSE)

## Activity

Five Years Project for Women Economic Empowerment in Partnership with GIZ Somalia (Lower Juba and Gedo Regions | Luuq and Baardere)





# Our Journey So Far

GIRD has so far travelled a journey of tremendous success working with communities in Somalia and Kenya as we have demonstrated our capacity to effectively engage, empower, and support these communities amid challenges like drought, food insecurity, conflict, and limited infrastructure.

Key markers to our success include:

- a) Community-Centered Approach
- b) Adaptability and Cultural Sensitivity
- c) Strong Local Partnerships
- d) Capacity Building
- e) Integrated and Holistic Programming
- f) Data-Driven and Evidence-Based Approaches
- g) Sustainable Resource Management
- h) Transparent and Accountable Operations
- i) Scalability and Replicability

These markers contribute to a cohesive and impactful approach, essential for building resilience in communities across Somalia and Kenya amid their unique social and environmental landscapes.

01

**200K**

People reached during GIRD's response to Covid19 Pandemic Emergency Response

02

**1,500+**

Individuals benefitting from business training

03

**600+**

VSLA Groups established across Somalia

04

**500+**

Individuals benefitting from psychosocial support

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05

500+

Individuals benefitting from Business and Financial Management Support

06

50

Individuals benefitting from Fish Farming Support

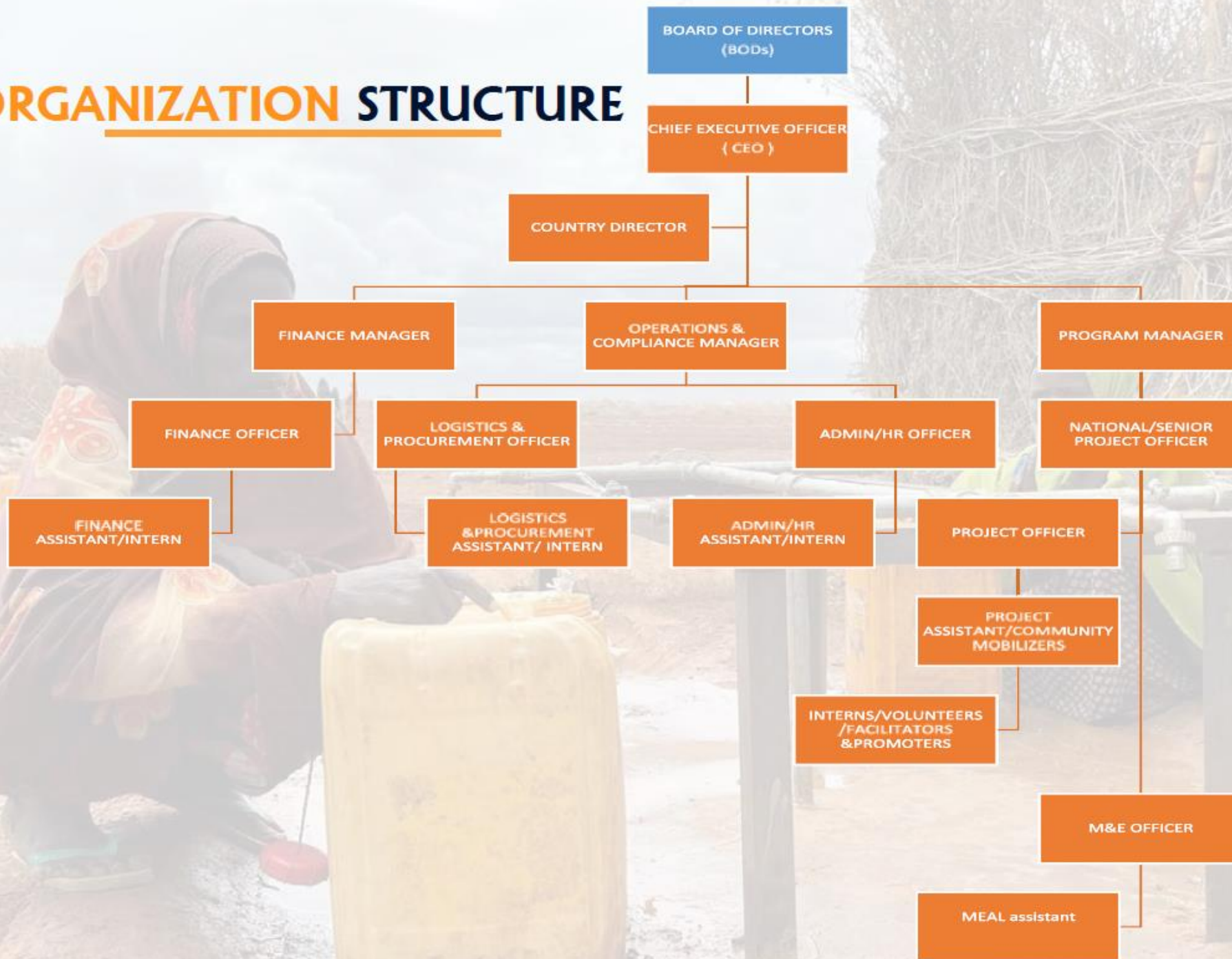
07

24

Leadership and Governance Workshops conducted across Kenya Somalia, strengthening leadership skills across various cohorts.



# ORGANIZATION STRUCTURE





# Our Work in Pictures



# Our Partners



Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH





# Our Contacts



**Nairobi Office:**  
No.32, Westlands  
Ave, Westlands  
Nairobi, Kenya

**Puntland State of  
Somalia Office:**  
Marsane Road,  
Opposite  
Flames Hotel  
Garowe, Somalia

**South West State  
of Somalia Office:**  
Bay Star Guest  
House, Opp USS  
university  
Baidoa Somalia.

**Jubaland State of  
Somalia Office:**  
Along Dalxis Road  
Kismayo Somalia

+254 708 509 589 | +254 728 486 802 | +252 619 030 489  
Email: [info@girdglobal.org](mailto:info@girdglobal.org) | <http://www.girrdglobal.org/>

**@GirdGlobal:**

**@GirdGlobal: LinkedIn and Twitter**



