



AlAwn Foundation of Development
Annual Report **2019**



AlAwn Foundation for development



Sheikh / Abdul Ilah bin Salem bin Mahfouz

Sheikh / Saleh bin Salem bin Mahfouz

Sheikh / Salem bin Salem bin Mahfouz

Sheikh / Ahmed bin Salem bin Mahfouz

Founders:

Introdation :

Here we are again, after a year that was full of achievements. Al-Awn Foundation for development(AFD) stepped up its efforts to generate the foundation's mission throughout its programs and projects to contribute empowering targeted societies through granting qualitative sustainable impact in a stimulating environment in accordance with international practices

Al-Awn Foundation for Development (AFD) carried out several programs and projects during the year of 2019, and these projects have varied between educational, health, community and emergency interventions in the field of education, as well as those projects that came in response to the calls of international community organizations regarding the displaced by providing them with non-food (winter) assistance.

The Al-Awn Foundation for Development (AFD) is proud and will remain with the human resources that stand at the top of its projects and programs and formulate, follow-up and direct supervision of these projects ,so we did not overlook our human resources through attention to the development programs of our employees, as the head of the pyramid in our foundation we give the greatest attention to human resources so that it remains for the information and knowledge of all that is new regarding the study of the global scientific theory, and working with its applications. For us, they are the capital of the institution, so they must hold ambitious hopes to achieve the goals set during our new strategy 2019-2023, and we cannot fail on this occasion to thank the esteemed founders and the Board of Trustees of the Foundation for all the effort they made and for every intervention they made to facilitate our business and projects during the year 2019

In conclusion, I thank in my name and on behalf of the Chairman and members of the Board of Trustees, each in his name and capacity, department heads, our loyal employees, financiers, government partners, strategic partners, experts, advisers, shareholders, servants, servants, servants, servants, and servants of God, Stakeholders and related. All respect goes to those who worked for us and with us. We also honor and value the roles of our team today, and we welcome - always - the new regulators, as we are honored by our current and potential partners who believe in us, hoping that our interventions are models of experiences worthy of



Abdullah Abdul Qadir bin Othman

Executive Director
AlAwn Foundation for development



Our vision:

Leading Grantor for Sustainable Development



Our mission

Contribute to empower the targeted communities through sustainable, quality and institutional grants, in a stimulating environment to the best international practices.



Strategic goals:

- Maximize the grants' impact
- Attain stakeholders' satisfaction
- Contribute in targeted communities' sustainable development
- Empower targeted entities
- Excellence in grants
- Enhance organizational excellence
- Build & utilize partnerships
- Improve human capital performance
- Build learning organization
- Attain Financial effectiveness

Values

- Excellence
- Transparency
- Commitment
- Motivation
- Teamwork
- Giving



Work fields



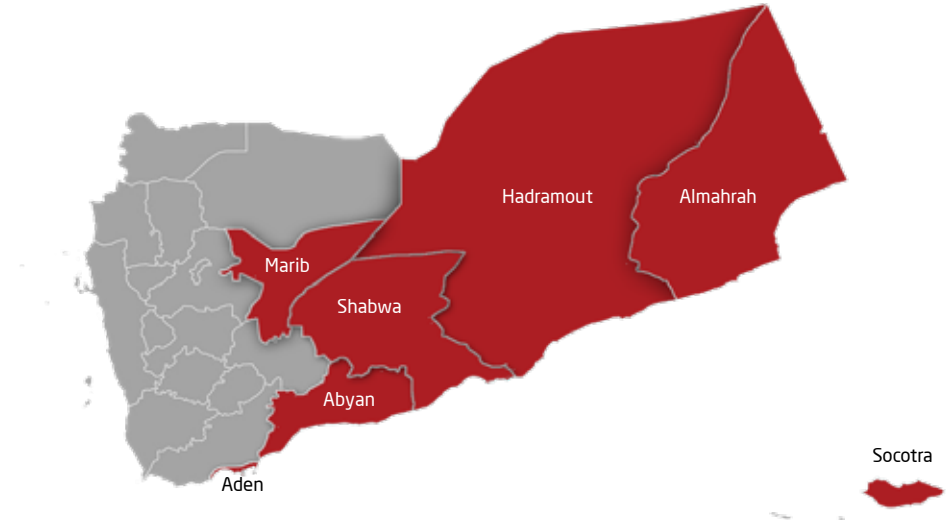
Education



Empowerment the third sector organizations



Aids and emergencies



● Enterprise intervention map 2019



Quality certification

Al-Awn Foundation for Development was once again able to obtain the international quality certificate in its latest version ISO9001 / 2015 after completing the external audit process on the Foundation by the external auditor accredited to UKAS International (Britain) to ensure that the Foundation meets the requirements of moving from the 2008 version to the version. New specifications for 2015

The achievement of the AlAwn foundation came in a period of a year, after preparing the quality management system for the Foundation (the corporate management system) that is in line with the requirements of the international standard ISO9001 and the British standard Picasso.

It should be noted that this system was built with the participation of the optiize consulting the services company through the Arab broker ACM Quality and Inspection Services Company

It is worth noting that Al-Awn Foundation for Development had previously obtained the international quality certificate ISO9001 for the year 2008, and for its keenness to maintain the quality of institutional work and excellence in job performance, it sought to renew the certificate as required by international quality requirements

The internal audit is Bawazeer Office for Invoicing & Financial Consultations, and the external audit is Grant Thornton







Education:

Ensuring good, fair and inclusive education for all and promoting lifelong learning opportunities are among the most important sustainable development goals. The Foundation's strategic plan has endeavored to have the education sector receive 60% of project grants. This field includes support for educational programs and entities that achieve strategic goals at all levels of formal education (general, post-secondary, university, higher education)

University Education

Rehabilitation and preparation of the educational environment at the Seiyun University:-

Providing an appropriate and stimulating educational environment is one of the main pillars of quality standards in higher education to achieve the requirements of academic accreditation and quality assurance. The project seeks to equip physics and chemistry laboratories, rehabilitate the library, and the office of the Dean of the College of Education at Seiyun University in order to achieve the requirements of academic accreditation for the Ministry of Higher Education

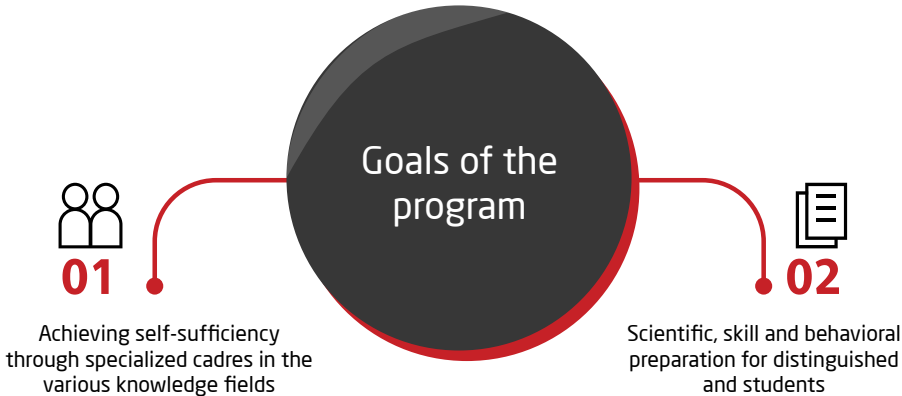
	Targeted group :	Students of the Faculty of Education and members of the teaching staff of the college
	The executing agency :	The students care association
	Geographical scope :	Hadramout
	The Outputs :	Physics and Chemistry Labs, College Library, Dean's Office



Scholarship Program :

To meet the needs in all fields required by building and development process in the community, and to achieve stability and progress in it, academic rehabilitation for building any society remains an urgent necessity to provide the required scientific qualifications, and in order to contribute with the official authorities to bridge the need gap and qualify the cadres in vital fields as well as the high cost of study compared to levels of Income in the society, and because of the presence of many distinguished academic levels of high school and university outcomes,

The Foundation took the initiative to sponsor students in the scholarship program, in a way that contributes to graduate the capable cadres that can meet the needs, relieve a lot of suffering, and achieve more development



Al-Awn Scholarship project

Providing scholarships accompanied by various activities for outstanding and distinguished students in the field of university and higher education in order to obtain qualified scientific, skilled, and behavioral staff to be able to achieve a positive impact in the development of his community





**Project for granting graduates of
Salem Bin Mahfouz Private Schools**

The project contributes to the rehabilitation and encouragement of male and female graduate students from Salem bin Mahfouz National Schools to continue studying in universities and obtain a bachelor's degree in disciplines that serve the community



Targeted group :

Salem bin Mahfouz National
Schools' students



The beneficiary :

Salem bin Mahfouz
National Schools



Geographical scope :

Hadramout - Duaan



The Outputs :

Students 58 continuing



Public
Education ▶

Comprehensive professional development project for teachers in Shabwa and Mahra



The project contains activities related to the comprehensive professional development of teachers and students (the focus of technology integration in education) according to a contemporary vision commensurate with the nature of educational curricula during a training period of 160 hours



The executing agency:

Thebes Development Foundation



The supervising authority :

Education offices in the participating governorates



Geographical scope :

Al-Shabwa and Al-Mahara



Outputs :

46 Male and female teachers 2,400 students 2 axial

Rehabilitate of educational environment of secondary schools of the Doan District project



The interest in the quality of education outputs requires the provision of an appropriate and stimulating educational environment. For this, the project, in partnership with Silah Development Foundation and the Development Farm Corporation, sought to rehabilitate 4 high schools in scientific laboratories, computer laboratories, robotics laboratories, and provide solar energy for the targeted high schools.



Target group :

High school students



The executing agency :

Selah Foundation for development in Dawaan



Geographical scope :

Hadramout Governorate



Outputs:



Establishing (4) robot laboratories



Rehabilitation of (4) school laboratories



Establishing computer labs for (4) secondary schools



Salem bin Mahfouz Private Schools Program

The program consists of all activities and projects related to the operation of Salem bin Mahfouz Private Schools in Dawan. In addition to the issues of daily operation, it includes the salaries of employees, transportation, public services, curriculum, uniforms, and others.

Program Goals

Operating schools with high standards



Project to run Salem bin Mahfouz Private Schools

Operating schools with high standards that achieve goals and contribute to the improvement of schools and the educational process in them



Target group :

Students, teachers and administrators



The beneficiary :

Salem bin Mahfouz National Schools



Geographical scope :

Hadramout / Dunaan / Al-Hijrin



Outputs :

527

students

481


female students

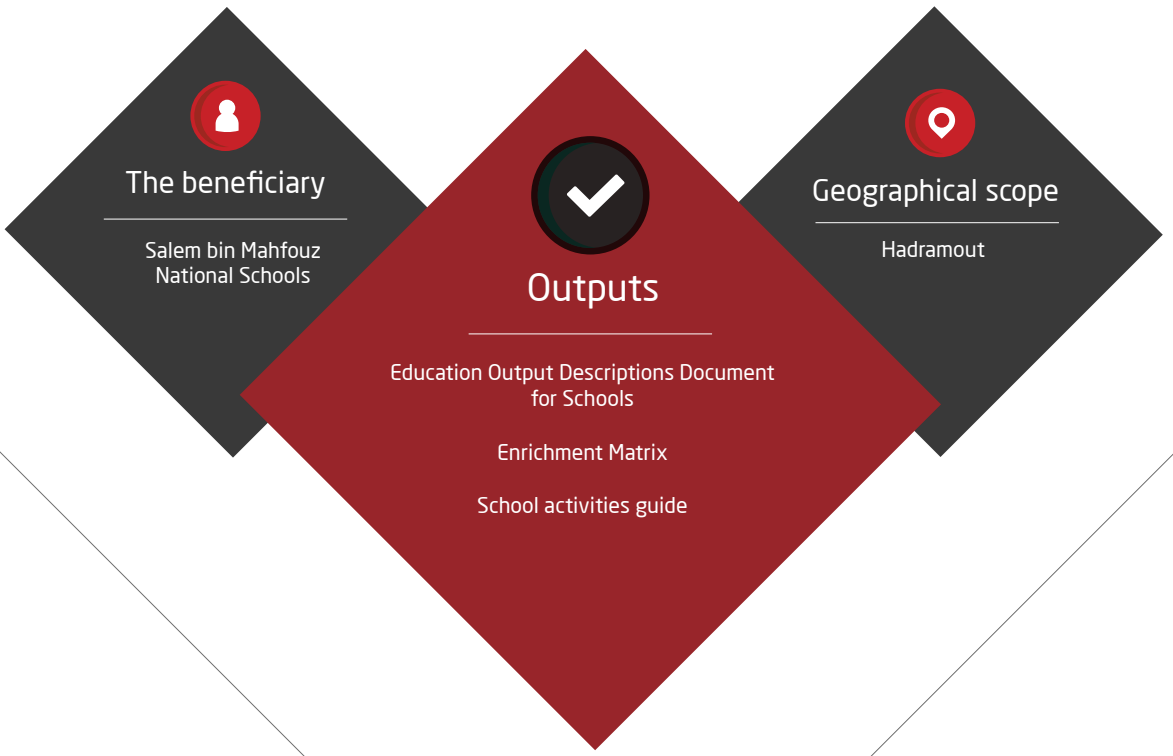
86

kindergarten students

Education Development Project in Salem bin Mahfouz Private Schools

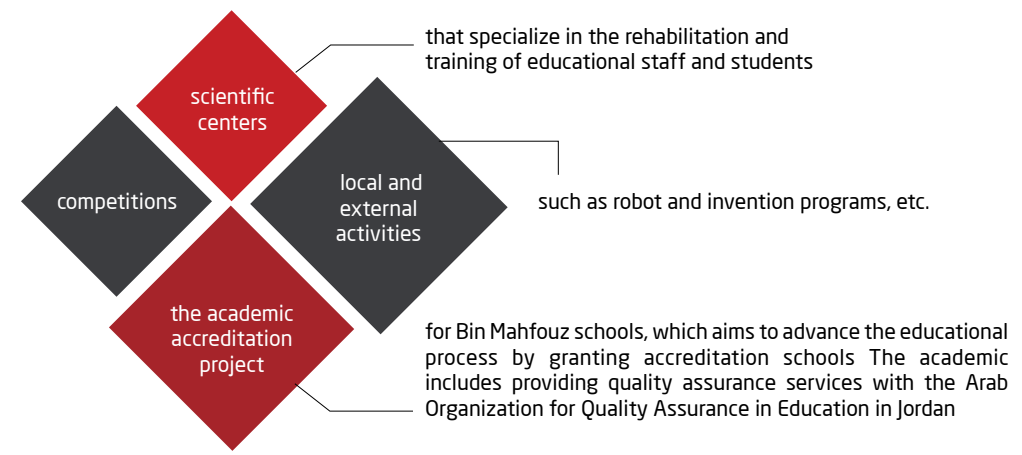
In order to achieve the schools 'vision to lead in the quality of education outputs, the project aims to clearly describe education outcomes from schools as well as work on preparing enrichment programs and drafting a guide for school activities that enables students to acquire life skills and keep abreast of developments in the field of technology.

 **Program Goals :** Improving education outcomes in Salem bin Mahfouz National Schools



The educational activities program in Salem bin Mahfouz National Schools

This program includes four projects



 **Program Goals :**

- To develop students' skills in dealing with modern technology and to encourage them to be creative
- Developing the performance of teachers and administrators educationally and professionally
- Deepening community participation between schools and the local community
- Strengthening and applying standards for quality education and developing systems and processes through self-evaluation and continuous improvement (second stage)

Development programs at Bin Mahfouz Schools

Supporting science center courses Project

The scientific centers are specialized in qualifying and training the educational staff and students it includes local and foreign competitions and activities such as robot and invention programs, training and sports programs for a number of graduates and the surrounding community



Targeted group

Teachers, male and female students, mothers and the surrounding community



The beneficiary

Salem bin Mahfouz National Schools



Geographical scope

Hadramout / Dunaan



Outputs

Qualifying **358** school students in robotics programs

Rehabilitation of **48** students in the James Science and Mathematics program

200 beneficiaries from the region's women from the Holy Quran Memorization Program

52 beneficiaries of the student's mothers and women of the region from the literacy program

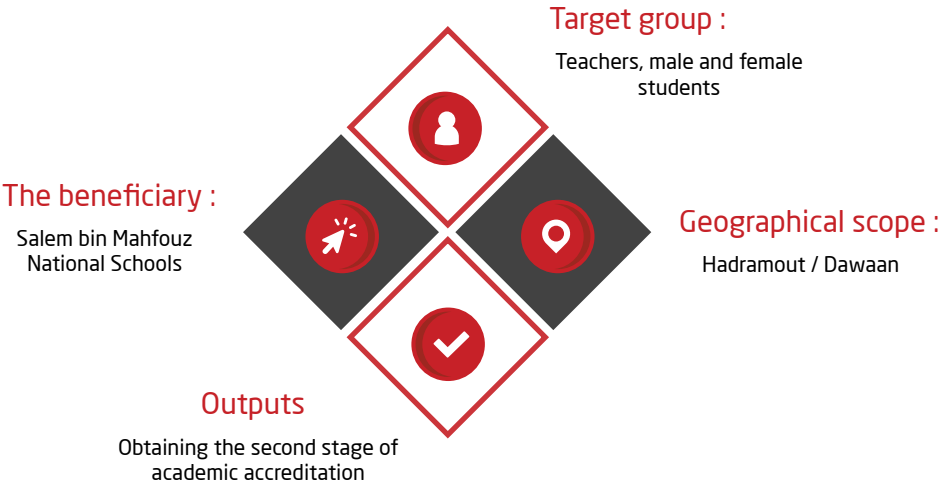
Rehabilitation of **120** students in the Al-Khwarizmi Al Sagheer program

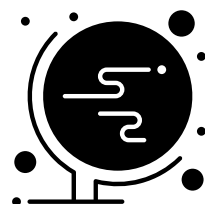
Qualification of **33** school and community graduates in the Technical and English Workshops Program



School Academic Accreditation Project
(second stage)

Enhancing the quality of education and academic accreditation for
Salem bin Mahfouz schools





External Participation Project

To integrate with Arab and international cultures, the schools have taken care to qualified students to participate and compete in Arab and international scientific demonstrations that contribute to the transfer of educational experiences and highlight the province in scientific forums to achieve a scientific renaissance at the level of Hadramout Governorate



Target group :

Teachers, male and female students



The beneficiary :

Salem bin Mahfouz National Schools



Geographical scope :

Hadramout / Dawaan

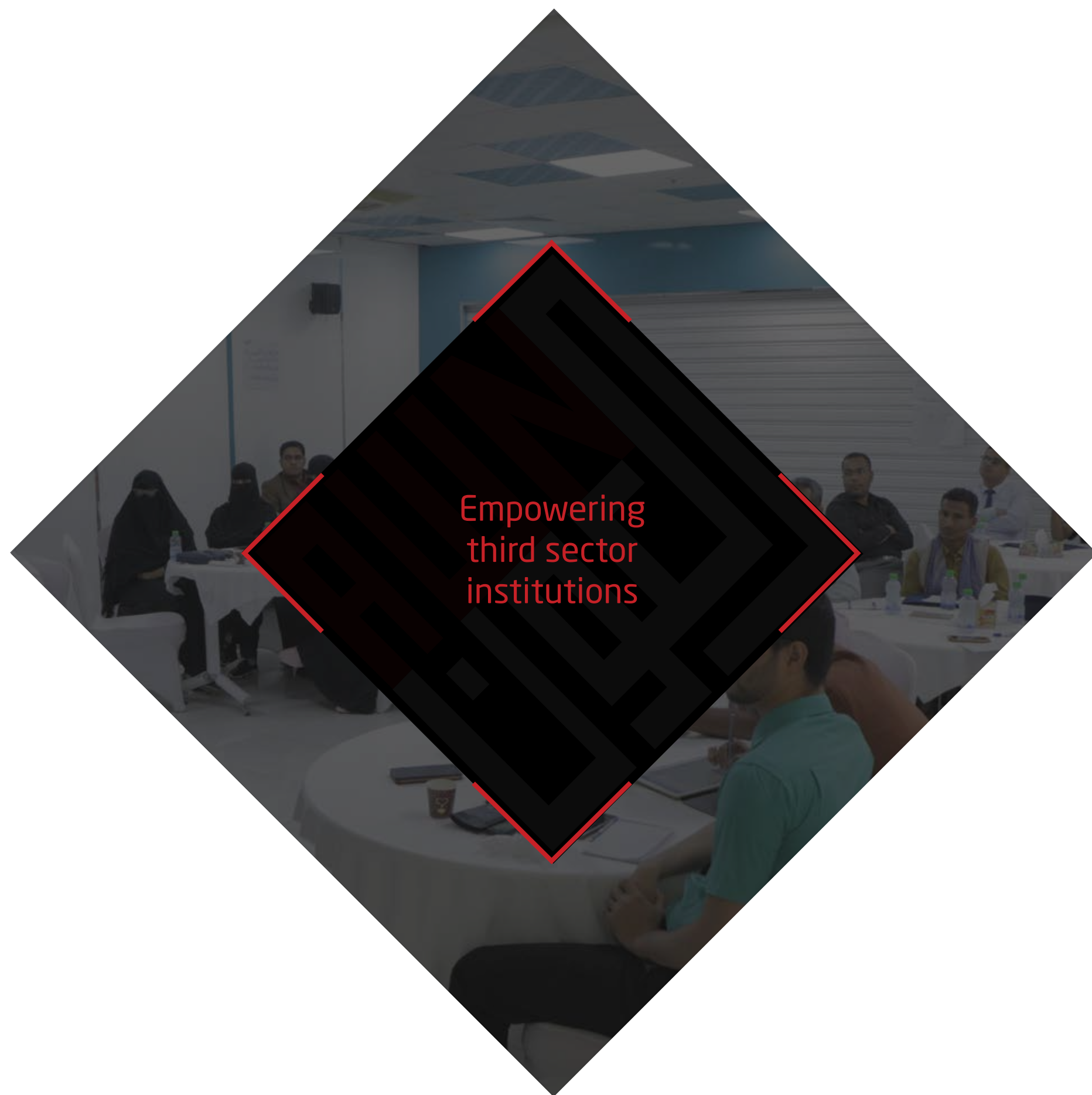


Outputs :

Yemen represented in the FIRST GLOBAL AI and Robot World Championship in Dubai

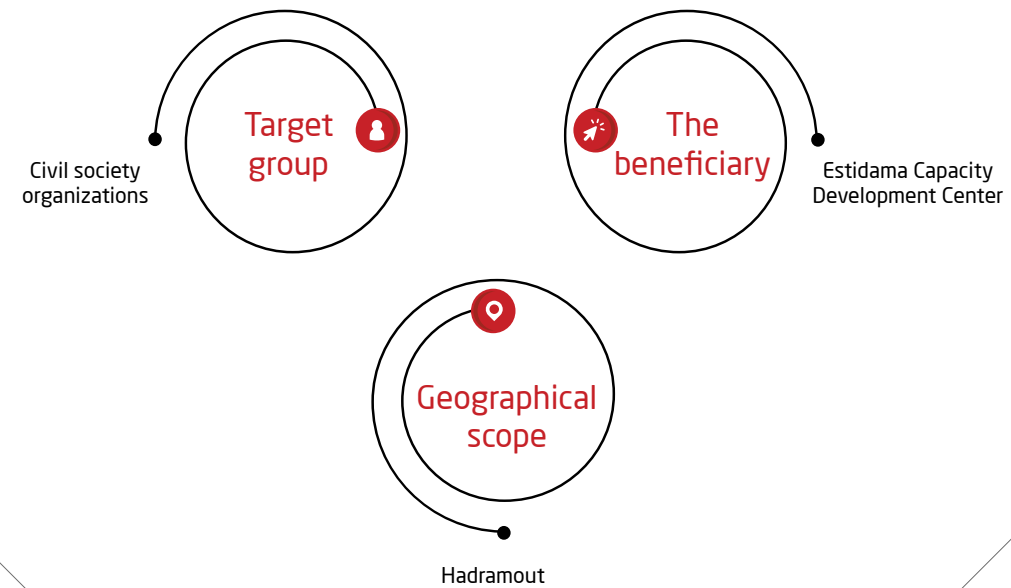


Empowering
third sector
institutions



Supporting the operation and programs of the Estidama Center:

Supporting the operation of the Estidama Center and the qualification programs that it implements to enable third sector institutions and achieve our targeted indicators



Outputs :

- - Qualifying **228** individuals working in the development field
- - Institutional evaluation, technical support, and outreach to **23** organizations
- - Implementation of a scientific study (the role of universities in preparing civil society organizations for sustainable development and participated in the Hadramout University conference)
- -A study on social responsibility was published and distributed to employees of the private and third sectors

Health programs

This field includes supporting health issues, the health needs of the community, and institutions working in the health field, as well as supporting programs that contribute to spreading health awareness

Operation and development of Al-Hejreen Hospital (Primary Health Care)

Supporting the operation and development
of health services at Al-Hejrain Hospital

-  **Target group :**
All segments of society in the city of Al-Hajrin and its environs
-  **The beneficiary :**
Tayba Development Foundation
-  **Geographical scope :**
Hadramout

Outputs : 

29410 

beneficiaries from primary health
care and treatment services

3  Medical hosting

 Surgical camp

Mobile Clinic Project



Inspection of **1577** pilgrims in mobile clinics to serve pilgrims (Hajj clinic)



Give **100** vaccines for children



Inspection of **1383** residents of Hajar District, Hadhramaut Governorate



Outputs



Issuing **2** educational posters



Implementation of **8** lectures in remote areas



Inventorying and treating **2960** cases



Target group :

All segments of society



The beneficiary :

Thayba Development Foundation



Geographical scope :

Hadramout



Outputs :

- Examination students in **6** schools in Hadramout
- **8** Educational lectures
- Issuing **2** educational posters and circulating them in the **6** targeted schools
- The formation of **6** teams of friends of health in schools
- Detecting and treating medical conditions among students

Implementing off and nursing
course Project



Implementation of the project off and nursing (the second stage) for girls in rural areas to provide them with vocational skills for earning a decent living and to reduce the dependency gap on foreign medical missions and will continue for a period of 3 years



Target group :
Rural girls



The beneficiary :
Thayba Development Foundation



Geographical scope :
Hadamout



Outputs :

- Rehabilitation **22** of the girls in midwifery in **4** districts (for three years)
- Nursing health services for women are met in **4** regions
- **22** girls obtain a diploma in midwifery with a baptism from the Health Institute
- **70%** of female graduates obtain nursing health positions in midwifery

Gender and Adolescent
Health Project





Gender discrimination is one of the most important aspects that international organizations seek to reduce, especially in those countries that are under the weight of wars and armed conflicts. The adolescents category is one of the most important groups targeted by international organizations because of this importance in shaping, building, and future Communities, and as a translation of AlAwn Foundation for Development 's membership in the Protection Bloc, the Foundation has been keen to contribute to achieving these goals through financing and implementing the project to raise awareness and educate against gender and adolescent health



Targeted and beneficiaries

Civil society
organizations workers

Health sector
workers

High school
students

Local society

Courts and prison
sector workers



The executing agency

Forum medical teams in Hadramout



Geographical scope

Hadhramaut / Al-Mahrah / Socotra





Outputs :

- Train **130** workers on gender discrimination among workers in civil society organizations
- Raising and educating **300** local people about harassment, sexual assault, and reproductive health
- Train **70** workers on the minimum reproductive health response package for health sector workers
- Educate **50** adolescents about mental and sexual health
- Presenting **4** radio programs on sexual health, assault, sexual harassment and AIDS in the targeted governorates
- Train **35** court and prison personnel on the role of the judiciary in reducing gender discrimination




Strategic studies

Continuing the success achieved by Al-Awn Foundation for Development during its strategic plan 2014-2018 in working to achieve the strategic goal of the foundation "defining the needs of society" which resulted in a number of studies, she continues her path on two tracks. The Foundation will work on in its current plan 2019-2023 through studies that determine the level of change and the impact of the projects that achieved through its work on its strategic issues. In addition, to the studies to determine the need, as it qualified 25 specialists in the field of social impact measurement studies



Strategic studies

 **Target group :** Al-Awn Foundation for Development and Stakeholders

 **The implementing agencies :**



Charity Student
Care Society



I-Ahqaf Foundation for Evaluation,
Studies and Administrative Development



Hadramout Health
Organization



Estidama Capacity
Development Foundation

 **Geographical scope :**

Hadramout

Ma'rib

Shabwa

Aden

Abyan



Outputs :

- Social Impact Assessment Course
- Survey of identifying the need to establish prosthetic centers (the city of Sayioun)
- Surveying educational needs
- Study the project of restoring and rehabilitating schools that are at risk of collapse due to war damage in the governorates of (Abyan and Shabwa)
- Study the educational needs of refugees in Hadramout
- Study the water needs and environmental sanitation in the regions of Alfa and Bin Ma'ili in Ma'rib Governorate
- A study to determine the level of morbidity in Al-Hijrin area, Doan District - Hadhramaut Governorate

The Foundation has also prepared
11 need survey reports for its
strategic projects, As followed:

- ◆ University competencies
- ◆ Educational competencies
- ◆ Sources of knowledge
- ◆ The Track
- ◆ Bin Mahfouz Schools
- ◆ Al-Hajreen Water
- ◆ Financial sustainability
- ◆ Primary health care center
- ◆ Worthy (Jadeer)
- ◆ Institutional Excellence
- ◆ Developmental awareness



Aid and emergency

The Foundation has given importance to the area of aid, emergency and urgent disaster relief in its activities and programs, as this field includes support for emerging and urgent issues. The Al-Awn Foundation for Development has initiated many urgent needs in the field of education, health, and shelter



Winter Aid - Non-Food Items Distribution

Based on the commitments of the Al-Awn Foundation for Development as an active partner in the humanitarian relief work and in continuation of the humanitarian relief work that started since the foundation's establishment in the year 2006, this project comes in response to the call for the need launched by the Shelter and Protection of Displaced Persons block in October of 2019, where this intervention covers non-food needs, Winter has been implemented in Al-Abr district of Hadramawt governorate as an area of great need according to the humanitarian response plan. The project has targeted and covered all displaced families in the Northern Gran Camp in the Al-Abr district Awareness and Education



(Get your book for
free) initiative



(Get your book for free) initiative

A nation that does not read does not rise ... a nation that does not read does not understand reality and the variables of the age. From this standpoint, the Al-Awn Foundation for Development launched its initiative that aims to enhance the passion of reading and the work of the cultural and enrichment-based social movement. On the 20th and 21st of November, the hall over the two days of the exhibition was filled with 680 visitors. The result of this initiative was the distribution of 1,280 books of various fields from the Foundation's publications



Success stories



Human Resources Department. A success story that we are proud of

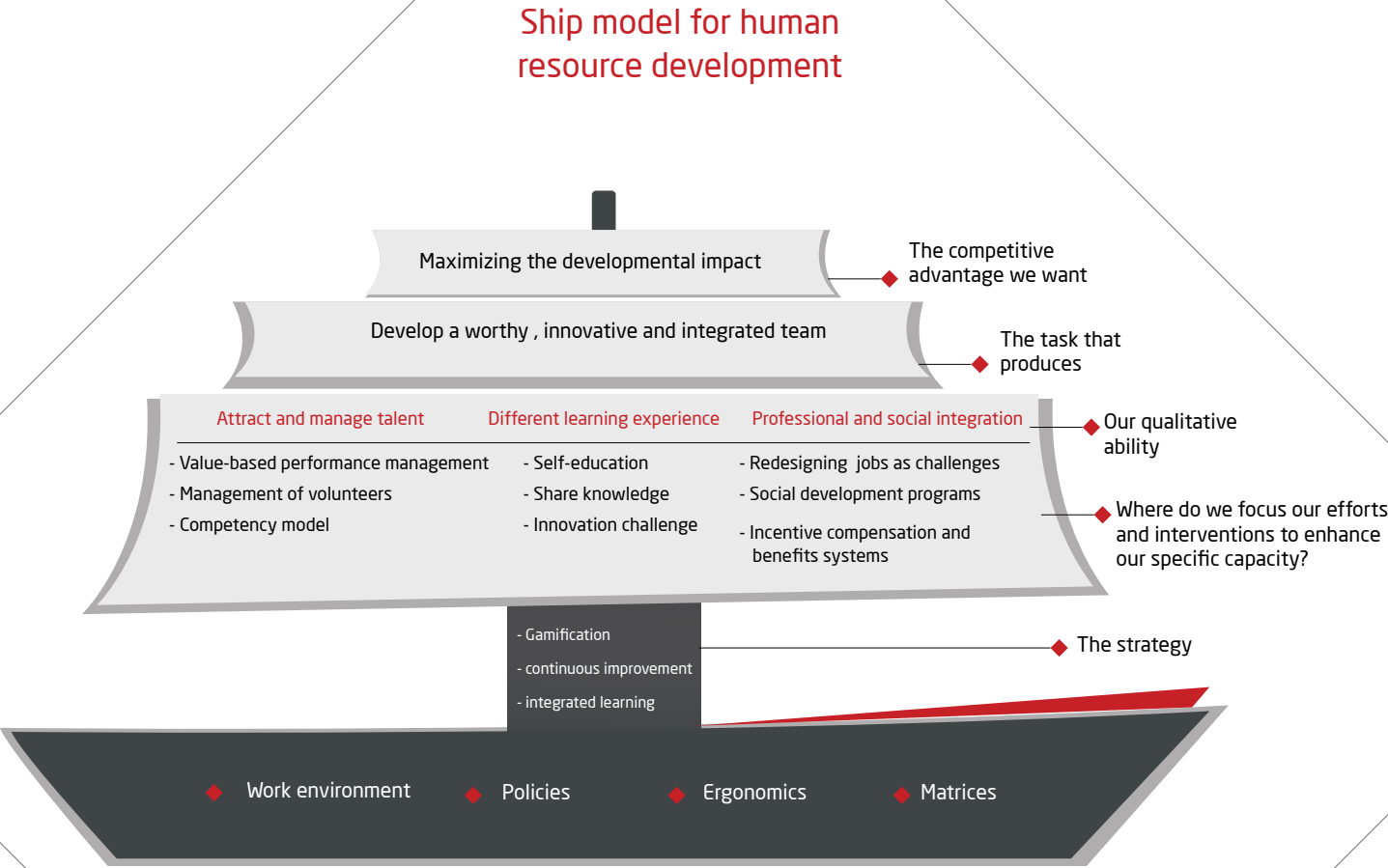
A new term has arisen in the business world that has shaped a new culture and changed the way civil society organizations leaders think, "Talent" is a revolutionary term that has transformed organizations 'view of the human resource as a difference in market balance, profitability, growth, and competition. What we mean by talent is the highly capable or high performing individuals who are a valuable addition to the competitiveness of business organizations in the market.

There are frequent research and studies in management and strategic sciences that confirm that we live in a decade of talent war, where organizations compete with all soft weapons to attract and retain the best talent through a number of policies and programs aimed at creating an attractive and stimulating work environment for talents. This is the HR function of business organizations

We saw in the Al-Awn Foundation for Development the benefit from the latest knowledge and administrative experiences. In keeping pace with this global trend by designing our own model for talent management, this is in order to maximize its contributions to achieving the Foundation's goals and formulate a success story for the development work sector of Salem Bin Mahfouz Group around the world

We conducted an internal analysis of our situation, capabilities, and benchmarking with successful global experiences in talent management programs in order to create our own unique paradigm. Based on the analysis, study, and comparison, we invented the (Ship Model for Human Resources Development) to navigate our success story and take pride in it and guide others in the field of managing and developing individuals

The main purpose of the ship model is to reinvent organizations to be more competitive by investing in individuals and employing their talents to produce their best and enhance their loyalty and affiliation. The ship model is based on the logic of results management, as it focuses on framing policies and programs that invest the capabilities of individuals to build and enhance competitive advantage for the organization. The following image shows the framework of the ship model and the logic sequence



The ship model is the general framework that governs and guides our work and defines the policies and practices that must be designed and implemented. Accordingly, we have developed and tested in the Human Resources Department more than 40 innovative practices benefiting from the best international practices in the field of human resources and they have proven their effectiveness. So we modeled it to document, improve, replicate

Human Resources Programs

Job satisfaction initiatives



Your health is important to us



early



Alawn Junction



Your voice matters to us



Eidia



Pioneers of the house program for the wives of employees



Qudrat program for the children of employees




Fresh Air




Green Apple

Learning initiative




Personal development plans




Knowledge centers


- Knowledge Sources Map
- Mini learning map
- E-learning map
- English map for the third sector
- Learning videos map
- Map of books and educational materials
- Map of preferred training partners
- A map of success stories of economic transformation of countries




Professional education




Open door policy




Apprenticeship (aid volunteers)




Jadara competition



Innovation Lab




Volunteering for a transformation policy




Learning incentives


- Self-learning symbols
- Knowledge partners




Learning Support Fund




International and domestic posts




Feedback document



Knowledge sharing sessions



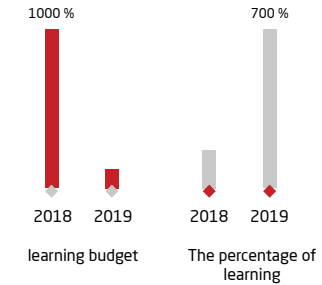
Monthly educational announcement



Today internal training for a common understanding



The competition
(Jadara for Self Learning)



One of our most prominent practices in the aspect of learning is the competition (Jadara for Self Learning), a competition that aims to stimulate self-learning for workers in areas beneficial to the institution by honoring the most educated workers. Where it was implemented in 2019 and achieved remarkable results, and we adopted the measurement on two main indicators: the learning index through individual learning reports, and the cost of the annual budget for learning. The result was as follows: In 2019, the percentage of learning increased to more than 700% compared to 2018, and the training and learning budget decreased by 1000% compared to last year



Initiative
Your Health Matters to Us

We have a specific practice in the area of health promotion for workers, which is the "Your Health Matters to Us" initiative. This initiative focuses on enhancing the fitness of workers and their physical health through health education and financing participation in slimming and fitness clubs and inaugurating competition among workers to reach the ideal weight. The workers are divided into 3 categories: workers who are under ideal weight, workers who need to lose weight to 10 kilos, workers who need to lose weight from 11 to 20 kilo; competition continues for 3 months. The results were good, as all the workers interacted with the initiative, while more than 70% of the workers moved their weight to come close to the ideal weight. Some workers decreased their weight by 20 kilos. The awards promoted health and sports practices for workers, and formed in the work environment and the workers have a sustainable and influential health culture that everyone who visited the Foundation's headquarters can notice



Initiative (Pioneers of Home)

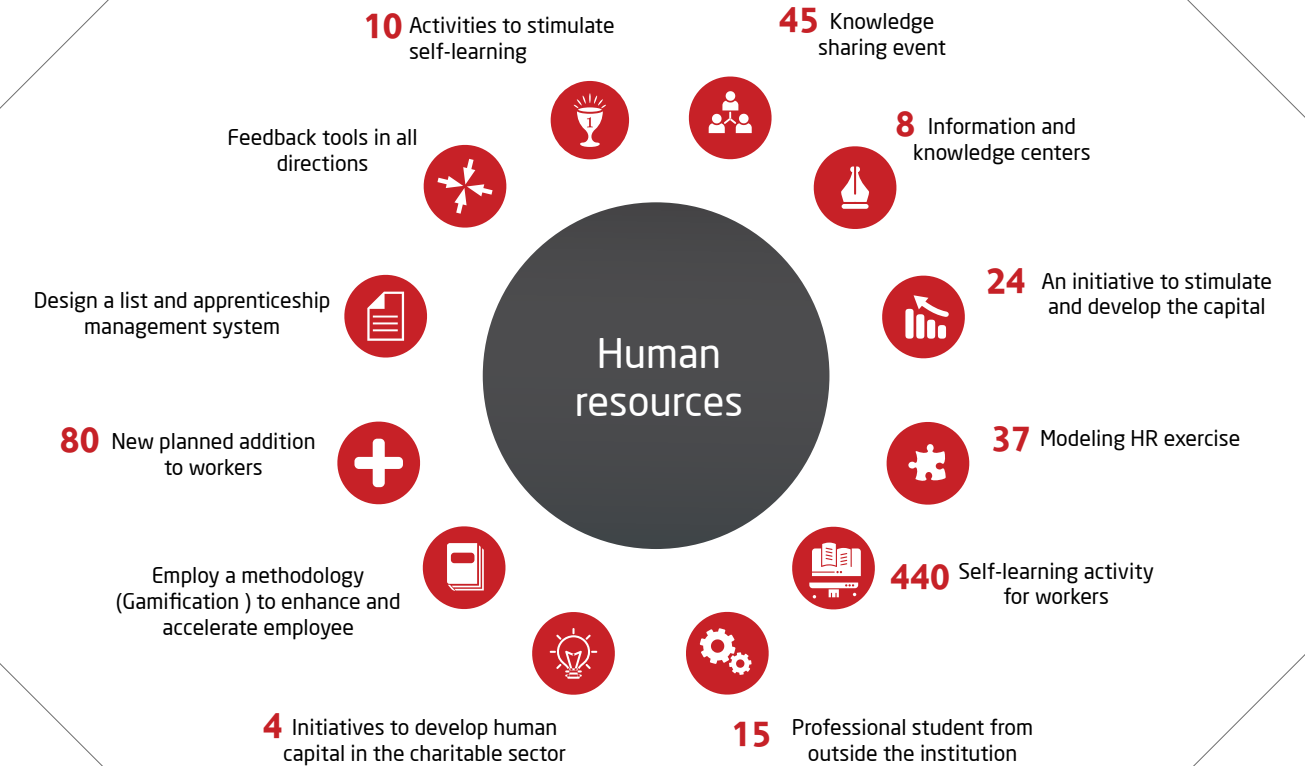
Also, we have a practice that deals with the families of workers, which is the initiative (Pioneers of Home). This initiative focuses on building the abilities of the wives and daughters of workers in a number of skills necessary for the family, such as soft skills, raising children, first aid, incense making, cooking, hairdressing, make-up and husband happiness. This initiative aims to enhance social communication between workers' families and develop the life skills of wives in order to improve the quality of life that our employees deserve in their homes and to support the value of the balance between life and work for workers. Through this initiative, we were able to enhance the employees' sense of family's affection and care for each other, and strong and solid ties were formed between families, which usually formed informal periodic visits among workers' families, organizing trips and private visits to families outside the work area and in a self-arranged manner. Our job satisfaction exceeded 90% above the global average



This was a brief overview of the experience of human resources at Al-An Development Corporation in creating a quality work environment and preparing high-performance cadres serving the charitable sector in Yemen. The following image shows the HR department report for 2019

Human resources in numbers


2019




Our partners

- ♦ The Ministry of Social Affairs and Labor
- ♦ The Ministry of Education
- ♦ Ministry of Higher Education and Scientific Research
- ♦ Ministry of Public Health and Population
- ♦ Ministry of Local Administration
- ♦ The Ministry of Planning and International Cooperation
- ♦ Ministry of Technical Education and Vocational Training
- ♦ The local authority in Hadhramaut Governorate
- ♦ Office of the Ministry of Social Affairs and Labor - Sahel and Wadi Hadhramaut
- ♦ Office of the Ministry of Education - Sahel and Wadi Hadhramaut
- ♦ Office of the Ministry of Public Health and Population - Sahel and Wadi Hadramawt
- ♦ Office of the Ministry of Planning and International Cooperation - Sahel and Wadi Hadhramaut
- ♦ Office of the Ministry of Technical Education and Vocational Training - Sahel and Wadi Hadramawt
- ♦ Hadramout University
- ♦ Seiyun University
- ♦ Aden University
- ♦ King Salman Center for Relief and Humanitarian Action
- ♦ UN Coordination Office in Yemen, OCHA
- ♦ World Health Organization
- ♦ Sknil dlrow (Arab region)
- ♦ Washington Education Development Center CDE
- ♦ British TRATS THGIR
- ♦ Mercy International - The Association of Social Reform
- ♦ NAMA Foundation
- ♦ Sila Foundation
- ♦ Bazraa Charity Development Foundation
- ♦ Islamic Development Bank
- ♦ Social Fund for Development
- ♦ United Nations Population Fund APFNU
- ♦ Massa International Consulting and Testing Company
- ♦ Arab Administrative Development Organization
- ♦ Abu Ghazaleh Company (Arab Organization for Quality Assurance)
- ♦ National Women's Committee
- ♦ Canadian Sai Global Company
- ♦ British SKU Company
- ♦ MCA Quality and Inspection Services Company
- ♦ GMPK Legal Review
- ♦ NotnrhT tnarG
- ♦ Bawazeer Accounting and Financial Consulting Office
- ♦ American Aid Agency

Done, praised by God

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