



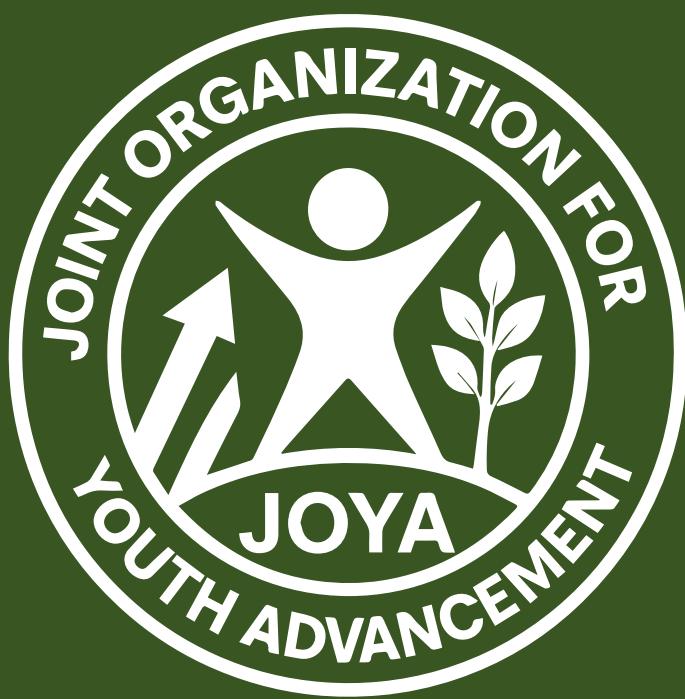
Joint Organization for Youth Advancement

JOYA PROFILE

Kabul, Afghanistan



JOYA Profile



About JOYA.....	4
Introduction:.....	4
Message from the Executive Director.....	5
Vision	5
Mission.....	5
Core Values.....	6
Strategic Objectives.....	6
Legal & Institutional Information	7
Registration Details	7
Governance Structure	7
Organizational Policies & Compliance.....	8
Organizational Structure	10
Board of Directors	12
Management Team	12
Organization Structure.....	14
Staffing Capacity.....	15
Areas of Intervention / Thematic Focus.....	15
Education	15
Health.....	15
Livelihoods & Economic Empowerment.....	16
Agriculture	17
Humanitarian & Emergency Response	18
Geographic Coverage	18
Past Experience.....	19
Partnerships & Collaborations	20
Resources & Capacity	21
Future Plans & Strategic Outlook	21
Short-Term Goals.....	21
Long-Term Development Plans.....	22
Contact Information	22

ABOUT JOYA

Introduction:

The Joint Organization for Youth Advancement (JOYA) is a national, women-led Afghan NGO, originally founded in 2018 with a clear vision to serve the people of Afghanistan with integrity and purpose. After several years of impactful work, JOYA temporarily became inactive in 2024 due to limited project opportunities. However, with renewed energy, leadership, and commitment particularly from Afghan women at its core JOYA proudly reactivated in 2025, once again ready to serve communities across Afghanistan with dedication and hope.

Throughout its journey, JOYA has successfully implemented numerous projects across **Kabul, Parwan, Balkh, Herat, Maidan Wardak, Ghazni, Nangarhar, Badakhshan, Farah, Helmand, Kandahar and Takhar** provinces demonstrating its proven capacity to deliver sustainable, community-driven results that create lasting impact. Today, JOYA stands stronger than ever, prepared to extend its services to every corner of the country, ensuring quality implementation and meaningful outcomes that uplift lives.

As a **women-led organization**, JOYA places a special focus on empowering women, youth, and children the most vulnerable yet most powerful agents of change in Afghan society. Its work spans critical sectors such as Education, Agriculture, Livelihood, TVET, Social Awareness, WASH and Health, all of which directly shape the nation's progress and resilience.

Guided by a strong and professional team of experts most of whom are women leaders dedicated to transparency, accountability and excellence JOYA continues to champion inclusivity and equality. With resilience and determination, JOYA believes that together with its partners and communities, Afghanistan can turn challenges into opportunities and build a stronger, more hopeful future for all.

Message from the Executive Director

I stand before you not only as the Executive Director of JOYA, but as a woman who has lived the realities we work to change.

JOYA was born from a simple but powerful belief: that every woman and every girl deserves dignity, opportunity, and a voice in shaping her own future. For many of us, the journey has not been easy. We have known silence, limitation and struggle, but we have also known strength, resilience and hope. JOYA is the reflection of that hope turned into action.

Every day, I witness the courage of women and girls who rise despite hardship, who choose education over despair, healing over fear and unity over isolation. Their strength is not loud, yet it is unbreakable. It is this strength that inspires our work and guides our mission.

As a woman leading JOYA, I carry both responsibility and promise, responsibility to listen deeply to the voices of those we serve and promise to stand beside them, not above them. We are not here to speak for women and girls; we are here to walk with them, hand in hand, until opportunity becomes a reality and equality becomes a norm.

JOYA is more than an organization. It is a movement of compassion, courage and change. Together with our dedicated team, partners and communities, we continue to build pathways where dreams are protected, rights are respected and futures are possible.

To every woman and girl who dares to believe in a better tomorrow: JOYA believes in you. Your story matters. Your strength matters. And your light will always find a way to shine.

With hope and unwavering commitment,
Zainab
Executive Director - JOYA

Vision

A brighter Afghanistan where youth, women, and children lead with strength, knowledge, and hope.

Mission

To empower communities through education, health, and development - giving every Afghan a chance for dignity, opportunity, and a better future.

Core Values

- Commitment to Communities – Serving with honesty, respect, and dedication to the people of Afghanistan.
- Equity & Inclusion – Promoting equal opportunities for youth, women, and children, regardless of gender, ethnicity, or background.
- Transparency & Accountability – Upholding trust through open, responsible, and ethical practices in all operations.
- Professionalism & Excellence – Delivering high-quality programs through a strong team of experts and professionals.
- Sustainability – Building long-term impact by focusing on capacity building, local ownership, and community-driven solutions.
- Collaboration – Working hand-in-hand with communities, government, and partners to achieve lasting development.
- Resilience & Hope – Believing in the strength of the Afghan people to overcome challenges and shape a brighter future.

Strategic Objectives

Since its establishment, JOYA has worked with determination to respond to the urgent needs of Afghan communities while keeping a long-term vision for sustainable development. Guided by its mission and values, JOYA has identified clear strategic objectives that will shape its efforts and ensure lasting impact. These objectives focus on empowering youth and women, strengthening education and health systems, supporting agriculture and livelihoods, and building resilient communities. With a strong and professional team, JOYA is committed to turning challenges into opportunities and ensuring that every project contributes to dignity, hope, and a brighter future for Afghanistan.

- Enhance access to quality education through formal and non-formal programs, including CBC/ALC and Bridge Learning Programs (BGL).
- Promote health and well-being by improving access to basic public healthcare services and community-based health interventions.
- Strengthen livelihoods and economic empowerment via vocational training, income-generating opportunities, and entrepreneurship support.
- Advance sustainable agriculture through modern and climate-smart farming practices, improving food security and productivity.
- Improve water, sanitation, and hygiene (WASH) by increasing access to safe drinking water, sanitation facilities, and hygiene awareness.
- Support technical and vocational education & training (TVET) to equip youth with practical skills for employment and self-reliance.
- Raise social awareness and civic engagement, promoting gender equality, health, and social cohesion in communities.

- Deliver effective humanitarian and emergency response to support communities affected by disasters, conflicts, or crises.
- Strengthen institutional capacity and governance to ensure transparency, accountability, and high-quality program delivery.
- Foster partnerships and collaborations with government, NGOs, donors, and community structures to enhance program impact.
- Promote inclusivity and gender equality by empowering women, youth, and marginalized groups in all interventions.
- Ensure robust monitoring, evaluation, and learning (MEL) systems to track performance and improve program outcomes.
- Maximize community participation in program planning, implementation, and evaluation for sustainability and ownership.

Legal & Institutional Information

Registration Details

The **Joint Organization for Youth Advancement (JOYA)** is a national, independent, and non-profit NGO in Afghanistan. JOYA was founded in 2018 with a vision to serve the Afghan people through education, health, agriculture, and development initiatives. Due to the absence of active projects, the organization became inactive in 2024. However, in response to the growing needs of Afghan communities, JOYA was reactivated in 2025 with renewed strength, commitment, and a stronger professional team.

JOYA is officially registered with the Ministry of Economy of Afghanistan under license number 6194. This registration certifies that JOYA operates in compliance with the legal framework for NGOs in Afghanistan and maintains accountability, transparency, and credibility in its operations.

Through its legal recognition and reactivation, JOYA stands ready once again to serve communities across Afghanistan with the same dedication, professionalism, and impact it has demonstrated in previous years.

Governance Structure

JOYA is guided by a transparent and accountable governance system designed to ensure effective decision-making, oversight, and organizational integrity. The governance structure is composed of the following key components:

- . Board of Directors (BoD):
- 2. Executive Director:
- 3. Senior Management Team:
- 4. Advisory Committees:
- 5. Staff and Field Teams:

Through this governance structure, JOYA ensures strong leadership, effective oversight, and high standards of professionalism, enabling the organization to deliver impactful programs that serve Afghan communities with integrity and excellence.

Organizational Policies & Compliance

JOYA is committed to **transparency, accountability, and ethical standards** in all its operations. The organization has established comprehensive policies and compliance mechanisms to ensure that its activities meet national laws, international best practices, and the highest standards of professionalism.

1. Legal and Regulatory Compliance

JOYA operates fully in accordance with the laws and regulations governing NGOs in Afghanistan, as outlined by the Ministry of Economy. All programs, financial activities, and operations are compliant with Afghan legal requirements, ensuring legitimacy and credibility.

2. Administrative and Operations Policy

JOYA maintains an effective administrative and operational framework to support smooth project and organizational functions. Administrative policies cover office management, record-keeping, asset management, facility maintenance, and communication systems to ensure efficiency and accountability.

The Operations policy governs logistics, transportation, fleet management, supply chain, and security measures, enabling timely and reliable support for all field activities. By combining administrative efficiency with operational effectiveness, JOYA ensures seamless delivery of programs across Afghanistan.

3. Human Resources Policy

JOYA ensures fair recruitment, equal opportunities, staff welfare, performance management, and professional growth, fostering an inclusive and safe workplace.

3. Financial Management Policy

JOYA maintains a robust **financial management system** that ensures responsible use of funds, proper accounting, and transparency in all financial transactions. Clear procedures for budgeting, financial reporting, and auditing are in place to guarantee accountability and compliance with both organizational policies and donor requirements. Internal controls are regularly reviewed to safeguard resources and strengthen financial integrity.

4. Procurement Policy

JOYA applies a **transparent, fair, and competitive procurement process** to acquire goods, services, and works necessary for its programs. The procurement policy outlines clear procedures for planning, solicitation, evaluation, and contracting, ensuring best value for money. It also includes strict measures to prevent conflicts of interest, uphold ethical standards, and provide a framework for exceptions to policy when justified.

5. PSEAH (Prevention of Sexual Exploitation, Abuse, and Harassment) Policy

JOYA enforces strict measures to prevent sexual exploitation, abuse, and harassment in all its programs and operations. Staff and partners are trained on PSEAH principles to ensure the safety and dignity of all stakeholders.

6. Child Safeguarding Policy

The organization is fully committed to protecting children from harm and ensuring that all programs prioritize child safety. Clear guidelines and reporting mechanisms are in place to prevent abuse and exploitation.

7. Gender Policy

JOYA promotes **gender equality and inclusion**, ensuring that women and men, girls and boys, have equal access to opportunities, participation, and benefits in all programs.

8. IT and Data Confidentiality Policy

JOYA safeguards all organizational and community data. The IT and data confidentiality policy ensures **secure handling, storage, and sharing of sensitive information**, in compliance with privacy standards.

9. Code of Conduct

All staff, volunteers, and partners are required to adhere to JOYA's Code of Conduct, which sets expectations for **professional behavior, ethical standards, integrity, and respect** in all interactions.

10. Partnership Policy

JOYA maintains clear guidelines for establishing, managing, and evaluating partnerships. The policy ensures that collaborations are aligned with JOYA's mission, values, and objectives, and uphold principles of accountability, transparency, and mutual respect.

11. Grievance Redress Mechanism (GRM) Policy

JOYA has established a robust GRM to **receive, assess, and resolve complaints** from beneficiaries, staff, and stakeholders fairly and transparently, ensuring that concerns are addressed in a timely and effective manner.

12. Monitoring, Evaluation, and Learning (MEL)

JOYA applies strong MEL practices to **track program effectiveness, ensure quality, and improve outcomes**. Lessons learned from past and ongoing projects are incorporated into future planning and implementation.

13. Conflict of Interest Policy

JOYA is committed to ensuring that all decisions and actions are made in the best interest of the organization and the communities it serves. A **conflict of interest** occurs when an individual's personal, financial, or professional interests could improperly influence their judgment, decisions, or actions on behalf of JOYA.

14. Environmental and Social Responsibility

JOYA integrates environmental sustainability and social responsibility into its programs, ensuring interventions are safe, beneficial, and minimize negative environmental impact.

Through these comprehensive policies and compliance mechanisms, JOYA ensures that its operations are **ethical, accountable, and professional**, building trust with communities, partners, and donors while maximizing program impact.

Organizational Structure

JOYA operates with a **clear, transparent, and functional organizational structure** designed to ensure efficient management, accountability, and high-quality program delivery across Afghanistan. The structure balances **strategic oversight, operational management, and field implementation**.

1. Board of Directors (BoD):

The Board of Directors is the highest governing body of JOYA. It provides strategic direction, oversight, and policy approval, ensuring that the organization adheres to its vision, mission, and values. The Board also monitors organizational performance and ensures compliance with Afghan laws and regulations.

2. Executive Director (ED):

The Executive Director is responsible for overall management and leadership of the organization. The ED oversees program implementation, financial management, HR, partnerships, and external relations, ensuring that JOYA's operations align with its strategic objectives. The ED reports directly to the Board of Directors.

3. Senior Management Team (SMT):

The SMT supports the Executive Director in operational planning and coordination. It includes heads of key departments:

- **Programs & Projects** – oversees project design, implementation, and monitoring across sectors.
- **Administrative and Operations Manager** – Coordinates logistics, office management, fleet operations, administrative functions, security & access and overall operational support to ensure smooth project delivery.
- **Finance** – manages financial planning, budgeting and reporting.
- **Human Resources** – ensures recruitment, staff development, welfare, compliance with HR policies.
- **Procurement** – Responsible for planning, sourcing, and managing the acquisition of goods, services, and works required for program implementation. Ensures processes are transparent, fair, ethical, and compliant with JOYA policies and donor requirements.
- **Monitoring, Evaluation & Learning (MEL)** – tracks performance, evaluates outcomes, and facilitates knowledge management.
- **Communications & Partnerships** – manages public relations, donor communications, and partnership engagement.
- **IT & Data Management** – ensures proper IT systems, data security, and confidentiality.

4. Field Offices / Project Teams:

Field offices and project teams operate in all provinces where JOYA implements programs. They are responsible for direct program delivery, community engagement, and reporting to the SMT. Field teams ensure that projects are implemented effectively, reaching the intended beneficiaries with quality and impact.

5. Advisory Committees:

JOYA may establish sector-specific advisory committees to provide technical guidance on areas such as education, health, agriculture, TVET, and social awareness. These committees ensure programs are evidence-based, innovative, and aligned with community needs.

6. Staff and Volunteers:

Operational staff and volunteers are integral to JOYA's success. They implement daily activities, engage communities, and maintain high standards of professionalism, accountability, and ethics.

This organizational structure allows JOYA to operate efficiently, transparently, and responsively, ensuring that its programs achieve maximum impact while upholding the highest standards of governance and professionalism.

Board of Directors

The **BoD** is the highest governing body of JOYA, responsible for providing strategic guidance, oversight, and accountability. The Board ensures that the organization remains true to its vision, mission, and core values while complying with Afghan laws and international standards.

Key responsibilities of the Board include:

- Setting strategic direction and approving organizational policies.
- Ensuring transparency, accountability, and good governance.
- Approving budgets, financial reports, and major program decisions.
- Overseeing the performance of the Executive Director and Senior Management Team.
- Safeguarding JOYA's reputation and ensuring alignment with the needs of Afghan communities.

The Board is composed of respected professionals with expertise in **education, health, agriculture, social development, finance, law, and humanitarian affairs**. Their collective knowledge and experience strengthen JOYA's ability to deliver high-quality, impactful programs across Afghanistan.

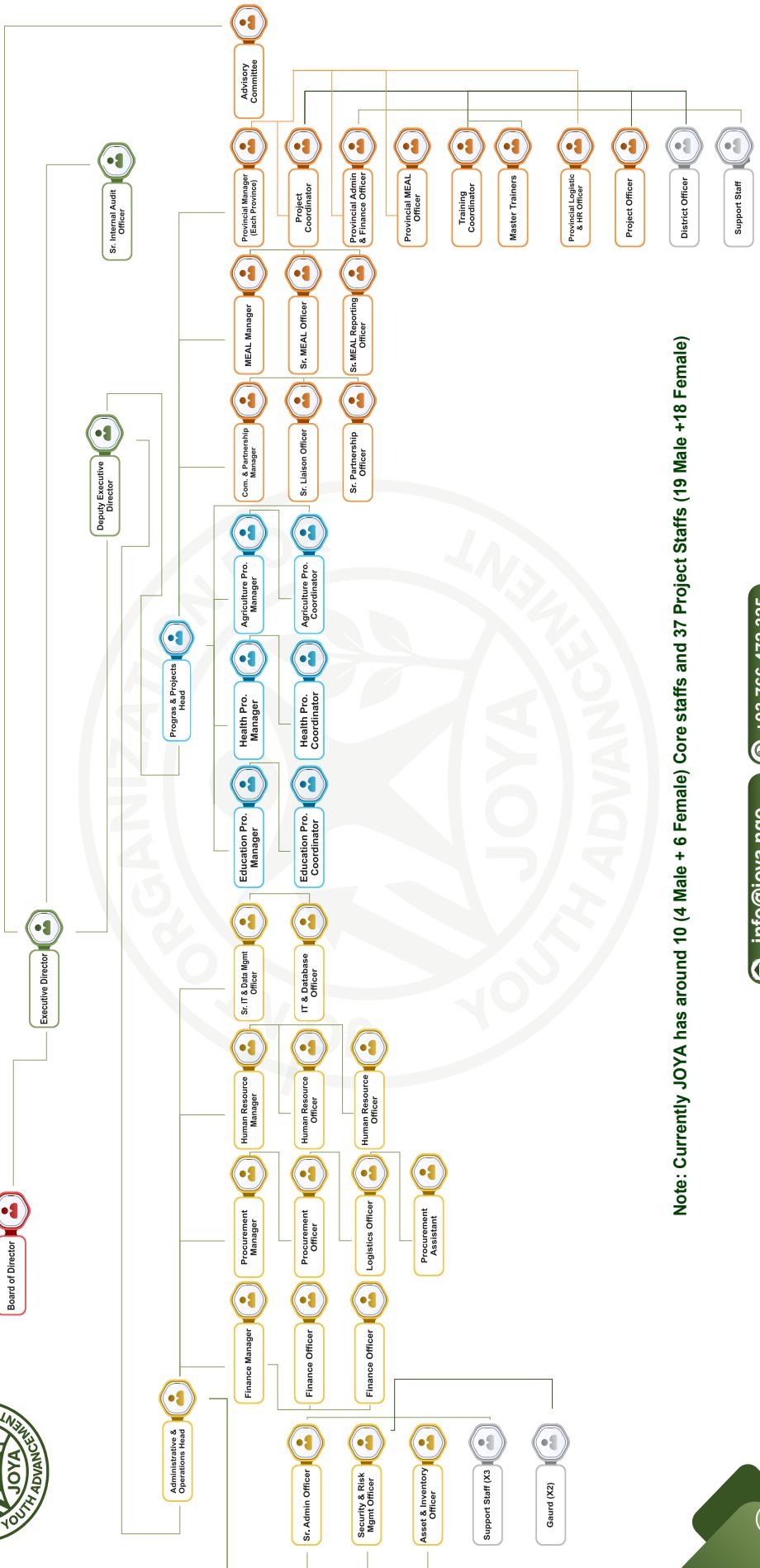
Management Team

JOYA is guided by a strong and experienced Management Team that ensures the organization's vision, mission, and values are translated into impactful actions. The team is composed of professionals with extensive expertise in development, humanitarian response, and organizational management. Each member of the team plays a vital role in driving

- **Executive Director** – Provides overall leadership, strategic direction, and external representation of JOYA.
- **Deputy Director** – Supports the Executive Director in managing day-to-day operations, oversees departments, and ensures effective coordination across units.
- **Sr. Programs & Projects Manager** – Leads project design, planning, and implementation, ensuring quality delivery across all thematic areas.
- **Sr. Administrative & Operations Manager** – Manages office administration, record-keeping, facility management, logistics, fleet management, and supply chain operations to ensure smooth organizational and project delivery.
- **Finance Manager** – Oversees budgeting, financial planning, reporting, and compliance with donor and organizational standards.
- **Procurement Manager** – Manages transparent and competitive procurement processes, ensuring timely and cost-effective sourcing of goods and services.
- **Human Resources Manager** – Ensures effective recruitment, staff capacity building, welfare, and compliance with HR policies.
- **Monitoring, Evaluation & Learning (MEL) Manager** – Tracks performance, evaluates impact, and manages knowledge-sharing processes.
- **Communications & Partnerships Manager** – Leads donor relations, media engagement, visibility campaigns, and partnership building.
- **IT & Data Management Manager** – Maintains IT infrastructure, data security, and confidentiality of organizational and beneficiary information.
- **Provincial/Field Coordinators** – Oversee field-level implementation, ensuring alignment with JOYA's standards and community needs.

JOYA Organizational Chart

پاکستانی تحریکی موسسہ جویا



Note: Currently JOYA has around 10 (4 Male + 6 Female) Core staffs and 37 Project Staffs (19 Male + 18 Female)

info@jjoya.ngo +93 766 472 325

Staffing Capacity

Areas of Intervention / Thematic Focus

JOYA implements programs across multiple sectors, addressing critical needs in Afghan communities with a focus on **youth, women, and children**. The organization's interventions are designed to be **inclusive, sustainable, and impactful**, responding to both immediate needs and long-term development goals.

Education

JOYA is committed to improving **access to quality education** for children, women, youth, and marginalized communities across Afghanistan. Education is a key driver for sustainable development, empowerment, and social change.

Key Focus Areas:

- **Access to Education:** Supporting enrollment and retention in formal and non-formal education programs, including **Community-Based Classes (CBC/ALC)** with special attention to girls and vulnerable children.
- **Quality Learning:** Enhancing literacy, numeracy, and life skills through teacher training, curriculum support, and learning resources.
- **Vocational and Skills Development:** Providing youth with technical and vocational education and training (TVET) to improve employability and self-reliance.
- **Inclusive Education:** Promoting equitable learning opportunities for children with disabilities and other marginalized groups.
- **Community Engagement:** Mobilizing communities and parents to value education, reduce dropout rates, and ensure a supportive learning environment.

Through its education initiatives, JOYA aims to **empower youth, foster lifelong learning, and create opportunities** that contribute to Afghanistan's social and economic development.

Health

JOYA is committed to improving **access to quality healthcare services** and promoting **health awareness** in Afghan communities, particularly among children, women, and vulnerable populations. Health interventions aim to enhance well-being, prevent diseases, and strengthen community resilience.

Key Focus Areas:

- **Basic Public Healthcare Services:** Ensuring access to essential health services including maternal and child health, immunizations, nutrition, disease prevention, and primary medical care.
- **Health Education and Awareness:** Conducting campaigns on hygiene, nutrition, reproductive health, mental health, and preventive healthcare practices.
- **Community Health Programs:** Implementing outreach clinics, mobile health units, vaccination drives, and community-based health initiatives.
- **Capacity Building:** Training health workers and community volunteers to improve healthcare delivery and community awareness.
- **Emergency Health Support:** Providing timely response and assistance during health emergencies, disasters, or disease outbreaks.
- **Specialized Health Interventions:** Supporting reproductive health, maternal and neonatal care, psychosocial support, and preventive healthcare programs.

Through these health programs, JOYA aims to **enhance community well-being, reduce health disparities, and empower individuals** to lead healthier lives, contributing to sustainable development in Afghanistan.

Livelihoods & Economic Empowerment

JOYA is committed to enhancing **economic opportunities** for Afghan communities, particularly for **youth, women, and vulnerable groups**, to promote self-reliance and sustainable development. Through its livelihoods programs, JOYA empowers communities to generate income, improve food security, and strengthen resilience.

Key Focus Areas:

- **Vocational Training & Skills Development:** Providing technical and vocational education to equip youth and women with marketable skills for employment and entrepreneurship.
- **Income-Generating Activities:** Supporting small businesses, cooperatives, and micro-enterprises to enhance household income and economic stability.
- **Agriculture & Sustainable Farming:** Promoting modern farming techniques, improved crop production, and sustainable agriculture practices.
- **Financial Literacy & Access to Resources:** Educating communities on financial management, savings, and access to credit or microfinance opportunities.
- **Community Empowerment:** Mobilizing local communities to actively participate in planning and implementing livelihood initiatives, fostering resilience and social cohesion.

Through these interventions, JOYA aims to **strengthen economic independence, reduce poverty, and empower individuals and communities** to contribute meaningfully to Afghanistan's development.

Agriculture

JOYA is dedicated to supporting sustainable agricultural development in Afghan communities, enhancing food security, income generation, and resilience among farmers, especially youth and women. Agriculture interventions aim to promote modern techniques, improve productivity, and strengthen livelihoods.

Key Focus Areas:

- **Modern Farming Practices:** Introducing improved crop production techniques, seed quality, irrigation methods, and soil management.
- **Capacity Building:** Training farmers, agricultural workers, and youth on sustainable agriculture, pest management, and climate-smart practices.
- **Food Security & Nutrition:** Supporting communities to increase crop yields, diversify food production, and ensure adequate nutrition.
- **Market Linkages & Value Chains:** Facilitating access to local and regional markets, promoting agribusiness, and strengthening supply chains.
- **Community-Based Agricultural Programs:** Mobilizing farmers' groups, cooperatives, and youth networks to implement participatory and sustainable agricultural projects.

Through its agriculture programs, JOYA aims to empower farmers, enhance food security, and promote sustainable rural development, contributing to resilient and self-reliant communities across Afghanistan.

Humanitarian & Emergency Responses

JOYA is committed to providing **timely and effective humanitarian assistance** to communities affected by natural disasters, conflicts, and other emergencies in Afghanistan. The organization prioritizes vulnerable populations, including children, women, the elderly, and displaced families, ensuring that relief reaches those most in need.

Key Focus Areas:

- **Emergency Relief Distribution:** Providing essential food, water, shelter, and non-food items (NFIs) to affected communities.
- **Disaster Preparedness & Response:** Supporting communities to prepare for natural disasters and implementing rapid response mechanisms during crises.
- **Health and WASH Support:** Ensuring access to safe drinking water, sanitation facilities and hygiene promotion.
- **Protection & Vulnerable Groups Support:** Safeguarding the rights and well-being of women, children, and other vulnerable groups during emergencies.
- **Coordination & Partnership:** Collaborating with local authorities, NGOs, and international agencies for efficient emergency response and resource mobilization.

Through its humanitarian interventions, JOYA aims to **save lives, reduce suffering, and strengthen the resilience of communities** to respond to future emergencies.

Geographic Coverage

JOYA has a **strong presence across Afghanistan**, implementing programs in multiple provinces with proven capacity to expand nationwide. The organization's experience spans both urban and rural areas, allowing it to reach vulnerable and underserved communities effectively.

Provinces Covered:

- **Kabul** – Head office and multiple program activities.
- **Parwan, Balkh, Herat, Maidan Wardak, Ghazni, Nangarhar, Badakhshan, Takhar, Farah, Helmand, Kanadahar** – Key provinces where JOYA has successfully implemented education, health, agriculture, WASH, and livelihood programs.

With its **experienced field teams and provincial coordinators**, JOYA is capable of scaling up interventions across all regions of Afghanistan, ensuring quality implementation, strong community engagement, and measurable impact.

Past Experience

JOYA has a proven track record of implementing impactful projects across multiple sectors in Afghanistan. The organization's experience spans education, health, livelihoods, TVET, and social awareness, with a focus on youth, women, and children. JOYA's projects are designed to deliver sustainable and measurable outcomes, addressing both immediate needs and long-term development goals.

Past Projects:

S/ N	Project Details	Project activities	Donor	Start Date	End Date	Budget	Benefi ciaries
1	Women's Livelihood and Skills Empowerment Project (WLSEP) in Badakhshan and Takhar provinces	Tailored vocational courses (sewing, tailoring, handicrafts, beauty services and carpet weaving)	SCA	Nov - 2018	May - 2019	139,500 USD	900 women
2	Capacity building training for youths in Kabul	Advanced courses relevant to the profession (finance, HR, project management, engineering, and IT)	AMRAN	Mar - 2019	Jun - 2019	87,300 USD	450 people (225 girls and 225 boys)
3	Ultra-Poor Graduation and Microfinance Support (UGMS) in Balkh and Parwan provinces	Backyard Poultry and distribution of cash	BRAC Afghanistan	Apr - 2019	Aug - 2019	180,000 USD	500 Women

Partnerships & Collaborations

JOYA values strategic **partnerships and collaborations** to enhance the reach, quality, and sustainability of its programs. By working closely with government institutions, international organizations, NGOs, and community-based groups, JOYA leverages expertise, resources, and networks to deliver impactful development and humanitarian interventions across Afghanistan.

Key Partnership Approaches:

- **Government Engagement:** Collaborating with relevant ministries and local authorities to align programs with national development priorities and ensure compliance with policies and regulations.
- **NGO & INGO Collaboration:** Partnering with national and international NGOs to co-implement projects, share best practices, and strengthen program effectiveness.
- **Community-Based Partnerships:** Working with local councils, youth networks, women's groups, and other community structures to ensure active participation and ownership of programs.
- **Donor Coordination:** Maintaining transparent and accountable relationships with donors, sharing regular updates, and ensuring alignment with donor objectives.
- **Academic & Technical Collaboration:** Engaging with universities, research institutions, and technical experts to enhance program design, monitoring, and capacity building.

Through these strategic partnerships, JOYA maximizes its **impact, sustainability, and responsiveness** to the needs of Afghan communities while promoting collaborative development and humanitarian solutions.

Resources & Capacity

JOYA has developed strong **organizational resources and capacity** to implement programs effectively across Afghanistan. The organization combines **skilled human resources, operational infrastructure, and technical expertise** to deliver high-quality interventions in education, health, agriculture, WASH, livelihoods, and social development.

Key Elements of JOYA's Capacity:

- **Human Resources:** A team of qualified professionals and field staff with expertise in program management, finance, administration, monitoring and evaluation, communications, IT, and sector-specific technical areas.
- **Operational Infrastructure:** Well-equipped head office, provincial offices, vehicles, and logistics systems that support smooth program implementation and field operations.
- **Technical Expertise:** Experienced staff and consultants in education, health, agriculture, TVET, social awareness, and humanitarian response, ensuring programs are designed and implemented to meet high-quality standards.
- **Financial & Administrative Systems:** Robust financial management, procurement, HR, and administrative systems ensuring transparency, accountability, and compliance with donor requirements.
- **Monitoring, Evaluation & Learning (MEL):** Established MEL mechanisms to track performance, measure impact, and integrate lessons learned into program planning.
- **Partnerships & Networks:** Strong collaborations with government institutions, NGOs, donors, and community structures to enhance program effectiveness and sustainability.

With these resources, JOYA has the **capacity to scale operations, respond to emergencies, and deliver sustainable, high-impact programs** across Afghanistan, ensuring maximum benefit for target communities.

Future Plans & Strategic Outlook

As JOYA continues its mission to empower Afghan communities, the organization is committed to **expanding its impact, enhancing program quality, and responding to emerging needs** across the country. The strategic outlook focuses on sustainability, innovation, and inclusivity, ensuring that interventions reach the most vulnerable populations, particularly youth, women, and children.

Short-Term Goals

JOYA's short-term goals focus on immediate priorities to strengthen operations and expand program impact:

- Scale up ongoing education, health, WASH, and livelihoods projects in key provinces.
- Recruit and train additional staff to enhance program delivery and field operations.
- Strengthen administrative, financial, and operational systems for efficiency and accountability.
- Enhance community engagement and participation in program design and implementation.
- Build partnerships with local authorities, NGOs, and donors to increase program reach and sustainability.

Long-Term Development Plans

JOYA's long-term vision focuses on sustainable growth and transformative impact across Afghanistan:

- Expand programs to all provinces, reaching underserved and vulnerable communities nationwide.
- Develop innovative, sustainable, and scalable interventions in education, health, agriculture, livelihoods, and social development.
- Strengthen organizational capacity through advanced staff training, technology adoption, and data-driven decision-making.
- Promote resilience and self-reliance in communities through integrated development and emergency preparedness programs.
- Position JOYA as a leading national NGO recognized for high-quality, impactful, and inclusive development and humanitarian initiatives

Through these strategic initiatives, JOYA aims to solidify its role as a leading development and humanitarian organization in Afghanistan, delivering transformative and sustainable solutions that improve lives and empower communities for generations to come.

Contact Information

Organization Name: Joint Organization for Youth Advancement (JOYA)

Founded: 2018 | **Reactivated:** 2025

Registered with: Ministry of Economy, Afghanistan

License Number: 6194

Head Office Address:

Silo RD, 3rd District, Kabul, Afghanistan

Phone: +93 (0) 766 472 325

Email: info@joya.ngo