



Grantmaking Policy

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Organisation Profile

BARGAD is a youth development organization in Pakistan committed to promoting peace, justice, and cooperation among young people. Bargad was registered on 23-05-1998 under Societies Registration Act XXI of 1860. Since 1997, it has empowered youth through education, mentorship, and advocacy, building a nationwide network of over 3,000 volunteers known as the Bargad Volunteer Network (BVN).

Bargad Vision:

Socially responsible, politically aware, and gender-sensitive youth and women who uphold freedom, equality, and the rule of law.

Bargad Mission:

- Empower vulnerable youth (ages 12-19) and (ages 15 -29) to reach their full potential through education, mentorship and innovative interventions designed to enhance their total well-being.
- To invest in youth-led and youth-centered ideas, to convene key stakeholders in the sector and advocate for systems and policy changes that meet youths' needs.
- Empower women to end violence against women.

The organization has implemented over 100 projects nationwide, offering technical support in drafting and advancing youth policies adopted by the provincial governments of Punjab (2012), Khyber Pakhtunkhwa (2016), and Sindh (2018). These efforts led to landmark government commitments on youth budgeting, women's employment quotas, e-rozgar programs, and youth participation in local governance. Bargad also conducts capacity-building programs for provincial youth affairs departments and maintains a network spanning 84 districts, 76 universities, 46 colleges, 35 higher secondary schools, and 33 student societies, with 782 partner institutions including CSOs and government bodies. With partnerships across 26 student organizations and 15 youth groups, Bargad has produced more youth-focused research and publications than any other civil society organization in Pakistan and has pioneered youth-led peace and diplomacy efforts in South Asia. A defining feature of Bargad's work is the direct involvement of youth volunteers in all aspects of project design and implementation, ensuring that their perspectives and challenges shape real, lasting solutions.

Definitions

Grant: A financial contribution by BARGAD to implement agreed project activities.

Grantee: A legally recognized partner or organization receiving a grant.

GRC: Grant Review Committee

PSEA: Prevention of Sexual Exploitation and Abuse

Safeguarding: Measures to protect people from abuse, harm, neglect, or exploitation.

Due Diligence: Risk assessment process for partner verification.

Policy Statement

BARGAD awards grants through a fair, competitive, and accountable process, ensuring all funds contribute to inclusive development and align with BARGAD’s mission. Our grant-making framework supports marginalized communities—particularly young people and women—while ensuring integrity, transparency, and social impact in every funded initiative.

Scope:

This policy applies to:

- All grant cycles initiated by BARGAD, including global, national, or regional calls.
- All sub-partners, sub-grantees, and CSOs receiving funding through BARGAD.
- All departments and personnel engaged in the design, selection, implementation, and evaluation of grant-funded activities.

Guiding Principles

1. **Transparency:** All funding opportunities are publicly shared and evaluated through documented and auditable processes.
2. **Equal Access:** BARGAD encourages proposals from youth-led, women-led, and marginalized community-based organizations regardless of size, affiliation, or location.
3. **Accountability:** All grantees are bound by clear contracts, deliverables, reporting formats, and ethical compliance.
4. **Due Diligence:** BARGAD screens applicants for legal standing, past performance, financial integrity, and safeguarding history.
5. **Zero Tolerance for Misuse:** Any evidence of exploitation, abuse, fraud, or serious non-compliance results in immediate action, including termination or legal redress.

Grant-Making Process

1. Call for Proposals (CFP)

- BARGAD launches CFPs via its website, institutional mailing lists, and partner networks.

- Each CFP includes: thematic focus, eligibility requirements, proposal format, and budget caps.
- Proposals must respond to local needs and contribute to systemic change, using a strong theory of change.

2. Application Submission

Applicants submit:

- Organizational profile and registration documents
- Technical and financial proposal
- Annual audits (last 2 years)
- Policies on safeguarding, anti-fraud, and governance (if available)
- Description of target group engagement and partnerships

3. Evaluation of Proposals

Proposals are reviewed by a **Grant Review Committee (GRC)** and scored against:

- Program relevance and alignment (25%)
- Innovation and technical merit (25%)
- Cost-effectiveness (20%)
- Capacity and past performance (15%)
- Inclusion, gender responsiveness, and community ownership (15%)

Top-scoring applicants may receive feedback and technical support to strengthen final design.

4. Due Diligence

BARGAD conducts a structured due diligence process including:

- Background and legal status verification
- Site visits or virtual inspections (if feasible)
- Reference checks with donors or community stakeholders
- Screening for SEA or financial misconduct history

5. Grant Agreement

Shortlisted applicants sign a legally binding grant agreement covering:

- Objectives, outputs, and indicators
- Budget ceilings and disbursement terms
- Reporting schedule and templates
- Policies on data protection, branding, and visibility
- Conflict resolution and termination clause

Disbursement Procedures

- Grants are disbursed in tranches based on achievement of milestones or deliverables.
- Supporting documentation (e.g., receipts, progress reports) must accompany each disbursement request.
- Final disbursement is contingent upon satisfactory performance and compliance.

Monitoring, Evaluation, and Learning (MEL)

- Grantees are supported through coaching, check-ins, and technical assistance.
- MEL tools include: baseline/endline indicators, beneficiary feedback, and participatory reflection.
- BARGAD conducts site visits, document reviews, and independent audits as needed.
- Learnings from each grant cycle inform improvements in tools, criteria, and support.

Reporting Misconduct

Grantees, staff, or community members may report:

- Fraud or financial abuse
- Safeguarding violations, including SEA
- Policy breaches or unethical conduct

Channels: Complaint Box: Bargad Head Office, 17/18, Block N, Gulberg II, Lahore	Email: complaints@bargad.org.pk
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Confidentiality and whistleblower protection are strictly enforced.

Termination and Fund Recovery

Grants may be terminated if:

- Deliverables are not met
- Misuse of funds or misconduct occurs
- Breach of agreement terms is proven

In such cases, BARGAD may:

- Suspend remaining funds
- Demand return of disbursed amounts
- Initiate legal or disciplinary action

Review and Policy Updates

- This policy is reviewed every two years or upon major changes in donor, legal, or operational requirements.
- Lessons learned from each grant cycle shapes future revisions.