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USAID Promote: Women in Government Quarterly Progress Report

FY 2018 Quarter I: October 2017 – December 2017

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USAID PROMOTE: WOMEN IN GOVERNMENT

QUARTERLY PROGRESS REPORT
OCTOBER – DECEMBER 2017

Contract No. AID-306-I-14-00012, **Task Order No.** AID-306-TO-15-00044

Cover photo: USAID Promote: Women in Government convened the second Conference on Policy Reform for Women in Government on December 31, 2017 to share the accomplishments of government agencies in improving the workplace environment for women.

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ACRONYMS

ACAA	Afghanistan Civil Aviation Authority
ALDO	Afghanistan Learning and Development Organization
AOP	Administrative Office of the President
DoLSAMD	Directorate of Labor, Social Affairs, Martyrs and Disabled
DoWA	Directorate of Women's Affairs
EMMP	Environmental Mitigation and Monitoring Plan
Eol	Expression of Interest
EVAW	Elimination of Violence Against Women
FY	Fiscal year
GIRoA	Government of the Islamic Republic of Afghanistan
IARCSC	Independent Administration Reform and Civil Services Commission
IPU	Internship Program Unit
IVR	Interactive voice recording
M&E	Monitoring and evaluation
MoD	Ministry of Defense
MoF	Ministry of Finance
MoHE	Ministry of Higher Education
MoHRA	Ministry of Hajj and Religious Affairs
MoIC	Ministry of Information and Culture
MoLSAMD	Ministry of Labor, Social Affairs, Martyrs and Disabled
MoMP	Ministry of Mines and Petroleum
MoWA	Ministry of Women's Affairs
NPP-WEE	National Priority Programme on Women's Economic Empowerment
OVATV	One Village, A Thousand Voices radio program
PGO	Provincial Governor's Office
PIR	Project Intermediate Result
PSA	public service announcement
RSI	Rahman Safi International Consulting
USAID	United States Agency for International Development
WIE	Women in the Economy
WIG	Women in Government
WLD	Women in Leadership Development
WOAR	Workplace Obstacles: Analysis and Recommendations

EXECUTIVE SUMMARY

The first quarter of Fiscal Year (FY) 2018 saw USAID Promote: Women in Government (WIG) project fully engaged in key activities, as summarized below.

Internship. Three new internship groups were launched—Cohort Eleven in Balkh, Cohort Twelve in Kandahar, and Cohort Thirteen in Kabul, adding 589 interns to the current group of beneficiaries. The project has graduated 194 women and assisted 35 women in finding jobs this quarter. To date, 3,151 women have enrolled in the program, 356 have graduated, and 90 have secured full time jobs in government agencies. Practicum interns earned kudos from the municipal government of Balkh for their work on an environmental policy, which the administration plans to adopt.

Collaboration within USAID Promote Task Orders. USAID Promote: Women in Leadership Development WLD conducted the *Jawana* leadership training for 559 WIG interns, while WIG has extended priority admission to 82 WLD beneficiaries this quarter. So far, the collaborative relationship between the sister projects involved a total of 1,575 WIG interns taking the *Jawana* course and 538 WLD graduates admitted into WIG's internship program.

Relationship Building. The project continued to facilitate memorandums of understanding (MoU) with government partners, increasing the total number of fully executed agreements to 22. With the project at the peak of its implementation cycle, the teams in Kabul and regional hubs reached out more frequently to government partners to drum up support for the project's numerous activities including networking events, conferences, trainings and workshops, placement for internship office practice, and employment recruitment.

Policy and Research. Representatives from 35 government agencies participated in the second *Conference on Policy Reforms for Women in Government* at the close of 2017. The accomplishments of government agencies in instituting policy, cultural, and structural reforms to make the work environment conducive for female employees were presented. Findings from the project's follow up survey of government institutions previously assessed in the 2016 *Workplace Obstacles: Analysis and Recommendations* (WOAR) evaluation were presented during the conference.

Communications and Outreach. The project launched a TV public service announcement (PSA) promoting women in government roles that was broadcast nationwide by Tolo TV. The pilot broadcast initially aired for one month and will resume for a longer-run broadcast in the coming period. In addition, 13 episodes of the radio program *One Village, a Thousand Voices* (OVATV) were aired, and two university workshops were conducted. Inputs from government partners added impact and relevance to the project's *Professionalism in the Workplace* e-learning video and were integrated into the final concept.

The project's performance indicator results for the first quarter of FY 2018 is found in Annex I.

Challenges and Opportunities

While job placement this period is recorded as the highest so far, continued progress may slow down in the coming months. The project observes that the new government recruitment policy—that of centralizing government recruitment and announcing a high volume of jobs all at once—is a protracted process and may undermine the tightly structured timeline of the program. Initial results from the first general online recruitment for 7,000 procurement jobs in August 2017, are just being released. In the first week of November 2017, the Independent Administration Reform and Civil Services Commission (IARCSC) announced the second general recruitment with a call for applications for 17,000 government jobs. After this first process, additional recruitment steps will take place (shortlisting of applications, biometrics, qualifying examinations, verification of required documents) before applicants are finally hired. Since these steps are all done manually, the processing will be lengthy. The project learned from IARCSC that they are still in the process of shortlisting applicants for the qualifying exams for the second general recruitment. Anticipating a long waiting time for announcement of the results from November's large recruitment, the project will focus its efforts on networking with individual government offices to secure employment for interns. The project learned that a few agencies have urgent staff requirements and will be recruiting independently.¹

In the coming period, the WIG project anticipates adjustments in the training arrangements and schedules for WLD's *Jawana* leadership training. Three cohorts may experience some changes based on the second quarter training plan shared by WLD. WIG will meet with the incoming WLD chief of party once she assumes her new position in January, to review ways to address potential resulting delays to WIG programming in the coming months.

Deliverables

The project submitted the following deliverables: Annual Report for FY 2017; monthly reports for October and November; financial reports for the same periods; and three success stories entitled *Mentoring Brings Fulfillment*, *Prestige*; *More Government Services for Balkh Women*, *Thanks to Promote Interns*; and *Straight Path to a Successful Career for Afghan Women*.

¹ Some agencies that are authorized to recruit based on exigency include: Independent Elections Commission (IEC), Independent Election Complaints Commission (IECC), Administrative Office of the President (AOP), and Chief Executive Office (CEO). In addition, agencies otherwise covered by the centralized hiring system may seek approval for urgent staffing from IARCSC for positions that were not included in the November 2017 general recruitment.

PROJECT OVERVIEW

- Period of Performance: April 21, 2015 – April 20, 2020
- Name of Prime Implementing Partner: Chemonics International Inc.
- Names of Subcontractors/Sub-awardees:
 - Equal Access
 - Afghan Learning and Development Organization
 - Equality for Peace and Democracy
 - Rahman Safi International (RSI) Consulting
 - Dreshak Hotel Services
 - Services International, LLC
 - Afghanistan Public Protection Force
- Geographic Coverage: Afghanistan

Promote is a joint commitment by the United States (U.S.) and Afghan governments that will work to empower 75,000 women between the ages of 18 and 30 and help ensure that these women are included among a new generation of Afghan political, business, and civil society leaders. Promote aims to empower women to become leaders alongside their male counterparts, and ensure that they have the skills, experience, knowledge, and networks to succeed.

USAID Promote: Women in Government, a task order under the Promote Indefinite Delivery Indefinite Quantity contract, was designed to increase and advance the number of women in the Afghan civil service. In close coordination with MoWA, WIG aims to ensure women are represented at the highest levels of policy and decision-making in Afghan society and government. This component of Promote facilitates women's entry into decision-making roles in government service, encourages policy reform within the Government of the Islamic Republic of Afghanistan (GIRoA) at both the national and regional levels, increases support for women in government, and establishes an internship program for high school and college-level female students interested in working within government ministries.

The WIG program has three objectives:

- Facilitate women's entry into decision-making roles in government service;
- Encourage a hospitable environment for female staff in government; and
- Increase local stakeholder support for women in government.

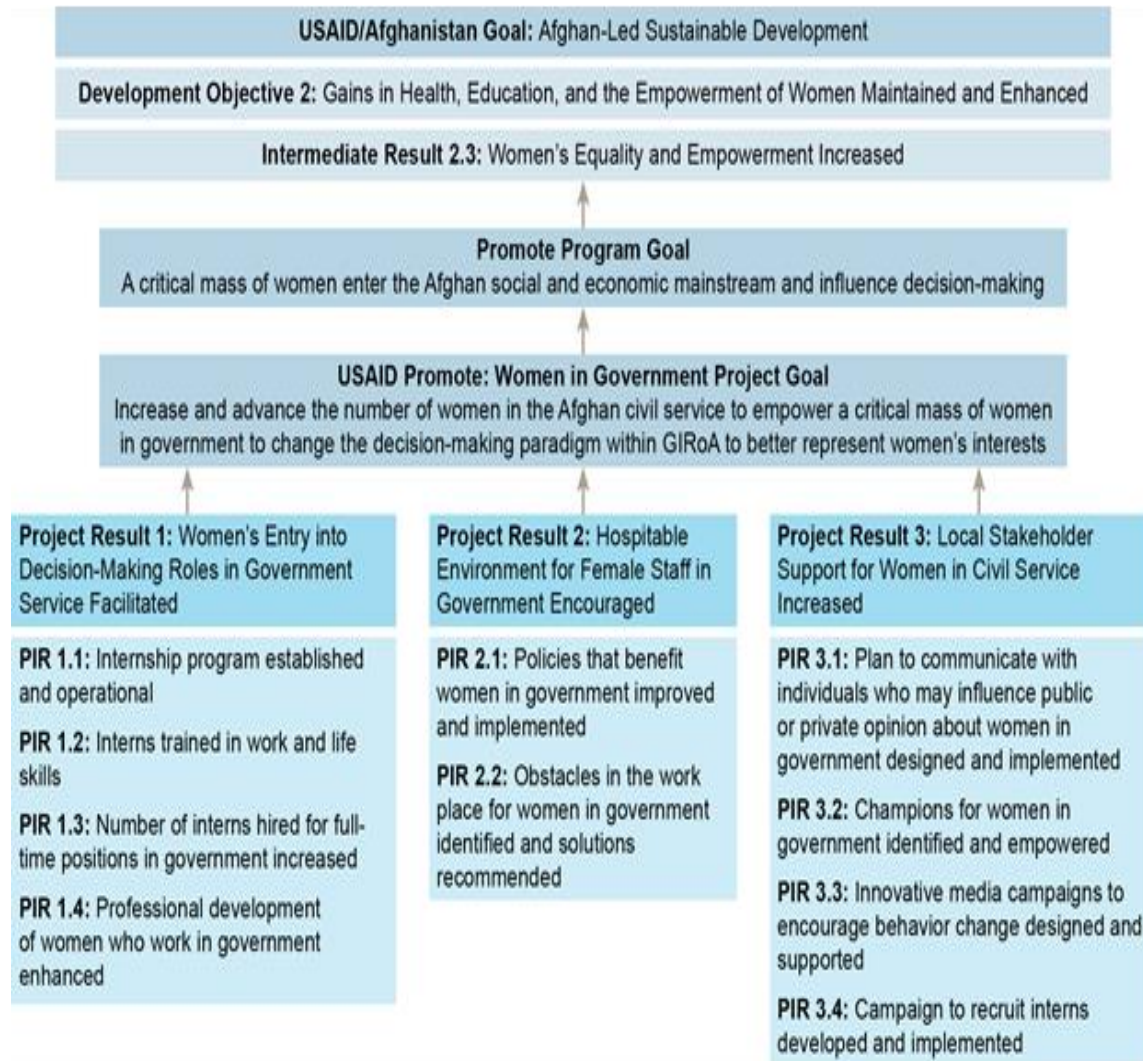
Through the advancement of these objectives, WIG aims to achieve the following results:

- At least 3,000 female university graduates and high school graduates complete the multifaceted internship program;
- 70 percent of program participants are employed by GIRoA within 24 months of finishing their internship;
- 75 percent of GIRoA workplace policy reforms benefit and protect female employees; and

- A 50 percent increase in local stakeholder buy-in for support of women working outside the home.

The above results will be derived from the planned activities linked to the results framework shown below in Exhibit I.

Figure I: Results Framework



WOMEN'S ENTRY INTO DECISION-MAKING ROLES IN GOVERNMENT SERVICE FACILITATED

PIR 1.1: INTERNSHIP PROGRAM ESTABLISHED AND OPERATIONAL

An increasing number of Afghan women are receiving university degrees yet continue to have unequal access to professional positions within the government due to limited practical work experience or applicable skills-based training. The multifaceted WIG internship program is designed to bridge these gaps to increase and advance the number of women working within GIROA.

1.1.1 Recruit Interns and Launch Internship Cohorts

Not including the pilot group, 13 of the planned 17 cohorts have now been launched, bringing to 3,151 the number of women enrolled in the program. Accounting for attrition, WIG's internship portfolio is comprised of 2,973 women across Kabul and the regional hubs of Herat, Balkh, Kandahar, and Nangarhar (graduates and current interns). Training status per cohort is reflected in Annex 2.

Civil Service Training

The six-month foundation module covers basic knowledge and skills needed to function effectively as government workers. The module includes the basics of office work; common government functions such as project, procurement, financial and human resources management;

PIR I QUARTERLY HIGHLIGHTS

- 90 interns now gainfully employed
- 3 new internship cohorts launched composed of 589 women; 3,151 in total enrolled in the program
- Conducted networking event to spur intern employment



Interns from the newly opened Cohort Thirteen in Kabul take the basic six-month civil service module.

and civil service and labor laws, government appointment system, anti-harassment regulations, and civil service code of conduct.

Out of the 589 women who joined the internship program this quarter, 82 will fast track through the yearlong program as they have already completed the *Jawana* training during their internship with WLD. Otherwise qualified graduates of the three-month *Jawana* training are prioritized for WIG admission, enabling them to complete the government internship program in only nine months.

Jawana Leadership Training

WLD's *Jawana* leadership training is the second module in the year-long WIG program. This three-month course covers leadership and team building, confidence building, presentation and public speaking, negotiation and advocacy, strategic management and planning, and stress management.

A total of 559 interns from five cohorts in Kabul, Herat, Balkh and Kandahar took the *Jawana* leadership training. In the coming quarter, more than 900 women from four cohorts will move into *Jawana* training. One of the cohorts, the 515-member Cohort Nine in Kabul, will be split into two groups for better training management.

Table 1. Internship Cohorts as of December 31, 2017

Internship Group	Enrolled	Attrition as of 12/ 2017	Actively Engaged Interns		
			Graduates	Currently Training	Total
Pilot	25	9	16	–	16
Cohort 01 Kabul	116	14	102	–	102
Cohort 02 Kabul	359	30	64	274	329
Cohort 03 Kabul	545	30	98	421	515
Cohort 04 Herat	150	16	69	64	134
Cohort 05 Balkh	150	5	7	138	145
Cohort 06 Kandahar	80	9	–	71	71
Cohort 07 Kabul	361	34	–	320	327
Cohort 08 Nangarhar	80	1	–	79	79
Cohort 09 Kabul	536	21	–	514	515
Cohort 10 Herat	160	2	–	157	158
Cohort 11 Balkh	160	1	–	159	159
Cohort 12 Kandahar	69	–	–	69	69
Cohort 13 Kabul	360	6	–	354	354
Total	3,151	178 (5.6%)	356	2,620	2,973

Practicum

After nine months of theoretical training, the interns proceed to office practicum, the third and final component of the internship program. In this module, interns are embedded in different government entities for three months to gain experience working in an actual office environment. The interns are coached by their mentors as they perform office tasks, undertake projects, and participate in meetings and group work.



An intern and her mentor in Herat discuss a project assignment.

Across the project areas 353 women were training in 39 different government offices. The project team monitored the progress of the training, speaking with interns and consulting with mentors regularly. The feedback from mentors showed that the women were completely engaged in their work and eager to learn as much as they could from the three-month office immersion. In Kabul, mentors from the Ministry of Higher Education (MoHE) shared the good news that because of excellent performance, five interns were nominated for contractual jobs in the ministry. MoHE will release the recruitment results in the coming period. In Herat, two interns embedded in the Directorate of Finance were entrusted to work on the finance databank of the directorate, whose access is restricted to a few employees. The databank contains confidential information such as tax revenues from private individuals, private businesses, and public entities. Meanwhile in Balkh, practicum interns developed an environmental protection policy for the municipality. The plan identified the primary contributors to environmental degradation specific to Balkh and offered suggestions to control and mitigate their effect. The municipal administration was impressed by this initiative and will present the plan to district managers in a general meeting.

The Kandahar team fielded the first three interns to commence practicum in the Directorate of Women's Affairs (DoWA) office. The first group of interns in Nangarhar will start their office practicum in early 2018 once they complete their initial classroom and WLD training.

Below is a summary of the interns taking practicum according to province; a detailed list of practicum placement is included in Annex 4.

Table 2. Office Practicum as of December 31, 2017

Regional Center	Completed	Ongoing this Quarter	Total
Kabul	364	271	635
Herat	71	57	128
Balkh	21	22	43
Kandahar		3	3
Total	456	353	809

Intern Recruitment

As stated above, the team has been preparing to launch approximately 700 interns in four more cohorts in the next quarter. Enrollment has already exceeded the 3,000-mark, but with attrition, the current total number of interns - including graduates - stands at 2,973. The forthcoming recruitment will ensure the goal is met and will have enough buffer for attrition. The new cohorts to be launched include: Cohort 14 in Nangarhar, Cohort 15 in Kabul, Cohort 16 in Herat, and Cohort 17 in Balkh.



Women register for the entrance exam for the Cohort Eleven that opened in Balkh in October.

The project's local partner, Equal Access, conducted a university workshop on December 5-7 in Nangarhar, to identify 60 interns for Cohort 14. The workshop was overwhelmed with applicants as more than 400 women hoping to enroll into the program showed up during the event dates. As a result, Equal Access extended the workshop for a third day. In all, 478 applications were received. The project team will conduct a written test and interviews to select qualified applicants. In October, a

similar workshop was conducted by Equal Access to recruit interns for Cohort Thirteen. The workshop generated almost 500 applications, from which the project team selected 360 women to compose the newest internship cohort in Kabul. Further details on the university workshops are included in Section 3.1.2.

1.1.2 Identify, Select and Train Mentors

With more than 300 women currently engaged in office practicum, and more than a thousand expected to participate in this module in the coming months, the project enlisted and trained more than 40 additional mentors, especially in the regional hubs.

Eleven directorates and provincial offices in Herat introduced 28 qualified employees who volunteered to be mentors. The project invited them to Kabul for a four-day training, and for a networking session with their counterparts from Kabul. The training covered the full mentorship curriculum consisting of Introduction to Mentoring, Feedback, Communication, and Professionalism in the Workplace. The training also included a session on WIG's previously published *Workplace Obstacles: Analysis and Recommendations (WOAR)* report. The last day of the training served as a networking opportunity which was particularly beneficial for the Herat group as they learned from the experiences of the veteran mentors. In addition, the training team used the mentors' training to highlight the *16 Days of Activism Against Gender Based Violence* campaign. Presentations on the objectives and importance of this worldwide movement were delivered.

Capping the activity, the participants were encouraged to identify resolutions as to how, as mentors and individuals, they could practically support gender equality.²



Herat mentors write their resolutions to support the elimination of violence against women at the conclusion of their four-day mentorship training in Kabul. They wore orange and purple ribbons to show solidarity with “16 Days of Activism Against Gender Violence” campaign that was observed from November 5 through December 10, 2017.

In October, the project conducted an Introduction to Mentoring training for 13 mentors in Kabul. They continued with the succeeding modules on Communications and Feedback in November, together with 15 mentors from other organizations. In all 28 Kabul-based new mentors from 21 ministries and independent agencies participated in the second training.

1.1.3 Coordination with Other USAID Promote Task Orders

As partners in the implementation of the civil service internship program, WIG regularly coordinates with the WLD project. The sister projects discuss the schedules for upcoming trainings in advance and regularly update each other of developments of common concern.

In November, WIG’s senior management met with the acting chief of party of WLD for program discussions. The two projects agreed on key issues including ways to try to reduce attrition rates during gaps between training modules, cross checking applications from both sides to avoid duplications, and timely submission of application forms by WLD beneficiaries joining the WIG internship program. The two teams also agreed to work together to improve attendance tracking and record keeping. To resolve the outstanding issue of high attrition during *Jawana* training,

² The trained mentors from Herat come from the following offices: DAIL, DoE, DoEc, DoF, DoJ, DoLSAMD, DoWA, Herat University, IARCSC, PGO, and Prosecutors Attorney.

instead of relying mainly on the reports provided by WLD's training consultants, the project coordinated directly with the Monitoring and Evaluation (M&E) unit of WLD. The complete records were secured, and the project was able to verify that several of the interns previously reported as dropouts were still active in the program. The case was a result of late and partial reporting of attendance.

Also in Balkh, the senior WLD focal point conducted an orientation about WLD's *Jawana* leadership training for more than 150 interns in WIG's Cohort Ten. She distributed application forms and explained the enrollment process for the *Jawana* training.

As part of the collaborative agreement between the two projects, WIG continued to give priority admission to otherwise qualified WLD *Jawana* graduates interested in training for government employment. In October, 49 WLD beneficiaries joined Balkh's Cohort Eleven, and eight joined Kandahar's Cohort Twelve. The following month saw 25 WLD beneficiaries enrolled in Cohort Thirteen in Kabul.

In December, WIG participated in the National Conference on Women Participation in Local Governance convened by the Commission on Women's Affairs, Civil Society, and Human Rights of the *Wolesa Jirga* (lower house of Afghanistan's National Assembly) and supported by USAID project Assistance to Legislative Bodies of Afghanistan project. Sitting in the panel as discussant, the project representative described WIG's initiatives to train women for leadership roles in the government and shared with them highlights of the WOAR evaluation. USAID Promote: Women's Right Groups and Coalitions (*Musharikat*) also gave a presentation on a survey on women's rights that was conducted in 10 provinces. The conference was chaired by the Women's Commission Chairwoman, Member of Parliament Fawzia Koofi. Afghanistan CEO Abdullah was the primary guest of the event.



Top photo: The WIG project team in Balkh supported the 16 Days of Activism event initiated by the WIE project. Above, a WIG project representative discussed highlights of the WOAR evaluation, during the National Conference on Women's Participation in Local Governance.

1.1.4 Update Training Materials

The project updated the content of three training topics in the civil service modules to reflect changes recently made by the government. The revisions included: civil service recruitment policy

in human resources management modules; procurement policy per modifications made by the National Procurement Authority; and financial management content based on recent modifications made by the Ministry of Finance (MoF).

1.1.5 Establish Embedded Internship Program Unit (IPU)

IPU staff provided briefing materials to introduce WIG's project to the new head of MoLSAMD's National Priority Programme on Women's Economic Empowerment (NPP-WEE) unit. In a meeting, the NPP-WEE Director informed the IPU that the unit is interested in accepting a few interns for practicum. The project will provide a list of interns interested in doing their office practicum at MoLSAMD.

PIR 1.2: INTERNS TRAINED IN WORK AND LIFE SKILLS

1.2.1 Facilitate Skills Development for Government Workplace Success

All WIG interns are provided supplementary trainings to enhance their work and life skills. The WIG training team conducted a four-day supplemental training for 79 Cohort Eight interns in Kandahar and 302 Cohort Seven interns from Kabul. The topics included highlights of the WOAR report, confidence building, workplace harassment and ways of handling them, and Professionalism in the Workplace. To expound the topics to participants, the training team used multiple methodologies such as brainstorming, individual and group exercises, presentations, lectures, and participatory discussions. The supplementary short courses are popular among the interns as the topics pertain to self-improvement and practical tips in professional behavior in the workplace.

The project likewise conducted day-long job-readiness sessions for 500 interns from different cohorts in Kabul and the provinces in preparation for the anticipated civil service general qualifying examinations in November. The training team oriented the participants on the online and manual application process, self-assessment for a good job fit, examination guidelines, and general tips in taking an exam.

PIR 1.3: NUMBER OF INTERNS HIRED FOR FULL-TIME POSITIONS INCREASED

1.3.1 Develop and Implement Job Placement Plan for Intern Alumni

Intern Employment

Despite the recent significant changes in the government's job recruitment process, 35 WIG interns successfully landed long-term civil service jobs in 20 government agencies during this reporting period. Among the newly employed interns include two women from Herat's first cohort. One was hired by Herat's Directorate of Labor, Social Affairs, Martyrs and Disabled (DoLSAMD) as a teacher while the other was employed by MoHE as an executive manager with Herat University.

To date, 90 interns are now employed by government institutions. A full list of employment is found in Annex 5. Leading the list of government entities with eight intern hires is the Ministry of Public Health, followed by the Administrative Office of the President (AOP), Ministry of Public Works, the Supreme Court, MoF, Ministry of Interior Affairs, and the Municipality of Kabul.

From the August 2017 mass recruitment for 700 procurement positions, 121 interns applied and 65 were shortlisted. Four interns were offered permanent positions in December and five others—earlier listed in the “reserve” roster together with 29 interns—were likewise being considered for employment as IARCSC began processing their papers. For the second general recruitment in November, the project assisted 1,803 women to submit their applications for 9,000 general government positions—administrative, operations, and technical jobs—and 8,000 teaching jobs announced by IARCSC. The breakdown of applications per region is as follows: Kabul 1,256, Herat 267, Balkh 167, Kandahar 55, and Nangarhar 58. Aside from project-assisted applications, a few interns applied independently, although their number could not readily be determined. The IARCSC is still processing applications from this general mass recruitment. Unlike the August recruitment, the larger recruitment was not conducted online. As a result, it is anticipated that processing for the second recruitment will continue for many months into 2018.

Networking Event

On December 24, the project conducted its third networking event in Kabul as a way of highlighting the internship program to government partners. The event gathered 212 interns soon to be graduating from Cohort Three, and 40 government representatives from 28 government agencies. The event is periodically conducted to keep primary stakeholders abreast of program developments, celebrate successes, and discuss challenges that interns face in finding employment. The event provided the occasion to commend the government mentors for their valuable support to the program and acknowledge government agencies who have already hired interns. An IARCSC Commissioner updated the interns about new civil service recruitment procedures, while a representative from the Afghanistan Civil Aviation Authority, who is also a volunteer mentor, shared his experiences training interns. (Also see related section on page 16.)



A WIG project staff facilitates the discussion about the problems that women face in the workplace during the Kabul networking event in December 2017.

The WIG project also conducted a networking event in Balkh province to showcase the program to prospective government employers. The event introduced 145 project interns to 26 human resource and gender officials from 21 directorates and independent agencies. The interns interacted with government representatives and asked about employment opportunities in their organizations.

Recruitment Visit

Introducing a new element to the recruitment visits, the project invited practicum mentors, instead of the usual human resources and gender officers, for career talks with interns. In October, 12 practicum mentors from different partner agencies visited Cohort Seven classes in Kabul. More than 300 interns from this group were completing their six-month civil service classroom training. The visit was well timed for certain interns – prior *Jawana* graduates - who were fast tracking through the internship program and preparing to enter directly to office practicum. The visit was likewise beneficial for the mentors as it broadened their perspective of the other aspects of the internship program.

The human resources director, capacity building manager, and communications manager of the Independent Directorate of Local Governance in Herat visited the training center as part of the project's recruitment visits. The interns inquired about transparency and gender equality in hiring. The officials responded that the Herat directorate is committed to a fair and transparent recruitment process.

PIR 1.4: ENHANCE PROFESSIONAL DEVELOPMENT FOR WOMEN WHO WORK IN GOVERNMENT

1.4.1 Provide Continued Growth and Development Opportunities

On December 10, the project conducted a full-day training on Elimination of Violence Against Women (EVAW) Law for 35 officials and staff of the Ministry of Hajj and Religious Affairs (MoHRA). A special segment of this training highlighted the international campaign dubbed *16 Days of Activism Against Gender Based Violence*. The MoHRA Minister opened the event and delivered a speech supporting EVAW and the goals of *16 Days of Activism* campaign. Following



MoHRA Minister encouraged his senior staff to integrate the principles of EVAW in their programming.

positive feedback from participants, MoHRA's gender director requested a copy of the WIG training materials so that she can conduct the same training to other ministry staff.

As mentioned earlier in this report, 28 mentors from Herat and 14 from Kabul attended a session on *16 Days of Activism* campaign. The participants prepared resolutions on what they can do as individuals and as government workers to eliminate gender-based violence.

The WIG project conducted trainings for volunteer practicum mentors from Kabul and Herat. As stated in *Section 1.1.2*, 13 new mentors from Kabul attended the introductory training to mentoring in October. In the following month, they were joined by 15 Kabul mentors for the training on Communications and Feedback. The project conducted the full mentorship package, comprised of four modules, for 28 mentors from Herat in December. The activity was held in Kabul to give them the opportunity to network with the more experienced mentors from Kabul. WIG's mentorship program benefits both the training program and the volunteer mentors themselves. The mentors speak highly of their training experience; several have shared how their mentorship role helped them improve their professional and leadership skills, elevating their status among their peers.

NETWORKING EVENT

Highlights of Speeches

Ms. Naila Naseri
Gender Director, IARCSC

- Presented the new government employment procedure
- *“You will have access to many career and other development opportunities. Two years ago, I started as an intern and now I am the Director of the Gender. You can prove yourself by showing creativity, capability, and interest in working”*

Mr. Roullah Wares
General Manager of Development Department, Afghanistan Civil Aviation Authority (ACAA)

- Shared his mentorship experience and guided other mentors to prepare a well-prepared plan for mentoring of project interns.
- Emphasized that completing the last three months of practicum in ministries is the most important portion of the one-year internship program where interns practically learn civil service activities.
- He shared that he started as an intern in government and was hired by the agency

Ms. Tahmina Azizi
Current WIG intern

- Shared the lessons she learned in the internship program
- Encouraged other interns to work hard, show their talent, and be proactive



HOSPITABLE ENVIRONMENT FOR FEMALE STAFF IN GOVERNMENT ENCOURAGED


PIR 2.1: POLICIES THAT BENEFIT WOMEN IN GOVERNMENT IMPROVED AND IMPLEMENTED

2.1.1 Initiate and build relationships with relevant partner government staff

As the project prepared for the second *Conference on Policy Reform for Women in Government* conducted on December 31, the team coordinated with government entities to participate in the event. A major activity conducted in conjunction with the conference was initiating the follow-up WOAR evaluation. The WIG team reassessed government entities previously surveyed for the first WOAR study in 2016. In addition, the team, reached out to more than 30 government entities to seek their participation in the networking event in Kabul conducted on December 24.

The project's regional team in Herat coordinated with relevant government partners in preparation for the January 2018 launch of the third internship group in that province – Cohort Sixteen. The team reached out to the Director of DoLSAMD, who offered to distribute the application forms. The Director also assured the team that his office will continue providing space for the civil service training. Aside from DoLSAMD, the team also initiated meetings with DoWA, Herat Provincial Governor's Office (PGO) human resources and gender directors, IARCSC, and relevant officials of Herat University.

A female member of the Provincial Council of Nangarhar visited the Afghanistan Learning and Development Organization (ALDO) Nangarhar Training Center to observe the ongoing training and interact with the interns. The Provincial Council member encouraged the interns to apply for government jobs once they complete the program. She assured them of quick and full support if they face issues with hiring or other matters related to their training. In addition, the program coordinator of WIG's implementing partner, ALDO, initiated a meeting with the director of National Radio and Television in Nangarhar to introduce the program and solicit support for practicum placement and employment of interns. The media director committed practicum slots for 12 interns and a possible employment offer for six.



PIR II QUARTERLY HIGHLIGHTS

- Conducted the second *Conference on Policy Reforms for Women in Government*
- Reassessed government agencies previously surveyed in the 2016 WOAR
- Facilitated the full execution of MoUs with four new agencies for a total of 22 fully executed MoUs

In Kandahar, the ALDO internship management team met with heads of 16 provincial officials of Kandahar to secure commitments for practicum placement of Cohort Six interns. The offices contacted were DoWA, DoLSAMD, Directorate of Education, Directorate of Public Health, Directorate of Communication and Information Technology, Directorate of Economy, Directorate of Agriculture, Irrigation and Livestock, Directorate of Hajj and Religious Affairs, Directorate of Borders and Tribal Affairs, Kandahar University, Kandahar Municipality, Human Rights Commission, and the Provincial Council.

2.1.2 Manage Government Partnership Relationships

Four MoUs—with Government Media and Information Center, Ministry of Information and Culture (MoIC), Ministry of Mines and Petroleum (MoMP), and MoF—were fully executed in December. The project has now facilitated a total of 22 formal agreements between USAID and government entities to collaborate in the implementation of the Promote program. An MoU tracker is included in Annex 6.

WIG senior management reached out to the Acting Minister of MoMP to orient her about the civil service internship program. The Acting Minister's reaction was highly positive and encouraging. The project hopes the meeting will open an avenue for quick intern employment outside of the IARCSC general recruitment system. The project learned that the ministry has urgent staff requirements and would be hiring contractual employees, usually with a tenure of one year.



Nangarhar Provincial Council member encouraged interns to pursue a government career, during her visit to the training center in December.

The project team in Herat attended a meeting of the ERAW committee presided by the Herat Governor in November. The project is encouraged by the Herat Governor's support for legislation prescribing a quota for women employees in government institutions. He also supports conducting an awareness campaign to increase women's participation in government. The team also met with the newly installed Herat Deputy Governor to introduce the WIG program. The female official voiced her appreciation for the program which falls under her core development agenda for the province. Earlier this quarter, the Herat DoLSAMD Director shared his support and appreciation for the internship program during a visit to the training center. He shared positive feedback received from MoLSAMD officials in Kabul about the excellent management of the civil service training program in Herat.

In Kandahar, interns and program coordinators had an audience with the MoWA Deputy Minister for Technical and Policy and the Kandahar DoWA Director to update the officials of the progress of the internship training. Two interns were asked by the Deputy Minister for their impressions and both of them gave positive remarks. They further suggested bringing more development programs for women to Kandahar.

2.1.3 Finalize Policy Reform Plan

The project provided support for the IARCSC's initiative to finalize a gender policy to increase the number of women in government by two percent each year. During the development stage of the policy, the project responded to the request of IARCSC for technical review, specifically with the objective of harmonizing the policy with the project's WOAR results and the 10 key policy areas prioritized for implementation. The IARCSC expects to launch the policy in the coming period.

On October 31, USAID approved the project's amended policy reform plan, which includes the five areas that the project pinpointed as priority areas for implementation. The five areas, in turn, were derived from the ten key reform items identified during the first policy conference in February 2017. In addition, the project conferred with USAID Promote task orders about shared policy reform efforts.

2.1.4 Solicit, evaluate, and select proposals (expressions of interest) from government entities interested in policy reforms

The final draft of the Expression of Interest (Eoi) was approved by USAID on November 1. The Eoi is an instrument that will support government entities who need technical assistance in implementing reforms. During the *Conference on Policy Reforms for Women in Government*, the WIG project assured the participants that the project will work with them to identify policy reform goals and assist in preparing their Eoi in the next quarter when WIG will establish ministry working groups intended to implement goals identified during the conference.

PIR 2.2: IDENTIFY AND RECOMMEND SOLUTIONS TO ADDRESS WOMEN'S OBSTACLES (POLICY, CULTURAL, AND INFRASTRUCTURE) IN WORKPLACE

2.2.1 Implement Activities Aimed at Addressing Potential Challenges for Women at Work

The project conducted the second *Conference on Policy Reform for Women in Government* on December 31, 2017. The primary objective of the conference was to present the progress achieved by government entities in implementing reforms and discuss further steps to address reform areas that need a boost in implementation. Representatives from 35 government entities—policy, planning, and gender officers—participated in the conference, including primary guests and speakers from MoWA, IARCSC, MoLSAMD, AOP and Chief Executive Office. The first policy conference was held in February 2017, at which time the participants identified and the top 10 key policy reform areas to be addressed by government entities. These priority areas were selected from several suggestions contained in the WIG project's 2016 WOAR report. (See also the highlights of speeches on page 21).

Throughout the first quarter of 2018, the project team fielded a follow-up WOAR survey to determine how the government entities that were assessed during the 2016 WOAR study fared in implementing reforms. Eighteen entities—out of the 20 covered in the first WOAR—were

reached for the new assessment. Additional ministries, including MoWA and Ministry of Defense, will be evaluated in the coming period.³

Similar to the 2016 survey, the more recent WOAR reassessment looked at three areas of reforms—policy, cultural and infrastructure. The major findings of the reassessment are as follows:

- **Policies:** Out of 18 government institutions that were assessed, 13 agencies have adopted or introduced policies favorable for women employees; no changes were made in five agencies. These policies include:
 - Anti- Harassment
 - Gender Equality Policy
 - Merit-Based Appointment Procedure
 - Training & Development Policy
 - Positive Discrimination Policy
 - Leave Policy
 - Succession Planning Policy
 - Complaints / Grievance Procedure
 - Conflict Resolution Committee
 - Flexible Work Hours
- **Cultural.** The study noted that the cultural barriers identified in the first WOAR remain a priority concern, particularly:
 - Lack of security and freedom of movement
 - Negative public opinion about women
 - Low level of education
 - Harassment in the workplace
- **Infrastructure.** Six agencies achieved remarkable infrastructure improvements in their premises although 12 have yet to make infrastructure improvements. The notable structural changes are as follows:
 - Separate washrooms for women
 - Separate prayers room
 - Separate dining room
 - Daycare and rest facilities for nursing mothers
 - Transportation



The WIG project conducted the second policy conference to present accomplishments achieved by government entities in making their work environment conducive for women.

³ GIRoA entities covered in the second WOAR study included: MAIL, MoE, MoI, MoF, MoHE, MoJ, MoCN, MoCIT, MoEW, MoLSAMD, MoIC, MUDA, MoD, MoCI, MRRD, MoTCA, MoMP, and MoPW. The assessment of two of the original 20 agencies—MoWA and MoD—were not completed in time for the conference. The final report will include the results from all 20 agencies.

- Ventilation system
- Work temperature control system
- Room space and office workstations
- Maintenance of premises and work equipment
- Floors, corridors and stairs free of obstructions
- Risk mitigation for rain, snow on outdoor routes
- Fire safety and exit procedures

POLICY CONFERENCE

Messages of Selected Speakers

Spozhmay Wardak **Deputy Minister for Policy and Technical, MoWA**

- Acknowledged the success of the first policy conference in identifying the key policy reforms. Follow up of the reforms were properly coordinated by WIG with MoWA, who in turn followed up with the different ministries to encourage a hospitable environment for women. She particularly cited the “Professionalism in the Workplace” training as beneficial for the Gender Units of government agencies
- Mentioned progress on the government’s anti-harassment law/regulation, including the forthcoming approval of the Anti-Harassment Law
- Expressed reservation that the new centralized government recruitment procedure would be favorable for women and new graduates. She cited her own experience as a panel member wherein out of 70 candidates not one was a woman.

Ms. Tabasum Niru Wolayat **Commissioner, IARCSC**

- Commended the WIG team in supporting the Career Development Center at IARCSC
- Discussed the new IARCSC policy on increasing women’s participation in government, which is ready for implementation. Two key elements of the policy are the recruitment of women and retention of development of women already in the civil service

Khair Mohammad Niru, **Director General of Manpower Planning, MoLSAMD**

- Commented that the goals of the WIG project are aligned with MoLSAMD’s mandate, thus the ministry throws its full support to the program
- MoLSAMD has 60% women participation; it tries to provide and maintain hospitable environment for employees; it has zero tolerance for discrimination harassment
- MoLSAMD will adopt the USAID WIG platform to launch a big internship program in the near future



LOCAL STAKEHOLDER SUPPORT FOR WOMEN IN CIVIL SERVICE INCREASED

PIR 3.1: PLAN TO COMMUNICATE WITH INDIVIDUALS WHO MAY INFLUENCE PUBLIC OR PRIVATE OPINION ABOUT WOMEN IN GOVERNMENT DESIGNED AND IMPLEMENTED

3.1.1 Design and implement a plan to communicate with individuals who may influence public or private opinion about women in government

Content Advisory Group

The Content Advisory Group continued their bi-weekly meeting to review the programming of *One Village, A Thousand Voices* (OVATV) radio drama. The group considered the technical components of the program such as language, tone, religious values, production, common parlances, sound and seasonal effects to engage more audience members and keep the program socially and culturally appropriate. The content advisory group endeavors to ensure that the themes and message of the radio drama support the objectives of the WIG program and that they do not run counter with Islamic law, national laws and Afghan cultural norms.



Members of the Content Advisory Group decide on the radio drama content and programming.

PIR 3.2: INNOVATIVE MEDIA CAMPAIGNS TO ENCOURAGE BEHAVIOR CHANGE DESIGNED AND SUPPORTED

3.1.2 Design and support innovative media campaigns to encourage behavior change

“One Village, a Thousand Voices (OVATV)” Radio Program

Thirteen episodes of the weekly radio drama series were aired from October to December. New episodes are broadcast every Monday and re-aired on Thursday of the same week. In the second airing, the program includes a live discussion on the theme for that week, including receiving comments or questions through phone calls and text messages from listeners. Comments left by

viewers on the program's interactive voice recording (IVR) system after the first broadcast are likewise discussed. OVATV airs on Radio Azadi on AM band at 1296 and FM band at 100.5. The schedule of broadcast is as follows:

- Monday: first airing of new episode; Pashto – 4:47 p.m., Dari – 5:47 p.m.
- Thursday: rebroadcast of Monday episode with live discussion; Pashto – 12:32 p.m., Dari – 1:32 p.m.



Radio talents record a segment of OVATV.

removing workplace barriers, and the importance of women in government and community building. Listener feedback has remained consistent, showing strong agreement and support to the themes of the program. For the four episodes aired in December, the following listener information was derived:

- Gender: 95 percent male; 5 percent female
- Language: 88 percent Pashto speakers; 12 percent Dari speakers
- Region: 48 percent central; 32 percent southern; 11 percent eastern; 7 percent northern; and 2 percent western

The above demographic profile of callers would be useful to the WIG project in determining the content for a future targeted advocacy campaign via radio.

University Workshops

Two university workshops were conducted to introduce the WIG internship program to prospective recruits and guide them through the application process. The workshops further

PIR 3 QUARTERLY HIGHLIGHTS

- Aired TV PSA promoting government roles for women
- Broadcasted 13 episodes of OVATV radio program
- Conducted two university workshops

The drama episodes generated a total of 1,559 audience comments through the IVR system, phone calls and messages during the live discussion, including 11,014 “likes” on Radio’s Azadi’s Facebook page. Annex 7 provides the themes, messages and audience engagement per episode, including the transcripts of the live discussions and audience comments. In December, the drama themes centered on professionalism in the workplace, the right of women to work from the Islamic perspective,

offer an educational forum for women to address their rights to work, as sanctioned by Islam and guaranteed by the Afghan constitution.

The first workshop was conducted on October 14-15 in Kabul, as part of the recruitment drive for Cohort 13 that was subsequently launched in November. The workshop attracted more than 200 prospective applicants, including 178 university graduates and 66 Grade 12 and 14 graduates. The project gathered 497 applications—244 from workshop participants and an additional 253 applications from women who could not be accommodated because the maximum capacity had been reached. During the program, the head of Policy and Research of the AOP discussed the important role of women in government. She encouraged the participants to get a good education and pursue a profession in the government. Representatives from sister projects WLD and WIE, as well as a representative from MoLSAMD, also attended the workshop.

The second university workshop was conducted on December 5- 7 in Jalalabad City, to fill 60 slots for Nangarhar's Cohort 14, set to launch in January 2018. The more than 300 women who attended exceeded the anticipated audience of 200. The activity was therefore extended to a third day, and a total of 327 participants were finally accommodated. Of the participants, 320 were university graduates and seven were 14th grade graduates. At the end of the workshop, 487 applications were collected, to include those from women who could not be accommodated in the workshop. The Civil Service Specialist of IARCSC in Eastern Afghanistan talked about the importance of women's participation in government. He encouraged participants to apply and work in government as he discussed career opportunities in Nangarhar. A few samples of participant comments are included below:



A Nangarhar student clarifies the Islamic point of view on women's right to work, during a university workshop in December.

"From this workshop I learned about the opportunities and obstacles women face in working with government. These types of workshops should be organized more frequently to encourage women to come forward and work outside their homes. There are many women presidents and ministers in other countries. Afghan women can also reach high positions in government. My message to families is that they should allow their female members to get an education and work."

"As a student of Islamic Studies in Nangarhar University, the workshop had a positive impact on me because it clarified important matters such as women's right to work and workplace-related issues that women may face. The discussions on how women can get a job in government was very useful."

“I was previously informed that the internship classes will be three days in a week for six months. However, today I learned that it is five days a week for one year. I am optimistic that the one-year program will prepare me for landing a good position in the government sector.”

TV PSA

A month-long pilot broadcast of the WIG-produced TV PSA began on December 5, promoting women in government service aired nationwide on Tolo TV. The Dari and Pashto versions were aired alternately on a daily basis. The minute-long PSA depicts a young female government lawyer who, despite her demanding job, finds fulfillment in it. Importantly, the PSA also shows how the young professional is encouraged by her husband. As a clincher, the video enjoins the listeners to also serve in the government. The PSA material was developed in coordination with government partners, specifically AOP, MoWA, MoLSAMD, and IARCSC. Their inputs were integrated into the script and video scenes. The project intends to rebroadcast the PSA on television, as well as radio, in 2018 to reinforce the message among the target audiences.

The project plans to produce a continuing series of up to four TV PSAs, each highlighting a different government role for women. The WIG project is beginning to work on the second PSA in collaboration with Pixel Production, the local production company who produced the first video.

Professionalism in the Workplace E-Learning Video

Implementing partner Equal Access drafted the Dari script for an E-learning professionalism video. The video will be divided into two modules: Professionalism in the Workplace and Anti-Harassment in the Workplace. Animated or re-enacted scenes demonstrating professional conduct and common incidents of workplace harassment will be interwoven into each segment to make the video easily understandable and interesting. The draft script was shared with MoWA, MoLSAMD, IARCSC, and AOP, who provided helpful comments to improve the material. MoWA offered to share their own video as reference for common workplace harassment scenarios. The script will be revised according to the applicable comments from government partners. Once completed, the video will be available for use by government ministries as an instructional video for government employees. WIG anticipates the final video – to be completed in the next reporting period - will be 30 - 45 minutes in length and translated into both Pashto and Dari languages.

MONITORING AND EVALUATION (M&E)

The project conducted evaluation tests to measure progress towards achieving program indicators as follows:

- Pre-test of 671 interns from Cohorts Nine, Ten, Eleven, and Twelve for Indicator 1.2.0 (Percentage of female beneficiaries who report increased self-efficacy at the conclusion of U.S. government supported training/ programming). Post assessment for the same groups will be conducted at the end of internship program.
- Pre-test of 31 new mentors from Kabul and 28 mentors from Herat for Indicator 1.4.1 (Number of mentors who report increased capacity to manage and mentor staff after USG-supported training/ programming).
- Pre-test of 469 interns from Cohorts Eight, Ten, Eleven, and Twelve for Indicator 1.4.2 (Percent of female beneficiaries reporting improved professional skills following USG-supported trainings). Post assessment for the same group will be conducted at the end of internship program.
- Post program assessment of 309 interns from Cohorts One, Two, and Three and 28 Herat mentors for Indicator 2.1 (Percent of participants reporting that workplace conditions for women are more hospitable).
- Pre- and post-tests for 28 Herat mentors for Indicator 2.1.1 (Percent of participants reporting increased awareness of gender-related policies and regulations).

Other M&E activities conducted from October to December 2017 are as follows:

- USAID contractor Checchi and Company Consulting, Inc. conducted Year 3 Data Quality Assessment of WIG.
- Continued collaboration with RSI Consulting to customize and populate the project's pages in the general Promote Knowledge Management Platform.
- Attended training on biometric and the use of electronic tablets in activity monitoring conducted by RSI. The project is coordinating with RSI for staff training and to pilot the electronic application developed by RSI.

ENVIRONMENTAL COMPLIANCE

The WIG project complies with all pertinent USAID environmental regulations, procedures, and guidelines, as contained in the project's Environmental Mitigation and Monitoring Plan (EMMP). Most of the activities undertaken by the project fall within the category of *negative determinations with conditions*.

From October through December, the project made electrical upgrades to the internship training centers located at DoWA in Balkh and DoLSAMD in Herat and physical security upgrades at the training center in MoLSAMD in Kabul. At regular intervals, the project procured generator fuel and propane gas for the indoor heaters for the MoLSAMD training center. Fuel procurement is limited to a few days' consumption to avoid storing flammable material in the vicinity. The project likewise procured Samsung Galaxy tablets for M&E data collection. The project ensured that the vendors of these products and services were aware and fully compliant with the project's EMMP.

PLANNED ACTIVITIES FOR NEXT REPORTING PERIOD

Component 1 – Women's Entry into Decision-Making Roles in Government Service Facilitated

- E-Government training for 515 Cohort Nine interns in Kabul and 79 interns from Cohort Eight in Nangarhar
- Supplementary trainings covering highlights of the WOAR report, Professionalism in the Workplace, and confidence building for around 870 interns from Cohort Four in Herat, Cohorts Nine and Ten in Kabul, and Cohort Twelve in Kandahar
- Training in highlights of WOAR report for 145 Balkh interns
- Recruitment visits by mentors to Moraa training center in Kabul
- Cohort Fourteen launch in Nangarhar for 60 interns on January 27
- Training for 28 Kabul mentors on the final mentorship module (Professionalism in the Workplace)
- Civil Service, *Jawana* leadership, and office trainings in Kabul, Herat, Balkh, Kandahar and Nangarhar.
- Secure placement for more than 200 interns in various government agencies for office practicum in Kabul, Nangarhar, Balkh, and Kandahar

Component 2 – Hospitable Environment for Female Staff in Government Encouraged

- WOAR re-assessment for two remaining agencies – MoWA and MoD

- Finalize activity report for December 2017 *Conference on Policy Reforms for Women in Government*
- Finalize WOAR re-assessment report, recommendations, and next steps
- Provincial trainings on WOAR, gender and partnership assessments
- Facilitate execution of remaining MoUs

Component 3 – Local Stakeholder Support for Women in Civil Service Increased

- Broadcast five new episodes of OVATV; produce five new episodes
- Develop second TV PSA promoting women in government roles
- Produce E-learning video

Monitoring & Evaluation Goal I: A critical mass of women enter the Afghan Social and economic mainstream and influence decision- making

- Work with RSI to finalize database customization and pilot surveys using tablets and finger scanners
- Train program staff in finger scanning for the computerized participant check-in (MoLSAMD and Moraa staff); train Herat staff after the pilot test in Kabul
- Pre- and post-test surveys of interns and mentors for certain indicators

ANNEX I – FY 2018 QUARTER I RESULTS

Table 3. Program results as of December 31, 2017

No	PERFORMANCE INDICATORS (Source of Information)	FY 2018 RESULTS			EXPLANATION
		OCT - DEC 2017 (Q1)	CUMULATIVE TO DATE	LIFE OF PROJECT (Targets)	
1	1. Number of individuals with new or better employment following completion of USG-assisted workforce development programs (Outcome). (Project records and Document Review)	35	90	2100	35 WIG interns were hired by GIRoA from October - December 2018. To date, a total of 90 WIG interns have been employed.
2	1.0. Number of interns enrolled in the USAID Promote Women in Government internship program (Output). (Project records and Document Review)	589	3151	3000	New indicator as of October 2017. During this reporting period, WIG enrolled 589 new interns, irrespective of attrition. Enrollment to date totals 3151.
3	1.0.1 Number of graduates who complete the USAID Promote: Women in Government internship program (Output) (Project records and Document Review)	194	356	3000	During this reporting period, 194 interns graduated from the program, bringing the cumulative total to 356.
4	1.2.0. Percentage of female beneficiaries who report increased self-efficacy at the conclusion of U.S. government supported training/programming (Outcome). (Pre- and Post-test)	0%	92%	75%	Data for this indicator will be collected by survey, once at the start of relevant USG-funded programming and then at the end of the programming. Once post-test surveys are completed in 2018, results for this indicator will be updated.
5	1.4.1 Number of mentors who report increased capacity to manage and mentor staff at the conclusion of USG supported training/programming (Output). (Pre- and Post-test)	26	47	150	Only results for those who have completed the three-month mentors training are reported under this indicator. To date, only 49 mentors have completed the training; 47 of the 49 reported increased capacity. Once the remaining mentors complete the comprehensive training, results for this indicator will be updated.
6	1.4.2. Percent of female beneficiaries reporting improved professional skills following USG-supported trainings (Outcome). (Pre- and Post-test)	--	--	75%	New indicator as of October 2017. Since the indicator is relatively new, pre-training surveys were not required/administered for interns enrolled prior to this reporting period. WIG therefore has only conducted initial pre-tests for recently enrolled interns and has no results yet to report for this quarter.

No	PERFORMANCE INDICATORS (Source of Information)	FY 2018 RESULTS			EXPLANATION
		OCT - DEC 2017 (Q1)	CUMULATIVE TO DATE	LIFE OF PROJECT (Targets)	
7	1.4.3. Percent of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income or employment) (Output). (Project records and Document Review)	2%	4.3%	100%	LOP result to date is 90. In this quarter Q1 2018, 35 interns were employed by GIRoA, representing 2% of the target of 2,100. This indicator has been revised to track only the increase derived from employment. - Numerator: Number of individual female interns employed at the GIRoA - Denominator: 2,100 interns (70% of life of project goal of 3,000 interns)
8	2.0. Number of laws, policies, regulations, or reforms either proposed or revised with USG support designed to promote gender equality or non-discrimination against women or girls at the national or sub-national level. (Output) (Project records and Document Review)	0	10	25	--
9	2.1. Percentage of participants reporting that workplace conditions for women are more hospitable. (Outcome). (Post Test)	81%	81%	94%	New indicator as of October 2017. Out of 189, 154 participants who have taken post-test during the period, reported their workplace condition hospitable.
10	2.1.1 Percentage of participants reporting increased awareness of gender-related policies and regulations. (Outcome) (Pre- and Post-test)	57%	57%	94%	New indicator as of October 2017. We got this at our new AMELP and since then we have only 28 participants (mentors) who have attended gender awareness training and taken both pre- and post-test. 16 out of 28 participants reported an increase in awareness of gender-related policies and regulations. For the percentage we divided 16 by 28 which equal to 57%.
11	2.1.2 Number of participants completing gender awareness trainings (Output) (Project records and Document Review)	484	1518	2968	New indicator as of October 2017. The participants have been trained on WOAR-work obstacle analysis report, Professionalism in Workplace, EAW and Anti-Harassment training, and Gender Awareness training.
12	3.1.1 Number of outreach campaigns implemented. (Output) (Project records and Document Review)	16	90	20	In this quarter we were able to implement 2 university workshops, 13 radio programs, and one TV PSA.

No	PERFORMANCE INDICATORS (Source of Information)	FY 2018 RESULTS			EXPLANATION
		OCT - DEC 2017 (Q1)	CUMULATIVE TO DATE	LIFE OF PROJECT (Targets)	
13	3.3.1 Number of leaders or champions who participate in outreach events to promote women's empowerment and rights (Output) (Project records and Document Review)	--	--	200	The Champion Strategy initiative will roll out in the second quarter of FY 2018; results will be updated during this period
14	3.4.1. Proportion of interns who joined the internship program as a result of USAID Promote: Women in Government communications and outreach activities. (Outcome) (Project records and Document Review)	18%	84%	50%	Cumulative result to date is 84%. In current quarter 18% of applicants out of 3,000 LOP target interns joined the internship program as result of outreach activities.

ANNEX 2 – INTERNSHIP TRACKER

Table 4. USAID Promote: Women in Government Internship Cohorts Tracker as of December 31, 2017

Cohorts	Interns 12/31/2017	2016								2017												2018												2019				
		Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
Pilot	16																																					
Cohort 01 -> MRRD-Kabul	102																																					
Cohort 02 -> MoLSAMD -Kabul / 1	329																																					
Cohort 03 -> MORAA-Kabul / 1	515																																					
Cohort 04 -> DOLSAMD-Herat / 1	134																																					
Cohort 05 -> DoWA-Balkh	145																																					
Cohort 06 -> ALDO-Kandahar / 1	71																																					
Cohort 07 -> MoLSAMD - Kabul / 1	327																																					
Cohort 08 -> Nangarhar / 3	79																																					
Cohort 09 -> MORAA-Kabul / 2	515																																					
Cohort 10 -> DOLSAMD-Herat	158																																					
Cohort 11 -> DoWA-Balkh / 3	159																																					
Cohort 12 -> ALDO-Kandahar	69																																					
Cohort 13-> MoLSAMD-Kabul	354																																					
Cohort 14 -> Nangarhar / 4	60																																					
Cohort 15 -> MORAA-Kabul / 4	360																																					
Cohort 16 -> DOLSAMD-Herat / 4	150																																					
Cohort 17 -> DoWA-Balkh / 4	150																																					
LOP Target	3,693																																					

1 - Numbers adjusted based on corrected records.

2 - In February Cohort 9 will split into two groups for the WLD *Jawana* training: Group A - 200 interns, Group B - 235 interns; 80 fast-tracked interns will proceed to practicum

3 - Tentative delays per latest WLD *Jawana* schedule: Cohort 8 - starting on June 15, delayed by 1.5 months; Cohort 11 - to start on June 30, delayed by two months. Tracker will be adjusted when changes occur

4 - Upcoming cohorts

Civil Service Training	
WLD <i>Jawana</i> Training	
Office Practicum	

Employment and Alumni	
Interim supplemental courses	

ANNEX 3 – SUCCESS STORY

October 2017 Success Story

MORE GOVERNMENT SERVICES FOR BALKH WOMEN, THANKS TO PROMOTE INTERNS

Creating a welcoming environment, female interns attract more female constituents to receive services from Balkh provincial offices.



Interns listen attentively as their supervisor gives instruction on their assignment. Eleven women are embedded at the Balkh Provincial Governor's Office for office training.

A significant, though quiet, change is happening at the Provincial Governor's Office (PGO) of Balkh—a higher number of the female citizens are now availing of government services at provincial offices.

"We noticed this change around July 2017 when 11 women started working with us as office interns," said Mr. Zabiullah Akhtari, sectoral head of the Balkh PGO. The office practicum is part of the 12-month training conducted by USAID Promote: Women in Government project to prepare educated women for employment in the public sector. At the Balkh PGO, the interns are assigned to different aspects of government functions, including receiving constituents and initial processing of documents before referring them to other departments.

"The presence of the interns created a welcoming atmosphere at the provincial offices so that female citizens feel comfortable to personally conduct official matters," Mr. Akhtari added. "It is a positive change because we are able to expand our services to the female population in our province." He explained that before the female interns started working at Balkh PGO, few women came to the compound. From July through September 2017, the average number of female clients reached 40 per day, compared to 15-20 previously.

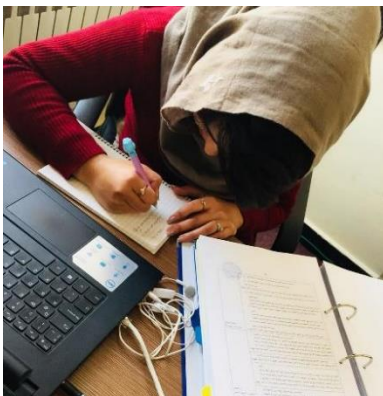
Fazela, one of the interns at Balkh PGO, said she was a bit intimidated and uncomfortable during her first week at the provincial office. "The employees here were mostly men. However, they were welcoming and respectful so that all of us began to relax and enjoy our work. We also noticed that day by day more women were coming to the provincial offices."

When the interns complete their 12-month internship program in April 2018, the Balkh PGO vowed to recommend employment of some interns and refer the others who would not be absorbed by the PGO to other provincial offices. USAID Promote: Women in Government is a five-year project that supports the goal of the Afghanistan government to increase the number of women employed in the public sector. After graduating from the internship program, the project supports the women to find fulltime civil service jobs in the Afghan government.

The program is implemented in Kabul, Herat, Balkh, Kandahar and Nangarhar. The project has enrolled more than 2,000 women, of whom 165 have graduated and 60 have successfully found jobs with different government entities.

STRAIGHT PATH TO A SUCCESSFUL CAREER FOR AFGHAN WOMEN

A career training program takes young, educated Afghan women out of the paradoxical cycle of being denied employment because of lack of work experience.



Rohina's training helped her to secure a spot in the technical team of the Administrative Office of the President's procurement unit.

Finding a job was Sonita's* main objective when she graduated from an Afghan university in 2015, but with no work experience to show on her resumé, her search seemed futile. Fortunately for Sonita, the USAID Promote: Women in Government (WIG) project gave her the opportunity to train for a job in government. After participating in the 12-month civil service internship program, Sonita received a certificate from the Afghan government equivalent to one year of work experience. She then applied for a job with the Afghan Ministry of Borders and Tribal Affairs (MoBTA) in October 2017, and successfully secured the position.

"I give credit to my rigorous training for passing the qualifying exam," said Sonita. "University education gave me general knowledge in different disciplines, but the USAID program gave me knowledge and skills in actual government functions. They trained me to become a leader. So not only did I find work, I also landed a managerial position as a gender awareness general manager!"

Rohina*, another graduate of the 12-month internship program, also found a direct path to a meaningful government career. In March 2017, she joined the Administrative Office of the President as a member of the technical team in the procurement department. "The training paved a clear path ahead for me. Before this, I did not even know how to write a proper resumé or use the computer proficiently," she said.

Both women are grateful for the enormous impact the program has had on their lives. Rohina relates: "My parents are advanced in age and unemployed, so I am the one earning for my family. They were the ones who encouraged me to join the internship program and when I finally landed a job, they were very happy and grateful." Similarly, Sonita can now support her siblings to continue their college education. "It feels so good inside to be able to help my family and be financially independent myself."

The WIG project trained more than 3,000 women for government careers. More than 200 women so far graduated from the 12-month program that includes civil service technical modules, leadership, and hands-on office practice. Sixty-seven women are now employed in different government institutions.

**Names were changed to protect the identity of the women.*

OPPORTUNITIES OPEN FOR DISABLED AFGHAN WOMEN

Creating an inclusive society for women with disability not only supports them but will also bring about positive changes in the Afghan government.



Zahra, a USAID Promote: Women in Government intern, is training for a government job.

“My disability will not stop me from trying to find work in the government!” Zahra’s* response was spontaneous and firm when asked about her future plans.

Zahra was born blind but through her family’s support and her own determination, she was able to attend school and finish a degree in psychology at Kabul University. Two years after her graduation, Zahra still could not find a job. In 2017, she heard about USAID Promote: Women in Government’s yearlong internship program that trains educated Afghan women for employment in the government. She applied for admission with the hope that the training would finally land her an elusive job in the Afghan government. “At first, I thought it was a mistake but when I verified, the program confirmed that I was accepted. I had been chasing opportunities throughout my life; most of them were denied to me. I finally got one that is life changing,” Zahra explained. The Kabul resident takes her studies seriously, recording all the lectures and playing them back at home. Her disability does not hinder her from fully participating in classroom activities and group work.

Zahra is not the first person with disabilities (PWD) accepted to the program. Six other Afghan women with physical deformities, and another with partial visual impairment, are also training for government work. A couple of them will be completing the program and be ready to find work in a few months. The USAID program welcomes all women who meet basic age and educational criteria, and who pass the entrance test and interview process.

Estimates from the World Health Organization indicate that about four percent of Afghans are persons with disabilities (PWD). With scant government resources to address their special needs, PWDs are highly marginalized in this country.

Now midway into the internship program Zahra hopes to find work in a government agency where she can advocate for the rights of women with disabilities, especially the visually impaired. “Disabled women are more vulnerable than men, so they need more help. I would like to work in government to give women equal access to health care, education, and employment. All it takes is one lucky break, and disabled women could become productive members of society,” Zahra opined.

Training in more than 50 Afghan government offices, nearly 3,000 women nationwide are currently enrolled in the USAID Promote: Women in Government project.

**Name was changed to protect the identity of the person.*

ANNEX 4 – OFFICE PRACTICUM

Table 5. Office Practicum as of December 31, 2017

Ministry / Agency	Practicum Completed	Practicum Ongoing	Total
Kabul			
Administrative Office of the President (AOP)		29	29
Afghanistan Civil Aviation Authority (ACAA)	6	4	10
Afghanistan National Disaster Management Authority (ANDMA)	5		5
Attorney General's Office (AGO)	4	14	18
Government Media and Information Center (GMIC)	34	12	46
Independent Administrative Reform and Civil Service Commission (IARCSC)	17	18	35
Independent Directorate of Local Governance (IDLG)	6		6
Independent Elections Commission (IEC)	7	16	23
Independent Electoral Complaints Commission (IECC)	4	3	7
Ministry of Agriculture, Irrigation and Livestock (MAIL)	21	16	37
Ministry of Borders and Tribal Affairs (MoBTA)	8	1	9
Ministry of Commerce and Industries (MoCI)	23	20	43
Ministry of Communication and Information Technology (MCIT)	17	1	18
Ministry of Counter Narcotics (MCN)	7		7
Ministry of Defense (MoD)	1		1
Ministry of Economy (MoEc)	9	10	19
Ministry of Education (MoE)	19	20	39
Ministry of Finance (MoF)	22	21	43
Ministry of Hajj and Religious Affairs (MoHRA)	4	9	13
Ministry of Higher Education (MoHE)	17	23	40
Ministry of Information and Culture (MoIC)	20	7	27
Ministry of Interior Affairs (MoIA)	3		3
Ministry of Interior Affairs (MoIA)-Tazkira		5	5

Ministry / Agency	Practicum Completed	Practicum Ongoing	Total
Ministry of Labor, Social Affairs, Martyrs and Disabled (MoLSAMD)	14	7	21
Ministry of Mines and Petroleum (MoMP)	10	1	11
Ministry of Public Health (MoPH)	18	15	33
Ministry of Public Works (MoPW)	6		6
Ministry of Rural Rehabilitation and Development (MRRD)	11		11
Ministry of Transport (MoT)	8		8
Ministry of Urban Development and Housing (MUDH)	2	4	6
Ministry of Women's Affairs (MoWA)	14	14	28
Municipality of Kabul	5		5
National Environmental Protection Agency (NEPA)	5	1	6
National Procurement Authority (NPA)	9		9
Office of the Chief Executive Officer (CEO)	8		8
Kabul Total	364	271	635
Herat			
Attorney General's Office (AGO)		11	11
Directorate of Agriculture, Irrigation and Livestock (DAIL)	6		6
Directorate of Education (DoE)	3	9	12
Directorate of Finance (DoF)		5	5
Directorate of Information and Culture (DoIC)		11	11
Directorate of Justice (DoJ)	10	2	12
Directorate of Labor, Social Affairs, Martyrs and Disabled (DoLSAMD)	17	3	20
Directorate of Women's Affairs (DoWA)	14	5	19
Independent Administrative Reform and Civil Service Commission (IARCSC)	4		4
Ministry of Finance (MoF)	1		1
Provincial Governor's Office (PGO)	8	10	18
University-Herat	8	1	9
Herat Total	71	57	128
Balkh			
Directorate of Economy (DoEc)		3	3

Ministry / Agency	Practicum Completed	Practicum Ongoing	Total
Directorate of Information and Culture (DoIC)	1		1
Directorate of Mines and Petroleum (DoMP)		1	1
Directorate of Women's Affairs (DoWA)		4	4
Independent Administrative Reform and Civil Service Commission (IARCSC)		13	13
Municipality of Mazar	10		10
Provincial Governor's Office (PGO)	10		10
Supreme Court		1	1
Balkh Total	21	22	43
Kandahar			
Directorate of Women's Affairs (DoWA)		3	3
Kandahar Total		3	3
Grand Total	456	353	809

ANNEX 5 – INTERN EMPLOYMENT

Table 6. Intern Employment by Agency as of December 31, 2017

Ministry	Interns Employed
Administrative Office of the President (AOP)	7
Afghanistan Independent Land Authority (AILA)	1
Afghanistan Science Academy	1
Attorney General's Office (AGO)	1
Directorate of Labor, Social Affairs, Martyrs and Disabled (DoLSAMD)	1
Independent Directorate of Local Governance (IDLG)	2
Independent Elections Commission (IEC)	2
Independent Electoral Complaints Commission (IECC)	1
Ministry of Agriculture, Irrigation and Livestock (MAIL)	2
Ministry of Borders and Tribal Affairs (MoBTA)	2
Ministry of Communication and Information Technology (MCIT)	1
Ministry of Defense (MoD)	2
Ministry of Economy (MoEc)	2
Ministry of Education (MoE)	2
Ministry of Finance (MoF)	6
Ministry of Hajj and Religious Affairs (MoHRA)	1
Ministry of Higher Education (MoHE)	3
Ministry of Information and Culture (MoIC)	1
Ministry of Interior Affairs (MoIA)	6
Ministry of Justice (MoJ)	1
Ministry of Labor, Social Affairs, Martyrs and Disabled (MoLSAMD)	3
Ministry of Public Health (MoPH)	8
Ministry of Public Works (MoPW)	7
Ministry of Rural Rehabilitation and Development (MRRD)	2
Ministry of Transport (MoT)	2
Ministry of Urban Development and Housing (MUDH)	4
Ministry of Women's Affairs (MoWA)	2
Municipality of Kabul	5
National Directorate of Security (NDS)	1
Office of the Chief Executive Officer (CEO)	2
Supreme Audit Office (SAO)	1
Supreme Court	7
Upper House of the Parliament	1
Total Employed	90

ANNEX 6 – MOU TRACKER

Table 7. MoU Tracker as of December 31, 2017

No	Ministries/Agency	Status	Date of Signing
1	IARCSC	Fully executed	8/10/2015
2	MoLSAMD	Fully executed	8/9/2016
3	MoIA	Fully executed	9/25/2016
4	MoWA	Fully executed	3/16/2017
5	MoPH	Fully executed	5/1/2017
6	MoHRA	Fully executed	4/31/2017
7	MoE	Fully executed	7/19/2017
8	MoEc	Fully executed	6/11/2017
9	IEC	Fully executed	8/27/2017
10	MoT	Fully executed	10/19/2017
11	IDKA	Fully executed	11/11/2017
12	MoBTA	Fully executed	11/11/2017
13	ACAA	Fully executed	19/10/2017
14	IDLG	Fully executed	9/19/2017
15	MoPW	Fully executed	11/11/2017
16	MCIT	Fully executed	4/27/2017
17	Office of State Minister for Disaster Management ANDMA	Fully executed	11/11/2017
18	MAIL	Fully executed	10/19/2017
19	GMIC	Fully executed	12/11/2017
20	MoF	Fully executed	12/11/2017
21	MoIC	Fully executed	12/11/2017
22	MoMP	Fully executed	12/11/2017
23	MoRR	To be submitted to USAID for signature	
24	MoCI	For ministry's signature	
25	MUDH	For ministry's signature	
26	MoHE	For ministry's signature	
27	MoD	For ministry's comment	
28	MoCN	For ministry's comment	
29	CEO	For ministry's comment	

No	Ministries/Agency	Status	Date of Signing
30	AoP	For ministry's comment	
31	AILA	For ministry's comment	
32	Kabul Municipality	For ministry's comment	
33	NEPA	For ministry's comment	
34	AGO	For ministry's comment	
35	MRRD	To be shared with ministry	

ANNEX 7 – OVATV THEMES AND TRANSCRIPT

Table 8. OVATV Themes and Messages for Quarter I, FY 2018

Episode	Theme and Message	Date: 1 st and 2 nd airing	IVR feedback	Live calls discussion segment	Facebook likes	Total
210	<i>Women's importance in government, community-building</i> <ul style="list-style-type: none"> The government bureaucracy will improve by installing women in decision making roles, Women's participation is vital in improving the community and in nation building 	2-Oct-17 5-Oct-17	61	43	1,400	1,504
211	<i>The right of women to work from Islamic perspective</i> <ul style="list-style-type: none"> Women's right to work is compatible with Islam and is enshrined in the Afghan Constitution, Religious leaders and scholars are key influencers in changing the general public's view of women working outside the home and in government 	9-Oct-17 12-Oct-17	63	16	665	744
212	<i>Removing work place barriers</i> <ul style="list-style-type: none"> The government protects the rights of women to work and be free from harassment, Government officials at the national and subnational levels need to improve the working environment of women 	16-Oct-17 19-Oct-17	65	38	781	884
213	<i>Women's participation is vital in improving the community and in nation building</i> <ul style="list-style-type: none"> Women's participation is vital in improving the community and in nation building 	23-Oct-17 26-Oct-17	68	86	1,494	1,648
214	<i>Women's work is compatible with Islam and is enshrined in the Afghan Constitution,</i> <ul style="list-style-type: none"> Religious leaders and scholars are key influencers in changing the general public's view of women working outside the home 	30-Oct-17 2-Nov-17	110	45	1,604	1,759

Episode	Theme and Message	Date: 1 st and 2 nd airing	IVR feedback	Live calls discussion segment	Facebook likes	Total
	and in government. The government protects the rights of women to work and be free from harassment (cite anti-harassment laws)					
215	<i>Professionalism in the workplace</i> <ul style="list-style-type: none"> Government officials serve the people and they work for the benefit of the citizens, Professionalizing the bureaucracy will improve the government's service to the people 	6-Nov-17 9-Nov-17	67	35	1,143	1,245
216	<i>Women's importance in government, community building</i> <ul style="list-style-type: none"> The government bureaucracy will improve by installing women in decision making roles, Women's participation is vital in improving the community and in nation building 	13-Nov-17 16-Nov-17	86	25	449	560
217	<i>Removing workplace barriers</i> <ul style="list-style-type: none"> The government protects the rights of women to work and be free from harassment (cite anti-harassment laws) Implementing policy reforms and positive discrimination policies will invigorate the civil service and will attract highly qualified female professionals to work for the government 	20-Nov-17 23-Nov-17	82	67	611	760
218	<i>The government bureaucracy will improve by installing women in decision making roles</i> <ul style="list-style-type: none"> Women's participation is vital in improving the community and in nation building 	27-Nov-17 30-Nov-17	75	34	388	497
219	<i>Professionalism in the workplace</i> <ul style="list-style-type: none"> Government officials serve the people and they work for the benefit of the citizens. Professionalizing the bureaucracy will improve the government's service to the people 	4-Dec-17 7-Dec-17	76	43	698	817

Episode	Theme and Message	Date: 1 st and 2 nd airing	IVR feedback	Live calls discussion segment	Facebook likes	Total
220	<p><i>The right of women to work from Islamic perspective; Removing workplace barriers</i></p> <ul style="list-style-type: none"> Women's right to work is compatible with Islam and is enshrined in the Afghan Constitution. Religious leaders and scholars are key influencers in changing the general public's view of women working outside the home and in government. The government protects the rights of women to work and be free from harassment (cite anti-harassment laws). Government offices at the national and subnational levels need to improve the working environment of women 	<p>11-Dec-17</p> <p>14-Dec-17</p>	99	34	319	452
221	<p><i>Removing workplace barriers</i></p> <ul style="list-style-type: none"> The government protects the rights of women to work and be free from harassment (cite anti-harassment laws). Implementing policy reforms and positive discrimination policies will invigorate the civil service and will attract highly qualified female professionals to work for the government 	<p>18-Dec-17</p> <p>21-Dec-17</p>	90	34	413	537
222	<p><i>Women's importance in government, community building</i></p> <ul style="list-style-type: none"> The government bureaucracy will improve by installing women in decision making roles. Women's participation is vital in improving the community and in nation building 	<p>25-Dec-17</p> <p>28-Dec-2017</p>	94	23	1,049	1,166
TOTAL			1,036	523	11,014	12,573

Transcripts of Live Discussions and Audience Comments of Episodes 218-221

Episode 218

27 & 30 of November 2017

Guests Speaker: Syed Najibullah Sadat, Expert of Legal Affairs

Translation of Live Discussion

Question by the program host: What ethics and rights should be implemented, while waiting in a queue to take a passport or national identity card?

Answer: The social order, human morality and the rights of people should be respected. The principle of equality must exist within the departments, so their work can be finished smoother and in a proper way. Those who use illegal channels to accomplish their tasks should be punished and the administrative staff must also comply with the rules and regulations to perform their duties in a proper way.

Question by the program host: Who should be given priority in providing administrative services?

Answer: It is obvious that people should be prioritized, by giving the priority to the sick, elderly and disabled people.

Question by the program host: What kind of legal action should be taken against government officials who violate rules and regulations?

Answer: Strict legal actions should be taken against those employees who break the law. The customers/clients should take it seriously and complain to higher authorities in case they face any challenge or misbehavior from the government employees.

Question by the program host: What points should be considered by people while waiting in a queue and what is your message to them.

Answer: First of all, everybody must follow and respect their turn, as it is a moral principle. Secondly, they should not violate the right of other citizens, and third, nobody should think themselves as more privileged than others; if someone has such kind of mentality, then it is not making them a respectable person, but a scorned one.

Question by the program host: Do you think this problem arises from the administrative staff or the client cause this problem too?

Answer: I think that the main reason for this problem arises from clients themselves, who are using their links/illegal channels due to being impatient and want to do their work without waiting for their turn.

Audience Questions and guest speaker answers

1. **Mahmood from Farah Province:** In my experience, it is the government employees who create problems and provide the opportunity for disruptive behavior. A while ago I was taking my passport and I witnessed such issues.
2. **Khatira Mubariz from Parwan Province:** I would like to express my point of view from a women's perspective. The government officials must consider disciplines during the working hours and people should also go according to their turn. Nobody should violate the rights of others.
3. **Akhonzada from Badghis Province:** According to my experience this problem exists in all government institutions. The government employees give priority to those who are in power or who give bribe to them (50 to 100 Afs to accomplish their tasks in shorter time). Powerful people get their work done in shorter time while people who are poor and cannot pay bribes and observe the rules and then they have to wait for months to get their work done. I think in this country, rules are not applied to powerful people.

4. **Abdul Sami Sultani from Logar Province:** I am an aged retired army officer from King Zahir Shah's era. It has been seven years I am trying to receive my retirement stipend, but no one is helping me, and they do not want to solve my problem. I am asking from your guest to guide me in order to solve this issue.
5. **Mujeeb-Ur-Rahman form Nangarhar Province:** I think in our country nobody is ready to take care of their turn, everyone tries to use shortcuts or pay bribery for corruption to do their work. Neither the clients nor the administrative staff wait for their turn. You know the corruption is illegal, but everyone engages in it.
6. **Tokhi from Zabul Province:** In my opinion those who are with disabilities, sick or aged must be given priority in provision of services. This is all human ethic which we must be taken into consideration.

IVR Calls and Messages:

1. **Mohammad Daryoush Ghareebnawaz from Kabul Province:** My message is for OVATV. This is a beautiful and interesting drama. I have a positive view about it. We always listen to it. This drama is full of lessons; someone can implement its teachings in her/his life. The drama discusses really good issues, for example, raising awareness on the potential that educated and uneducated Afghan women possess. When your drama discusses about an uneducated woman, this gives us an idea about what other good things could a woman do if she was educated. I think this is the main aim of this drama. So, thank you for your good work.
2. **Mohammad Rasool from Kabul Province:** Everyone must know about their and other's rights and respect everyone's time. The way they want others to respect their rights, they should also respect the rights of others. If someone is ill, and their case is an emergency, then they may proceed, but violating the rights of others is not good.
3. **Shaheen Chakwal from Kabul Province:** I would like to thank Radio Azadi for making such a good drama. About the OVATV drama I would say that we must give women their rights.
4. **A Male Caller:** The issue that you have presented is a great and important issue. Everyone should mind their own number in a queue. Sometimes people strive to take the numbers of others, and want to get served sooner, but I think this is a greedy move, and it should not be this way. They want to finish their work before the time by stepping on the rights of others, I think this is not good, and this shows their backwardness.
5. **Basit from Ghazni province:** People never observe a queue in this country, and they are going in every direction they want. There is no respect for rules among our people. Everywhere I have gone, I have advised people to wait for their number, and treat people well, so that Allah shows us the right path.
6. **Qari Bakht Mohammad from Ghazni province:** I did not used to listen to OVATV. I was an arrogant person, and I used to not behave well with anyone including my family members, neighbors, and relatives. Everyone was upset with me, and would say what kind of person is this? But when I started listening to your program, everything changed, and I am a good person now. You have good characters in your drama, like Aslam, but personally I think Khuda Dad, and his wife Gul Pari are really good, and they are my favorite characters. I am a good person now. I pray five times a day and behave well with everyone. Everyone is happy with me, and I live a happy life. I used to think that women should not go to schools, and even did not think of them as complete human beings, but if someone listens to your program then they realize that women are also a big part of our society, and we have to respect them. Thank you OVATV.

Episode 219

04 – 07 December 2017

Guest Speaker: Abu Zar Khaplwak Zazai, Legal and social issues expert

Translation of Live Discussion

Question by the program host: What is the government's responsibility to enforce laws and prevent drug trafficking, human kidnapping and some other crimes?

Answer: To reduce crime, it is the responsibility of the government to create coherence between all the security organizations. Although we are experiencing coordination among the majority of security and intelligence agencies, it should also be noted that it is not as enough to prevent and reduce existing crimes.

Question by the program host: Although this question asked by a listener is not very relevant to our discussion today, but could you tell us, what impact it has if recruitments are done based on rules and regulations in the country.

Answer: There is no doubt that government and private universities in the country have a lot of graduates every year, but unfortunately the government doesn't have the capacity to provide opportunity for all graduates. Fortunately, the President of Afghanistan signed some projects with foreign countries, which will reduce the unemployment rate. I want to respond to our brother, who called from Ghazni Province he should work hard and fight the challenges of life, and do not give up. Although it is true that the government system has many problems, but don't get disappointed and as a resident of this homeland, cooperate with the government system and try again for better opportunities.

Question by the program host: What kind of cooperation do you think should be done by families to enforce the law and prevent corruption?

Answer: I would like to mention that not only the families but scholars, schools, university teachers and other academic centers through the media and non-media channels (mosques, colleges, schools, etc...) need to understand the people of this land and convey the message that they should avoid anything which lead the society towards disruption. They should let the people know their responsibilities to support each other.

Question by the program host: Who do you think is responsible to prevent robberies, trafficking, vulgarity and various other crimes in the society?

Answer: This is the government responsibility, because we have many security and detective organizations working in Kabul, but still there is lack of coordination between security forces as we are witnessing the criminal incidents increasing for the past few years. In observation of these challenges, it is obvious that Afghan government has not been able to fulfill the needs of the residents accordingly.

Audience Questions, and guest speaker answers

1. **Fazal Hadi Wardak from Wardak Province:** There is no doubt that the government is more responsible in preventing crimes, but it should not be forgotten that the nation is also responsible in this regard. It should not be ignored, and we must not put all responsibility on the government. My question is, what is your guest's opinion about the solution to this problem?

2. **Khatira Mubariz from Parwan Province:** What is the reason that crimes are increasing day by day?

Answer by the program guest: In response to the questions of both listeners, I would like to say that the government must eliminate the gap between the state and the nation in the first step, the employments should be merit based and there should be coherence among all the relevant organizations. It should not be forgotten that respectable families should work in this regard and realize their responsibility. You know that a family member and elder of families are not only obliged to feed their family members, but also have the responsibility to educate them well.

3. **Akhonzada from Badghis Province:** In Afghanistan, the issue which has made me worry is that when you are asking anyone why they are committing this crime, they present the excuse of poverty and unemployment and justify their actions based on such excuses. My question from your guest is that if the same irresponsible and inadequate government continues the problems of the people will not be taken into consideration, what would be the consequences of this matter according to your guest's view?
Answer by the program guest: My answer to this listener is that, the government has weaknesses but there are some responsibilities and obligation for which the elders, youths, and all the citizens are responsible, and they have to perform their responsibilities.
4. **Muslimyar form Kunar Province:** My biggest dream is to become a police officer, and by God, I will stop smuggling and corruption in the country.
5. **Qari Pashtoon from Faryab province:** If every one of us takes the responsibilities, it will lead us to a bright and healthy society.
6. **Pashtana from Wardak Province:** In my opinion if we all perform our duties on its best, way without any doubt every citizen will receive his/her rights.
7. **Faisal from Wardak Province:** If the authorized people of our society support the government by encouraging the youths to education and to their healthy grow up. Through this healthy generation we would have a healthy society in the future.
8. **Sediqi from Paktika Province:** In our region besides not implementing the enforcement of laws the government defends the powerful people, and no one hears the voice of a poor person. Lack of security and robbery are the biggest problems that our people are suffering from.
Answer by the program guest: This brother can contact 119 for the solution of this issue and this is the responsibility of the community leaders, scholars and youths to solve the problems of their society with harmony and coherence.

IVR Calls and Messages:

1. **Noorulhaq from Kandahar province:** Your program is about women. I think if women are not educated then they should not get married, and same to men, because parents have to be good examples for their children. If they do not know anything then what will they teach their children? The government should set a salary for married couples so that they can raise their children well.
2. **Hosai Wardak from Wardak province:** The topic of OVATV was about Zalzala (a smuggler woman). If we see someone with such people, it is important to cooperate with the government by reporting about them. We have to inform the government about the smugglers, militants, and bomb blasters. The other issue I would like to discuss is that, Zarlisht (a character in the drama) said that she will not go against the law and will implement the law on everyone. I think this is a good, and a positive gesture from her. If we have such employees in the government system, our country will be free of corruption soon.
3. **A Male Caller:** I used to listen to this drama a lot, and would learn lots of things, but I cannot listen to it anymore, because both the times of the drama are in prayer times, and one cannot leave his/her pray for a drama. I hope you change the time.
4. **Tamanna Muntazir from Parwan Province:** I hope you continue making this good drama and never stop it.
5. **Pardes from Kandahar province:** This is a very good drama, and I am a fan of it. No one allows their daughters to go to schools in remote areas, and the level of education among people is very low. I think if you could make some characters which could be good for those people then it would

be really good. These characters will act out the bad customs in our society, for example, force marriage, and violence against our sisters. This is all because they are uneducated themselves, and they do not want to send their daughters to schools. I would like to suggest to you to include topics about the youth too. We have a huge drop in recruitment, and people are slowly getting addicted to drugs, and some are killed. Some of them do not have the chance to get education, and some of them cannot even talk about education.

6. **Mohammad Tariq from Wardak Province:** My idea is that this corruption cannot be vanished by one or two people we all have to stand against it.

Episode 220

Guest speaker: Hasan Khan Dermal, Teacher of social sciences and psychology at Kabul University

11 – 14 December 2017

Translation of Live Discussion

Question by the program host: In your opinion, does marriage really prevent girls and boys from education in society or not?

Answer: I can say that there are several factors. First, before marriage knowing the characteristics of the parties are very important, which means if the parties do not know each other's characteristics and mentality, then after marriage this will prevent one another from learning. Second, we have some families in our society, who are dictatorial. Sometimes, the husband and wife are aware of each other's personality, but their family are dictators and prevent them from continuing their education. In most cases, the head of the family has the full authority who decides for their children's education.

Question by the program host: How could a girl convince her husband to continue her education after marriage?

Answer: Some advice for all women before getting married is to know and understand the boy and his family completely. They have to know if the prospective family let their daughters or female members to continue their education or not, because it is essential to have an open discussion before any issue arises in or problem happens to a family.

Question by the program host: What do you think about the role of husband's family in this issue?

Answer: The family should not be a dictator family, they must recognize and perceive the importance of education and the rights to education for women. If she is able to complete her education and she would be able to serve the human community.

Question by the program host: What do you think of a mother who has been educated and has a high impact on her children?

Answer: It is a truth that a literate mother has a greater impact on her children's good manner comparing to an illiterate mother. We the inhabitants of this society, are witnessing that illiterate mothers discriminate between their kids more than an illiterate mother.

Question by the program host: Many girls and boys believe that they cannot continue their education after marriage, what is your assessment about this issue?

Answer: Without any doubt the marriage may have a great impact on the girls and boys' lives especially on girl's life compared to the boys. If we want to remove the risk, it is necessary for all boys and girls to know each other's traits better than before. The other most important aspect is the cultural, social and economic conditions of both families which should not be ignored. These are the things that can make a positive or negative impact on the future of boys and girls.

Question by the program host: What would you suggest about the solution of this issue?

Answer: In our tradition, thoughts and beliefs are imposed on people. Furthermore, the elders are being very strict and act as a barrier to girls' and boys' education and reaching their goals in life.

Audience Questions and guest speaker answers

1. **Mohammad-Ud-Din Hairan from Paktia Province:** I think that girls in our community are prevented from education because of community, after the marriage in her husband's house her freedom is. Therefore, due to this problem people make economic, social and cultural excuses. I have a live example about this, that a girl from Kabul, who wedded in Paktia, herself was a doctor but when she came to her husband's home they did not allow her to at least serve people being a doctor.

IVR Calls and Messages:

1. **A Male Caller:** My question is that do women want their rights according to Islamic culture, or democracy? If they are talking of their rights according to Sharia law then their rights are safe and secure. In this case, their father, brother, or husband are their guardian and they have to provide a good life for her, but if they want their rights according to democracy then that is difference from Islam. Marriage cannot stop someone from pursuing their education. This is really important that students should pursue their education even after marriage.
2. **Fareedullah Hotak from Urozgan Province:** Marriage can never be a barrier for education, and I do not accept if someone says marriage can stop us from continuing our education, and I believe that one can pursue her/his even after they get married.
3. **Mohammad Nasir from Kapisa province:** Marriage can't stop us from continuing our education. People are poor here, and they have to work soon after they get married, and they have to earn for their family. I think they should complete their education before marriage.
4. **Ahmadullah from Wardak province:** I think if a person is clever and can manage his/her life in a good way, then marriage can never stop her/him from continuing education.
5. **A Male Caller from Paktia province:** I think if someone gets married at a younger age then he/she loses his focus on his/her studies and focuses on his/her marital life instead. They should not marry before the completion of education. I have information that in Iran they are not allowed to marry before completing their education.
6. **Meer Marjan from Khost province:** This drama should be broadcasted all across the country, because it is a good drama, and you have to focus on problems that exist in our societies.
7. **Mohammad Khaksar from Kabul province:** Those who say women, and men cannot continue their education after their marriage are wrong. I think people can continue their education even after their marriage. People consider it as a shame that their daughter in law is going out, but I think this has nothing to do with shame. They can still go to schools as they were going when they were not yet married. No one should be cause an obstacle in this regard, and let women complete their education.
8. **Janjaali:** Marriage can be a barrier for education, because people are poor here.
9. **Baryalai Armani from Helmand Province:** Elders should not force youngsters to get married. They should first complete their education, and then marry.
10. **A Female Caller:** When I got married, my in laws did not let me complete my education. They told me that have not brought me to their home so that I go to school, but they have brought me to do house chores. In my opinion, the boy and the girl should first complete their education, and then marry.

11. Mangal from paktia Province: I think marriage stops us from completing our education.

Episode 221

Guest Speaker: Ihsan Babur, Expert of Social Affairs

18 – 21 December 2017

Translation of Live Discussion

Question by the program host: In your opinion, what is the major difference between the education of boys and girls in Afghanistan?

Answer: In my opinion, lack of security and cultural barriers has caused the differences between girls and boys education. However, in general, we can say that despite all the problems and shortages that exist in the field of education, according to the past years, there isn't a big difference between the education of girls and boys as a larger percentage of girls and boys are attending schools and universities.

Question by the program host: What is the negative impact of traditions on girls' education, and what are other causes which have negatively affected girls' education?

Answer: You know that education and security are one of the essential and fundamental aspects of a country's culture. In this context, we can say that it is necessary for the people of our country to have public awareness and understand the importance of this matter in every sense. Unfortunately, such work has not taken place for the people of the country, which has had a negative effect on girls' education.

Question by the program host: In your opinion, are girls deprived of education in central and urban areas or in villages and remote areas?

Answer: It is clear that in villages and remote areas girls are deprived of their education, because of the factors I mentioned earlier in which one of the factors is lack of security in the country.

Question by the program host: What does Islamic studies and religion say about the girls and women education?

Answer: There is a saying of the Prophet (P.B.U.H) which says: "Getting education is compulsory on girls and boys."

Question by the program host: You know that on the one hand, the religion of Islam clearly states that the knowledge is compulsory on every Muslim man and woman, and on the other hand, our country is an Islamic country. The question is, despite this fact, why there are still many barriers to girls' education in our country.

Answer: Proxy war and lack of security is one of the major obstacles that has become barrier against girls' and boys' education. Moreover, lack of public awareness regarding significance of education in some areas of the country is another problem that has deprived women from getting educated.

Question by the program host: Isn't it against the teachings of Islam to cause barrier to girls and women education?

Answer: It is totally in contrary to the teachings of Islam, but it is a lack of morality in the society that causes people to create barriers for girl's education.

Question by the program host: What message do you have for those brothers who do not allow girls to get an education?

Answer: Such people include that segment of society who is not aware of the value of education. That is why they do not allow others to get educated as well. The best solution to this problem is to raise awareness so that common people recognize the value of education and I think this is a very good way.

Question by the program host: In the area where we live there is lack of schools and government opportunities are limited. So, how can people get education?

Answer: Recently the government is trying to provide education facilities to people. The government has worked more than ever in some provinces, but it is only security threats that does not allow the government to respond to public demands.

IVR Calls and Messages:

1. **A Male Caller:** These girls should be permitted to go to school, become a doctor or Engineer in the future.
2. **Ghazala Omid from Ghazni province:** You had asked that when getting education is obligatory for both male and female, then why some girls are not allowed from the family side to pursue their education. I think the reasons include some unwanted and bad customs, and that people are not educated themselves. The next question asked is if this drama has brought any change in our lives. I would say that it has brought huge changes, for example, now I know that women should have access to education. I have tried my best to pursue my education after listening to this drama.
3. **Hosai Wardak from Wardak province:** In response to the question as to why girls are prevented from going to school, I would like to say that getting knowledge is obligatory for both men and women, and they have to be equally considered for it. There are some problems cause barrier on women's education.
4. **Freshta Jigarkhoon from Nimroz province:** The topic that Gulali goes to school is a good topic, and it has to be that way. This is a message that marriage should not be a barrier on pursuing education. I really liked this message, and it is the reality too.
5. **Abdullah from Ghazni province:** My message was, this is a good program and we are really happy from it. I wish you continue it for a long time.
6. **Shafiullah from Logar province:** There are some bad customs in our society, and I think this is a violation of girls' rights. Girls are student, and so are boys, and they must be treated equally. I am a student at Logar central high school. We have good teachers, and they are teaching us regularly, and do not waste our time.
7. **Nisar Ahmad Hejran from Ghazni province:** OVATV is a good program, and we enjoy listening to it. The most common problem is that there are no school books for children, and they have to buy it in a bazar in order to have books throughout the year. We are requesting you to discuss this issue with the Ministry of Education.
8. **Aziz from Wardak province:** The main problems that our society is having are security issues, therefore some girls are forced to get married in younger ages, and that is what prevents them from pursuing their education. We have to work to solve problems. First, the security forces should provide a secured environment for people. Second, change the mentality of families who think sending an adult girl to school can be troublesome. Third, National Security officials should organize the campaign against vulgar boys. Fourth, Girls should not choose a boy who does not let her pursue her education after marriage. Families should also investigate about the family of the boy on these matters.
9. **Nadeem Ghazni from Markaz:** Everyone in our family listens to OVATV. Our children wait for it every week to start and listen to it. Changes have taken place in our family since we have started listening to this drama. It has helped us solve many problems, and it can help us more if it continues.

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