

1. Da Afghanistan Breshna Sherkat, DABS (Afghanistan)

(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
DABS provide female internships.	DABS hires 100 female interns.				DABS hires 50 female interns.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	100 female interns				13 female interns	13 female interns	13 female interns	11 female interns	Quarterly Target #s with country
	AF				AF	AF	AF	AF	
DABS provides jobs for women. (Permanent and contract base)	106 female interns			**	13 female interns	10 female interns	7 female interns	5 female interns	Achievement
	AF				AF	AF	AF	AF	
	DABS hires 100 female employees.				DABS hires 110 female employees.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
30 female employees		20 female employees, subject to Approval from DABS Board	50 female employees, subject to Approval from DABS Board		30 female employees	30 female employees	20 female employees	30 female employees	Quarterly Target #s with country
AF		AF	AF		AF	AF	AF	AF	

	30 female employees AF	8 female employees AF	5 female employees AF	10 female employees AF	23 female employees AF	49 female employees AF	21 female employees AF	Achievement	
DABS provides jobs for female university graduates.	DABS hires 25 female university graduates.				DABS hires 20 female university graduates.				Total target # in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	6 female university graduates AF	6 female university graduates AF	6 female university graduates AF	7 female university graduates AF	5 female university graduates AF	5 female university graduates AF	5 female university graduates AF	5 female university graduates AF	Quarterly Target # with country
	3 female university graduates AF	2 female university graduates AF	4 female university graduates AF	9 female university graduates AF	2 female university graduates AF	2 female university graduates AF	4 female university graduates AF	3 female university graduates AF	Achievement

(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
DABS provides personal development training for female employees: 1) Constitutional Seminar 2) Administrative law Seminar 3) Stress Management & Motivation in the workplace 4) New Staff familiarization with	DABS trains 150 female DABS employees.				DABS trains 100 female DABS employees.				Total target # in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	60 female employees AF	60 female employees AF	20 female employees AF	10 female employees AF	40 female employees AF	20 female employees AF	20 female employees AF	20 female employees AF	Quarterly Target # with country
	66 female employees AF	60 female employees AF	18 female employees AF	14 female employees AF	27 female employees AF	9 female employees AF	14 female employees AF	13 female employees AF	Achievement

DABS policies Seminar									
DABS provides technical training to female engineering staff on electrical engineering courses, including: 1) Electrical Safety Considerations, 2) Electrical Codes and Standards 3) Considerations of Economic Design	DABS provides capacity building for 56 female DABS employees under DABS TA project.				DABS provides capacity building for 20 female DABS employees under DABS TA project.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	8 female employees AF	8 female employees AF	20 female employees AF	20 female employees AF	4 female employees AF	10 female employees AF	2 female employees AF	4 female employees AF	Quarterly Target #s with country
	2 female employees AF	5 female employees AF	18 female employees AF	11 female employees AF	10 female employees AF	3 female employees AF	3 female employees AF	4 female employees AF	Achievement

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2019				In 2020				Note
DABS constructs the following facilities for female staff and mothers: Kindergarten for Kids	DABS provides Kindergarten for kids for all 34 provinces.				DABS provides Kindergarten for kids for all 34 provinces.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	Quarterly Target #s with country
	4 provinces including HQ office AF	0 province AF	6 provinces AF	10 provinces AF	2 in Headquarter and province AF	0 in province AF	0 in province AF	0 in province AF	Achievement
Separate Mosque (Masjid)	DABS provides separate mosque (Masjid) for all 34 provinces.				DABS provides separate mosque (Masjid) for all 34 provinces.				Total target #s in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline

	<i>Jan-</i> All 34 provinc es AF	<i>Apr-</i> All 34 provinc es AF	<i>Jul-</i> All 34 provinc es AF	<i>Oct-</i> All 34 provinc es AF	<i>Jan-</i> All 34 provinc es AF	<i>Apr-</i> All 34 provinc es AF	<i>Jul-</i> All 34 provinc es AF	<i>Oct-</i> All 34 provinc es AF	Quarterly Target #s with country
	0 provinc es AF	1 provinc es AF	1 Provinc es AF	0 provinc es AF	2 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	Achievem ent
Separate toilets	DABS provides separate toilets for all 34 provinces.				DABS provides separate toilets for all 34 provinces.				Total target #s in the year
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	Aiming timeline
	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	Quarterly Target #s with country
	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	All 34 provinc es AF	Achievem ent

(e) Pillar 5: Policy and Institutional Change

Activitie s	In 2019				In 2020				Note
DABS approve s a 3- month materni ty leave policy for all applicab le DABS female staff.	DABS approves a 3-month maternity leave policy for all applicable DABS female staff.				DABS continues the 3-month maternity leave policy.				Total target #s in the year
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	Aiming timeline
	Approve s a 3- month materni ty leave policy. AF	Continu es it AF	Continu es it AF	Continu es it AF	Continu es it AF	Continu es it AF	Continu es it AF	Continu es it AF	Quarterly Target #s with country
	Approve d. AF	Continu ed it. AF	Continu ed it. AF	Continu ed it. AF	Continu ed it. AF	Continu ed it. AF	Continu ed it. AF	Continu ed it. AF	Achievem ent

