

1, Da Afghanistan Breshna Sherkat (DABS). Afghanistan

Contact Information

Partner representative: **Nadia Obeydi**
 Position: Head, Human Resources
 Address: Chaman Huzori, 8th District Kabul, Afghanistan
 Telephone: +93 (0) 729002619
 E-mail: Nadia.obeydi@dabs.af

(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activities	In 2021				In 2022				Note
DABS provide female internships.	DABS trains 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
	13 female interns AF	12 female interns AF	13 female interns AF	12 female interns AF					Quarterly Target #s with country
		10 female interns recruited	Did not recruit	Did not recruit					Achievement
DABS provides jobs for women.	DABS hires 100 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
	25 female employees	25 female employees	25 female employees	25 female employees					Quarterly Target #s with country

	AF	AF	AF	AF					
	Did not recruit	Did not recruit	Did not recruit	Did not recruit	.				<i>Achievement</i>
DABS provides jobs for female university graduates.	DABS hires 15 university graduates								<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
	4 female university graduates	4 female university graduates	4 female university graduates	3 female university graduates					<i>Quarterly Target #s with country</i>
	AF	AF	AF	AF					<i>Achievement</i>
	Did not recruit	7 female university graduates recruited	Did not recruit	Did not recruit					

(c) Pillar 3: Development for Female professionals

Activities	In 2021				In 2022				Note
DABS provides personal development training for female employees:	DABS trains 90 female DABS employees.								<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
	30 female employees	20 female employees	20 female employees	20 female employees					<i>Quarterly Target #s with country</i>
	AF	AF	AF	AF					<i>Achievement</i>
	20 female employees trained	12 female employees trained	Not done	Not done					

(d) Pillar 4: Retention (Returning Mothers, Dropped Out Women, Women’s Facilities, etc.)

Activities	In 2021				In 2022				Note
DABS constructs the following	DABS provides kindergarten for 2 provinces								<i>Total target #s in the year</i>
	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Aiming timeline</i>

DABS approves flexible working hours for all applicable DABS female staff.	DABS continues flex-working hours for female staff								<i>Total target #s in the year</i>
	<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>	<i>Aiming timeline</i>
	Continues it	Continues it	Continues it	Continues it					<i>Quarterly Target #s with country</i>
	AF	AF	AF	AF					<i>Achievement</i>
	Policy continues								