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 2	021			Note			
DABS provide female		DABS trains 50	female Interns			Total target #s in the year			
internships.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
internsinps.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	13	12	13	12					Quarterly
	female	female	female	female					Target #s with country
	interns	interns	interns	interns					country
	AF	AF	AF	AF					
		10 female	Did not	Did not					Achievement
		interns	recruit	recruit					
		recruited							
DABS provides jobs		DABS hires 100 fe	emale employee	<u>e</u> S					Total target #s in the year
for women.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Tor Women.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	25 female employees	25 female employees	25 female employees	25 female employees					Quarterly Target #s with country

	AF	AF	AF	AF					
	Did not	Did not	Did not	Did not					Achievement
	recruit	recruit	recruit	recruit					
DABS provides jobs	D	ABS hires 15 un	iversity graduate	25			Total target #s in the year		
for female	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
university graduates.	4 female university graduates	4 female university graduates	4 female university graduates	3 female university graduates					Quarterly Target #s with country
	AF	AF	AF	AF					
	Did not	7 female	Did not	Did not					Achievement
	recruit	university	recruit	recruit					
		graduates							
		graduates recruited							

(c) Pillar 3: Development for Female professionals

Activities		In 2	021			Note			
DABS provides personal	DABS	S trains 90 fema	le DABS emplo	yees.			Total target #s in the year		
development	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
training for female	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
employees:	30 female	20 female	20 female	20 female					Quarterly
employees.	employees	employees	employees	employees					Target #s with country
	AF	AF	AF	AF					
	20 female	12 female	Not done	Not done					Achievement
	employees	employees							
	trained	trained							

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

Activities		In 2	021			Note			
DABS constructs DABS provides kindergarten for 2 provinces									Total target #s in the year
the following	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline

facilities for	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
female staff and mothers:	1 province	0 province	1 province	0 province					Quarterly Target #s with country
	AF	AF	AF	AF					
Kindergarten for Kids	1 province	1 province							Achievement
Separate	DABS pro	vides separate	mosque for 34	provinces					Total target #s in the year
Mosque (Masjid)	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	All 34	All 34	All 34	All 34					Quarterly Target
	provinces	provinces	provinces	provinces					#s with country
	AF	AF	AF	AF					
		Already	provided						Achievement
Separate toilets	DABS pr	ovides separate	toilets for 34 p	rovinces					Total target #s in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	All 34	All 34	All 34	All 34					Quarterly Target
	provinces	provinces	provinces	provinces					#s with country
	AF	AF	AF	AF					
		Already	provided						Achievement

(e) Pillar 5: Policy and Institutional Change

Activities		In 2	021			Note			
DABS	DABS Conti	nues the 3-mont	h maternity leav	ve policy for					Total target #s in
approves a		femal	e staff						the year
3-month	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
maternity	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
leave policy	Continues it	Continues it	Continues it	Continues it					Quarterly Target
for all									#s with country
applicable	AF	AF	AF	AF					
DABS female	Policy continues								Achievement
staff.									

DABS	DABS con	tinues flex-work	ing hours for fe	male staff		Total target #s in the year			
approves flexible	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
working hours for all	Continues it	Continues it	Continues it	Continues it	33.77	7.12.	30.		Quarterly Target #s with country
applicable DABS female	AF	AF	AF	AF					
staff.	Policy continues								Achievement