



ANNUAL REPORT 2018

DEVELOPMENT & HUMANITARIAN SERVICES FOR AFGHANISTAN-DHSA

Cake cutting at the end point of the closing/opening Ceremony, guests, program graduates and DHSA DG Ms.Ayubi get together for the valuable moments celebration –Kabul@ March 2019



Program
OVERVIEW



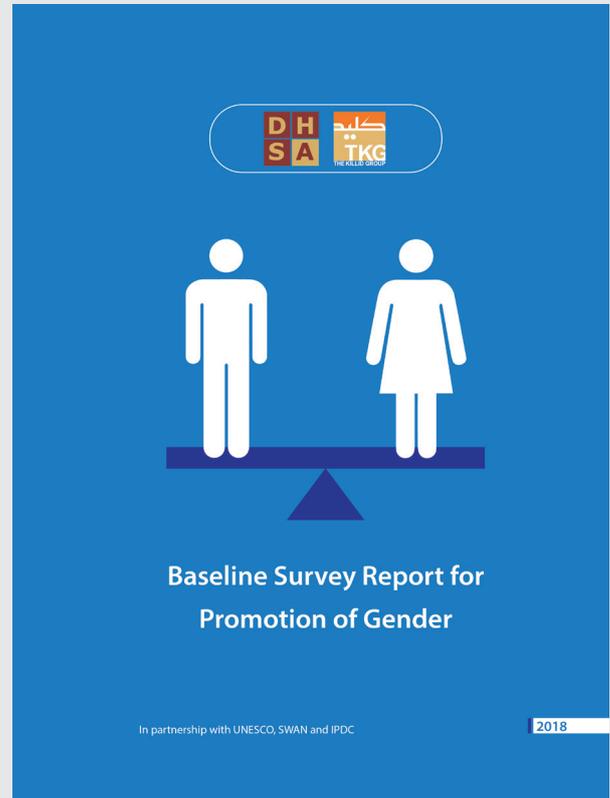
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Promotion of *gender* balance in *Media*

This report presents findings of the baseline survey on Gender and Media in Afghanistan which is a part of nine-country survey jointly initiated by the South Asian Women's Action Network (SWAN) and UNESCO. The aim is to identify the minimum standards, principles and actions required to move towards gender equity in the media (in news and entertainment media and advertising sector) in the region including Afghanistan. This project is a component of the regional initiative launched by UNESCO & the South Asia women network (SWAN). DHSA /TKG and SWAN agreed on the critical role of media as a reflection of society and agent of change. Empowered women in media can play a critical role. The proposed project was a baseline survey of media organizations and higher education institutions in 5 provinces to assess the status of women media practitioners, help to develop a methodology for



Strategies to Promote Gender Equity

An important aspect of the baseline was also to get opinion of media personnel on strategies that could make difference to gender equity issues such as portrayal of women, career advancement etc. In this regard over 34.33% participants suggested having more women at every level; 14.93% suggested having gender sensitive men in the media at every level. 25.37% opined having more women in decision making roles; 13.43% stated affirmative employment strategies and 11.94% were of opinion that more family friendly work conditions would make a difference to gender equity issues.



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advocating the adoption of a minimum gender in media guidelines, and standards for monitoring and evaluation together with a roadmap for measuring annual progress and achievements. It is the Afghanistan component of a regional project of the consortium South Asian Women's Network (SWAN) -in collaboration with UNESCO- in nine countries. It will contribute to an exchange of regional knowledge and best practices, and will strengthen SWAN's ability to lobby for adoption of its Gender in Media Guidelines using UNESCO's Gender Sensitive Indicators for Media and Beijing + Indicators.

The project was a component of the regional initiative launched by UNESCO & the South Asia Women's Network (SWAN) titled 'Women for Change: Building a Gendered Media in South Asia'. The initiative seeks to advocate equal rights for women working in the media and engage with stakeholders to improve the portrayal of women in media content. While Afghanistan has a flourishing media industry, it remains fraught with challenges for women media practitioners.

As the annual UNESCO–IFJ South Asia Press Freedom Reports for 2014, 2015 and 2016 have shown, women media professionals in Afghanistan face multiple forms of discrimination (including differential pay and working conditions, inadequate workplace support, harassment, and a glass ceiling that limits professional growth); women’s voices in the media are lacking; the portrayal of

women in media content remains skewed. In the absence of a comprehensive, systematically collected body of data on women’s presence, participation & representation in the Afghan media, related advocacy efforts have lacked a sufficiently strong empirical basis, and have had limited impact at best.

Thus, the present project attempts to address this gap by conducting:

- A national baseline survey of the status of the women in media (applying the principles of UNESCO’s Gender-Sensitive Indicators for Media)
- Desk research of existing media laws and regulations, media/journalism curricula, reports/studies and stakeholders involves with gender and media
- A national consultation to validate and disseminate the findings of the baseline survey and desk research. The body of data and analysis collected will be placed in the public domain and it will inform all subsequent interventions and advocacy efforts both under the UNESCO–SWAN initiative and by other stakeholders involved in the mainstreaming of gender in Afghanistan

Findings and Analysis

Online Survey

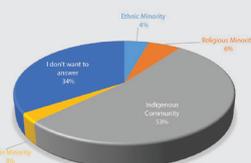
An online survey of the media persons on Gender and Media in Afghanistan was also carried out. The major findings of the survey are discussed in subsequent passages.

Basic Information on Respondents

- i. A total 50 individuals (from different media groups) completed the online survey.
- ii. All the respondents were Muslims by religion
- iii. All the respondents were Afghan nationals and majority of respondents i.e. 99% (49) belonged to urban areas while only 1% (1) was from the rural areas of Afghanistan.

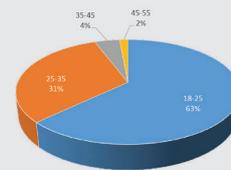
Ethnic Background

More than half of the respondents, 53%, were from a local indigenous community. However, 34% of the respondents skipped the question and did not want to answer regarding their ethnicity.



Age Group

Respondents from different age groups participated in the survey with a majority of respondents i.e. 63% belonging to age group of 18-25 years, 31% in the age group of 25-35 years, while 4% and 1% respectively belonged to 35-45 and 45-55 years age groups.



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The opening ceremony of the project entitled Women for Change: Building a Gendered Media in South Asia, conducted on Dec 18, 2018 at Government Media Information Centre-GMIC at Kabul where two respected guests from UNESCO Kabul participated in the said event, further other key guests from UNAMA, Human rights, CSOs, Media and Deputy Minister and spokesperson of Ministry of Information and Culture. Donor visibility has been displayed with and it was coordinated in advance for approval over banner and research book. The research findings in the book format (English, Dari & Pashto) has widely distributed to the media outlets in Kabul, media support organizations, government relevant bodies, Intentional and national organizations, UNAMA, Embassies in Kabul, TKG provincial offices, research organizations and women lead organizations, etc. moreover, follow up reports and media coverage by TV channels and radio channels broadcasted and disseminated.

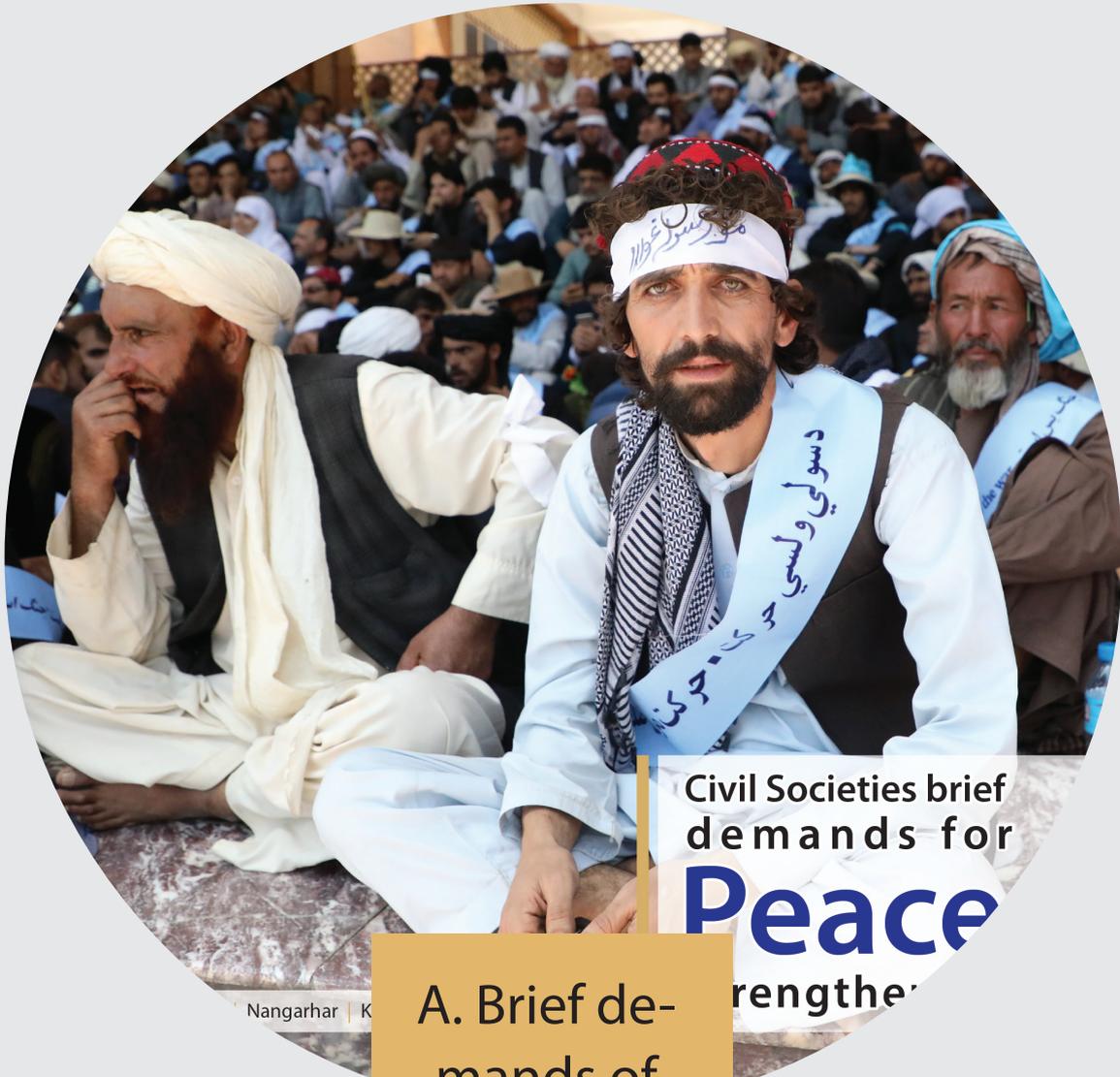
Advocacy for Peace building with civil society across the country

GRANT AWARD CEREMONY FOR CIVIL SOCIETIES ACROSS THE COUNTRY, ORGANIZED IN KABUL BY COUNTERPART INT/USAID @APRIL 2018



Coordination meeting with CSOs held on the topic of “Consequences of the recent ceasefire and the upcoming possible ceasefire and its impacts over peace talks” @ Aug 08, 2018 -DHSA Kabul office





Civil Societies brief
demands for
Peace
strengthen

Nangarhar | K

A. Brief demands of **CSOs** published in the booklet in three languages (English, Dari & Pashto)

A booklet consists of almost 23 pages which prepared from the findings, suggestions, recommendations and other key points of the CSOs representatives and other stakeholders participated in the coordination meetings and radio roundtables across five zone of the country.

The peace booklet compiled from the meeting minutes with in light of the project scope of work where the approval taken from CPI for all three version (English, Dari and Pashto) and the number of copies were 1500, 500 for each. The booklet formally distributed among wide range of guests in the national peace conference held on 17 Dec,2018 in Kabul and the copies formally handed over to the deputy of the HPC and later a number of copies delivered to the embassies in Kabul (US, Pakistan, India, Russia, Tajikistan, Canada, UK and several others) who are involved directly or indirectly attach to peace process and some other copies delivered to the offices of CSOs and donors working for the peace building and conflict resolution initiatives, following are the contents of the peace booklet.

- Main challenges to peace process and stability in Afghanistan were identified in the following areas and recommendations were also provided to the challenges mentioned in the booklet:

- High peace council
- Administrative corruption
- Local conflicts
- Ceasefire
- Advocacy
- Suggestions about high peace council
- Suggestions about corruption
- Suggestions about local conflicts
- Suggestions about ceasefire
- Suggestions about advocacy



**B. National
Advocacy
Peace Con-
ference Held
in Hotel Con-
tinental dat-
ed 17 Dec,
2018-Kabul**

The conference attended by governmental authorities, deputy and members of High Peace Council, heads of CSOs, human rights entities, women activists, political analysts, anti-corruption bodies, University lecturers and dozens of media outlets.

The initial study was designed to arrange roundtables through Killid radio stations by inviting key figures and major role players in civil society for roundtables and information exchange, organize coordination meetings with the Kabul-based and provincial CSOs and to conduct advocacy trainings to CSOs on peace building. The representatives and stakeholders from (High Peace Council, Civil Society Organizations, University lecturers, Islamic scholars, Women/youth representatives, Organizations working for peace, Community councils, media outlets and other) relevant entities participated in these activities at both central and provincial levels. More than 150 guests invited to the conference including one male and fe-

male participation from the target provinces who participated in the coordination meeting, roundtables and advocacy trainings. the total number of the participants was 102 among them 22 were women and with a large number of Media representatives 35 including (the Arian News with live coverage, Pajhwak, VoA, Azadi Radio and several others)

As a result, the feedback and opinions of CSOs collected from the target provinces (i.e., Kabul, Balkh, Herat, Kandahar and Nangarhar) was then incorporated into a booklet titled as "CSOs opinions on Ceasefire and Peace Process in Afghanistan". The booklet is printed into English, Dari and Pashto languages.

In the conference the peace booklet which consists all constructive findings (i.e., thoughts and analysis, challenges/barriers ahead of peace process and suggestions and recommendation to strengthen the peace process) was officially launched and handed to the HPC and other relevant government counterparts to enable them to continue their efforts on peacemaking and keep the wheel rolling until the expected positive outcomes are achieved.



Youth are the most active force of a society. Each year we are asked to provide 500,000 jobs to our fresh graduates and those who make it to the job market, but due to the lack of job opportunities and insecurity in most parts of the country we cannot fulfil this demand which allows anti-government groups to attract our youth towards their recruitment systems.
Khair Mohammad Nairu, Acting Minister at MoISA.



“

Meanwhile, Bari Salam, the Head of Joint Independent Committee for Monitoring and Evaluation fight against Administrative Corruption stated that the main causes of extended war in Afghanistan are social inequalities and dual comportment in the execution of Afghanistan constitution law.

”



He added: If the overall concept of peace is written up and presented by few international analysts, it is not going to work.”

“

Nader Naeem, the deputy for HPC believes that HPC had several remarkable achievements in the past few years. And, now the warring parties have realized that war is not going to help in reaching to a stable peace. Therefore, these warring groups are interested to sit together and negotiate peace in Afghanistan.

”

This conference was concluded by Ms. Najiba Ayubi, the General Director of DHSA/Killid Group handing over the booklet on Peace building to Nader Naeem the deputy of HPC, brief report on the conference can found on www.tkg.af
<https://bit.ly/2Zzqzja>

The key outcomes of the project for peace building achieved yet in short term;

- Public awareness on peace stability where the key topic discussed this time with CSOs through coordination meetings held in five major cities only focused on “temporary Ceasefire with Taliban” during Eid-ul-Fitar of 2018. This initiative will only facilitate the ground for the public discussion to present their views on the government efforts taken for peace stability across the country.



Further, the positive and negative magnitude of the peace in short and long term discussed by the participants of the meeting form different walks of life.

The anticipated outcomes in long term are;

- The key challenges and concerns noted during the project implementation from the discussion of the beneficiaries during the coordination meetings and roundtables would be solved by the relevant stakeholders including HPC and Security Council in long term through the national and international forms and other platforms working in the advocacy groups for peace stability and conflict resolution in Afghanistan.



C. Peace
Advocacy
and **Conflict
Resolution
trainings**
focused on
the following
key topics

*Key evidence advocacy topics
and conflict resolution are out-
lined briefly below;*

a. Advocacy key topics

- What is advocacy and what are the effective approaches of the advocacy?
- Group working & presentation
- Definition and overall meaning of advocacy
- Types of advocacy
- Why advocacy is needed?

b. Peace Building Conflict Resolution training key topics

- Definition and overall meaning of peace
- Goal of peace
- Three fundamental elements of peace
- Peace process
- Types of peace
- Where peace can be start?
- Working group and presentation

لنډمهاله اوربند او د اوردمهاله سولې هیلی



د کوچني اختر په لومړيو درېيو ورځو کې د وسله والو طالبانو له لوري اوربند ومنل شو، چې د ولسي خلکو، دولتي چارواکو او خپله د وسله والو طالبانو له لوري پرې ډېره خوښي وښودل شوه. په جگړه کې سترې وسله وال کلونه وروسته لويو ښارونو ته راغلل او په نتيجه کې يې دې چارې د اوردمهاله سولې له پاره افغانان هيله من کړل.

په افغانستان کې د سولې پر وړاندې زيات خنډونه تر سترگو کېږي، خو کله چې يو انسان، بيا تر ډېره گڼ انسانان د يوه هدف د تر لاسه کولو تکل کوي، هلته بيا ستر خنډونه د شگو د بندونو په څېر نرېږي، له مخې غورځېږي، منزل لنډېږي او هدف تر لاسه کېږي. ځکه خو ډيرې افغانان په دې باور دي چې په افغانستان کې سوله ممکنه ده او ډېر ژر به سوله راځي.

د افغان حکومت او وسله والو طالبانو ترمنځ لنډمهاله اوربند د افغانانو ترمنځ د خپل منځي سولې له پاره يوه ښه او بريالۍ تجربه وه. له ۲۰۰۱ ميلادي کال راهيسې چې د امريکا په مشرۍ په افغانستان کې له وسله والو ډلو سره جگړه پيل شوې، دا لومړی ځل دی چې د افغان حکومت او وسله والو طالبانو له خوا اوربند

اعلان او په ښه توگه عملي شو. له دې سره هممهاله د سولې د ولسي حرکت غړي چې خپل سفر يې تېره مياشت له لېسکرگاه څخه پيل کړی وو، کابل ته راغلل. د دې اچ اس اي تر چتر لاندې کلیدگروپ د کونتر پارټ انټرنېشنل نړيوالې ادارې په همکارۍ په ننگرهار

له شته فرصتونو گټه پورته کړي او نور هم په دې لاره کې خپلې هڅې گړندۍ کړي. دوی د سولې په برخه کې د ښځو پر وندې هم ټينگار وکړ او په وينا يې ښځه کولای شي خپل نارينه (وروز، خاوند، پلار او زوی) له جگړې راولگرځوي؛ نو لازمه ده چې ښځو ته د سولې په پروسه کې ډېره ونډه ورکړل شي.

دوهم: همدارنگه د بحث گډونوالو په يوه خوله د افغانستان له کانډيدو هېوادونو غوښتنه وکړه چې د افغان سولې په پروسه کې رښتيني همکاري وکړي. گډونوالو ويلي، په افغانستان کې سوله نه يوازې د افغانستان په گټه ده، بلکې د گاونډيو هېوادونو په سياسي، اقتصادي، ښوونيز او کلتوري اړخ باندې بشپړ اغېز کولای شي.

درېيم: بحث ته راغلو مېلمنو په دې هم ټينگار وکړ چې حکومت دې د سولې شورا په جوړښت او کړنو باندې يو ځل بيا له سره غور وکړي او په دغه برخه کې لائوروهڅو او په صداقت کار ته اړتيا ليدل کېږي.

سولې له پاره، چې کلونه کلونه د هېوادوالو يو خوب او خيال دی، هيلې ډېرې کړي؟

د اوردمهاله سولې په لاره کې پراته خنډونه کوم دي او افغان حکومت څرنگه کولای شي طالبان قانع کړي چې د سولې له پروسې سره يو ځای شي؟

د نظر خاوندانو او فعالو باورونه او اندونه مو چې درجه بندي کړل؛ نو څومهم ټکي ترې راووتل چې موږ يې له تاسې سره شريکيو:

لومړی: د غونډې گډونوالو د سولې په اړه د شته فرصتونو يادونه وکړه او وپي وويل؛ تر يوه حده شرايط برابر شوي چې افغان حکومت او وسله وال طالبان د اوردمهاله سولې په اړه يوې نتيجه ته ورسېږي.

د دوی په باور له ډېرې افغانانو سره د جگړې درېدلو ته د سختې اړتيا احساس، د حکومت له وروستيو درېځونو څخه د سولې راتگ ته معلومېدونکې لېوالتيا، د وسله والو طالبانو په دريځ کې ځينې راغلي بدلونونه، د امريکا او د هغې د ملگرو هېوادونو په دريځ کې د

D. Articles:

Four articles published in Killid/Mursal Magazine where the key information collected from the discussion of radio roundtables, coordinating meetings and conference for the purpose of public awareness of the peace building efforts, improvements, challenges and other hurdles on the way forward reaching peace, where the key topics of each articles is below

- Efforts for permanent peace building (article from Balkh) #p05, Mursal Magazine, Vol#738, Aug 06,2018
- The impacts of Eid-ul-Fitar Ceasefire one Peace process (Article form Kandahar), #p13, Mursal Magazine, Vol#738, Aug 06,2018
- Temporary ceasefire and long term's peace hope (article from Nangrahar), #p12, Killid Magazine, Vol#788, 23 July,2018
- The lack of coordination at the leadership of the High Peace Council, (Article from Kabul), #p02, Killid Magazine, Vol#793, Dec 22,2019



Women **em-
powerment-
employment
opportuni-
ties** for fe-
male fresh
graduates in
media out-
lets

The goal of this activity is to increase the number of female journalists acquainted with relevant essential skills that enhances their chances of employment in the job market.



DHSA/TKG has helped 63 newly graduated female journalists to develop their skills and knowledge and to familiarize themselves with practical media work across the seven target provinces of Afghanistan by providing them a four month intensive internship program. The trained journalists were then placed in the job market.

The activity was funded through the generous support of United States Agency for the International Development (USAID) under award Strengthening Education in Afghanistan – SEA II Agreement No. AID-306-A00-00008-14- During the period of this project, the following activities were achieved:

- MoU signed with the Ministry of Information and Culture. A signed copy of the MoU has already been submitted to TAF.
- The revision of the DHSA/TKG developed curriculum for internship recipients was done in close collaboration with the faculty of journalism of Kabul University and TAF.
- A total number of 263 female applicants had applied for the internship program, out of which, 185 were shortlisted and interviewed based on their merits and qualifications, while 63 of them were enrolled and trained in the training program during the two cohorts of the internship program. All trained graduates were placed in the job market.

- Translation of the curriculum was done from Dari into Pashto language.

- Orientation sessions were organized and facilitated for the project training team and the provincial supervisors.

- The internship recipients received both practical and theoretical mentorship in subjects such as (computer applications, business communication, production, reporting, news) overall, 88 hours in radio production coaching and training, 176 hours in practical and theoretical sessions and developing different reports, 176 hours on production and presentation of news and magazine, and 88 hours on basic business communication especially organizational communication)



- Opening and closing ceremonies held for both cohorts and the follow up meetings were held with HR focal points of the media organization in all target provinces including government entities, private institutions, media organizations and organizations supporting media initiatives for the purpose of their placements.

- The set target in the proposal and DHSA/TKG initial commitment was to provide job opportunities for %15 of the trained audiences, while, DHSA/TKG has immensely achieved %63 which is much more than what was initially planned.



PROJECT **BACKGROUND:**

Female internship project was mainly aimed at supporting the women journalists to identify their paths and gain essential extra-curricular skills and technical knowledge to be able to secure jobs in the functioning media outlets. This program was supported and mentored by the Education unit of Asia Foundation for Education Programs for Women Internships and Employment in the seven provinces of Kabul, Herat, Balkh, Kandahar, Khost, Ghazni and Nangarhar.

The project overall management, technical preparation including design and delivery of extra-curricular trainings and other requirements were carried out by DHSA/TKG having 24 years of experience in the field of media under DHSA Public Media Sector named as “The Killid Group”.

It is worth mentioning that TKG has become one of the successful media organizations in the country for its quality services, commitment, innovation and credibility among other organizations working in the country.



DHSA/TKG helped the target women to reinforce their abilities, skills, technical knowledge and confidence in the field of media and train them to claim jobs in the job market as well. This was one of the successful and impactful project that DHSA/TKG has ever implemented. The whole journey was a true success story and the set goals were achieved with proficient outcomes. The overall impact of this project was very tangible, measurable and ended up with a lot of positive results.

DHSA/TKG was entrusted to accomplish the set goals of this program and enable the target women journalists to acquaint the essential knowledge and skills and become compatible in the job market. In response, DHSA/TKG has put all efforts together and utilized the best of resources and technical instruments to empower the target women journalists with both practical and theoretical knowledge and skills and enable them to expose themselves for employment opportunities in the job market.

A good thing as only Afghan women articulate to the story of Afghan women. They can help each other to change the conservative and self-made cultural restrictions and become future leaders of this country. To meet this need, DHSA has supported 63 women during 18 weeks; each training to teach, mentor and prepare

them to work in media. The trainings have occurred in seven different regions so that it can help disseminate the future media workers in different regions. The target trainees were hosted in the radio stations run by TKG, where they have discovered how to develop effective and safe media strategies. They have additionally acquired fundamental journalism skills as well as management skills which ensures that the trained journalist will have longer career development opportunities and will remain on demand for media related jobs in both public and private sectors.

Data Communication

- The term **communication** in simple words means sending or receiving information.
- A **communication system** can be defined as the collection of hardware and software that facilitate inter-system exchange of information between different devices.
- When we communicate, we are sharing information. This sharing can be:
 - a. Local
 - b. Remote
- **Data communication** is the exchange of data between two devices using some form of wired or wireless transmission medium.




Closing ceremony of first cohort and opening of the 2nd cohort:

Tens of women journalists' graduated from four month training of journalism and dozens of others started the second session of the program facilitated by The Killid Group.

Mrs. Najiba Ayubi, Director General of DHS/TKG expressed her concern over the security situation in the country which outshines media activities. Especially, the threats and security concerns that women journalists are encountered with at the media outlets. She further added that we facilitated the practical training for 63 women journalists of journalism graduates. Mrs. Ayubi emphasized that we encountered several challenges in the first round, but smoothly succeeded while entering to the second session of the internship program.



At the same time, Sayed Aqa Fazel Sanchari, the deputy minister of the Ministry of Information and Culture said,

“

Women journalists' ratio can be increased through such programs where we will try to recruit the graduates in government media outlets via technical support of the Ministry of Information & Culture.

”

A recent survey of women journalists center support indicates that currently there are almost 1,700 women working in media out of which only 764 are professionally trained.

The 2nd last part was the short presentation of the program for women journalists presented by Mr. Sayedi from TAF. Certificates distributed to the recipients of the first cohort where few of the graduates were willing to express their feelings about their learning experience in front the camera and the guests where the new recipients motivated to take active part for the wellbeing of their future.



Mr. Sancharaki, Deputy Minister of MoIC and TAF Representative Mr. Sayedi in the left and DHSA/TKG DG Ms. Ayubi on the right while granting the completion certificate to the media internship program recipient-DHSA/TKG Kabul



Khost RTA Head Mr.Rohullah Amin hand-over the internship completion certificate to the program recipient-TKG Khost

Similarly the closing and opening ceremonies were held in the same week in other provinces including Herat, Nangarhar, Kandahar, Balkh and Khost where the relevant guests and representatives of the project stakeholders invited to the event. Speeches and remarks were delivered by the guests, TKG provincial manager and some of the program graduates.

Cake has been cut in order to celebrate the cheering moments for the first cohort graduates and the 2nd cohort recipients where the reflection of the happiness can be observe in the celebration pictures. There are certain quotes of the internship recipients where few as example placed narrated here;

“

What we have learned from this internship program, (introduction to media work, news, reporting writing, programs production and presentation, this will definitely help me to seek jobs in the job market, said Kawsar Mursal Mohammadi-media internship recipient in TKG.

”

“

The internship program has had positive impact over my professional life where the learnings and experience attained here will absolutely play intense role in my career development, said Rangeena Asadi-internship recipient in TKG.

”

The similar achievements and good progresses were made in all other target provinces including Balkh, where five recipients of the program had successfully passed the 4-month internship period for the theoretical and practical trainings on several subjects i.e., (business communication, computer application outlook, adobe premiere and others functions of the video editing)



Cake cutting at the end point of the closing/opening Ceremony, guests, program graduates and DHSA DG get together for the moments celebration -Kabul



TKG Provincial Manager in Mazar office during class exercise and providing feedback to the recipients queries-DHSA/TKG Office, Balkh



Internship recipients for a practical assignment in Mazar-e-Sharif women market for the purpose enhancing interview skills with a business women.

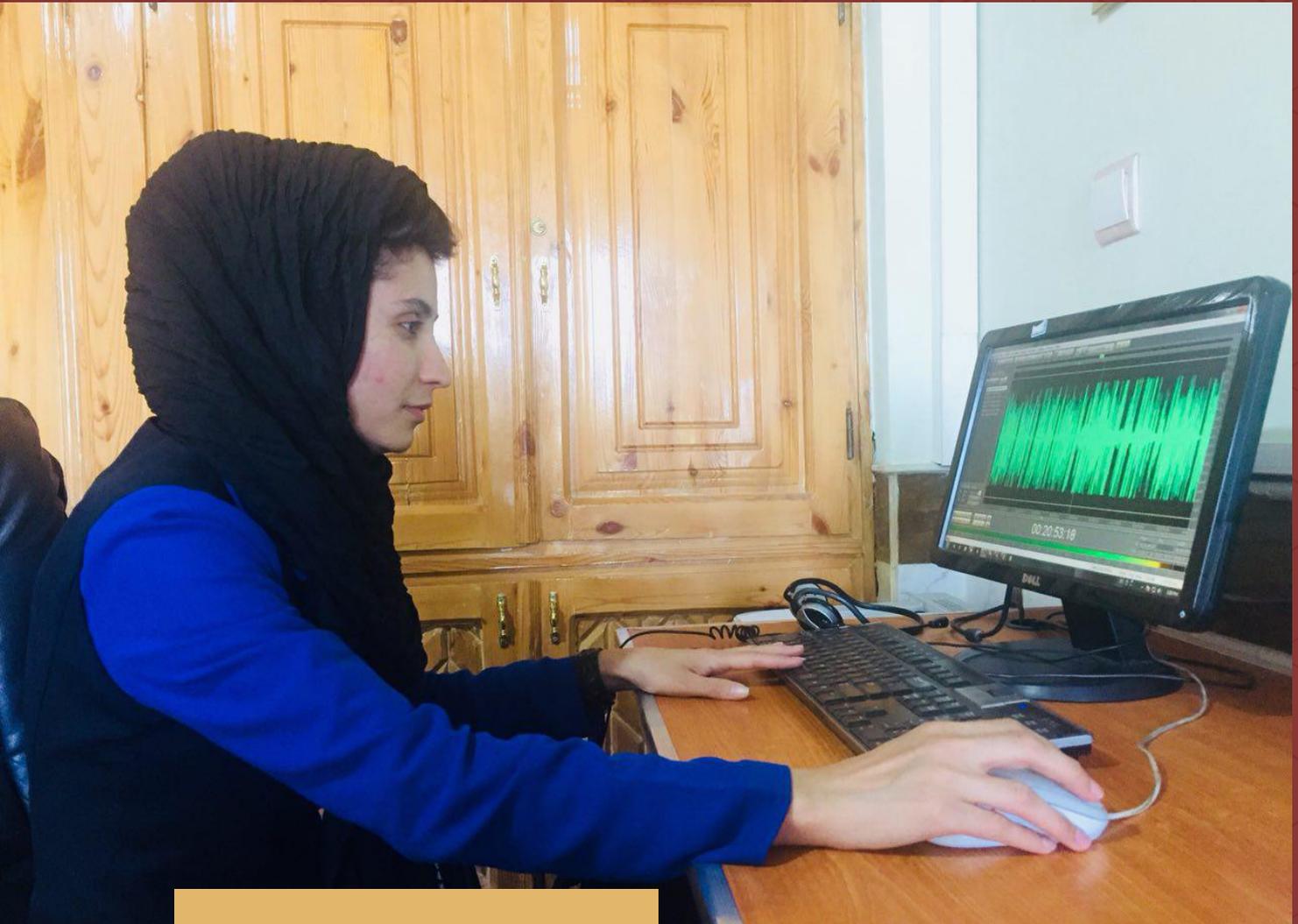
On the other hand, five female fresh graduates were enrolled after a proper HR procedure to the 2nd round of the program in Balkh introduced in the closing and opening ceremony held on March 12, 2018 in Mazar-e-Sharif in TKG Zone office.

Several guests from different organizations including media and others were invited, course completion certificates distributed to the recipients, later the training course scope and schedule highlighted to the new

It is worthy to be reminded here that the internship program have been funded by TAF/USAID for the female fresh journalists in order to enhance their skills in (programs production, report and news writing, computer literacy including email communication, internal and external linking. The aforementioned female graduates have been introduced through TKG to some of the media outlets in Balkh where among them three graduated have been recruited on need base in the different media agencies in Balkh.



A group picture of the two cohorts graduates of the media internship program after ceremony at TKG office Balkh



Success story

Challenge

Ms. Zuhail Barakzai graduate of journalism faculty of Herat University got entry to the university by perusing the highest score in the year 1390 and successfully completed the faculty in 1393.

Women are not capable to the moment to be engaged and work together in all walks of life in Herat, by the passage of time almost two decades after Taliban regime with the establishment of transnational government.

The cultural hurdles in the community (gender discrimination) including unavailability of the secure workspace for women, beside the lack or no employment opportunity was one of the challenge for her to work in media and other organizations though she was always in need of family financial support (men support).

Most of the women working in government and private organizations for years are not financially dependent to men where the above reasons in the current situation are not only challengeable to me, but to other fresh female graduates specially from journalism with no journalism experience are facing two times problems as compare to others.

Initiative

Ms.Zuhal is a fresh graduate of Journalism with no experience in Government and private organizations. She has received several regrettable responses from the said entities while applying for the job especially in media. Though working in outside environment is one of her needs and wishes in order to be financially independent and help other members of the family.

“

I was so happy while enrolled in media internship program in Radio Killid Herat and wishes that this program will help me to get a job in one of media organizations which at least may not need any guidance after completion of fourth learning , Said Ms.Zuhal internship recipient-The Killd Radio Herat.

”

Emphasis over financially independency is need felt by Ms.Zohal as by other women including working outside. Fortunately she was one of the five internship recipients struggling to equip herself with the required skills during four-moths that she may at least mitigate her problems and reach her needs.

Result

Ms.Zuhal got the job in Afghan aid organization after completion of 4-month course with reasonable salary through the interpersonal skills she gained in Radio Killid Herat. She is currently working as communication specialist for the said organization where she has not only got the job, but reached to her wishes though she is financially independent and can help her family too. She is one of the inspiring staff member of her organization during this short period. At the moment she is not dependent to her family men, feeling better while helping them, but the most important aspect of her career to serve her family and community.

“

I am very thankful to the favor and efforts taken by Radio Killid Herat management and Kabul main office while meeting my needs and reaching my wishes through practical work in radio after 4-month internship completion here, Said Ms.Zuhal internship recipient-The Killd Radio Herat.

”



Strengthening investigative *Journalism-RASANA*

Brief information of the activities with success story on meat corruption case

Background

The goal of Rasana is to support the Afghan independent media sector to provide reliable and balanced information to citizens across the country. This will be achieved through the following project objectives:

Objective 1: Support and Train Afghan Female Journalists

Objective 2: Support Investigative Journalism Initiatives

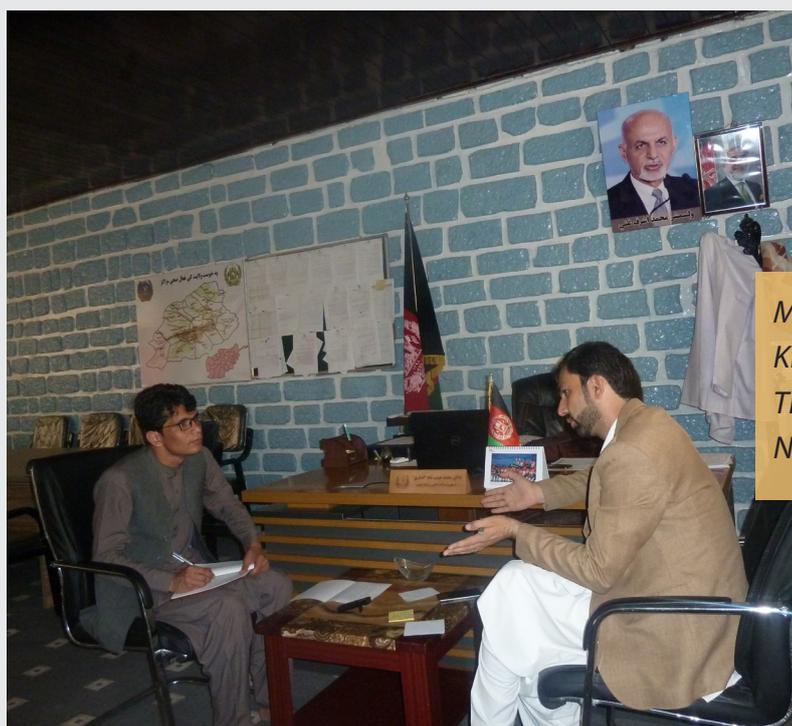
Objective 3: Advocate for Protection of Afghan Journalists

Objective 4: Expand the Outreach of Media into Unstable Areas of Afghanistan

The Killid group has produced a number of investigative reports in the year 2018 under Rasana Program where few of the key reports are briefly highlighted here, reports can be found on www.tkg.af

S/N	Name of the report	reporter	Jawara katana broadcasting date	Report publication date
1	Rule of Law-Gaps of the judicial administrative system on district level	Haseebullah Noori	26 April, 2108	May 05,2018 Issue735# Mursal Magazine
2	Good Governance-Kabul municipality under Taliban previous rules regulation in the municipality framework	Haseebullah Noori	31 May, 2018	05 June, 2018 Issu736# Mursal Magazine
3	Corruption-Kabul river cleaning corruption case	Lila Noorani	28 June, 2018	05, July, 2018 Issue737#

Here are the web links for the above reports on TKG website www.tkg.af



Mr.Habib Shah Ansari Health Director of Khost during in an interview discussion with TKG investigative report Mr.Haseebullah Noori @Investigative report on Health

Ms. Zarmina Shams responsible for women's affairs at the Independent Human Rights Commission in Paktia province replying to the queries of TKG investigative report on women rights @ investigative Report on women rights.



Support for independent media organizations is an important part of the Rasana/ USAID's commitment to ensure that all Afghans have access to reliable information about their government and their world.

Internews in close collaboration of USAID, hosted media partners of the Afghan Civic Engagement Program-ACEP and Rasana in recognition of International Women's day in Kabul. The event served as an opportunity to reflect on the empowerment of women in the media of Afghanistan.





Success story

CHALLENGE

The Killid Group carried out investigations on some of the contracts last year and found out that frauds have been made in some of the contracts. In addition, the contract kept under focus related to the Ministry of Borders and Tribal Affairs for the purpose of meat supply to two schools and one institute under the said ministry supervision.

The findings of the investigative report of the Killid Group on the the mentioned contract shows that the meat supplied to the said schools' students was more than the exact consuming amount though it was declared in the contract that the ministry provides the amount of 61,000 kg of meat values (21,230,000 AFN) signed with Nawbahar Qalb Asia Ltd Company.

The statement of the said ministry responsible officials says, a specific amount of meat served three days a week to the students where the findings indicates invalid quantity from the responsible officials claims that only (38338.56 kg) of meat consumes and the rest of the amount (22661.44 kg) goes somewhere else?

INITIATIVE

The Killid Group asked for the information of the said contract from the ministry of Borders and Tribal affairs in 2017 where it shows a remarkable change in the amount of meat as decreased from 61,000 Kg to 50,100 kg and similarly noteworthy value of the contract also decreased.

The new contract signed with the previous company worth of (12,575,000 AFN), the information confirms the difference of 10,900 kg meat as compare to the current year and the huge amount of reduction in the contractual contract (8,655,000 eight million six and five thousand AFN) has been published by TKG.

“Further Mr. Kamal Naser Samdzai acting director of the procurement department says, Reforms made and all contracts are reviewed back since he has appointed in the said department.”

RESULTS

The findings of the Killid Group states, the needs in the ministries are prioritized and set by themselves where this approach facilitates the chances of frauds and corruption.

If the government establish a responsible body for the specification of the ministries needs so this will not only specify the needs in appropriate way, but will also prevent the frauds in Government procurements and will promote more transparency which will help to save the huge amount of money in their expenditure.



“Mr. Kamal Naser Samdzai acting director of the procurement department says, Reforms made and all contracts are reviewed back since he has appointed in the said department.”



Focus and investment on organizational **human capacity**

Why capacity building important an organza tonal environment?

Capacity building is important because it encourages the leadership of a nonprofit to evaluate their abilities to perform in a complex environment. ... In addition, capacity building is important because the evaluation process coupled with the implementation component help ensure organizational success and sustainability.



DHSA/TKG has had enough focus over the staff capacity building in all aspects of the organizational context, staff are both trained within the country depends on the available domestic opportunities and on international level base on the needs of each department. DHSA/TKG's different departments staff trained in program, finance, procurement, media and M&E under twinning program in partnership with CARE Int, for ACBAR/DIFD programs since for the year 2017-18, beside that some of the relevant trainings provided by UNOCHA to finance and program units. In addition to this, CARE int has facilitated many opportunities with in the country

under humanitarian section for different representatives of DHSA on senior and junior level. DHSA management is very thankful to counterpart int/USAID who has really played marvelous role in the capacity building of CSOs across the country since 2005 where DHSA/TKG team joined several trainings for the year 2017-2018 in Kabul of which few had very good inputs to the team e.g GMIS, Financial sustainability and social enterprise, market research and business planning and counter in person trafficking and several other networking opportunities among CSOs led by CPI under Afghan Civic Engagement Program.



Organizational **Sustainability**

Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard dummy text ever since the 1500s, when an unknown printer took a galley of type and scrambled it to make a type specimen book. It has survived not only five centuries, but also the leap into electronic typesetting, remaining essentially Page-Maker including versions of Lorem Ipsum.

OUR VISION

DHSA/TKG envisions a balanced, educated, environmentally protected, developed and aware (socially, culturally and politically) Afghan society.

OUR MISSION

The mission of DHSA/TKG is to work towards pushing a positive social change in society, making people aware and protect environment by:

- *Promoting Education: Working towards both quantity and quality of education in Afghanistan*
- *Using Public Media: Awareness about diverse social, cultural and political issues*
- *Protecting Environment: For a sustainable development, controlled use of natural resources and neat & clean environment for living beings*
- *Preserving Cultural Heritage: Knowledge of heritage for awareness and preserving cultural heritage for tourism*
- *Humanitarian Services: Helping people in emergencies*

VALUES

Diversity: Human beings, regardless of their color, language, religion, sex, race and location, relate to a common sense of being human

- *Cooperation: A well-coordinated cooperation between all stakeholders is the essence for bringing change*
- *Voluntarism: Voluntarism and self-help are the golden principle for any society which wants self-sustainability*
- *Justice: Everyone should be treated equal by law and society*
- *Transparency: We view transparency both an internal and external phenomenon*
- *Accountability: An NGO should not only be accountable to donor, but to the marginalized as well as for whom it is working.*



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