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# STABILITY IN KEY AREAS (SIKA) - EAST

## MONTHLY REPORT JULY 2012

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# STABILITY IN KEY AREAS (SIKA) - EAST

## MONTHLY REPORT

**Submitted to:**

USAID Afghanistan

**Prepared by:**

AECOM International Development

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**ACRONYM LIST**

APPF	Afghan Public Protection Force
CDC	Community Development Council
CD	Community Development
CSO	Civil Society Organization
CSU	Central Support Unit
DCC	District Community Council
DDA	District Development Assembly
DE	District Entity
DG	District Governor
DoWA	Directorate of Women Affairs
DPP	District Project Portfolio
DRRD	District Rural Rehabilitation and Development
DSU	District Support Unit
ERD	Entity Relationship Diagram
ESG	Engineering Support Group
GCU	Grants/Sub-contracts Compliance Unit
HEAT	Hostile Environment Awareness Training
HQ	Head Quarter
HR	Human Resource
HRIC	Human Rights Independent Commission
HSP	<i>Hawza</i> Stability Plan
ICT	Information and Communication Technology
IR	Intermediate Result
IRD	International Relief and Development
M&E	Monitoring and Evaluation
MISTI	Measuring Impact of Stabilization Initiative
MRRD	Ministry of Rural Rehabilitation and Development
NCO	Non Commissioned Officer
NGO	Non-Governmental Organization
NSP	National Solidarity Program
OSC	Overseas Strategic Consulting, Ltd
PMP	Performance Management Plan
PMU	Provincial Management Unit
PRRD	Provincial Rural Rehabilitation Department
PSU	Program Support Unit
RSI	Rahman Safi Impact Consulting
SAM	Stability Analysis Mechanism
SIKA	Stability in Key Areas
SRA	Security Risk Assessment
SoI	Sources of Instability
SPC	Service Providers Catalog
SPF	Service Provider Fair
VSAT	Very Small Aperture Terminal

## BACKGROUND

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The SIKA-East Monthly Report provides an overview of the program activities during the month of July, 2012. Accomplished programmatic activities over the month are described under four primary subject areas. Under each heading, a brief summary of the key programmatic initiatives has been provided. This report provides the reader with a whole picture of SIKA-East activities in this period. SIKA-East continues to await approval to begin full implementation of the program.

Completion of the first phase of pilot roll-out in Baraki Barak and Sayyidabad districts and preparing *Hawza* stability plans for Chilozi, Shah Mazar, Sheniz Olia, Sheniz Sofla and Tangi *Hawzas* during a three-day Stability Analysis session facilitated by the Ministry of Rural Rehabilitation and Development (MRRD) and SIKA-East was one of the major tasks of the month. The establishment of the Waza Zadrans sub-office, despite security threats, was a great achievement in the month of July.

*Hawza* meetings have been generally well attended and significant progress in explaining stability-based development and developing *Hawza Stability Plans* (HSP) focusing on achieving stability has been made. SIKA-East has been careful to ensure that meeting participants understand the importance of stability and how it can lead to other benefits, such as long-term development and improved governance.

Three-day *Hawza* Stability Analysis workshop for women of Baraki Barak and Sayyidabad was a successful event toward the smooth implementation of the program. The workshop was attended by 37 women all from Baraki Barak and Sayyidabad. This was a step toward tailoring a culturally sensitive approach to ensure women's involvement in SIKA-East programs.

Policies and procedures for data collection of the Performance Management Plan (PMP) indicators have been developed, which illustrate the roles and responsibilities of Intermediate Results (IR) and Monitoring and Evaluation (M&E). Additionally, SIKA-East has been registered with the *TraiNet* portal to report on any training conducted by SIKA-East.

## SIKA-EAST PROGRAM ACTIVITIES

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### HIGHLIGHTS

- The first phase of pilot program for Baraki Barak and Sayyidabad districts, which began in early June was completed in July;
- Joint MRRD and SIKA-East district teams conducted the first round of workshops linking the stability analysis with concept development in Puli Alam for Baraki Barak and Maidan Shahar for Sheikhabad *Hawzas*; and
- Based on information collected from the field staff, SIKA-East had meetings with women-led entities in Logar and Wardak provinces, a three-day-*Hawza* Stability Analysis workshop was conducted in Kabul, in which a group of influential women heads of Community Development Councils (CDC), District Development Assemblies (DDA) and other District Entities (DE), as well as ordinary citizens, participated.

## PROGRAM DEVELOPMENT

The first phase of the pilot program for Baraki Barak and Sayyidabad districts, which began in early June were completed in July. Community leaders of the Chalози, Shah Mazar, Sheniz Olia, Sheniz Sofla and Tangi *Hawzas* completed *Hawza* stability plans for their areas during the Stability Analysis sessions conducted by joint facilitation teams of MRRD and SIKA-East.

The project has been coordinated with MRRD at the national level and Provincial Rural Rehabilitation Departments (PRRD) at provincial level. Provincial staff has held coordination meetings with concerned government entities in the provinces. The government entities have indicated support for the program and participated in Stability Analysis sessions.

The Service Providers Catalog (SPC) was completed for Wardak province as a tool to provide information to DEs on active service providers in the province.. Data for Paktia and Ghazni has been gathered and catalogues will be created after the data has been verified.

Comprehensive data collection tools for identifying key district level DDA members, stakeholders and communication agents were developed. Furthermore, a one-page fact sheet outlining a broad overview of SIKA-East and the project process was developed. The sheet depicts the language that should be used by staff at all levels when describing SIKA-East. A standardized set of stabilization work cycle activities and steps was also drafted.

A coding system to track trainings conducted by SIKA-East was developed as a result of a joint effort between the Capacity Building and M&E Departments. The coding system provides information on trainings conducted throughout the project and will serve as a useful management tool especially in ensuring that women and other affected minorities are included in activities. The teams are in the process of developing corresponding financial codes in order to keep track of the cost of these training sessions.

A grant operation and procedural manual to train staff was developed to ensure the correct implementation of grants in the districts. The manual provides directions and includes annexes, forms and templates designed to complement the more policy-focused grant manual.

In July, the Operations Department supported the program by delivering and installing required equipment in the provinces. The installation of VSAT<sup>1</sup> equipment has been completed in four provincial offices. In addition, Internet access has been provided for Logar, Wardak and Ghazni Provincial Officers.

In order to determine potential points of exposure and evaluate relevant measure accordingly, the Security Department conducted Security Risk Assessments (SRA) in Gardez, Sayyidabad and Nirkh district offices. The Operations/Security Officer at each relevant district and provincial office are tasked with maintaining security protocols.

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<sup>1</sup> Very Small Aperture Terminal

## KEY PROGRAM ACTIVITIES

### INTERMEDIATE RESULT 1

#### PROVINCIAL AND DISTRICT ENTITIES INCREASINGLY ADDRESS SOURCES OF INSTABILITY AND TAKE MEASURES TO RESPOND TO THE POPULATION'S DEVELOPMENT AND GOVERNANCE CONCERNS

Summary of provincial-level stability activities:

Date	Topic	Province	District	Hawza	# of Participants
July 1 to 4	Stability analysis	Logar	Baraki Barak	Baraki Barak	21
July 10 to 12	Stability analysis	Logar	Baraki Barak	Shah Mazar	43
July 30 to Aug 1	Developing project concepts	Logar	Baraki Barak	Baraki Barak	32
July 1 to 4	Stability analysis	Wardak	Sayyidabad	Kooz Shniez	52
July 8 to 11	Stability analysis	Maidan Wardak	Sayyidabad	Onkhay	21
July 15 to 17	Stability analysis	Wardak	Sayyidabad	Tangi	26
July 30 to Aug 1	Developing project concepts	Maidan Wardak	Sayyidabad	Sheikhabad	21

In July, the stability team completed the first phase of its pilot program for Baraki Barak and Sayyidabad Districts, which began in early June. Joint MRRD and SIKA-East teams facilitated three-day-Stability Analysis sessions for Chilozi and Shah Mazar *Hawzas* of Baraki Barak and Sheniz Olia, Sheniz Sofla and Tangi *Hawzas* of Sayyidabad, where community leaders completed *Hawza* stability plans for their respective areas. The HSP describes the main challenges to achieving stability in each *Hawza* and proposes general interventions to address these challenges. The HSP also forms a basis for further planning, in particular, for the development and design of concrete projects in line with stability criteria, as well as key technical standards, including feasibility, accountability and sustainability.

The Stability Analysis sessions provided an excellent opportunity for MRRD and SIKA-East to discuss local stability dynamics with *Hawza* leaders and gain significant insight into the factors that are causing social fragmentation and drive communities into conflict in these two districts. At the same time, the sessions helped the community identify the sources of local resiliencies and community strengths which could provide a platform to launch some of the stabilization activities.

The information and the analysis included in the HSP provide a holistic view of the general situation in each area and highlight a wide range of challenges facing local communities from high levels of insecurity caused by frequent fighting and military operations to the volatile relationship between the government and people and the lack of livelihood opportunities driving youth to join the insurgency. Notwithstanding a number of concrete issues that differ between *Hawzas*, several clear trends have

emerged in the two districts. While in Sayyidabad, *Hawza* leaders cited weak governance as one of the main drivers of instability, elders from Baraki Barak saw the presence of both Afghan and foreign military forces and the persistent clearing operations and night raids as key culprits for their broken relationship with the authorities and the widespread support for insurgents. The HSPs detail issues that are considered to be key factors in diminishing social cohesion and community strength, disrupting community life and providing an opportunity for malignant actors to further widen the gap between the people and the district authorities, e.g. controversial check points; land usurpation; the failure of previous governmental programs to take into account community concerns and inputs; mismanaged irrigation system; and finally the lack of educational opportunities.

The wide range of issues documented by the *Hawza* leaders during the Stability Analysis sessions will be a source for planning targeted interventions. SIKA-East will support some of the interventions by its internal resources, ranging from capacity building and development, strategic communications and public outreach to the SIKA-East grants fund. However, the process also identified a number of issues that fall outside of the scope of the program, including development concerns that are not related to local stability, physical insecurity and military operations. Where appropriate, SIKA-East will try to assist the community leaders to effectively articulate and address these concerns to the relevant authorities and, if required, provide guidance on how to access the existing government and non-government resources that could mitigate the identified challenges.

During the final Stability Analysis sessions, a one-day workshop designed by a joint MRRD and SIKA-East team took place to assist *Hawza* leaders in developing qualified projects that target the previously identified sources of instability. These projects were designed to meet all technical criteria, including demonstrating accountability and sustainability, and accurately describing the project activities, beneficiaries and the estimated cost. *Hawzas* will draw project data from the work plan as it is developed to compile *Hawza* project portfolios for consolidation and recommendation to DDAs. The work plan will underpin grant applications for DE that pursue funding and will provide an implementation framework for initiatives to be supported by non-grant technical assistance provided by SIKA-East and other service providers. The remainder of the sessions will continue into August.

To complement the planning phase for Baraki Barak and Sayyidabad, and to ensure that women are adequately involved in all phases of the SIKA-East implementation, the SIKA-East Kabul team conducted a three-day Stability Analysis session in Kabul where 37 women from Baraki Barak and Sayyidabad identified main challenges to sustainable stability in the two districts. While women shared many similar concerns with men from their areas, they also highlighted the issues which prevent women from taking more active part in the governance process and playing stronger roles in improving stability.

In August, SIKA-East will conduct two-day follow-up Concept Development workshops for women from Baraki Barak and Sayyidabad in order to engage them in the planning phase of the program, and incorporate their input into the DPPs. The sessions are planned to be held in Kabul for the foreseeable future, as women cited security challenges, the inability to commute on daily basis, and the lack of accommodation at the provincial level as the main reasons for their inability to attend sessions at the provincial or district levels.

## **INTERMEDIATE RESULT 2**

### **PROVINCIAL AND DISTRICT ENTITIES UNDERSTAND WHAT ORGANIZATIONS AND PROVINCIAL LINE DEPARTMENTS WORK IN THEIR GEOGRAPHIC AREAS, WHAT KIND OF SERVICES THEY PROVIDE AND HOW TO ACCESS THOSE SERVICES.**

In July, the resource development team finalized the SPC for the Wardak province and shared it with SIKA-East management and USAID. The data collection process for Ghazni and Paktia SPC was completed during the month as well. The team is working to verify the data and provide the SPC for Ghazni and Wardak provinces by next month. The final version of SPC will be shared with SIKA-East management and USAID, subsequently.

A Scope of Work (SoW) for the Service Provider Fair (SPF) was developed and shared with SIKA-East management and Head Quarters (HQ). The purpose of organizing the SPF in the SIKA-East coverage area is to bring all service providers, DDA, CDC and local Shura members together to share information and establish a dialogue in order to improve access to different services in different areas of the respective provinces. It will help service providers assess their activities by getting direct feedback from beneficiaries and help the community better understand the service providers and how to access these services.

## **INTERMEDIATE RESULT 3**

### **PROVINCIAL AUTHORITIES IMPROVE THEIR ABILITY TO COMMUNICATE WITH DISTRICT ENTITIES IN ORDER TO HELP THEM BETTER UNDERSTAND THEIR POPULATION'S NEEDS AND PRIORITIZE BASIC SERVICE DELIVERY INTERVENTIONS.**

On July 15<sup>th</sup>, a one-day training was conducted for 14 Kabul and field staff in order to provide information and a better understanding of SIKA-East importance and the role of a communication strategy at national, district, provincial and community level. During the training, the contribution of the field staff was invaluable in providing a base of information for long-term planning.

SIKA-East developed comprehensive data collection tools for identifying key district level DDA members, stakeholders and communication agents. The form has been designed to align with the SIKA-East data collection requirements. Data collection interviews are being conducted at the field level and profiles of 46 individuals have been completed.

A one-page fact sheet outlining a broad overview of what SIKA-East is and the steps in the process, from identifying sources of instability through the grant process, was developed. The sheet has been designed largely as a tool to ensure that staff at all levels, from national to district, are using the same language when promoting SIKA-East with current and potential partners.

## INTERMEDIATE RESULT 4

**PROVINCIAL AUTHORITIES ARE ABLE TO IMPROVE BASIC SERVICE DELIVERY BY USING GIROA, CDCS, DDA AND AFGHAN SOCIAL OUTREACH PROGRAM (ASOP) DCCS, WHICH GAIN CAPACITY TO PLAN, DESIGN, IMPLEMENT AND MINISTRY PROJECTS, WITH A FOCUS ON LABOR-INTENSIVE PROJECTS OR PRODUCTIVE INFRASTRUCTURE.**

Date	Topic	Province	District	Hawza	# of Participants
July 30	Developing project concepts	Logar	Baraki Barak	Baraki Barak	26
July 30	Developing project concepts	Wardak	Sayyidabad	Shaikhabad	11
Total					37

Immediately following the workshops assisting *Hawza* leaders in linking root causes of instability with project ideas, the project development team took the lead on a series of two-day sessions focused on designing project concepts.

During the sessions, PRRD social organizers and the SIKA-East team integrated the work of the resource development team into the workshop by instructing the *Hawza* leaders on how to look for available project resources from governmental agencies, non-governmental organizations and donors. The Concept Development workshops in Logar and Wardak were attended by representatives of the provincial and district Health, Education, Agriculture, Irrigation and Livestock, and Water Management Departments. The government representation added significant value to the sessions and provided a forum for community leaders and government officials to jointly discuss and propose solutions to stability challenges in their areas. MRRD and the SIKA-East teams will continue facilitating the concept development sessions for the remaining *Hawzas* in two districts throughout August in tandem with the events linking projects with root causes of instability identified in earlier sessions.

A number of factors including security incidents (especially in Maidan Shahar), the beginning of Ramadan and the beginning of the wheat harvest season, affected participation in the sessions. However, with the strong engagement of PRRD directors and DDAs, the workshops drew wide participation and resulted in the finalization of HSP and the development of local project portfolios, bringing the DEs one step closer to the formulation of the District Project Portfolios (DPPs).

The project development and grants management team additionally drafted a standardized set of stabilization work cycle activities and steps in July. Linked to the SIKA-East work plan, managers are beginning to use the framework to structure and synchronize implementation across geographical areas and program units. SIKA-East core trainings and associated tools will also be related to activities as these are developed.

Complementing this process, internal discussions will be held on how to strengthen the flow and integration of the project cycle from concept development through project execution and audit. Senior

staff members from Community Development (CD), the Engineering Support Group (ESG), and the Grants/Sub-contracts Compliance Unit (GCU) are participating.

The ESG had its first two collaborative meetings with the MRRD/National Solidarity Program (NSP) Engineering Director to discuss and coordinate resources, standardize designs, construction management documents, and discuss other technical engineering considerations. The team also began reviewing and adapting the latest edition of the NSP Technical Engineering Manual to SIKA-East requirements. Additionally, the team initiated a field engineer's task tracker spreadsheet to support the management and accountability of engineers in the provinces and districts. In addition to this tool, the team assembled the framework for obtaining and recording local unit-cost data from field engineers in each of the provinces and districts.

The CD/ESG Team continued to assist DEs, and the PRRD with stability planning, including supporting participant mobilization at district and sub-district levels and providing technical back-up during discussions on sources of instability, root causes, and potential solutions.

## **GRANTS UNIT**

The grants team continued to prepare for the roll-out of grants including the packaging of grants by type; refining and translating templates and checklists; preparing for training and capacity development activities with partners, stakeholders and grantees; completing initial screening of potential grantees, particularly CDCs and DEs, that participated in stability workshops; and developing the procurement cycle, procedures and forms to be utilized with in-kind grant making. Further, the team supported the district-level Stability Analysis and Concept Development workshops with CDCs, DDAs and stakeholders over the past month.

To help ensure consistent implementation of grant making across districts, the grant team developed and finalized a grant operation and procedural manual to train staff. This manual provides step-by-step instructions and includes annexes, forms and templates designed to complement the more policy focused SIKA-East Grant Manual. In addition, short fact sheets are in development to aid in the training and capacity development of staff and grantees. The second version of the SIKA-East Grant Manual was submitted to USAID on July 23, 2012 for review, comment and approval.

The Grants Department went through an internal review conducted by International Relief and Development (IRD) home office to ensure process, procedures, internal controls and systems are in place. Minor recommendations will be implemented and checklists have been developed to ensure consistent and complete documentation.

Parallel with *Hawza* stability workshops and based on the participant lists and NSP data, the grants team has started to collect and analyze CDCs past performance on implemented projects. This work will help SIKA-East in cross checking already implemented and ongoing projects with proposed activities to help prevent duplication of activity and improve coordination efforts.

## MONITORING AND EVALUATION

The M&E Department, as part of its organizational staffing structure, announced M&E Officer positions for identified SIKA-East districts in June 2012. Individuals were interviewed for these positions in July 2012. Out of eight positions interviewed, six of them have reached the hiring stage with SIKA-East. These positions are for Andar and Deh Yak in Ghazni, Baraki Barak in Logar, Sayyidabad and Nerkh in Wardak and Wuzha Jadran in Paktya province. The newly hired employees will start their work with the M&E Department by the end of second week of August 2012. Moreover, M&E has interviewed candidates for a female M&E Officer position based in Kabul.

M&E has developed policies and procedures for data collection of PMP indicators. These policies and procedures illustrate the roles and responsibilities of each IR and M&E in steps throughout the data collection process. For further improvements, this document has been shared with each IR component for review and feedback. Policy and procedures for data collection will be part of the M&E training package for all M&E Officers.

*Afghan Info* quarterly report for the period of April, May and June 2012 was completed and has been reported to the *Afghan Info* database. Additionally, in July 2012, the SIKA-East M&E Department registered with the *TraiNet* portal to report on any training conducted by SIKA-East. SIKA-East will be able to report into *TraiNet* in the next quarter.

SIKA-East focus group activity has been approved by the USAID Contracting Officer. The M&E team is working to prepare for execution of the focus group with Rahman Safi Impact Consulting<sup>2</sup> (RSI).

SIKA-East has received Version 19 of the Measuring Impact of Stabilization Initiative (MISTI) instrument, sent on July 30, 2012. M&E is working to identify the new changes and ensuring that the said changes are still meet SIKA-East PMP needs. Language for a contract modification dealing with Third Party Monitoring and Evaluation is being considered.

## GENDER AND CAPACITY BUILDING

In July 2012, the Capacity Building Department developed several training modules in different areas. Furthermore, the department built a comprehensive training SPC database which was uploaded into the SIKA-East central database. Working with M&E, the department developed a coding system to effectively keep track of trainings within SIKA-East. The coding system will capture specific data in several areas, in particular data disaggregated by gender.

The Capacity Building Department facilitated a three-day Project Concept Development workshop for 28 SIKA field personnel and PRRD social mobilizers.

At the provincial level, the newly hired Capacity Building Officers in Ghazni and Paktya are settled in their respective provinces and held several meetings with the partners. The Ghazni Capacity Building Officer completed a data collection of CDC, DDA, Civil Society Organizations (CSOs) in the province.

In the field, the Wardak Maidan PMU director held a coordination meeting with the PRRD director for

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<sup>2</sup> SIKA-East partner, in implementing focus groups.

the province. The purpose of the meeting was to discuss conducting capacity gap assessment for Nerkh and Sayyidabad PRRD, DDA, and social organizers. The assessment will be conducted by the SIKA-East capacity building department in August.

## **PROGRAM SUPPORT UNIT**

The Program Support Unit (PSU) updated the SIKA-East roll-out tracker, which is the instrument, designed and used to track program rollout activities at central, provincial and district levels. Effective coordination and communication of the relevant activities by the PSU, resulted in improved program engagement and productivity. Specifically, the PSU held a meeting with the Baraki Barak District Governor (DG), briefed the DG on SIKA-East and discussed the issue of office space in the Baraki Barak DG office compound. The DG promised that he will fully support the program and that he will provide assistance in program implementation. Furthermore, the PSU unit worked with all the Provincial Management Units (PMUs) on their monthly budget projection and advance settlements. The job interview for the Ghazni Deh Yak District Support Unit (DSU) Manager and Central Support Unit (CSU) Manager were also conducted by the PSU together with the assigned interview panels with a special focus on the job requirements.

In Logar, the team worked closely with the PRRD social organizers and DDA members to mobilize CDC members and other influential tribal leaders from each area as a means of better forming the HSP. The team also identified influential women from Baraki Barak and received their commitment to participate in the *Hawza* Stability session (women's perspective) which was conducted during the month.

The Ghazni PMU office is fully set up with all the equipment installed properly. A 6m x 8m size room has been given to DSU in the Deh Yak DG office. The DSU office will start up in Andar and Deh Yak District in August 2012.

Interview sessions for the candidates for the PMU and DSU offices were completed and the suitable individuals selected.

A meeting was conducted with Acting PRRD Director Eng. Shirzad in July 2012. Mr. Shirzad was updated on the ongoing activities of SIKA-East. He expressed his appreciation for the efforts of the Ghazni SIKA-East Team and promised his full support in the implementation of the project in Ghazni province.

The PSU's Information and Communication Technology (ICT) sub-unit, in continuation of its support to relevant IR and departments, managed and conducted a creative brainstorming session on the IR4 database design among the team itself. The team also finalized the Entity Relationship Diagram (ERD); created a coding scheme for IR4; and finalized its database before the specified deadline. Furthermore, the ICT team designed a module of code in the database which will be used several times on each table and instance of a form.

The team completed the interim database of the M&E Department and trained the department members on how to use the database. The IR1 interim database was analyzed, designed, developed and finally

deployed for usage in the same period as well. Moreover, the team designed a new SPC report for the IR2 interim database.

## OPERATIONS, SUPPORT AND FIELD ACTIVITIES

In July, the Operations Department delivered and installed electricity generators in Nerkh, Sayyidabad, Wardak, Zurmat and Wuza Jadran and furniture to Sayyidabad and Paktya PMU offices. The installation of VSAT equipment has been completed in four provincial offices while Internet access has been provided for the Logar, Wardak and Ghazni provincial officers.

## HUMAN RESOURCES

The HR Department announced 59 vacancies at the beginning of July, and 19 positions were filled. The 19 newly hired staff include 18 male and 1 female. The table below shows detailed information about the newly hired staff:

#	Position/Title	Department	District	Province
1	Provincial Engineer	IR4-Engineering	Center	Ghazni
2	Cook and Cleaner	Field Ops	Center	Ghazni
3	Community Development Officer	IR4-Comm Dev	Deh Yak	Ghazni
4	Field Finance Officer	Finance	Center	Ghazni
5	General Maintenance Mechanic	Facilities	Kabul	Kabul
6	Senior Information Reporting Officer	Program	Kabul	Kabul
7	Capacity Building Officer	CBT&G	Kabul	Kabul
8	Senior CBT Officer	CBT&G	Kabul	Kabul
9	Senior Design Engineer	IR4-Engineering	Kabul	Kabul
10	District Engineer	IR4-Engineering	Baraki Barak	Logar
11	Deputy PMU Manager	PMU	Center	Logar
12	District Team Leader	DSU	Wuza Jadran	Paktya
13	Security & Operations Officer	PMU	Center	Paktya
14	M&E Officer	M&E	Center	Paktya
15	District Engineer	IR4-Engineering	Sayyidabad	Wardak
16	District Engineer	IR4-Engineering	Nerkh	Wardak
17	Security and Operations Officer	PMU	Center	Wardak
18	Cook and Cleaner	Field Ops	Center	Wardak
19	District Team Leader	DSU	Charkh	Wardak

The HR Department plans to open 55 new positions for SIKA-East in August.

## FINANCE AND SECURITY

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### FINANCE ACTIVITIES

SIKA-East opened its bank account in Ghazni, Logar, Paktia and Wardak provincial Capital. PMUs easily withdraw money for their daily operations and small procurements.

In July the program had achieved activity of (\$16,544,741). Table below shows details:

Burned-to-date (Dec-July Invoiced)	Actual (July 2012 Invoice)	Pipeline Amount
\$8,455,259	\$2,104,936	\$16,544,741

### SECURITY ACTIVITIES

The SIKA-East Security Department has been actively involved in monitoring and assessing the threat and incident reports in the various districts and provinces in which roll-out is scheduled or underway. The Security Department conducted SRAs in Gardez, Sayyidabad and Nerkh district offices. The SRAs assist the Security Department in determining potential points of exposure at each office location so that relevant measures can be evaluated to minimize risk to staff.

In order to ensure that project security procedures are followed across the various provinces and districts, the SIKA-East Security Department tasks the Operations/Security Officer at each relevant district and provincial office with maintaining security protocols. This month, candidates were interviewed for the Operations/Security Officer positions at the Nirkh and Saydabad offices.

SIKA-East has been actively engaged in the Afghan Public Protection Force (APPF) transition process and is working on finalizing the operationalization of the APPF cadre on the SIKA-East project. This month SIKA-East finally received the last outstanding Non-Commissioned Officer (NCO) in accordance with the APPF subcontract. The APPF contracting process has been underway since March 2012. While there are still a number of minor deficiencies in the operationalization of the contract, the allocation of the final NCO designated to the project marks the moment at which the APPF became generally compliant with the level of effort. The process for operationalizing a relatively small cadre of personnel by the APPF has taken four months.

The SIKA-East Security Department conducted security training for provincial and district staff from Logar and Wardak. The primary focus of the security training was on secure travel between the districts and provinces, office security procedures and incident reporting.

Hostile Environment Awareness Training (HEAT) was conducted with the expat staff on the project July 2012. Modules included procedures to be following if kidnapped; ransom awareness; general security procedures on the project; medical emergency training; and vehicle and compound security procedures and drills.