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Temporary RU-N Program Becomes One Young Woman's Chance for a Permanent Post

RU-N requires that each municipality involved in the business registration program hire at least two women for data entry posts.



Two data entry staff work hard to enter their quota of business registration forms into the municipal database.

“If she accepts this job, she will be the only [permanent] female staff member in the Municipality.”

**—Engineer Shokor, the
Aybak Municipal
Construction Manager**

Telling Our Story

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Zohra Zaheeri, 21, graduated from Aybak Teacher Training Institute last year. The vocational institute is one of only two institutions offering post-secondary education in the area. Coming from a conservative community, Zohra was not able to leave her home to attend a four-year university in a big city like Kabul.

One day, a woman from the Service Delivery Advisory Group told Zohra about job openings for the Aybak business registration program.

In early March, with RU-N assistance, the Aybak Municipality recruited a total of 16 surveyors and two female data entry clerks on a temporary (one to two months) basis. Zohra wanted to apply, but was not sure her family would allow her to work. Indeed, her father, Haji Obaidullah, was reluctant to allow her to accept the job, because he was concerned about the working environment.

After some pleading from Zohra, Haji Obaidullah agreed to visit City Hall, where his daughter would be based. If he approved of the environment, he would allow her to apply. Immediately upon entering City Hall, he met Ghafor Hakimi, a RU-N embedded advisor and former teacher at Aybak Teacher Training Institute. Hakimi is a well-known and respected member of the local community. With Hakimi's assurances that Zohra would be safe and looked after, Haji Obaidullah granted his daughter permission to apply for the job and Zohra was hired.

But Zohra's challenges didn't end there. She recalled, “On the first day, I managed to enter just 24 [business registration] forms into the database. We were expected to enter at least 30 forms each per day! I improved, day by day, and now I can enter about 85 forms per day, which is far beyond what I am expected to do”.

Municipal officials were so impressed with Zohra's hard work and dedication, that they offered her a permanent job as a computer operator. “Her contract will be approved in Kabul by late May, if all goes as planned.” Hakimi said.

Engineer Shokor, the Aybak Municipal Construction Manager, stated, “If she accepts this job, she will be the only [permanent] female staff member in the Municipality.”

RU-N required that each municipality involved in the program hire at least two females part of the business registration short-term staff.