

**RECOMMENDATIONS for INTEGRATING GENDER
INTO THE
REBUILDING AGRICULTURAL MARKETS IN AFGHANISTAN PROGRAM
(RAMP)**

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EXECUTIVE SUMMARY

RAMP, *Rebuilding Agricultural Markets in Afghanistan Program*, is a project of USAID implemented under a contract with Chemonics International. RAMP will improve food security and increase rural incomes by introducing practical methods for increasing crop and livestock productivity; strengthen agricultural markets by expanding financial services to micro, small and medium-sized agribusinesses; and strengthen farm and agribusiness competitiveness by rehabilitating rural irrigation systems, roads and local market facilities. All of these activities involve the participation of the men and women of the rural farm households and communities. Though RAMP is already funding activities in which rural women are involved there is a need to strengthen these activities and the overall gender dimension of the project.

The Recommendations

Conceptual Framework

A RAMP gender unit should be established that *supports, strengthens and showcases* the gender dimensions of RAMP's activities in agriculture, rural finance and infrastructure in Afghanistan. The program has three interconnected components: a) Technical Assistance; b) Reporting and Communications; c) Policies and Procedures.

The program is directly linked to the work of RAMP and its annual work plan. The focus on gender analysis and issues of concern to women is not an isolated component but rather an integral part of RAMP and, in turn, the work of the USAID agricultural sector.

Recommendations

1. The Approach

It is recommended that the RAMP gender unit adopt a participatory approach that includes listening to the voices of farm families and encouraging the involvement of the families in the design and implementation of RAMP activities.

2. The Staff

It is recommended that RAMP hire two staff members to support the gender unit:

- A Chief Agriculture and Gender Advisor familiar with both the world of international development and the situation of rural women in Afghanistan;
- An Agriculture and Gender Outreach Specialist with experience working with rural women in Afghanistan.

3. The Line Position within the RAMP Organization Structure

It is recommended that the gender unit be based in the RAMP agriculture department with the rural finance and agriculture units. In order to be fully integrated into RAMP, it

is key that the gender unit be housed in the agriculture department so as to be in daily contact with supportive colleagues working on related and complementary issues.

4. The National Risk and Vulnerability Assessment

It is recommended that RAMP continue to be involved with the analysis of the National Risk and Vulnerability Assessment (NRVA) in three ways:

- Complement the RAMP statistical analysis of the NRVA Female Shura and the Female Wealth data files with a social science analysis that would highlight key findings and correlations.
- Closely coordinate with the Ministry of Women's Affairs as they undertake the full gender analysis of the NRVA data
- Provide leadership and technical assistance for analysis of the NRVA agriculture and marketing data sets which are disaggregated by sex

5. Assessment of Women in the Rural Economy

It is recommended that participatory rural assessments (PRAs) be undertaken to understand the roles, rights and responsibilities of the women and men in the farm families of the RAMP project sites. The original PRAs conducted during the initiation of RAMP were not disaggregated by sex.

This assessment of women's roles in the rural economy will be closely coordinated with the World Bank which is leading, along with the Ministry of Women's Affairs, an in-depth country wide gender assessment examining different sectors of the economy, including agriculture.

6. Technical Assistance: Strengthen On-going Activities and Develop New

A major responsibility of the RAMP gender team will be to lend its technical expertise to support, strengthen and showcase on-going job orders, advise on proposed job orders and develop new job orders. Therefore, it is recommended that there be assessments of the following activities for strengthening or implementation under RAMP:

- honeybee keeping for widows
- heifer/dairy initiative
- silkworm keeping/silk harvesting project
- strengthening of poultry women's networks
- investment promotion through fruit and vegetable processing factories
- oil processing from nuts
- rural credit schemes
- promotion of rural women's leadership skills
- exploration of other activities

7. Reporting and Communications: Gather and Disseminate Results

It is recommended that there be in-depth, on-going assessments of new and active RAMP job orders in order to identify the lessons learned and best practices for working with

women. The results of these assessments will support and inform both the RAMP communication unit and the unit on monitoring and evaluation.

8. Policies and Procedures: Institutionalizing Gender in RAMP

It is recommended that a review be conducted of RAMP program structures, policies, and procedures to more thoroughly understand where a gender dimension will strengthen the work of RAMP.

9. Coordination and Collaboration

It is recommended that the RAMP gender unit work in close coordination and collaboration with other interested stakeholders throughout Afghanistan - government ministries, donors, non-governmental organizations, associations – in three ways:

- Establish a RAMP gender advisory group of interested RAMP staff and others outside of RAMP to support the work of the gender unit.
- Collaborate with relevant national and international actors through participation in such groups as the Ministry of Women’s Affairs’ gender advisory panel, the ACBAR gender consultative group and the Afghan Women’s Network.
- Coordinate in RAMP program sites with rural women’s networks, the National Solidarity Program (NSP) community development councils, the Ministry of Women’s Affairs women’s resource centers, traditional women’s shuras and other organizations working with rural women.

10. Integrating Gender into the RAMP Vision

It is recommended that an enabling environment be created to fully integrate gender into the RAMP vision. We recommend three ways to create this environment:

- *The Leaders:* As informed by the RAMP gender team, the RAMP leadership is well-versed in the gender dimensions and highlights of RAMP and can articulate the importance of a gendered approach to the goals of the project
- *The Allies:* those interested in gender analysis and issues of concern to women are identified among the RAMP staff and among the staff of implementing partners and others.
- *The Gender Focal Point:* a RAMP gender and environment specialist provides technical assistance and serves as the point person for project information and services on gender and environment issues.

A Recommended Strategy for Integrating Gender into RAMP

A. Introduction

Two years ago we (women) weren't supposed to have an opinion, and now we are meeting to ask ourselves questions such as how can we contribute to the development of Afghanistan

(Participant in the AQIP women's leadership seminar)

A1. Background

The abuse of women's human rights in Afghanistan has been shaped by twenty-three years of conflict. Conditions for Afghan women were especially harsh during the Taliban regime. Women were banned from working outside the home and had limited access to health and education facilities. Only 3% of Afghan girls were enrolled in schools in 1999. Since the fall of the Taliban regime and the start of the reconstruction process, women have gained increased access to public life and politics. In June 2002, women accounted for over 10% of the Loya Jirga and the new constitution emphasizes equality between men and women. However, women still face entrenched prejudices and harsh living conditions. The United Nations Development Program states that maternal and infant mortality, health, sanitation, and education in Afghanistan, rank among the worst in the world. An estimated 15,000 women die each year from pregnancy related causes, and almost 98% of women have no formal citizenship or identity papers.

Afghanistan is traditionally an agricultural society. Agricultural production is largely a household activity, with women and children undertaking important roles alongside men in crop production, horticulture and the rearing of livestock. Women live within family compounds, often for most of their lives. Within the compound walls women manage livestock (chickens, dairy cows), small orchards (nuts, fruits), bee hives and gardens. Women translate agricultural and livestock output into enterprise opportunities – weaving wool from sheep into carpets; making jams, drying fruit, tending bees and selling the honey. Men often market the women's produce and tend the field crops and livestock outside the compound.

Before the onset of the years of conflict the country was at or near self-sufficiency in wheat, its primary staple, and was a significant exporter of fruits, nuts and other agricultural products. Some 75% of the population lived in rural areas and approximately 85% depended upon agriculture for their livelihood. However, with the long conflict, along with a devastating drought, arable land was stripped of its biomass and left fallow, and millions of hectares were mined. Populations have been displaced from rural to urban areas and more than six million have fled the country. Large numbers of rural women have been widowed, left to assume men's responsibilities and have lived at the mercy of other family members as they have struggled to continue subsistence production. Today, according to a senior Ministry of Agriculture and Animal Husbandry advisor, 65% of the agricultural workforce is comprised of women. Therefore, today a growing, less vulnerable, more diverse rural economy that provides opportunities for rural women and men is essential to improve rural livelihoods.

A2. RAMP and Gender

RAMP, *Rebuilding Agricultural Markets in Afghanistan Program*, is a project of USAID implemented under a contract with Chemonics International. The strategic objective of RAMP is “Increased Marketable Output” and its two intermediate results are “Increased On-farm Productivity” and “Increased Processing and Market Productivity.” RAMP will improve food security and increase rural incomes by introducing practical methods for increasing crop and livestock productivity; strengthen agricultural markets by expanding financial services to micro, small and medium-sized agribusinesses; and strengthen farm and agribusiness competitiveness by rehabilitating rural irrigation systems, roads and local market facilities. All of these activities involve the participation of the communities and farm households of rural Afghanistan – both men and women.

RAMP has recognized the need to reach women through its activities. (See Appendix A for RAMP activities incorporating women) This attention to women is in line with The United States Afghan Women and Children Act of 2001 which is “to seek the involvement of women at every stage of reconstruction -- as planners, implementers, and beneficiaries.” It is also consistent with the Automated Directive System (ADS) Guidelines of USAID which require that gender be integrated into all of the work of USAID in order to contribute to effective programs, social equity, and sustainable change. (See Appendix B for United States interests in gender in Afghanistan)

Ultimately RAMP will expose at least 500,000 farm households to new technologies and assure their adoption. This implies some 3.5 million people or one-seventh of Afghanistan's population will be directly affected by RAMP at the farm level, creating the opportunity to address gender issues in a large segment of the population and expanding women's economic and social participation.

Three of the RAMP socio-economic criteria directly involve farm households (raise farmers above poverty line; increase income for producers; increase job opportunities). The gender strategy proposed here will have a direct impact on farm households through the use of participatory methods, gender analysis and outreach to rural families, particularly rural women. The farm households RAMP is meant to serve are to be involved in the decision-making and implementation of activities and indicators are to be used to measure the success in involving both the men and women of these households.

In order to ensure sustainability it is not enough, however, to simply implement field level projects with farm families. Rather there must also be supportive policies and structures in place that are responsive to working with farm households and communities. Therefore, the gender strategy proposed here advocates for the strengthening of RAMP's institutional structures and policies so that they encourage a participatory approach and acknowledge women's rights to agricultural assets, education and participation in the civil society and political life of Afghanistan.

A3. The RAMP Gender Team

The members of the RAMP gender team are Zulaikha Aziz, RAMP Project Administrator, Susan Blake DeCamp, RAMP Communications Specialist, Tom Fattori, RAMP Livestock Advisor, and Mary Hill Rojas, Senior Manager, Women in Development, Chemonics.

Susan Blake DeCamp, has been appointed by the RAMP Chief of Party as field liaison for gender issues. She lives and works in Afghanistan. Zulaikha Aziz also has been given special responsibilities for gender and women's issues within RAMP. She and Tom Fattori divide their time between Afghanistan and the Chemonics Home Office in Washington, D.C. Mary Hill Rojas advises RAMP on gender when needed and is based at the Chemonics Home Office.

A4. The Need

RAMP has addressed gender issues through existing job orders – for example, women have accessed loans through the RAMP microfinance program and participated in a RAMP initiative to raise chickens for market. However, there is a need to put in place a strategy that assures gender is systematically and fully integrated into the work of RAMP. Such a strategy focuses on the social aspects of RAMP activities, primarily the roles of farm families in agricultural production and marketing, and addresses obstacles to women's participation in RAMP activities including their lack of mobility and education.

Therefore, to meet this need, the RAMP gender team with the support of the staff of RAMP and USAID/Afghanistan, facilitated a process between March 3 and April 14, 2004 to develop a gender strategy.

A5. The Methodology

The RAMP gender team used a participatory methodology that engaged RAMP and USAID personnel and selected stakeholders from Afghanistan to inform the design of the gender strategy.

1. Literature Review:

The team conducted a literature review on gender and women's issues in Afghanistan. A bibliography of this literature is found in Appendix C of this report. An asterisk highlights those cites of central importance.

As a part of this literature review, Thomas Nephew, a statistician in Washington, D.C. conducted an in-depth analysis of two data files, Female Shura and Female Wealth Groups, of the National Risk and Vulnerability Assessment for Afghanistan (NRVA). This analysis generated preliminary maps and correlations on women's agricultural work, coping strategies in food deficit areas and other information within provinces and villages across the country. (Nephew, 2004)

2. Stakeholder Consultation:

In developing this strategy, the RAMP gender team met in both Washington, D.C. and Afghanistan with a variety of groups and individuals interested in the intersection of gender, agriculture and rural women in Afghanistan. These groups included donors, government agencies, rural families, non-governmental organizations among them University of Kabul faculty; the Ministry of Women's Affairs; the Ministry of Rural Rehabilitation and Development and Agriculture; local organizations such as Radio Suhl, Boniad and the Afghan Women's Network and international agencies including UNIFEM and JICA, the Japanese aid agency. The meetings informed the design of this strategy and its recommendations. (See Appendix D, meeting schedule; Appendix E meeting notes; Appendix F, contact list)

3. The RAMP Gender Advisory Group:

The team identified potential members for a RAMP gender advisory group. Such a group would provide a venue for information exchange, a source for advice and technical assistance, a forum for sharing lessons learned and best practices and a means to develop collaborative activities on rural women in Afghanistan. The advisory group would have members both from RAMP and from stakeholders outside of RAMP who are working with rural women in Afghanistan. The members of the group would represent government agencies such as the Ministry of Women's Affairs and non-governmental organizations working with rural women, for example, Agence d'Aide a la Coopération Technique et au Développement (ACTED).

4. The Draft Strategy:

The RAMP gender team developed a draft strategy with ten recommendations based on the literature review and stakeholder consultations. The initial draft was approved by the RAMP Chief of Party, Charles Grader and reviewed favorably by Ray Baum, acting Chief of Party and Frank Kenefick, Special Advisor to RAMP and other RAMP personnel. The recommendations were presented to Barbara Rodey, USAID Gender Advisor, Karri Goeldener, USAID Market Development Advisor and Patricia Buckles, interim USAID RAMP Chief Technical Officer. The strategy was presented to Ronald Ivey, Senior Vice President, Chemonics, Robert Flick, RAMP Senior Manager in Washington, D.C. and will be presented to the new RAMP Chief Technical Officer Dan Miller.

5. Approval of Strategy and Implementation:

Once the strategy is approved by the appropriate RAMP staff and USAID, the RAMP gender team, with the support of the RAMP staff, will hire, orient, train and backstop the RAMP gender unit.

B. The Strategy

B1. Geographic Coverage

RAMP is currently working in five priority regions – Kandahar-Helmand; Shamali Plain; Kunduz-Baghlan; Nangahar-Laghman-Paktia; Wardak-Logar-Ghazni. Each of the regions has different agricultural systems and within each of these systems women and men have certain rights, roles and responsibilities. The RAMP gender unit will work in the geographic priority areas of RAMP in support of the RAMP job orders.

B2. Partners

There are many networks, organizations and agencies working on gender and women's issues in Afghanistan. It is from this large pool of experienced people that the RAMP gender team proposes to draw partners to support the RAMP gender unit and to assure that RAMP is fully supportive of other gender initiatives in Afghanistan.

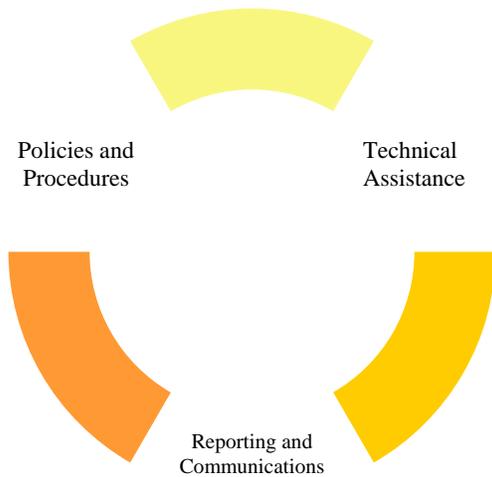
- *RAMP and USAID staff* – there are a number of RAMP and USAID staff interested in gender issues - these staff will constitute a source of support for the RAMP gender unit
- *The RAMP advisory group* – the proposed group will provide a core group of stakeholders that will share information, advice, technical assistance, lessons learned, best practices and develop collaborative activities. The group is voluntary, will meet regularly and be in regular communication electronically.
- *Gender consultative groups* - both the Government of Afghanistan and the Agency Coordinating Body for Afghan Relief (ACBAR), which coordinates non-governmental organizations, have gender consultative groups in which the RAMP gender unit can participate. It can participate in other gender-focused groups such as the Afghan Women's Network as well.
- The RAMP gender unit will coordinate with the Government of Afghanistan in two primary ways: first, the unit is directly linked to the RAMP work plan and those government agencies connected with RAMP, for example the Ministry of Agriculture and Animal Husbandry. Second, it is proposed that The Ministry of Women's Affairs and the Ministry of Rural Rehabilitation and Development have representatives in the RAMP gender advisory group.

B3. Recommendations

B3a. Conceptual Framework

A RAMP gender unit should be established that *supports, strengthens and showcases* the gender dimensions of RAMP's activities in agriculture, rural finance and infrastructure in Afghanistan. It does so in collaboration and coordination with RAMP and USAID staff, rural households, government and non-governmental organizations and international donors.

The program has three interconnected components: a) Technical Assistance; b) Reporting and Communications; c) Policies and Procedures. The Technical Assistance is directly



related to RAMP Job Orders. The Reporting and Communications is linked to the monitoring and evaluation and communications sections of the RAMP Program Development Unit. The third component, Policies and Procedures, strengthens the gender dimension of the institutional structures, policies and procedures of RAMP.

The RAMP gender unit is directly linked to the work of RAMP and its annual work plan. The focus on gender analysis and issues of concern to women is not an isolated component but rather an integral part of RAMP and, in turn,

the work of the USAID agricultural sector.

B3b. Recommendations

1. The Approach

It is recommended that the RAMP gender unit adopt a participatory approach that includes listening to the voices of farm families and encouraging the involvement of the families in the design and implementation of RAMP activities. In this sense, gender is a proxy for measuring the impact of RAMP on the men and women of farm households and rural communities.

2. The Staff

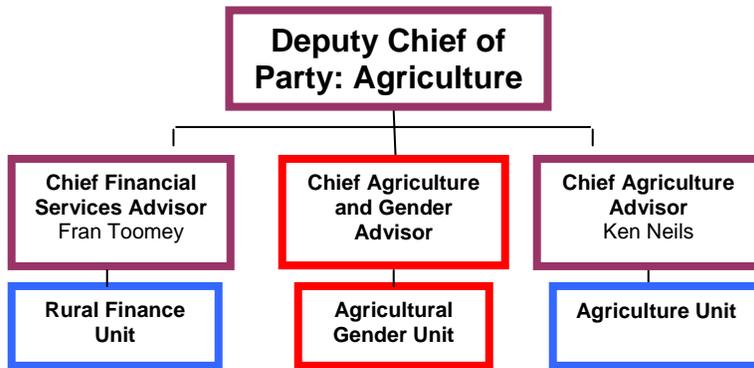
It is recommended that RAMP hire two staff members to support the gender unit:

- A Chief Agriculture and Gender Advisor familiar with both the world of international development and the situation of rural women in Afghanistan;
- An Agriculture and Gender Outreach Specialist with direct experience in working with rural women in Afghanistan.

Together they would coordinate and collaborate with other RAMP staff to: support, strengthen and showcase the gender dimensions of ongoing and new job orders; supervise the monitoring and evaluation of the gender aspects of the job orders; communicate and disseminate gender best practices and success stories from RAMP’s work; support and strengthen the gendered institutional policies and procedures of RAMP.

3. The Line Position within the RAMP Organization Structure

It is recommended that the gender unit be based in the RAMP agriculture department with the rural finance and agriculture units. In order to be fully integrated into RAMP, it is key that the gender unit be housed in the agriculture department so as to be in daily



contact with supportive colleagues working on related and complementary issues. The gender unit will be highlighting the gender dimensions of on-going job orders, advising on proposed job orders and initiating new job orders. Most of the work will focus on agriculture and it is, therefore, critical that

the gender unit staff be with those doing similar work.

4. The National Risk and Vulnerability Assessment

It is recommended that RAMP continue to be involved with the analysis of the National Risk and Vulnerability Assessment (NRVA) in three ways:

- Complement the RAMP statistical analysis of the NRVA Female Shura and the Female Wealth data files with a social science analysis that would highlight key findings and correlations.
- Closely coordinate with the Ministry of Women’s Affairs as they undertake the full gender analysis of the NRVA data
- Provide leadership and technical assistance for analysis of the NRVA agriculture and marketing data sets which are disaggregated by sex

5. Assessment of Women in the Rural Economy

It is recommended that participatory rural assessments (PRAs) be undertaken to understand the roles, rights and responsibilities of women and men in RAMP project sites. The original PRAs conducted during the initiation of RAMP were not disaggregated by sex. There is a wealth of anecdotal information on the work of farm women and men but the information is often contradictory or incomplete. These assessments would provide the social information needed to strengthen the technical information of the current agriculture value chains. In general, such assessments would provide information needed to inform and strengthen the work of RAMP.

This assessment of women’s roles in the rural economy will be closely coordinated with the World Bank which is leading, along with the Ministry of Women’s Affairs, an in-depth country wide gender assessment examining different sectors of the economy, including agriculture.

6. Technical Assistance: Strengthen On-going Activities and Develop New

A major responsibility of the RAMP gender team will be to lend its technical expertise to support, strengthen, showcase on-going job orders, advise on proposed job orders and develop new job orders. To this end, both the Chief Agriculture and Gender Specialist and the Outreach Specialist will be involved in program development and program management. Though RAMP is already implementing a number of activities targeting rural women, during the strategic planning for the RAMP gender unit a number of other income-generating activities were identified as appropriate for rural women.

Therefore, it is recommended that there be assessments of the following activities for strengthening or implementation under RAMP:

- honeybee keeping for widows
- heifer/dairy initiative
- silkworm keeping/silk harvesting project
- strengthening of poultry women's networks
- investment promotion through fruit and vegetable processing factories
- oil processing from nuts
- rural credit schemes
- promotion of rural women's leadership skills
- exploration of other activities

7. Reporting and Communications: Gather and Disseminate Results

It is recommended that there be in-depth, on-going assessments of new and active RAMP job orders in order to identify the lessons learned and best practices for working with women from a gender perspective. The results of these assessments will support and inform both the RAMP communication unit and the unit on monitoring and evaluation. The information also will be disseminated to interested stakeholders, for example, rural women, policy makers, and international donors.

8. Policies and Procedures: Institutionalizing Gender in RAMP

It is recommended that a review be conducted of RAMP program structures, policies, and procedures to more thoroughly understand where a gender dimension will strengthen the work of RAMP. For example, there are specific criteria for proposal submission on gender in the RAMP proposal toolkit. However, there is no procedure for assuring these criteria will be adequately addressed in proposals for job orders. The results of the review will lead to recommendations to RAMP leadership on how best to strengthen gender in the RAMP policies and procedures.

9. Coordination and Collaboration

It is recommended that the RAMP gender unit work in close coordination and collaboration with other interested stakeholders throughout Afghanistan - government ministries, donors, non-governmental organizations and associations – in three ways:

- Establish a RAMP gender advisory group of interested RAMP staff and others outside of RAMP to support the work of the gender unit.
- Collaborate with relevant national and international actors through participation in such groups as the Ministry of Women’s Affairs gender advisory panel, the ACBAR gender consultative group and the Afghan Women’s Network.
- Coordinate in RAMP program sites with rural women’s networks, the National Solidarity Program (NSP) community development councils, the Ministry of Women’s Affairs resource centers, traditional women’s shuras and other organizations working with rural women.

10. Integrating Gender into the RAMP Vision

It is recommended that an enabling environment be created to fully integrate gender into the RAMP vision. We recommend three ways to create this environment:

- *The Leaders:* As informed by the RAMP gender team, the RAMP leadership is well-versed in the gender dimensions and highlights of RAMP and can articulate the importance of a gendered approach to the goals of the project
- *The Allies:* those interested in gender analysis and issues of concern to women are identified among the RAMP staff and among the staff of implementing partners and others. These allies form a gender advisory group throughout all levels of the project and can be called upon individually or as a group for information or advice.
- *The Gender Focal Point:* the RAMP Agriculture and gender Specialist provides technical assistance and serves as the point person for project information and services on rural women, agriculture and gender.

Annex A: Gender Activities of RAMP

- Under AQIP (Afghanistan Quick Impact Project), a USAID-funded project implemented by Chemonics from August 2002 through November 2003, there was explicit attention to gender analysis and issues of concern to women. Income generating activities included poultry, patu weaving and embroidery and introduction of drip irrigation for family gardens. Women's leadership seminars targeted professional women and culminated in a conference on the past, present and future of Afghan women professionals. An AQIP fact sheet highlighting best practices was "Optimizing Women's Participation in Projects" this outlined lessons learned including women in non-gender-specific projects.
- The RAMP Monitoring and Evaluation system (the RAMP Baseline Data Form) has a section that addresses the involvement of women in a set of identified roles: planting of crops; irrigating of crops; harvesting of crops; embroidery; handicrafts; weaving; tailoring; domestic work for others; collecting firewood; collecting other resources; shepherding; relief activities; others (what percent of women are now involved in the following jobs? Were the women paid wages in cash? Will more women be involved in these jobs next year?) .
- A RAMP Quarterly Report (October 1-December 31, 2003) stresses that "RAMP is committed to addressing women's issues in all aspects of project development". It gives the examples of the FAO village women's poultry project and the MISFA rural finance project which involves outreach to women.
- A RAMP briefing sheet was recently produced entitled "USAID-Kabul Outreach to Women through the Rebuilding Agricultural Markets Program (RAMP)" It features the FAO poultry project, the rich potential for horticulture in Afghanistan for women through horticultural rehabilitation, vegetables and sun dried tomatoes. It also mentions an assessment to be conducted under RAMP to determine the role of women in the rural economy in Afghanistan, to inform and strengthen USAID/Afghanistan's gender goals in agriculture and to strengthen RAMP's approach to gender analysis and issues of concern to women.
- A USAID press release (usaid.gov/press/factsheets/2003/fs030718.html) indicates under the "Future Activities Supporting Afghan Women" that: "Agriculture employs 70% of Afghanistan's labor force, and Afghan women play a large part in agriculture, especially in raising livestock. RAMP will improve the technical capacity of Afghans for raising livestock. RAMP will also provide women entrepreneurs with innovative opportunities for credit and business training. This activity will be particularly helpful for women-headed households, which are among the most vulnerable".

- The RAMP Microfinance success stories were featured in a November 2003 RAMP briefing sheet highlighting RAMP's Microfinance and Investment Support Facility in Afghanistan (MISFA) – a kite maker and vegetable and plant business (generator, pump for a greenhouse). A RAMP Weekly Activity Update (Feb 11 – Feb 16, 2004) featured a photo of women waiting to receive their loans through MISFA.
- An analysis was conducted by a statistician of two sets of data files of the National Risk and Vulnerability Assessment of Afghanistan. This work was done at the request of USAID/Afghanistan and in support of RAMP. The files were data from Female Shuras and Female Wealth Group. The analysis commented on the methodology used and the difficulties encountered with the analysis; 2) the significant relationships and correlations found; 3) maps as generated by the data;

Annex B: The United States' Interest in the Women of Afghanistan

- The plight of women under the Taliban regime captured the attention of people and policy makers worldwide. For the first time the United States used gender apartheid as one rationale for sanctions against Afghanistan, not unlike the world's condemnation of the race-based apartheid system in South Africa.
- The Bonn Agreement of 2001 created the Afghan Ministry of Women's Affairs and the Afghan Independent Human Rights Commission to remedy violations of women's rights and to advance such rights.
- The Afghan Women and Children Relief Act was created in 2001 under the guidance of the US Department of State. The Act reports annually on the US funds going to support women in Afghanistan.
- The US-Afghan Women's Council, created in 2002, is co-chaired by the US undersecretary of global affairs and the Afghan Ministers of Foreign Affairs and of Women's Affairs. The Council will support education programs with \$1 million designated by the US Congress.
- The US emergency spending bill, 2003, includes \$60 million dollars for women's programs for education, women's rights and health. The funds will be administered by USAID. An extra \$5 million will fund the Afghanistan Human Rights Commission.
- The United States Agency for International Development is "giving Afghan women the education, skills, and tools they need to obtain jobs, support their families and integrate into the political and public life of the new stage in Afghanistan's history." For example, USAID provided \$2.5 million to build 14 women's centers and reestablish schools and classrooms for more than 12,000 girls.
- The Afghan Women Security and Freedom Act was introduced into the Senate on January 27, 2004 for political and human rights; health care; education and training; security, protection and shelter.
- In February, 2004 there was a bi-partisan showing of the Afghan film, "Osama," in Washington D.C. The keynote speakers introducing the film were Senator Hillary Clinton and Undersecretary for Global Affairs, Paula Dobriansky. Launched at the showing was the Vital Voices Afghan and Iraqi Women's Leadership Program backed by a \$6 million grant to train and empower women. The film, "Osama", was shown commercially in throughout the United States. The film is the story of a teenage girl who masquerades as a boy to bring home bread for the family.

- The photography exhibit, “Out of the Shadows”, sponsored by the USAID and the State Department features women of Afghanistan and is currently being shown at the Ronald Reagan Building.

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Annex D: Agenda

3/3/04, Wednesday

- Zulaikha Arrives in Country

3/4/04, Thursday

- Project Manager's training
- Work on work plan

3/5/04, Friday

3/6/04, Saturday

- Begin meeting with RAMP staff
- Finalize next week's itinerary

3/7/04, Sunday

- Meet with Susan and discuss role in gender assessment planning
- Meet with Mumtaz Ahmed and begin PDU process
- Meet with Chuck and inform him of work plan

3/8/04, Monday

- Job order review
- Identify key RAMP Project Managers to meet with
- Begin setting up interviews with Project Managers
- Set up meeting with AREU for later in the week

3/9/04, Tuesday

- Finish setting up meetings with Project Managers
- Create questionnaire for Project Manager interviews
- Begin meetings

3/10/04, Wednesday

- Begin setting up meetings with outside contacts and subcontractors
- Finish meetings with Project Managers
- Write up on current level of focus on gender within RAMP and next steps/recommendations

3/11/04, Thursday

- Meet with Susan to go over progress
- Send finalized write up to Mary for comments
- Visit AREU
- Visit Central Statistical Office for 1) pre-census on population 2) Census Sample 3) Village Facility Survey

3/23/04, Tuesday

- Meeting with Fran
- Strategy planning, work on presentation
- Make appointment with Dr. Panjsheri today
- Make BRAC appointment today
- Make Andrew Pinney appointment today
- Send email to Creative Associates
- Send email to Yoshi
- Send email to Duaine Goodno
- Send Shawna from AREU an email
- Email Hector Maletta for appointment
- Update list of contacts

3/24/04, Wednesday

- 11:00, meeting with ACTED, set up plans for Parwan trip
- visit CSO for survey data
- 12:30 meeting with BRAC
- 4:00 meeting with Homira at MRRD
- 5:00 meeting with Andrew Pinney at MRRD

3/25/04, Thursday

- 10:00 meeting with Dr. Panjsheri
- Meeting with FAO regarding Poultry Project, Olaf Tieme
- Afternoon: Strategize

3/26/04, Friday

3/27/04, Saturday

- 10:00 meeting with Deputy Minister Ehsan of MRRD
- 2:00 meeting with Deputy Minister Soraya Sobrahng of MOWA

3/28/04, Sunday

- All day Parwan Trip with ACTED/Charikar Office
 - visit MOWA women's resource center
 - visit ACTED activities
 - visit Radio Suhl
 - visit NSP coordinating office for Parwan

3/29/04, Monday

- Work on write-ups and strategy

3/30/04, Tuesday

- All day trip to Jabalsaraaj, Parwan with MAA/visit widow bee-keeping project

3/31/04, Wednesday

- Work on write-ups and strategy
- 2:30 Haroon Nessar – 070253465 – meeting with FAO/Boniad Poultry trainers

4/1/04, Thursday

- Meet with Barbara Rodey and Karri Goeldener
- Finalize Recommendations

4/2/04, Friday

4/3/04, Saturday

- Finalize Recommendations
- Work on presentation for USAID/Patti Buckles

4/4/04, Sunday

- Presentation to USAID

4/5/05, Monday

- Incorporate Recommendations into Gender Strategy

4/6/04, Tuesday

- Meeting with Renu Jain, USAID/MSI
- Meeting with Maleha Danish/WFP

4/7/04, Wednesday

- Mary Departs for Washington

4/8/04, Thursday

- Work on Final Report
- Organize WID files and materials in RAMP Field Office

4/9/04, Friday

4/10/04, Saturday

- Work on Final Report/Annexes

4/11/04, Sunday

- Meet with AWN
- Meet with Chuck and brief on proposed strategy

4/12/04, Monday

- Work on Final Report

4/13/04, Tuesday

- Meet with IOM
- Meet with Homira Nassery, debrief

4/14/04

- Zulaikha departs for Washington

Annex E: Meeting Notes

A. Meeting with Carol Le Duc, World Bank Gender Specialist, 3-15-04 Attendees: Carol Le Duc, Tooba Mayel, Zulaikha Aziz

- Working with MOWA on starting the Country-wide Gender Study
- RAMP could possibly take on the Agriculture Sector Survey
 - we would work in our five priority areas and the World Bank/MOWA would do another 5 or so using the same methodology that we use for our provinces
 - we would have to coordinate closely with government and the World Bank in order to insure that both the RAMP specific survey and that of the other provinces are using the same methodology
- Women's roles and responsibilities in agriculture are extremely varied through the country
 - in Nooristan, women participate more fully in agriculture and are responsible for more substantial ag work such as plowing etc.
 - there are also women landless laborers to different degrees in the different provinces—these women are very important in weeding etc. and it is important to make sure their livelihoods aren't being extinguished by introducing new/other forms of technology such as using weeders or herbicides, it is important to assess the impacts of such new technologies on the lives of both women and men laborers
 - important to look at the diversity in women's roles
- Studying linkages between women and men is crucial
 - what role do men play in assisting women in their activities (buying the inputs from the markets, selling the final products in the markets, etc.
- We should coordinate closely with MOWA and other government bodies in order to ensure that capacity building is taking place.
- The World Bank is interested in taking on the Women's Leadership Series, I need to forward guide sheets and one pager to them.

B. Day Trip with The Afghan Center—3/18/04 Attendees: Duiane Goodno, Mary Rojas, Zulaikha Aziz

- Collaborative method of working with others, synergizing on projects
- Big results: staff went from 2 employees to 106 in one year, expansion of space, etc.
- Emphasizes women and girls very much in his project though it wasn't in his original mandate
- Country Director of Roots of Peace job order
- All women participants receive stipends, \$15 per month (for transport, miscellaneous expenses and as an incentive for husbands to allow wives to participate, though Program coordinator of Taimani project mentioned that a lot of the women are widows)
- Women focused Projects:
 - Upholstery
 - Furniture refurbishment

- Literacy, Health, WOW (Women of the World, geography, women's rights awareness and current events) classes
- Child care
- Carpet weaving
- Girls leadership program/exchanges/sports focus
- Women for Women; rights awareness training, need more in depth knowledge on this
- Get original RAMP proposal for women's projects
- Goal: lift women out of current mindset through holistic method (health, literacy, training), 3 and a half hour long day of studies, 5 days a week at times and 2 or 3 days for others
- Afghan Center is NGO founded by Afghan refugee in Pakistan who later moved to Fremont, CA—Naseer Durani
- Main Funders: PRM (State Department), ILO, IRC, UNICEF
- Working with refugees in Soviet Cultural Compound (mainly Tajiks)
- Men trainers seem to work well side by side with women but main trainers were women, keep in mind these projects are in Kabul and may not apply to social norms in the rural areas but of course different rural areas have different social and cultural norms.
- Quasi-Company for men's construction company has really taken off and they have demand for their services, a similar example for women is a recent order for white boards which the women will manufacture but the men were the links to the market, bringing in the request for the item, the women will create them, and the men will again sell them in the market, acting as a market linkage for the women.
- Campbell soup possibility, public-private partnership
- Very complementary of NSP
- Family and peer group support was evident as the women often times referred to each other as Aunts/sister/etc.
- Recommendations:
 - We could use the Afghan Center for food processing or women's leadership training
 - It's first important to learn about their current Roots of Peace Job Order and how, if at all, women can be incorporated
 - Explore gender sensitization of NGO staff and partners more thoroughly

*Side Note: At Ghazi Stadium, there was high visibility of disabled male athletes.

**C. Meeting with Susan Blake DeCamp-- March 20,2004, Afghanistan New Years Day
Attendees: Mary Rojas, Susan Blake DeCamp**

- Tuft's Research: Famine Institute; Fran Toomey has cite info – key finding: shows tragedy of traditional loan system in families giving their girls as collateral – a strong gender-based argument for “secular” loans.
- Susan collects success stories of women entrepreneurs: e.g. kites, generators and pumps for women's horticulture

- Discussion on conducting focus groups with men (e.g. men in the communities and RAMP staff)
- Discussion of utility of NSP for disseminating communication messages to rural areas – recommended that we speak to Jerry Becker, DAI who is working with NSP
- Discussion of the RAMP communication objectives, e.g. market prices, agriculture – unclear if will include alternative livelihoods or a focus on the social and cultural dimensions of the farm household
- Meet with Joan Ablatt, USAID communications
- RAMP institutional strengthening, e.g. Mr. Safi, Communications for Ministry of Agriculture mentions importance of a local Afghan woman for extension and good communications – men cannot work with women
- Congressional delegations request women’s projects – an ideal COtDEL would be in Parwan where RAMP has ACTED, Roots of Peace and other successful initiatives that have an agricultural focus with a gender dimension
- RAMP did PRAs initially (see O drive for summaries) but they focused on agricultural practices without a gender focus
- Our assessment could be to do PRAs in the same regions as the originals but through a gender lens also could include a value chain for marketing etc. The RSSA (Reconstruction Social Services of Afghanistan) did the originals and were good – Check with Andy Hale.
- Strategic Framework for Gender – four components:
 1. Projects: Capture stories and best practices from the Job Orders – to be used for:
 - A. Dissemination to rural areas and to donors through RAMP and USAID communication strategies and NSP;
 - B. Training materials
 - C. Development of USAID and Chemonics capabilities statement.
 2. Communications: Development and dissemination of messages emerging from Afghanistan initiatives through collaboration with NSP and mixed media (radio, video, newspaper etc.).
 3. Leadership: building on the AQIP model of working with women professionals in collaboration with World Bank/UN etc.

4. Institutional Strengthening: 1) Training for RAMP staff, RAMP partners and other appropriate/interested persons; 2) Staffing; 3) Gender mainstreaming of RAMP programs and policies and those of their partners

- We will keep Susan apprised of our meeting and whereabouts so she may join us when possible – particularly for interviews with women and for briefings with B Rodey etc.
- Discussion of importance of credit schemes (e.g. work of F Toomey’s program) to achieving RAMP results with a gender perspective.

D. Meeting with Ruxandra Boros, Sunday, March 21
Attendees: Ruxandra Boros, Mary Rojas, Zulaikha Aziz

- Ruxandra is working with Patricia Green at Babson College in Boston but studying for her Ph. D in France – doing her dissertation on women entrepreneurs in Afghanistan.
- Story of women in Capisa – BRAC is lending to 17,000 women – using solidarity method (peer group) – women save agreed upon sum and if meet goal then can take out a loan of 4,000 Afs (50 Afs=1\$) Pay back in 64 weeks then take out a larger loan. Tailoring, carpet weaving, using loans for male relatives (50%) – BRAC does initial door to door survey of interests among women – Opportunities, constraints and overcoming constraints. Women were innovative and had creative responses where at first they were feeling disempowered and with low self-esteem. Initiative among rural women.
- Labor Market Study: Steven Vardigan (International Rescue Committee: IRC) – Her question: Who are your entrepreneurs? 55% of businesses are family owned ; 70% of businesses employ two or less; women make up 30% of the breadwinners; government has not come up with definition of microenterprises (e.g. in EU ten employees or less) – perhaps because most are very small? IRC works with implementing partners and train both men and women - women rely on men for access to markets and inputs (linked gender approach to marketing for women and access to inputs and resources) and men have to be trained that women can work with NGOs for the benefit of the entire family.
- UNIFEM – community development teams (Carolyn McCool) to find out what they are doing – how interfaces with NSP and resource centers – can we utilize these in some way etc.
- Possible Consultant? Sippi Azerbaijani Moghaddam – affiliated with the European Commission - 070-276-002. Good background on women in Afghanistan from a non-western point of view.
- Computers used for literacy training and English as a skill; embroidered bags (so employees with ties to US markets.

- Handouts: Opportunities/Constraints Form; BDS Survey; IRC Labor Market Study (Steve Vardigan); BRAC Household surveys; list of providers; focus group interviews.

E. Nasrine Gross, Kabul University Meeting, March 22, 2004
Attendees: Nasrine Gross, Zulaikha Aziz and Mary Rojas

- Nasrine Gross is head of the social sciences department of the National Center for Policy Research at the University. Teaches sociology, history, art history
- She was involved in assuring equality and women were included in the new constitution and that there were assurances in the House of Representatives (2 women delegates for each province). One third of Senators are appointed instead of elected and 50% will be women. However, the executive, judiciary, municipal councils, do not have assurances.
- Her current projects: Four day seminar on comments on the constitution; Scientific method for teaching Peace and Reconstruction; writing an integrated vision of the new Afghanistan complemented by a survey of women's projects (940) across Afghanistan; human rights as a judicial process; panel on democracy and culture; study on what would reconciliation look like in Afghanistan; women and the Koran.
- She suggested we develop a cooperative relationship with NCPR to do work: for example, a WLR initiative with USAID/Afghanistan – she would gather those law faculty interested in women's legal rights; focus groups with women students. We had a discussion about the need to pay stipends to participants for training sessions, student group interviews and knowledge exchange. We determined there are times when stipends seem appropriate (transportation, food) or as a form of honorarium (knowledge extraction) but with student exchanges or seminars stipends, we feel, promote development dependency and a lack of understanding of learning for knowledge and advancement.
- Ideas for the WLR: survey what laws exist for women – not a lack of laws but of implementation; women and inheritance; sharia law and other traditional laws within Afghanistan.
- Recommended that we speak with the Deputy Minister of Agriculture, Dr. Panjsheri who says that 65% of the agricultural work force are women.

F. Meeting with Yoshi Yamamoto—JICA, 3/22/2004
Attendees: Arzo Mansury, Yoshi Yamamoto, Zulaikha Aziz, Mary Rojas

- Arzo Mansury of the Afghanistan Embassy in Washington, DC is here for 3 weeks working with the Ministry of Women's Affairs
 - her number in DC is 202-483-6410; mansury@embassyofafghanistan.org
 - working on gender issues through the embassy

- visited women's resource center in Baghlan; women participate in aash making, handicrafts, have legal department, etc.
- mentioned CEDAW report for Afghanistan, (has this been done yet? Is someone doing this?)
- also mentioned gender budget for national budget (has this been worked on? Is anyone looking into this?)
- Yoshi provided a list of the women's centers
- Yoshi is working mainly on institutional capacity building of the Ministry of Women's Affairs, JICA is also supporting a women's resource center in Bamyan
- MOWA has 4 distinct department; Department of Health, Department of Education, Department of Protection and Department of Economic Empowerment
 - the office of rural development will be housed under the dept. of economic empowerment.
- Function of MOWA has been pretty weak to date
 - each department can hire up to 24 employees and there is a great need for cooks, cleaners, etc. so there are very limited number of positions available for professional staff, this coupled with the low pay (approx. \$30/month) add to the increased weakness of the Ministry.
- MOWA has 29 provincial departments, clarify this with the Minister
- MOWA is administering all women's resource centers which are being run by various NGOs and funded by international donors, USAID is providing funding for 13 centers.
 - they construct centers and fund the programming for the first year, under pressure as originally they were only going to construct the centers
 - not all centers have the same curriculum but have similar activities (handicrafts, legal counseling, health info, etc.)
- Yoshi doesn't think Women's Centers are very useful (transport/distance problems, security situation, general usefulness, and at times no NGOs to run the centers) "women's center approach doesn't work!"
- NSP Program—establishing community shuras and some have women's committees as part of the general shura
 - this strategy is good in theory but doesn't appear to be working practically due to constraints on women's participation within a large group of males in rural areas—many women are marginalized and not given a voice "women can't participate but if they do participate they can't speak and if they do speak, they won't be heard"
 - may want to contact Eng. Karimullah in Bamyan, has suggested that women's committee be separate from overall shura/committee to allow their greater participation in the decision making process of the village
 - ironically, one of the villages in Bamyan chose a woman as their Shura leader
 - * speak to Deputy Minister Ehsan of MRRD about this (ask about MRRD's women's unit)
 - a lot of governors and commanders are not happy with the NSP and others are trying to use it for extracting funds because development funds are promised to the communities which can come together and identify their common needs, these funds are used to buy votes (?).

- Agreed with the idea of coordinating the rural leadership training through the WRC (women's resource centers), in other bodies (possibly NSP) there's an intentional disregard of gender issues
 - traditional women's shuras can be contacted through the MOWA
 - we see the WRC as a possible physical space for our use but not the main mechanism by which to contact local women, we should contact the women through the traditional shura system
- France, Iran and FAO are training 3000 (male?) extension workers through MAAH, we should touch base with FAO and find out about their program for women extension workers... what activities would they monitor/participate in? Karim from FAO would be a good person to meet with
- Investigate possibilities of bringing rural women to Kabul for training and then sending them back to their communities to train others, monitor work, etc.
- IRC also had 2 female extension workers in Bamyán training in animal health, nutrition and ag activities—maybe look into this

G. Meeting With Tom Fattori, Wednesday, March 24, 2004
Attendees: Tom Fattori, Mary Rojas, Zulaikha Aziz

Meeting had two objectives: a) to brief Tom on our strategy thus far; b) to fix an agenda for the meeting with Andrew Pinney this afternoon.

Ideas for strategy:

- Key Themes: Adding value to existing activities; support, strengthen, showcase ; dispel idea that we are creating another layer; economic empowerment of women.
- Three part strategy:
 - Advisory Support: Provide advisory support to Job Orders – (understand and extract gender-related opportunities presented in new and on-going job orders and support these in one way or another, e.g. synthesize gender related issues; provide technical assistance on key issues)
 - Communications: Promote findings from the Job Orders (best practices, lessons learned, success stories) through the RAMP communications strategy.
 - Institutionalization: Affect RAMP (Ministry of Women's Affairs and the Ministry of Agriculture; consultative group members etc.) policies and programs through the institutionalization of the findings and results
- A Case Study: The RAMP FAO Task Order - Kunduz, Mazar
- A network has been formed using lead trainers who are employed by the FAO – these train group leaders who earn their wage by providing services (e.g. transporting eggs to

the city for women raising chickens) The group leaders in turn work with women at a household level

- To form the groups need to secure permission to talk to the women from the husband
- Different levels: e.g. women where their only income is from eggs – absolutely no other source of income therefore do exactly what they are told; one woman has gone from 20 chickens to 60; a husband has gone in with his wife to raise 600 chickens with an incubator.
- One question: when does growth interfere with the household chores a woman is responsible for and what level of growth is achieved where the man takes over the business.
- Benefits of groups: social interaction; egg sales and chicken raising ideas; family counseling, e.g. conflict resolution through economic empowerment of women
- Incredible network for microfinance
- Lead trainers could include microfinance and health – health education is an identified need from the women.
- Basic business skills learned by the women include for example forward planning, debt payback,
- Social Value Chain – social analysis using the same agricultural chain but indicating who (men, women, ethnic groups, religious groups, income levels etc.) does what where and when.
- Job Description for the Gender coordinator: a) assess job orders and interact with the job order actors (RAMP, Job Order recipient, communities) to determine how best to support, strengthen and showcase their gender related issues. b) Design what a social value chain would look like and what assessments would be useful to the work of RAMP.
- The NRVA Data and the Andrew Pinney meeting

- Review the Nephew work with A Pinney
- Indicate more to be done with the data in terms of standard deviations and median
- and analysis of correlation
- Would like to be involved in the name of RAMP with livestock, poultry, vet medicine, dairy,
- We review and accept job order proposals and we need the gender and agriculture data information to make informed decisions
- Bias: training was biased due to lack of mobility of women because full training given to men in Kabul but women had to be trained in the provinces with a shorter course.
- Tom is using the NRVA data with other surveys for cross-referencing

H. Meeting with Homira Nassery, Senior Advisor to Women in Management, MRRD 3/24/04

Attendees: Homira Nassery, Mary Hill Rojas, Zulaikha Aziz

- Recommended seeking out Pamela Hunte's report on the roles of rural women
 - this study was done in the 1970s but may still be very relevant and helpful for our work

- this report was given to Shawna at AREU
- Also recommended finding Mercy Corp Report, “Blind Chickens” which is fairly recent
- Homira wears many different hats but main duties include:
 - Women’s Leadership Program for the Ministry
 - Panelist on Gender Advisory Group of the government
 - Evaluates and reports on the gender dimensions of NEEP, NSP and MISFA (also has microfinance experience with Save the Children and can be considered a microfinance gender specialist.
 - Health and Gender Specialist (permanent World Bank Staff member, on LOA, funded through UNDP, housed in MRRD)
- Experience with Save the Children
 - wasn’t impressed with their methodology
 - they weren’t looking at other important variables besides repayment rates which were only 50% anyways
 - women were giving funds they received to their husbands anyway, not necessarily empowering for them
- Is also connected with Barnett Rubin who has a series of small research grants for local researchers in Afghanistan, he is director with NYU’s Center for International Cooperation
- Actual gender advisor for MRRD is Safia Siddiqi
- Agreed to be in our Gender Consultative Group

I. Meeting with Ibrahim Biswas, BRAC—3/24/04
Attendees: Ibrahim Biswas, Mary Rojas, Zulaikha Aziz

- BRAC started in 1972 in Bangladesh
 - first started in relief work and later switched to development focused work in 1976-80 period.
- The project in Afghanistan is the first where BRAC is actually working outside of Bangladesh, though they do send consultants for assistance to other countries as requested.
- BRAC program is integrated and comprehensive dealing with:
 - microfinance (4 million beneficiaries in Bangladesh)
 - health
 - education
 - other forms of support
- Project in Afghanistan began in May of 2002
 - working in 14 provinces, have microfinance program in 11 provinces
 - 26,109 beneficiaries of microfinance projects, 100% are women
 - 132 participants in SFE (small focused enterprises), all men
- Credit Plus approach combines health, education and capacity building training with their microfinance loans.

J. Meeting with Andrew Pinney, Agronomist/Statistician, March 24, 2004

Attendees: Andrew Pinney, Mary Rojas, Zulaikha Aziz

- Zulaikha and Mary Rojas met with Andrew Pinney, UNDP and housed in the Ministry of Rural Rehabilitation and Development (MRRD) to talk of the National Risk and Vulnerability Assessment (NRVA) he is conducting.
- We gave him the analysis of the two files (Female Shura and Female Wealth Group) that Thomas Nephew had analyzed in Washington, D.C. He was pleased/impressed and will review the work in more depth and give us his opinion within two weeks.
- Andrew sent us the themes of the data categories, a power point presentation and the guidelines they are using for the analysis of the data.
- He is having different, interested groups analyze portions of the data and suggested that RAMP take on markets, livestock, land tenure, agriculture. We will follow-up with RAMP staff, particularly Tom Fattori. Zulaikha reminded us that we had an original request from USAID to do just that so it is a strong possibility. These data pieces dealing with agriculture and markets are disaggregated by sex so serve the gender unit needs as well.
- He intends to write summaries of the results in Dari and is of the mind to get the information out to the people of Afghanistan as fast as possible for their use.
- He would prefer to use consultants in Afghanistan to work with the data but if we could figure a way to have Thomas Nephew come here short term combined with working virtually from WDC we could use him for the RAMP ag/markets analysis.
- He mentioned that he had Craig Charney to his house for dinner with good conversation but that Craig is not a statistician and, therefore, not appropriate for the NRVA analysis of data. He mentioned he had also met with Craig's associate who is doing her dissertation on women in Afghanistan but he cannot use her skills.
- Tom Fattori and Andrew will discuss the data analysis further
- Mary Rojas will look further at the Nephew data to determine if we need more analysis done after feedback from Andrew and will brief T Nephew on our conversations with Andrew and send him the guidelines and other related materials.

K. Meeting with Dr. Panjsheri, Senior Advisor MAAH, 3/25/04

Attendees: Mir Dad Panjsheri, Zulaikha Aziz, Mary Rojas

- Has an NGO that works in Parwan and Kapisa, ASERB
- Working in Jabalsaraaj on a bee keeping/honey harvesting project with IRC
 - 25 widows are currently participating in the project
 - Feels bee keeping/honey harvesting is one of most rapid income generation activities for the very poor as it necessitates very little start up resources but has high/quick rate of return
 - One kilo of honey in Kabul goes for approximately \$10 in the market, one harvest can produce up to 100 kilos of honey per household per box of bees if the bee keepers are trained properly, this can lead up to \$1000 of income per harvesting household.

- They want to eventually expand the project to give women for up to four boxes which could lead to even higher income generation for the widows.
- Kafkazian bees are the best quality for honey production and these can be found in Tajikistan and Uzbekistan.
- This project is still in the initial stages.
- Also have plans/are working on greenhouse project for women, wants to start nurseries
- There are a lot more activities which can be geared towards rural women, especially widows:
 - greenhouses/nurseries
 - dairy production
 - tailoring/embroidery (there is a real market for this)
 - drying/processing of fruits and vegetables

L. Meeting with Mohammad Ehsan Zia, Deputy Minister Programme Ministry of Rural Rehabilitation and Development, March 27, 2004
Attendees: Deputy Minister Zia, Program Advisor (name?), Zulaikha Aziz, Mary Rojas

- We informed him that RAMP was working in five provinces and he informed us that they are very concerned that there be coordination of RAMP activities with the NSP councils (Community Development Council: CDC)
- The CDC is outside the traditional system and he thought this good – we did not ask why but suppose they are not representative enough nor do they fit within the new idea of democracy and governance? We still have questions on this point.
- The NSP is the overall framework for the CDCs. The CDCs are legitimate representative councils with a development plan. The plan has a positive list and a negative list – the positive list is primarily infrastructure as the CDCs receive a chunk of money to spend – the negative list includes income generation activities as these activities require a longer term commitment over time. However, to target women in particular they do allow for funds to be spent on women’s income producing activities. Why do they encourage women’s income generation projects for the positive list?
- He was concerned about duplication and the need for coordination with MRRD as the mandate of RAMP is often that of MRRD, i.e. agricultural infrastructure and markets
- Zulaikha told him that in fact there is a ministry liaison for the RAMP program, Jahid Mohseni, (Deputy Ehsan mentioned he had had previous conversations with Jahid but none concerning RAMP) but he mentioned he had no other contact with RAMP
- He was particularly concerned about the counternarcotic coordination of RAMP with MRRD – certainly the alternative livelihoods groups need coordination – we would hope these groups would also be targeted by the RAMP gender advisor to highlight gender
- Zulaikha mentioned she would brief the RAMP management on our conversation with him which she did (she spoke with Ray Baum and will write an e-mail to Chuck Grader and Ken Swanberg etc.)
- He told us that there were 2,300 out of 7,000 villages that now had CDCs.

They use a methodology of social mobilization and a system of elections – women are included either with separate CDCs or they have membership along side men in the same group. We need to find out more about this methodology.

- He thought the reason for failure of income generating projects for women is: a) instability in the country; b) lack of markets; c) lack of resources for quality management – also, how many tailors does a village need? Carpet weavers? Bead makers? Same story.
- There are districts where women have been elected leaders of the CDCs in mixed groups, districts in both Logar province (Mohammad Agha District) and 5 districts in Badakhshan province (Yoshi had also mentioned a district in Bamyan which had elected a woman as the CDC leader).
- He encouraged us to be a part of the gender consultative group TISA (Transitional Islamic State of Afghanistan) – we will ask the MOWA when this group meets and the membership – Zulaikha and I discussed the need to reconfigure our group.
- He suggested with meet with the MRRD NSP person: Kristof Burke – 070-21-2243
- He is sending us the list of districts in which the NSP is working as well as the implementing partners for each CDC, RAMP will similarly send a list of all districts we're working in to MRRD* (get this from Andy)

**M. Meeting with Sorya Sobrang, Deputy Minister, Ministry of Women's Affairs
March 27, 2004**

Attendees: Deputy Minister Sobrang, Mary Rojas, Zulaikha Aziz

- Zulaikha and I had a meeting with the Minister but she was not feeling well so she sent us to the Deputy Minister – Zulaikha has had two other appointments with the Minister and when she arrived both were cancelled.
- We waited in a room with many women, some with children, waiting to see the Deputy Minister – one was a teacher who taught humanities to girls in a town an hour from Kabul – she had recently returned from Iran and needed a signature on a form to be able to teach – another woman had come to talk with the Deputy Minister for help as she and her family had few resources and were in a bad way.
- The Deputy Minister was signing various documents when we arrived – each it seemed from those in the waiting room.
- She spoke to us about the importance of rural women and commented on her recent trip around the country (Kunduz, Mazar e Sharif etc) – “Women work in the fields but always they work without salary/wage
- She spoke of Carol le Duc who serves as a gender advisor to the Ministry and particularly of the CEDAW report due in June and of the gender budgets work also supported by Carol's office and the German Embassy.
- We asked her about the biggest challenges for the Ministry: she spoke of capacity building for the staff and the need for leadership training; she spoke of the need for increased opportunities for women to become mayors, governors and ambassadors – because women can do these – she spoke of the constant barrage against the Ministry asking why the Ministry was necessary – that this is a western idea and should be the work of NGOs. “We have to continually explain ourselves and justify our existence. I am tired. Today I could not stop for lunch. But this is the first time that the women of

Afghanistan have this opportunity and I realize my work is important for the future and for our children. We live in such a men-dependent society.”

- She spoke of the importance of the international community and the need for long term support.
- There is a resource center in the Ministry that we visited. The environment was inviting – shelves with hand written signs decorated with paper flowers and shelves with smaller paper bows. The books neatly shelved and categorized. Some of the categories were on law and religion and most were related to women and gender. A small category was on homemaking. The library was only for the women in the Ministry but the public can come in and use the library but cannot take the books out. A rug on the floor and tables with chairs. She said she was not encouraged by her superiors and would leave if she could – she has been there two months. The librarian, Suwaila Khorsand Areep, works for the Ministry so we told the Minister’s receptionist we appreciated the obvious work the librarian had done. The books in English were Persian-English dictionaries and The Oxford Gender Training Manual which I have at home.
- There was a map of the Women’s Resource Centers done by JICA – we could see Yoshi had carefully pasted in the centers on their locations with the name of the sponsoring donor or NGO partner.

N. Field Trip to Charikar Organized by ACTED, March 29, 2004

Attendees: Martine Miller, Anisa, Masooda, Susan Blake DeCamp, Mary Rojas, Zulaikha Aziz

- Susan Blake DeCamp, Zulaikha Aziz and I headed north on the road to Charikar – Fahim was our driver – On the Shamali Plain the scars of war are evident: memorial green flags on long poles bunched in areas where people died; workers On the Shamali Plain the scars of war are evident: memorial green flags on long poles bunched in areas where people died; workers de-mining the roadsides marked by white rocks to mark where the area is de-mined and red where work is still to be done; destroyed houses and buildings - pockmarked with bullet holes of one form or another; ISAF (International Security Alliance Forces) helicopters flying low hauling artillery; Afghan soldiers at check points with a sub-machine gun set up on a table pointed towards the stopped cars; vineyards burned by the Taliban. However, we feel no risk or fear except perhaps from the number of cars traveling too fast down the road. There is also evidence of reconstruction: new walls serve as boundaries for the farm households and for those given land by the Karzai government; schools open with girls in their black and white uniforms swinging from jungle gyms and using the slides provided by a non-governmental organization (NGO); rich green irrigated fields along the way of carrots and onions document the resurgence of agriculture; the markets in the villages we pass through are busy and people are out and about. We stopped to take photos along the way.
- Arrive ACTED/Charikar at 8:45 – Martine Miller, ACTED, was our organizer and Masooda, an ACTED staff member, acted as guide and translator. Zulaikha ended translating as her English skills proved better for our purposes. We met with the ACTED

staff – they introduced themselves – heads of the various ACTED programs: Community Development Centers; Literacy Training Centers; Ministry of Women’s Affairs Resource Center. Their credentials and skills varied from physician and professor (head of the women of Charikar) to monitoring officers with English skills (See Contact List)

- The room where we met had teaching visuals on hygiene (washing hands), water (boiling), and nutrition (food variety). Maternal mortality is 20%. Some uneducated rural women do use cultural/spiritual reasoning to explain infant mortality, for example some believe that these babies die a result of the “bones of the child being too heavy” or the Jinns, a spiritual explanation, taking them away.
- Highlights of the morning discussion: (Head of Literacy program) The idea of rural women themselves: It used to be before the Muhajadein that women owned livestock (chickens, cows for dairy and beef; sheep, goats). This ownership was recognized by the husbands and the income from the livestock went to the women to buy books, pencils for the schooling of the children etc. Now they must ask their husbands for money – “They don’t like to ask the husband – they don’t want to bring themselves down (humiliate themselves) by asking for money.” Tom Fattori mentioned that Heifer International is working in Jalalabad with CRAA – could use a follow-up to see if working with women.

The literacy program provides reading/writing/math skills – “Just learning to hold and use a pen becomes a skill – they are able to write the names of their children, themselves and their husbands. 25 trainers; the students are all women ages 15-50.

There is a need for “visuals” – e.g. displays of women’s products (old State Fair?) and need for rural leadership perhaps tied to these events

Kitchen gardens: there was an FAO project that provided seeds and shovels to women outside of Charikar – income stayed with the wife – very helpful

ACTED: hiring two “gender specialists: an Afghan woman and ex-pat for their RAMP program; participating in microfinance training to become MISFA partners.

Ideas: bicycles for girls to go to schools; kites are for fathers and boys to do together; teaching women to drive; need a center for 500 women for entertainments, weddings, funerals

Challenges for women: Need long term job opportunities – 10 to 15 years ago there was a factory for the processing of dried fruits – women were fully engaged there. A discussion on whether or not husbands would allow them to work – some said yes others no.

Various means of disseminating information: National Solidarity Program (NSP) community development councils; women’s resource centers; ACTED community development center; Radio Suhl; InterNews coordinated small radio station association; Provisional Rehabilitation Teams (PRTs) - American military doing humanitarian works;

the Charikar MOWA representative mentioned rural women's groups; FAO chicken women network and groups.

Susan: John says that livestock not traditionally owned by women. But we do not know for sure as women were not a part of the original RAMP participatory rural assessment. (There is still a strong argument for an assessment of who does what in RAMP priority areas – talking with Tom Fattori he warned against generalizing about the idea that women traditionally owned livestock. There is an immediate need to follow-up with the rural women in the ACTED Parwan region and to couch our recommendations in terms of being context specific where women are concerned – Ken Swanberg suggested we use the dairy initiative as a vehicle for microfinance programs to allocate heifers to women)

Re: The tension between the PRT (e.g. the military presence, the poppy eradication) and the NGOs – “no one wants to work with shooters”.

- Literacy Classes (20 classes of 20 students each held in teachers' houses): The women sitting on cushions around the room – no mobility issue as women come from surrounding neighborhood. Teaching materials on the wall, e.g. hygiene pictures (water boiling in a pot); letters in pockets on the wall. One woman said that her husband encourages her to come; her boys do the housework. The classes are four times a week for 1 ½ hours. “We can read invitations (wedding) now, the date, the place and we do not need to ask our neighbors for help.” Our biggest challenges: economic problems and the husbands do not allow them to go out to government jobs etc. but they can do jobs at home such as sewing and tailoring. One woman said she will do anything but not tailoring.
- ACTED's Community Development Center (CDC): Classes in literacy; tailoring for sale school uniforms (black tunic, black pants, white head scarf), leather jackets, wedding dresses (a women's business association that makes clothing and sells in market, contracts with shop keepers); sale of Istalif pottery – (we bought some from a local market for 40 Afs a bowl – men the sellers – is this a woman's product?); childcare (2 sessions a day with 50 children - three classes: babies; toddlers; 5-6 year olds; 80% children of women in the center activities, 20% of center staff women) They sang patriotic songs, played ball, and hung out; some 80 sewing machines; the literacy classes tied to health and hygiene; very enthusiastic teacher teaching health and hygiene; sex education, pre-natal health; This was a bustling place – some 60 women outside in the patio waiting for payments for teaching and other reasons.
- Visit to Ministry of Women's Affairs Resource Center – center rented by UNIFEM but a large building with 21 rooms is being built by USAID – no one was there except the director who is the representative of MOWA and a cobbler who was teaching a group of women (widows with no other source of income) shoe-making – padded boots to be sold at ISAF and women's shoes. Computer room and beauty parlor. The computer classes have students who have graduated from high school – 42 students – nine month program.

We sat with the director in a large room – her main concern is fund-raising as her programs have basically all come to an end after a three month start-up. She is in contact with a variety of donors. She interfaces with villages, goes to rural areas to speak to rural women’s groups of opportunities for women – maintains that rural women need same activities that urban women need – literacy, income generation, kitchen gardens – Mentioned courtyard chickens, livestock rearing.

- Great lunch at ACTED (which also has a guest house) of kabobs; pilaf (with raisins/carrots); lentils; potatoes; red pepper; lamb stew; Chinese pears; apples. Spices; mix of black pepper, green chili pepper, garlic, onion, cilantro, parsley, tomato paste.
- Brief visit to NSP office. We sat on cushions, drank green tea, ate wrapped caramel candies and sugar coated almonds. This office approves the development projects awarded under the CDC – mostly infrastructure – roads, bridges, electricity, micro hydropower but there is the possibility for women’s income generation projects in Parwan Province where there are separate CDCs for men and women. They are working with 72 villages to set up either mixed men and women CDCs or separate ones. Administration and community mobilization done by UN Habitat. They mentioned that the traditional system of shuras merges in one way or another with the new system of CDCs. Mentioned that CDCs not involved with the commanders; CDCs will remain as there is trust in them.
- Visit to Radio Suhl in Jabalsaraaj with Zakia Zaki, She is director of the radio and also representative of women for her district – was part of the constitutional congress (Loya Jirga) the radio was started October 8, 2001. First free radio during the Taliban – they were not in the district. 350 soldiers? Based in her district. Governor fought the Taliban – the Taliban threatened to kill her and heard she was a teacher at the high school but the principal of her school deflected them. 5,000 listeners; Parwan and Kapisa Provinces, 6 districts; 500 watt transmitter from BBC; broadcast 6-8AM and 4-8PM. She was educated under the Soviets; worked with Ministry of Aviation; after communists fell moved to Parwan; taught school; worked in radio; five children and very supportive husband “most important person in my life.” French Free Speech gave them a lot of their equipment. Trying to be self-supporting – Two services: a) buy time for \$2 a minute of \$30 for the 15 minute programs ACTED does for example. b) radio station prepares a program. She says that literacy and education for both men and women is the most important challenge – more than 80% are illiterate. Collecting all the arms will produce nothing if populous not educated. There are not enough girls’ schools. Not enough clinics and infant mortality is high. Those who give birth know they could lose their lives. The other challenge is the economic situation in the provinces – to make women economically independent – to learn skills, e.g. livestock, poultry.
- The Radio Programs: She produces one called “Woman and Her Life.” Two days a week she has a program for women on agriculture (best practices of irrigation to milking). Mughda was broadcasting while we there a health program. There are many responses from listeners and questions (over 100 per day). They use as resource people the local

government of Parwan/MRRD and women shuras. Interests of women beyond agriculture: How can a woman who is newly widowed cope? How can a woman engaged by her parents to a man she does not like refuse to marry him? Answer: The radio show uses the Koran and international human rights law to respond. Prisoners in Kabul are often girls who have run away from this situation and are imprisoned by their parents – self-immolation in Herat is another solution. Just yesterday a woman working with INA (an NGO) killed herself for the same reason.

- The radios: A lot of the families have radios. INA gave radios; USAID is going to distribute radios; T Fattori heard that the US Army distributed over a million radios to get out the word of the elections. Men have the control over the radio (husbands and sons) and tell the women to get their own. Radio distribution needs to take this into consideration, e.g. through Radio Suhl go directly to the women and have them come to the station for distribution. Three kinds of radios: crank, solar, battery. An informal association of small radio stations is coordinated through InterNews.
- The GPS Reading for the site of Radio Suhl: The elevation: 1669 meters; accuracy: 19.2 feet; 3D reception at 3:48 on March 28, 2004: N35.12916 / E069.24236
- The burka: a notable change from Kabul – all women in the Bazaar (market area in town) fully covered – women riding in horse drawn carts a main means of transportation fully covered in the blue or white burka. In our car we left the ACTED headquarters with two of the professional women we work with uncovered. I was looking out the window and when I turned back to them, the one was then fully covered in the blue burka and the other covered with a black scarf across her chin, mouth and nose - we were out in public. We asked when a girl must put on the burka – they said at age 15 – I told them 15 was a big celebratory birthday in Latin America, a girl became a woman. They said it was not a celebration here as it means they are “forced” to put on the burka. We asked if the correct word in English (as translated from Dari) was “forced” and they agreed it was.

N. Field Trip to Honey bee project in Jabalsaraaj, 3/30/04

Attendees: Sayed Khan, Adila, Mary Rojas, Zulaikha Aziz

- Sayed Khan—Honeybee Specialist, works in MAAH Livestock Dept.
- Adila—MAAH staff, extension worker and honeybee specialist, trains widows on how to take care of honeybees
 - has traveled extensively in Shamali region with both FAO and MAAH
 - her family doesn't have a problem with her traveling for work
- ASSERB Honeybee Project/run with IRC
 - 25 widows in Jabalsaraaj
 - 2 hives/boxes of bees given to each household
 - equipment provided includes: smoker, 2 boxes with frames, 30,000 bees per box, netted mask, scrapping tool (also used for lifting frames)
- Sayed Khan's House

- keeps 20 boxes of honey bees
- 20 boxes make about 700 kilograms of honey per year
- honey is sold at \$10 per kilo
- uses 10 liters of water for bees to drink per day but when fully productive each box needs 3 liters of water
- Two types of boxes: standard and African (a simple rectangle with wood slats)
- bees use nectar from acacia, rapduzia and salvia flowers
- daughters and sons help him take care of bees
- he ate the male bee to show it had no stinger
- 1st House—Parwana, daughter (mother – a widow- was away with guests)
 - Parwana is also learning how to care for the bees
 - Family hasn't extracted any honey yet but is expecting to in another 2 months
 - After 1 month, the family will be given another 2 boxes with the wax for the honey
 - 2.5 kgs of honey can be collected per frame, 10 frames per box, 2 boxes; 25 kilos per box per harvest, normally 3 to 4 harvests per year in the Shamali
- 2^d House—Fahim (12) and Roueen (10) (mother was at a funeral)
 - lost father and one brother in war, second brother committed suicide
 - Fahim is the oldest and helps out his mother in caring for the bees
 - Family has also planted flowers in their garden so that the bees can use the flowers, help pollinate them and they can sell the flowers as well, they seem to have really understood the idea of the bee and flower cycle and are using their resources well
 - Family also has a milking cow and a calf, they seem to be doing well
 - The inner courtyard had the hives, then a stable with the cows, then a apati and then the family living quarters.
 - Adila noted that a family needs about 4 boxes of bees, one milking cow and 40 chickens in order to live comfortably
- 3rd House—Najiba
 - seems to understand the breeding cycle of bees as well as the functions of the queen bee and the worker bees
 - so far the haven't seen any real cost or benefits from keeping the bees as the project only started 5 months ago
 - they have prepared a place to keep the bees in the winter and in the summer, have taken shading etc. into consideration
 - are generally happy to have the bees.

**0. Meeting with Dr. Abdul Qahar Samin, RAMP Agriculture Specialist
April 5, 2004
Attendees: Dr. Samin, Mary Rojas**

Dr. Samin received his master's degree in 1963 from the University of Wyoming and his PhD from Oklahoma State in 1969 in agriculture.

He has broad experience in working with rural women and commented that:

- it can be difficult to get women together in groups
- best that a team of women meet first individually – going house to house
- then the second time ask the women where they would feel most comfortable meeting as a group and they pick the spot
- they always talked to the men in the mosque first and got their approval to approach the women

Traditionally there are village women’s groups that are informal and then the village organizations of female shuras which are more formal and well organized.

They worked with kitchen gardens normally inside the household compound – they found an elder male extension agent could work with the women under certain circumstances

They also found that wherever in Afghanistan – no matter how conservative, e.g. Paktia – that if an announcement was made for a highly trained woman extension agent there were many that applied. Also household women are eager for information and to meet with the extension personnel so will not reject such an opportunity.

He said that during the communist year the Soviets were too extreme: i.e. the poorest person was to be the leader in the agriculture cooperatives even though they had no management skills

During the Mujahadeen times the commanders took the livestock targeted for rural women and widows.

Women take their cows to graze in the fields; they take lunch to the men in the field so they are not totally shut within the compound

The women extension agents traveled and lived initially in the village woman leader’s house but this was too much of a burden on the village woman so they then rented small houses for the women with a kitchen or housed them in a guest house/hotel. They initially had a truck for the women extension agents and one for men but then had mixed groups of men and women traveling together.

He feels that it is easier to work with rural women now than it was 23 years ago “before the war.”

O. Miscellaneous Conversations

Brief Breakfast Meeting
Friday, March 19

Teshome Lemma, economist, RAMP monitoring and evaluation specialist and Mary Rojas

Teshome mentioned that he had worked with Afghan Aid in the north with setting up economic opportunities for women – initiatives supported by the men as they saw economic power of

women's work – he talked of indicators developed to measure the gendered impact of these projects and suggested we contact Afghan Aid to secure those indicators. He mentioned that they had begun with health as a way of easily attracting women. He talked of the regional context for women – in the south women are not so easily organized as in the north – etc.

Conversation with Karen, Asia Foundation
Saturday, March 20

Karen is working with Charney Research, Afghan Media Resource Center and an Indian group on the survey of people's attitudes to voter registration, democratic values and civic education. She said that the Media Resource Center is doing the data analysis. She mentioned that mobility for women is very difficult and that they hired women in the provinces they were given a lesser training as enumerators as the men were given the more extensive training in Kabul. Therefore, because of the mobility issues there was a built in bias on training quality based on gender.

Conversation with Zulaikha
Sunday, March 21

Assistant in M/E (Roya) train further in gender and use women to go out with , i.e. Mohibi, a program manager for the CADG program would go with a woman trained in gender analysis to speak with the women and to highlight this dimension. FAO seems to have a cadre extension of women who are more mobile than most.

BDS Seminar – UN Compound – March 22, 2004

- Moving from relief to economic development – providers to offer fee-based services – market orientation treat beneficiaries as clients. Clients are commercial partners; pay for services; addressed in a non-patronizing manner. Waking-up the dormant entrepreneur; not all people are entrepreneurs.
- A recommended resource: GTZ CEFE manual for BDS at the grassroots
- Need for training of trainers; capacity building; working towards international certification and standards and a more client based approach.
- Praise for MISFA: label of quality – have evaluated companies and given their stamp of approval
- BDS is more than training also includes warehouses and transportation.

Meeting with Fran Toomey
March 22, 2004

- Fran manages MISFA (Microfinance Investment and Support Facility Afghanistan) which is a wholesale facility supported by the World Bank, RAMP, and possibly DIFID

and SIDA. RAMP provides 4 million dollars to microfinance institutions on both group lending and individual loans with a focus on ag borrowing: inputs, trading, chickens.

- Caroline works for RAMP in MISFA with microfinance institutions
- Mercy Corps works as a credit bureau – had problems with male borrowers and the fact that they lied on their guarantees
- DAI provides oversight for MISFA – Debra Boyer
- Working with ag cooperatives which were all male – the men asked “What about our wives?”
- In Kunduz the deputy governor came to Fran to insist she see the women’s resource center in his down – sewing, English classes, carpet weaving
- At the beginning of RAMP they did a general assessment to get the lay of the land
- In Helmand: Central Asian Development Group (CADG) helps with a women’s resource center there (male instructors; range of ages; computer training)

UNIFEM – March 23, 2004

Drop-in meeting with Helen Brereton, acting director for Carolyn McCool

UNIFEM has five programs:

- gender and justice (engendering legal reform process; providing legal aid to women in jails, i.e. 32 cases of women held in jail, 27 were freed; women accessing formal legal systems as much is based on customary law with little concept of formal law; train men and women legal people on women’s legal rights.
- support of Ministry of Women’s Affairs;
- women and economic empowerment through strong constituency of business women (support of Afghan Business Council);
- support of women’s resource centers in six provinces;
- women and media program (Afghan Journalist Forum – professional development and reporting on women’s issues)

Handouts: voter registration poster; conference proceedings of support for the elimination of violence against women; brochure UNIFEM in Afghanistan.

Meeting with ACTED, March 24, 2004

Martine and Beth – also present was the GIS mapping person and the director of operations

- Beth had worked extensively with gender in the Parwan Province as their gender advisor had left. She told us the local employees were excellent, enthusiastic and competent
- Martine is interviewing for the position of gender advisor for the RAMP job order
- They have a community development center with day care/ resource center/ capacity building – this is different from the women’s resource center which is having trouble getting off the ground

- They have twenty women's groups with twenty members each meeting at the household level doing hygiene. Literacy, math and discussion forum
- Their International Women's Day was very successful with 200 participants spoke of human rights
- The suggestion that young girls get bikes to ride to school brought cheers from the women
- They have worked with Radio Sol (woman's name: Masooda)
- They helped us develop an agenda to go to Parwan province to the town of Charikar on Sunday – we will meet them at 8:30-9:00.

Briefing of RAMP staff: Tim Pruitt, Andy Hale, Ray Baum, Frank Kenefick, Ken Swanberg,
Chuck Grader
April 1 and April 3, 2004

Briefed these three individually on the framework and recommendations. Ray mentioned that he would recommend we move ahead on this to Chuck when Chuck returns. I briefed Chuck over dinner on our plan but we had not developed the recommendations before he left – similarly I briefed Ken Swanberg before he left but he has not seen the ten recommendations. Frank told me he would put me on the agenda for the RAMP Sunday meeting with Patty Buckles. All of them liked the idea of building on what has been and is on-going in RAMP and the integration of gender into RAMP activities, policies and procedures. Tim Pruitt said there was a warm chair for gender in the Program Development Unit.

Meeting with Shakila Tani, Program Assistant Food for Education and Maliha Danish, Program
Officer, Women's Empowerment Unit
World Food Program
April 6, 2004

Shakila was recommended to us by Mohibi of the RAMP staff. The Food for Education program works with school feeding programs in rural and urban areas. She commented that they promoted girls education through the program. Also many of the bakers for the program are women and in Parwan they organized into a women's work association.

Maliha Danish is the woman who was in communication with Zulaikha and Larry Morgan when Chemonics bid on the Afghan women's legal rights initiative that was subsequently cancelled by USAID. She told us she came from California to take this position in December, 2003. Since then she has held a training workshop for NGOs and held a International Women's Day event – particularly inviting male colleagues. The guest speakers included Safia Sidiqui who spoke of women in Afghan history. We asked her if she may be interested in serving on the RAMP gender advisory group – she is interested.

Meeting with Renu Jain

Assistant to Jim Bever, USAID Mission Director
April 6, 2004

E-Mail sent to Ray, Ken, Ken, Tom, Frank, copies to Chuck, Zulaikha

This noon Zulaikha and I met with Renu Jain who is working with Jim Bever on the suggestion for a “Women’s Dairy Initiative” in Afghanistan - an idea supported by Patty Buckles in a recent e-mail. Patty also mentioned this initiative at the Sunday RAMP meeting.

Renu has worked closely with such initiatives in India – the women bring their milk in to collection stations where it is weighed and the fat content measured. These centers then expand over time to include the sale of feed. Many include health clinics and literacy classes. Renu mentioned their high success rate. She suggested that Land O’ Lakes may want to take on a partner from India with experience with these initiatives. She will send us both the web links for the initiatives and the name of potential partners. We told Renu we would inform you of our conversation, i.e. with this e-mail. I briefed Tom Fatorri and Ken Niles on the conversation and Tom told me that Land O’ Lakes is knowledgeable about such dairy programs.

Given our new “gender strategy” we feel the best way we (Zulaikha and I) could be helpful if you move forward on this idea is to review the concept paper for the Land O’ Lakes dairy proposal and work with the Land O’ Lakes people in WDC to “support, strengthen, showcase” the gender piece of the proposal.

Please let us know if you would like us involved.

Annex F: Contact List

Name	Organization	Date	Contact Info	CG	Key Words
Siddiqi, Safia	N/A	N/A			Spoke on Afghan women's role in Afghan History at International Women's Day event sponsored by WFP
Anisa	ACTED	3/28/2004	-	-	Monitoring officer, "forced" to wear burqa
Beth	ACTED	3/24/2004		yes	information and outreach specialist, interim gender officer for Charikar
Kohistani, Gh. Nabi	ACTED	3/24/2004	nabi.kohistan@acted.org		Consultant, national program officer, AIMS connection
Masuda	ACTED	3/28/2004	-	-	Presenter on Radio Suhl, good english, monitoring officer
Miller, Martine	ACTED	3/24/2004	martine.miller@acted.org	yes	ACTED Community Centers/ Charikar trip
Rebois, Yann	ACTED	3/24/2004	yann.rebois@acted.org		GIS Officer, mapping
Shafika	ACTED	3/28/2004	-	-	Literacy Supervisor, livestock/heffer idea, 80% of Charikar illiterate
Somya	ACTED	3/28/2004	-	-	Monitoring Officer

Waizi, Mahbooba	Afg. Women's Business Council	3/22/2004	awbc786@hotmail.com; waizi_56@hotmail.com		Business development for women
Grace, Jo	AREU	3/11/2004	jograce@areu.org.pk		Gender roles in Ag, livelihoods survey
Adila	Boniad	3/31/2004	-	-	Trainer with Boniad, works in Logar, trains 70-80 women, monitoring and supervision for life of project, 5 years
Mr. Sultani	Boniad	3/31/2004	-	-	Director of NGO
Biswas, Ibrahim	BRAC	3/24/2004	ibrahimbiswas@yahoo.com		Microfinance for women, SFE,
Sadat, Smoya Azizi	Charikar Women's Rep.	3/28/2004	-	-	IMC clinic
Haroon	FAO	3/31/2004	-	-	Poultry project coordinator, main trainer to Boniad trainers
Tieme, Olaf	FAO	3/25/2004	-	-	Senior project officer for poultry and technical training projects
Boros, Ruxandra	ILO	3/14/04, 3/21/04	ruxandra.boros@wanadoo.fr		BDS, rural loans, entrepreneurial women
Baerten, Ginette	IOM	4/13/2004	ginette.baerten@iom.org	yes	MOWA women's resource centers, coordinating rural women's program

					activities with RAMP
Yamamoto, Yoshie	JICA	3/22/2004	yoshie@alum.mit.edu	-	MOWA Capacity building, critical of WRCs and NSP
Adila	MAAH	3/30/2004	through Dr. Panjsheri	-	Works on bee project, extension work to Shamali with FAO and MAAH
Dr. Panjsheri	MAAH	3/25/2004	70279001	-	ASERB NGO, honeybee project for 25 widows, advisor ar MAAH
Khan, Sayed	MAAH	3/30/2004	through Dr. Panjsheri	-	Honeybee specialist, keeps 20 hives, showed us ASERB projects in Jabalsaraaj
Sobhrang, Soraya	MOWA	3/27/2004	-	-	Gender advisory group, CEDAW, UNIFEM has absorbed best local gender specialists,
Nassery, Homira	MRRD	3/24/2004	hnassery@worldbank.org	yes	Women's leadership, evaluation MISFA and NSP, health, nutrition and gender
Pinney, Andrew	MRRD	3/24/2004	andrew.pinney@mrrd.org		NRVA advisor, T Nephew data set, possible RAMP

					collaboration on Ag and Market data sections
Zia, Mohammad Ehsan	MRRD	3/26/2004	ehsan.zia@undp.org		No RAMP coordination with MRRD, counternarcotics consultative groups, NSP coordination
Jain, Renu	MSI/USAID		rjain@msi-inc.com ; 079 339 929	yes*	Working with Jim Bever, formerly of USAID/India, dairy milk initiative
Ranjbar, Eng. Nisar	NSP--Charikar	3/28/2004	eng_ranjbar@hotmail.com	-	Provincial office team leader, provides oversight, no women elected as leaders in Charikar yet
Rahimi, Fidah	NSP--Charikar	3/28/2004	-	-	Advisor to NSP, CDCs seen as being legitimate representatives
Zakia Zaki	Radio Suhl	3/28/2004	-	-	owner, director, presenter on radio; ag specific programing for women; answers audience questions/provides advice
DeCamp, Susan Blake	RAMP	3/20/2004		yes	Communications,

					RAMP
Fattori, Tom	RAMP	3/24/2004	tfattori@chemonics.net		gender supporter on RAMP, poultry assessment, NRVA interest
Grader, Chuck	RAMP	3/25/2004			COP, approved gender strategy
Lemma, Teshome	RAMP	3/19/2004	cgrader@ramp-af.com		M&E, rural gender indicators
Baum, Ray	RAMP	4/1/2004	rbaum@ramp-af.com	-	Supportive of strategy
Prewitt, Tim	RAMP	4/1/2004	tprewitt@ramp-af.com	-	Very supportive of strategy, part of RAMP gender advisory group, open to having gender person on PDU
Samin, Dr. Abdul Qahar	RAMP	4/5/2004	aqsamin@ramp-af.com ; gahars@ramp-af.com	-	Senior Agriculturalist on RAMP
Sultani, Sajia	RAMP	4/5/2004	ssultani@ramp-af.com	-	Worked with Sima Wali, trained new RefWID person at MOWA, knows many women's NGOs
Toomey, Fran	RAMP	3/9/04, 3/23/04	ftoomey@aol.com		MISFA, lending to women through certain MFIs
Spozmai	RefWID		070 298 814		Afghan Program Coordinator

					President of RefWID, Capacity Building/Management training at MOWA, on Afghan women's council (lobbying group) in US
Wali, Sima	RefWID	2/?/04	-		
Goodno, Duaine	The Afghan Center	3/18/2004	dgoodno@mail.com		Urban enterprises, literacy, health, wow
Lindberg, Melanie/Karen	The Asia Foundation	3/20/2004			Civic education, voter surveys
Brereton, Helen	UNIFEM	3/22/2004	helen.brereton@undp.org	-	Gender Justice, Women in Media, 6 WRCs, MOWA capacity building
Jamal, Asila Wardak	UNIFEM	3/22/2004	asila.wardak@undp.org	-	Women's Resource Centers (WRCs)
Yousufzai, Khalid	UNIFEM	3/22/2004	khalid_yousufzai@undp.org	-	MOWA capacity building
Goeldener, Karri	USAID	4/1/2004			Market Development Specialist, close involvement w/RAMP
Robey, Barbara	USAID	4/1/2004			USAID Gender Adviosr, NSP,
Volpi, Malaly	US-ARC	?/?/?			worked with Land O'lakes on dairy initiative, on US Afghan women's council, works with Women's Edge

Azizi, Wahida	WFP		wahida.azizi@wfp.org		works on NRVA program
Tani, Shakila	WFP	4/6/2004	shakila.tani@wfp.org		Program Assistant (Food for Education Program); gender focus
Danish, Maleha	WFP	4/6/2004	maliha.danish@wfp.org ; 070 282 548	yes	Program Officer; Head of Women's Empowerment Unit, was bid on original WID Afgh. TO thru Chemonics
Le Duc, Carol	World Bank	3/15/2004	cleduc@worldbank.org	yes	Women's leadership building, Country-wide Gender Assessment