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VOLUNTARY ASSOCIATION OF REHABILITATION OF AFGHANISTAN (VARA) FINAL REPORT

**Final Report for Project NO. RAMP-CLIN 0002-
JO#46-G-05-VARA
RAMP/VARA**



**Voluntary Association for Rehabilitation
of Afghanistan**

VARA

**Final Narrative Report for Project No.
RAMP-CLIN 0002-JO#46-G-05-VARA**

Funded by RAMP/Chemonics



1. **Job Order Number:** RAMP-CLIN 0002-JO#46-G-05-VARA
2. **Implementing Agency and Contact**
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3. **Reporting Period:** (September 1, 2005-March 31st 2006)
4. **Total Project Budget:** USD 250,000
5. **Summary of Project Activities and Impact:**

Based on the objectives of the program, following activities have been completed so far:

- 180 trainees in tailoring and 600 trainees in poultry courses have been successfully graduated from the villages in Grishk, Nad-e-Ali and Nawa districts of Helmand province during 6 months period.
- Two buildings for women community centers have been newly constructed in Grishk and Nad-e-Ali districts according to accepted design and plan. All skilled and unskilled labors have been recruited from the projected areas.
- Trainees in tailoring have received their kits (One sewing machine, table for work, a scissors, some clothes, threads and other relevant materials;
- Trainees in poultry have received (10 4-months chickens, a feeder, a drinker, 50 kg feed, medicines and roofing materials for chicken room).
- Monthly incentives have paid regularly to each trainee according to the budget in close cooperation of DOWA and community elders.
- Salaries for managers, coordinators, trainers and construction labors have been paid according to the budget and plan.
- Two community centers have been handed over to the DOWA office in Lashkargah for further use and maintenance of the centers as agreed upon.
- Trainees have been selected according to the established criteria established by AIP, VARA and DOWA prior to the commencement of the programs; they are mostly widows, handicapped and poor women.

6. Tasks Completed During the Reporting Period:

This project has been started on first September, 2005 in Helmand province (Grishk, Nad Ali and Nawa districts). The activities are construction of 2 community centers for women in Grishk and Nad Ali districts and poultry and tailoring courses in Grishk, Nawa-e-Barakzai and Nad Ali districts.

Following activities have been done prior to the commencement of those programs:

6.1 – Selection of trainers for the courses:

Heads of poultry and vocational training departments of VARA in consultation with the director of women affairs in Helmand have selected the trainers and coordinators for poultry and tailoring courses as per following criteria:

- Vacancy was announced for above trainers.
- Meeting was arranged with the applicants whom applied for the job. Exam was taken from all of them in DOWA office in Lashkargah.
- The best ones were selected after the exam that had enough experience in the fields of poultry rising and tailoring/embroidery arts.

6.2 – Workshops:

For refresh training and knowledge with curriculums and other guidelines, workshops have been held in VARA Lashkargah for the project coordinators and other monitors of VARA. As well as the same workshops were conducted in Grishk women affairs office, in Loy Bagh village of Nad Ali district and in Ainak village of Nawa district for trainers.

In the workshops the participants of workshops discussed about:

- Implementation of courses and curriculums.
- Methodology of training and education for trainees.
- Selection of trainees according to the beneficiary criteria.
- Other issues (Security).

We held workshops for trainers after each graduation period to upgrade their knowledge and focus on the other issues being not practiced and thought necessary for the trainers and coordinators.

6.3 – Selection of beneficiaries (trainees)

A group was appointed for selection of trainees which consists of course coordinator, a trainer of course, a member of women affairs office in Lashkaragh and one member of relevant village community.

The selection criteria for choosing of trainees were:

- Widows.
- Disables women.
- Orphan female persons.
- The most vulnerable and poor women.

All trainees of tailoring and poultry courses have been selected by the committee according to the above mentioned criteria.

6.4 - Procurements of materials and tools for training programs:

All materials and equipment for training program such as sewing machines, tables for machines, measuring meters, scissors, oil, threads, clothes, and etc. for tailoring courses, and medicines & equipments for chickens and other training materials for poultry courses, also some construction materials and equipments for construction of two community centers had been purchased from the Kandahar by VARA main office considering procurement procedures and then transported to Lashkargah and stored in Lashkargah VARA office for further transportation to the project sites. The procurement of materials has been purchased from major suppliers in Kandahar based on inviting of 3 suppliers for bids. The reliable and cheapest one selected for supply.

6.5 – Commencement of program:

On first of September 2005 the program has been started in the certain locations. VARA conducted inaugural ceremonies in the DOWA Lashkargah and in Grishk for the start of the program. The aims and donor of the program was introduced to the participants consists of beneficiaries, local authorities and community elders.

In the beginning we had certain security problems due to Electoral process in the month of September so the training program was very slow, but after the election the program was continuing normal and completed so far.

Completed activities summarized as bellow:

6. A - poultry courses

These courses began on 1st September 2005. Each period of this course is one month and total number of trainees is 100 trainees per month, a total number of 600 trainees graduated from these courses during the reporting period. After graduating of each period the trainees took their kits (each trainees receives 10 four months chickens, 1 drinker, 1 feeder, 50 kg feed, some medicines, NDV vaccine and antiseptic).

All coordinators, trainers and trainees took their monthly salaries. The distributions lists of salaries for trainees, trainers, coordinators are attached with final financial report.

6. B - tailoring courses:

This program also began on 1st of Sep. 2005 and the period of these courses are 2 terms, the duration of each term is 3 months. A total number of 180 trainees graduated from first and second period in all courses of Grishk, Nad Ali and Nawa districts. All materials of this activity such as sewing machines, tables, scissors, buttons, threads, machine oils, measuring tapes, and other necessary materials have been purchased and distributed to the trainees and trainers. All staff and trainees of this program have received their monthly salaries from VARA.

6. C - Construction of two Community Centers for Women:

The construction of two community centers has been completed in the centers of Grishk and Nad Ali districts of Helmand province. The land and property papers were prepared prior to the start of construction work. The two pieces of land was allocated by the governor of Helmand for DOWA office to be used for further developmental programs by women in two mentioned districts of Grishk and Nad-e-Ali. All activities such as excavation, brick masonry, foundation, RCC, PCC, plastering, painting, installation of doors, windows and glasses and furniture are provided according to the plan. The materials and tools for construction of the two centers have been purchased locally in Lashkaragh. The two mentioned buildings have been hand over to DOWA Helmand for further maintenance and use for developmental objectives for women of the mentioned two districts.

The below table shows the number of trainees, trainers and location of each course for Poultry training:

No.	Name of course	District	Village	No, of trainers	No. of trainees	No. of periods	No. of graduated trainees
1	Nargess	Gireshk	Abbazan	1	6	6	36
2	Nafiesa	"	Raofkhan shila	1	6	6	36
3	Razia	"	Tadjekan	1	6	6	36
4	Waheda	"	Nowabad	1	6	6	36
5	Fatema	"	M. Zai	1	6	6	36
6	Moqaddasa	"	Center	1	6	6	36
7	Shahla	"	Mirdawod	1	7	6	42
8	Anar Gula	"	center	1	7	6	42
9	Nassima	Nad Ali	Said abad	1	7	6	42
10	Nassima	"	Shein kaly	1	7	6	42
11	Zahera	"	Loybagh	1	6	6	36
12	Quderia gula	"	Cha anjer	1	6	6	36
13	Shakiela	"	31 Gharby	1	6	6	36
14	Sakiena	"	Uzbakan	1	6	6	36
15	Zakia	Nawa	Aynak	1	6	6	36
16	Shamsia	"	Saidan	1	6	6	36
Total				16	100	600	

Number of trainers and trainees in tailoring courses as follows:

N o.	Name of course	District	Village	No, of trainers	No. of trainees for 1 period	No. of periods	No. of graduated trainees
1	Gul Jana	Grishk	Center	1	9	2	18
2	Shahla	"	Tadjeakan	1	7	2	18
3	Habiba	"	Center	1	9	2	14
4	Deljan	"	Mirdawod	1	7	2	14
5	Kariema	"	Abbazan	1	8	2	16
6	Hoosina	Nawa	Ainak	1	7	2	14
7	Rojia	"	Saydan	1	7	2	14
8	Fatima	Nad Ali	Saydabad	1	7	2	14
9	Tahera	"	Qala	1	7	2	14
10	Hameda	"	Uzbakan	1	7	2	14
11	Hzratta	"	Loy Bagh	1	8	2	16
12	Khadeja	"	Chah	1	7	2	14

2			anjier				
1	Total			12	90	2	180
3							

6.6 Monitoring and supervision of program:

The program was regularly supervised by the coordinators of the two mentioned activities on weekly basis and from VARA Lashkargah by every two weeks and from VARA main office in end of each month. VARA Lashkargah was in close contact of DOWA and MRRD office for joint visit of those activities. All trainers, trainees and some community elders were directly interviewed to improve the knowledge of trainees during the monitoring.

6.7 Evaluation and assessment of the project results

A group of staff composed of Dr. Mohammed Naim (Coordinator for Poultry) Mrs. Malaka (Coordinator of Tailoring) Mrs. Nafisa (Member of DOWA Lashkargah) was assigned to do the evaluation of the program in close cooperation of VARA and DOWA office in lashkargah. They used a questionnaire for evaluation of the program by interviewing the trainees and local elders from the same locations courses were held. Following is the major findings of the evaluation team:

- All the graduated trainees at present are busy with their skills and have some income for their families. They are respectable persons in their families, because of their incomes which they are producing from their own skills.
- The women community centers that have been built in the mentioned districts are under the services of communities and the women affairs office. They are using these buildings for women and children.
- Salaries for trainees, trainers, coordinators and the staff of construction program have been paid until end of March 2006 (the distribution lists are attached).

All of the trainees were selected according to the criteria. Most poor families were targeted.

7. Lessons learned and recommendations for future activities:

The recruitment of local staff from the same districts was a good lesson for VARA or any other organizations implementing projects for support of women in such fragile situation in southern parts of Afghanistan. We noticed that the local staff had little education, but we refreshed their knowledge and put them in practical and theoretical training and upgrade their knowledge prior to the commencement of the program. We learned that their presence during the suspension of the program after the brutal killings of AIP staff were valuable, because they were in the field and receiving threats from the hardliners but because of their influence

and also understanding their role and importance of the program for the poor families of their own communities, they never felt disappointment during the implementation of the program.

The other lesson that we learnt is the relationship and consultation with the local authorities and tribal elders during the designing and implementation of any program. Thanks Ms. Rense that pay a lot of attention during the designing of this program and met with all women group, community elders and local authorities and solicit their approval prior to approval of the program from Chemonics.

Income generating and training programs bringing income and job opportunities to the local people thus effect directly on the local communities. The present intervention was a good example of skills training of local poor women and provision of job opportunities that appreciated by both local authorities and also the tribal elders. It is also a long term support for those families always in debt due to poor economic conditions. Skills training observed to be the best options for reducing poverty and also bringing income to the vulnerable families. We recommend the inclusion of these and other skills training for women to the other villages not are being covered in the mentioned districts. We also advise the inclusion of micro-credit or loan to those families to cover most of the village needs by those groups of women (capital or grant to be considered in addition to the skills to extend more activities targeting women in the village i.e cloth shops, weaving looms and etc.).

The other part that is more relevant to those courses is the marketing. Due to the short duration of the program, VARA was not able to search for linking of those trainees to the local markets in lashkargah or Kandahar. We propose to have longer term courses with marketing aspects as well. We are sure with the inclusion of marketing the income of those families will be doubled. At the moment DOWA (Department of Women Affairs) was advised to help those trainees for searches good markets for their products.

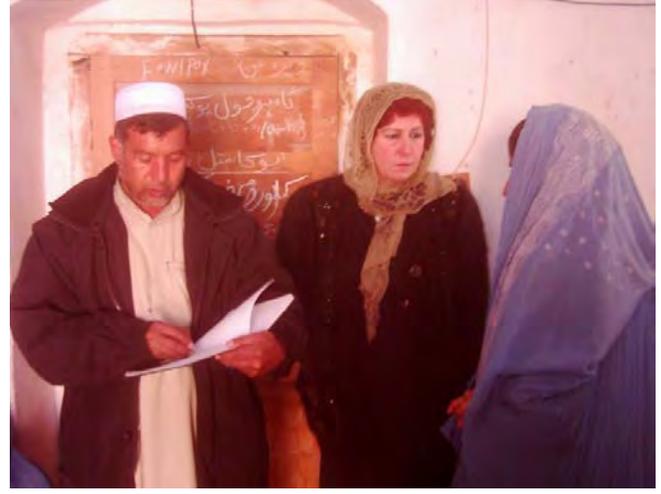
8. Summary of Projects Relationship and Coordination with the Islamic State of Afghanistan and Appropriate Ministries during the Course of this Project.

Considering the importance and sensitivity of the program (working with women group), VARA jointly implemented the present program with the help of DOWA, local authorities, local communities and benefiting women group. We thank the governor, district administrators, and DOWA offices in Lashgkargah and in Grishk who provide every possible support during the implementation and made success to the program. Construction part of the program was coordinated with the MRRD department of Lashkargah who pay visit from time to time form the construction site. All those activities from designing of the program to selection of beneficiaries & trainers, distribution of kits and salaries to both trainers and

incentives to trainees were jointly coordinated and implemented with the presence of DOWA representatives in three mentioned districts. DOWA office officially appreciated AIP/RAMP for generous contribution to this program and also thanks VARA for very hard work and implementation of the program in a wise manner and support poor women in rural areas of Helmand. DOWA has request the continuation of the program to other villages in the mentioned districts and other districts of the province. Appreciation letter and translation is attached.

9. Photographs, Human Interest and Beneficiary Stories:

9.1 Photographs:







9.2 Human Interest:

Implementation of projects especially targeting women in rural areas particularly in Helmand province was not a joke. Helmand is presently the most dangerous part in the country in terms of insurgency, poppy and smugglers. VARA team with good reputation and hard work and experience of 10 years in the areas has accepted such program to support the most vulnerable women in rural areas. It is obvious that every program can not be implemented without involvement of the beneficiaries. VARA with its past experience in the area and also support of the local community elders and cooperation of DOWA have succeeded to encourage local communities to support their most vulnerable group of women who are dependant on the community for survival. Our experienced staff has put dialogue with rural community elders in such a way to respect the culture and reduce the risk of failure of the program. We have encouraged the elders to cooperate with the program and following is the contributions from the communities:

- Signing agreement with the community elders for conducting of poultry and tailoring courses in the targeted villages for women based on the established criteria.
- Contribution of places (furnished rooms) and other facilities needed for trainers and trainees by the communities.
- Contribution of some materials for courses such as Iron and coal.
- Take responsibility of housework by male members when women are in classes.

Below table shows the names of persons who contributed places for classes:

No	Courses		Owner of center	Village	District	Remarks
	Name of courses	Kind of courses				
1	Gul Jana	Tailoring	Baz.M	Grishk city	Grishk	
2	Shahla	"	M.Hashem	Tajekan	"	
3	Habiba	"	S.Omar	Grishk City	"	
4	Deljan	"	Niamatullah	Mirdaowd	"	
5	Kariema	"	M.Azim	Abbazan	"	
6	Hoosina	"	S.Dawod	Ainak	Nawa	
7	Roqia	"	S.Hossine	"	"	
8	Fatima	"	M.Ali	Said Abad	Nad Ali	
9	Tahera	"	H.Mahdi	Qala	"	
10	Hameda	"	Delagha	Ozbakan	"	
11	Hzratto	"	En..Zarif	Loy Bagh	"	
12	Khadeja	"	Wali M.	Chahanjier	"	
13	Nargess	Poultry	School	Abbazan	Grishk	
14	Nafiesa	"	Dr.Naiem	Shiela	"	
15	Razia	"	Women.center	Tajekan	"	
16	Waheda	"	.Hamid	Nowabad	"	
17	Fatema	"	Women.center	Grishk city	"	
18	Moqaddasa	"	Women center	Grishk city	"	
19	Shahla	"	Zemarai	Mirdawod	"	
20	Anar Gula	"	Women center	Grishk.city	"	
21	Nassima	"	Allawodin	Said abad	Nad Ali	
22	Nassima	"	Wali jan	Shin kaly	Nad Ali	
23	Zahra	"	Khial M	Loy Bagh	"	
24	Quderia	"	Ghowsadin	Chahanjier	"	

	gula					
25	Shakiela	“	Yonus	31gharby	“	
26	Sakienna	“	Hakiem	Ozbakan	“	
27	Zakia	“	S.Jamal	Ainak	Nawa	
28	Shamsia	“	S.Qasem	“	“	

The other positive aspect for the smooth implementation of the program was the targeting most poor and vulnerable villages and also ethnic groups. We selected beneficiaries from all ethnic and religious groups in 3 mentioned districts. We selected pashtoons, Tajiks, Uzbeks, Hazaras, Arabs and Balouchis in this program.

9.3 Beneficiary stories:

Koko daughter of Said Ali Jan from Hainak village of Nawa district of Helmand province; She is a widow and was one of the trainees of poultry training course.

She is telling about herself:

“Before getting training from VARA/RAMP project, I was baking bread for the people; I was paying one piece of bread per each day. When I was not offering bread baking, I was bagging. Fortunately by the grace of god, I had a chance to get training of poultry keeping. I am now the owner of 10 hens, I know how to feed, vaccinate and treat my hens. I get about 8 eggs everyday, and I sold each egg 4 Afganis. I have a proper and suitable income for me and my children”.

Ma Gul daughter of Gulroz from Arbakan village of Nawa district of Helmand province she was apprentice for a tailor and one of the trainees of tailoring training course.

She is telling about herself:

“I thanks god, I am now a craftswomen and able to work and gain proper income for my family. Before getting into this craftsmanship, I was at home with doing nothing. My husband is disabled, he gains small amount of income which is not suffice our family needs.

By getting proper training from VARA/RAMP course and receiving a sewing machine and other necessary items, I am very happy and able to work at my home. People from around and distant bring me cloths to stitch. I serve the people and also helping my family by gaining proper income.

Now people respect me, also my husband paying me more respect than before, I have income more than 1500 Afghanis per month”.

10. Performance indicator report:

Objectives	Indicators of success	Results achieved	% of target achieved
To provide the employed and vulnerable families with practical vocational skills training, to increase their household income, and to contribute to improvement of socioeconomic condition Of women.	180 women trained in tailoring courses. 600 women trained in poultry rising with a group of 14 women trainers and two coordinators and construction of 2 community centers for women.	Monitoring and evaluation confirmed that 180 women trained in tailoring and get their incentives and kits. As well as 600 women trained in poultry rising skills and received kits and other incentives. Two community centers constructed in Nad-e-Ali and Grishk districts. Totally 28 trainers and 2 coordinators have been recruited against 14 trainers to benefit more trainers.	100% target has been achieved.

Attachments:

- The curriculums of tailoring and poultry courses.
- Lists of trainers and coordinators. (Their monthly attendant and salary sheets are attached with final financial report).
- The lists of all trainees for distributions of incentives and their monthly attendant sheets are attached with final financial.
- The lists of all graduated trainees for distributions of kits are attached with final financial.
- The letter from the women affairs of Helmand province is attached.
- Employment contracts of coordinators and trainers are attached with financial reports.

Vocational Training Department
Tailoring courses for three months curriculum

1st Week	Describing tailoring tools and benefits for using of them: sewing machine, table, meter, scissors, iron, machine oil, needle, (Bokram, Chasp) and also fixing machine tools, shuttle, needle, thread and controller.
2nd Week	Cutting child's cloth on a paper by measure, and sewing (Pasdozi, Bandak dozi, Kaj dozi, atopai) etc.
3rd Week	Cutting method of child's cloth in different style, example (Punjabis, circle style, Paraki, Say paraka, Kuchi, Amrela) etc.
4th Week	Cutting method of trousers by measure in different styles, example (trousers, Wazeri, pants, Churai, loose trousers) and also stitch in different styles.
5th Week	Cutting method of sleeves by measure in different styles, example (Paraki, Kangora dar, Umbrellah style, sample, double sleeves, pleat style, Kafi dara) etc.
6th Week	Cutting method of collar by measure in different style example, (Kangora dara, Haft, circle style, square style) etc.
7th Week	Cutting method of skirt by measure in different styles, example (Amrela, Kangora dara, double skirt, pleat style, Paraki, circle style) etc.
8th Week	Cutting method of Kuchi cloth by measure in different styles, example (Afghani, Punjabi, and also using lace in different shapes.
9th Week	Cutting method of Punjabi cloth in different styles.
10th Week	Cutting method of gown by measure in different styles, example (fish style, circle style, double skirt, Yak Barchaka and Do Barchaka)
11th Week	Cutting method of man cloth by measure in different styles, example (have circle skirt, collar, circle sleeves, square skirt, pleat sleeves, Tarkhazi and Shabazi sleeves)
12th Week	Making clothes in different styles, example (gown style, suit, Amrela, pleat style, Balochi, Afghani) etc.

Note: At the end of each month test and exam would be taken from the trainees while a final test must be taken at the end of course which complies with distribution of kits and certificates.

Poultry Training Department
Weekly Lesson Plan for Poultry Training Course (Week 1)

S/N	DAY	DATE	LESSON PERIODS		
			PERIOD 1	PERIOD 2	PERIOD3
1			Fundamentals of Poultry and its Aims	Why to make a den? Its advantages. (Demonstration from sketch)	Introduction to Chicken's external Body Structure and its Parts.
2			Introduction to Chicken's Internal Organic Structure and function of the organs (Esophagus, Crop, Gizzard, small intestine)	Introduction to Chicken's Internal Organic Structure and function of the organs (Liver, pancreas, cloacae, urinary track)	Chicken's Genital Organs
3			Three common practices of poultry rising. <ul style="list-style-type: none"> • Household Poultry • Semi Commercial Poultry • Commercial Poultry 	Poultry farming with Improved varieties of chicken (A. Hatchery Purposes)	Poultry farming with Improved varieties of chicken (B. Bi-purpose: Meat and Hatchery)
4			Poultry farming with Improved varieties of chicken (A. Broiler: Meat Purpose Chicks) 8 Demonstration	Introduction to Local Variety of Chicks: <ol style="list-style-type: none"> 1. Kulangi 2. Shin Khaldara (Multicolored) 	3. Pusti Variety Understanding quality of chicks (Demonstration)
5			<ul style="list-style-type: none"> • Eggs Production • Poultry Rising for Breeding Purposes 	<ul style="list-style-type: none"> • Hatching Pathways • Differences and Similarities between Hen hatching and Incubators 	<ul style="list-style-type: none"> • Precautionary points in hatching • Choosing a Cock • Choosing Hens for Breeding
6			Maintaining Ratio of Hens and Cocks for Breeding Purposes	<ul style="list-style-type: none"> • Choosing fertile eggs for Hatching Purposes • Characteristics of a good egg 	<ul style="list-style-type: none"> • Quantity of Eggs Production • Storage of produced eggs • Transportation of Eggs