



Da Afghanistan Brishna Sherkat
(DABS)

Project Management Office
(PMO)

Gender Section

Progress Report

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Date: 30 September 2011

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Introduction

I, the undersigned, Sonia Yusofi, Gender Officer of Project Management Office (PMO) of Da Afghanistan Breshna Sherkat (DABS) signed the contract and joined with aforementioned office on 03 may 2011. I have commenced since then the work accordingly to the written job descriptions of the position under the supervision of management of PMO and leadership of DABS and also in consultation and coordination with the relevant stakeholders such as the Ministry of Women Affairs, Ministry of Energy and Water and others.

Objective

I am preparing this brief performances progress report on the gender related activities in the PMO of DABS with the intention to update the senior management team of DABS and all other related stakeholders. Meanwhile, to illuminate certain challenges and recommendations as well which are for the improvement of the activities. This brief report covers the performances information from **May 2011 up to September 2011**.

Performances

When I joined the office, I started to prepare an annual work plan for the gender related activities of the PMO in coordination and consultation with other relevant direct and indirect partners such as the Women Union of DABS, Gender Section of the Ministry of Energy & Water and the Ministry of Women Affairs of the Islamic Republic of Afghanistan.

The afghan people face with a lot of problems while they are building a safe, vibrant and prosperous society. It is essential and critical to include and protect all citizens regardless their sex varieties and it is very important that men and women should have the opportunity to

actively participate in the re-development process of Afghanistan. Gender and its related subjects are to large extend new concepts in Afghanistan and sometime people misinterpret the terms, so it requires a lot of efforts to educate people about the gender related issues.

DABS is a newly established Corporation for power generation, transmission and distribution in the country and it is moving toward better quality and quantity of services to the citizens and the senior management team has created a very professional and dynamic environment not only for power related activities but all other cross cutting subjects including gender.

The annual work plan which I have prepared with the great collaboration of other PMO employees and others, stipulates what I have in the job descriptions for the position. The draft work plan was approved by HE Mr. Samadi, CEO of DABS – see attachment A.

According to the work plan, up to 31 September 2011 the following activities are performed:

- ☞ Annual Work Plan for gender related activities for the PMO was prepared and approved by the leadership of DABS;
- ☞ On 1390/3/29, I organized the first one day workshop about **Gender and Familiar with, understanding of Gender and Sexuality Gender** was held in PMO for the employees of PMO.
- ☞ On 1390/4/25, I organized the second three days workshop about **Awareness about gender and stress management for women**, it was held in DABS for the employees of PMO, DABS, KED, KESIP and MEW. In the workshop different issues were discussed but with the basic focus on the history of gender, sex and gender equality.
- ☞ On 1390/5/18, I organized the third One day workshop about **History of gender, sex and gender, gender equality, patriarchy, protect the rights of women and gender roles in the media** was held in DABS for the employees of PMO, DABS, KED, KESIP and MEW. In the workshop different issues were discussed but with

the basic focus on the history of gender, sex and gender equality, patriarchy, protect the rights of women and gender role in the media.

- ☞ On 1390/06/21, I organized the fourth one day workshop **about History of gender, sex and gender, gender equality, patriarchy, protect the rights of women and gender roles in the media** was held in DABS/ Herat Breshna for the employees of Herat Breshna.
- ☞ On 1390/7/17, I organized the 5th three days workshop with Ministry of Women Affairs about **Gender Improvement and implementation skills of women's national plan** was held in DABS for the employees of PMO, DABS, KED, KESIP and MEW. In the workshop different issues were discussed but with the basic focus on the history of gender, sex and gender equality, implementation skills of women's national plan and gender improvement.

Challenges / Recommendation

In the past 6 months, there were some challenges for the gender section to streamline certain activities and planning process those are lack of required data and information and also there are some limitations in the understanding of gender related subjects.

So it is recommended:

1. To provide all the required data from HR
2. To provide all the required plans regarding training programs in Kabul and in provinces
3. To provide the required logistic support for public (within DABS) education and awareness programs
4. To include certain messages about gender in the communication sections of DABS in Kabul and provinces.

At the end, I would like to express my great thanks and gratitude from HE Abdul Razique Samadi, CEO of DABS, SMG's members and senior management of PMO for their excellent support and meanwhile I am thankful from the Ministry of Women Affairs and Ministry of Energy and Water.

End