End-of-Contract Progress Report

WID ISSUES AND AFGHANISTAN

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WID ISSUES AND AFGHANISTAN

I. INTRODUCTION:

This report summarizes the various activities undertaken during my recent consultancy (11. September - 9. December, 1992) concerning WID (Women In Development) issues and Afghanistan. In general, focus has been upon how women's participation in United Nations projects and programmes in Afghanistan can be enhanced.

During this period Homa Sabri, Senior Programme Assistant, UNICEF/Kabul, has worked as my counterpart and has provided many important insights towards both fieldwork and data analysis. A basic outline of the work we have undertaken is included in Appendix A, which contains the Terms of Reference for this consultancy.

In many respects these activities have been a continuation of our previous work (May-July 1992) concerning WID issues and Afghanistan. Indeed, these are on-going undertakings, and we plan to follow up on many of the points discussed here in January, 1993, in addition to participating as team members in the UNORSA Rehabilitation Strategy.

This end-of-contract report contains summary statements on our specific progress in the following general areas, along with recommendations for future work:

A. the UNOCA Nordic Fund for Women
B. rural rehabilitation projects of UNDP/OPS
C. coordination with UNIFEM
D. the Rehabilitation Strategy for Afghanistan (UNORSA)

II. FIELD METHODOLOGY:

Appendix B presents a listing of a number of individuals with whom we have worked or spoken during the past few months. This includes not only United Nations staff, but also members of both Afghan and international NGOs along with other organizations.

The general topic of how Afghan women are presently participating in their various projects and programmes was
discussed in detail, along with how this could be enhanced in the future. A number of potential project proposals/outlines were also developed in coordination with NGOs in a variety of sectors, and coordination with UN agencies was initiated.

Fieldwork in Pakistan was undertaken in Islamabad, Peshawar, and Quetta, where the major offices of both UN agencies and NGOs are presently located. In addition, visits to refugee camps in the NWFP were made.

We have also conducted recent fieldwork in both rural and urban Afghanistan. Initially a trip was made to Nangarhar Province (Momand Dara, Khogiani, and Sherzad Districts, along with Jalalabad City). Another trip was made to Mazar Sharif, with brief visits to Herat and Kabul.

Presented here is a brief summary of our recent activities in both Pakistan and Afghanistan.

III. GENERAL UPDATE ON WID ISSUES:

A. THE UNOCA NORDIC FUND FOR WOMEN:

This general update briefly outlines a number of potential projects we have identified in which women are the primary participants. The UNOCA Nordic Fund for Women, which to date contains $850,000, will be utilized to finance these activities once they have been approved by the relevant UN agencies.

Appendix C illustrates the planned distribution of funds among various UN agencies. We have prepared umbrella project documents in collaboration with WHO, UNICEF, UNDP/OPS, UNESCO, FAO, UNDCP, ILO, and HABITAT, and these have recently been circulated for signatures by agency heads. To date the documents of UNESCO and WHO have been signed and returned to UNOCA in order to initiate transfer of funds, and we expect the others to be signed soon.

We have also been coordinating with a number of NGOs who have proposed projects which involve female participation for funding. These individual projects appear in Appendix C under the relevant UN office which will receive the initial funds from UNOCA.

These small-scale projects reflect a variety of sectors and largely build upon women's existing roles. Most are rehabilitative in nature, although some are relief in orientation while others focus more on long-term development. Locations of the
proposed projects are throughout Afghanistan in both rural and urban settings (see Appendix D/Map), and implementors/participants include many different ethnic groups.

Implementors are primarily Afghan NGOs who are familiar with the local sociocultural setting and have been working in the area previously. In other cases, experienced international NGOs have submitted project proposals. In addition, some UN agencies (e.g. WHO, UNESCO, and HABITAT) have plans for implementing activities themselves in coordination with national ministries or local shura. The support of local communities is especially crucial for these projects which incorporate women as primary participants.

Although women are the major participants in the following projects, beneficiaries include not only females but also their families and communities. Some undertakings focus upon separate projects for women, while others include both women and men in their activities.

A number of proposals have been sent to us to date, along with some general project outlines. In a number of instances specific information is presently incomplete and proposals are yet in the process of formulation. In any case, the following information clearly illustrates the considerable degree of interest which exists in the area of WID in Afghanistan.

1. WHO: ($100,000)

Of crucial importance in the area of health with respect to Afghan women is increasing the access to health facilities for themselves and their children. Effective referral systems especially in the area of perinatal care must be developed in both rural and urban settings, and the cadre of female health practitioners must be enlarged.

WHO has recently signed the umbrella project document which will result in the initial transfer of funds from UNOCA to the agency in order to train more female health practitioners. Dr. A.O. Gebreel, WHO Representative, is also interested in fostering women's income-generation through their production of bed-nets which are needed for WHO's malaria programme.

PROPOSED PROJECTS:

a. Training of Female Health Practitioners
   (TBAs, mid-level health workers, etc.)
   Implementor: WHO and MOPH
   Location: Nangarhar (Jalalabad, Sorkhrod), etc.
   Cost: $15,000 (general proposal received)
b. MCH Clinic Support
   (health education, TBA and Female Health Supervisor training, etc.)
   Implementor: Save The Children/USA
   Location: Baghlan (Narin)
   Cost: $17,000 (general proposal received)

c. Bed-net Making for WHO Malaria Programme
   (income-generation project for poor women)
   Implementor: WHO and local communities and/or MSF (Medecins Sans Frontiers)
   Location: Jalalabad, Kandahar, Balkh, etc.
   Cost: (proposal/s being prepared by WHO and MSF)

2. UNICEF: ($200,000)

   UNICEF’s focus of its WID activities at present is primarily upon providing relief assistance to women and their families, with emphasis upon reaching the displaced and the returnee populations. Among these groups, they plan to assist Women With Special Needs (the very poor, widows, females who are the heads of household, etc.) with money received from the Nordic Fund.

   Activities are to be undertaken in urban and peri-urban settings where UNICEF sub-offices are located in conjunction with the agency’s on-going Winter Emergency Programme. We have spoken with Anthony Carter, UNICEF/Kabul, and his field staff in Mazar Sharif and Herat, and we will be working with them in the future on further planning and implementation. In some cases experienced NGOs will be asked to take part, as will any existing women’s groups which may exist.

   The following proposed activities are based upon our recent fieldwork in settlements of displaced persons in Mazar Sharif who have fled the fighting in Kabul.

**PROPOSED UNICEF ACTIVITIES:**

- Distribution of:
  - blankets/quilts and mattresses
  - small diesel heaters and fuel
  - winter clothing for women and children
  - soap, towels, and pots and pans
  - coupons to utilize at local public baths

Implementors: UNICEF, NGOs, women’s organizations (if possible), local communities

Locations: Mazar Sharif, Herat, Jalalabad, Kabul, etc.

Cost: $200,000
Following recent discussion with Bob Eaton, Programme Manager/OPS/Southern and Eastern Afghanistan, a fieldtrip to Nangarhar Province with Dr. Mehraban and Dr. Chandra (OPS/Peshawar), and a visit to Quetta where we coordinated our work with John Woodford, OPS/Veterinarian, it is planned that Nordic funding will be utilized for a variety of projects to be implemented under the auspices of OPS. The NGOs included here are presently being assisted by this agency in the geographical areas for which the following projects involving women’s participation are proposed.

PROPOSED PROJECTS:

a. DAP (Disabled Afghan Project)
   (for both males and females; female component includes identification, physical therapy, vocational rehabilitation, etc.)
   Implementor: UNDP/OPS in coordination with NGOs
   Location: Takhar, Wardak, Balkh
   Cost: $45,000

b. Income-Generation for Poor Widows
   (tailoring in winter, fruit preservation as seasons change)
   Implementor: GAC (German-Afghanistan Committee)
   Location: Nangarhar (Khogiani)
   Cost: (proposal/s being prepared; demographic data and sociocultural information received)
   (Note: GAC is active in poultry distribution assisted by OPS in Khogiani too)

c. Cashmere Wool Project for Nomadic Women
   (Koochi women collect wool; OPS Basic Veterinary Workers (BVWs) facilitate collection and marketing; NGO finds international markets)
   Implementor: MCI (Mercy Corps International)
   Location: Zabul, Kandahar, Helmand, Oruzghan
   Cost: (proposal being rewritten by NGO)

d. Fruit Drying and Packaging
   (home-based drying of apricots, peaches, etc., plastic packaging and marketing)
   Implementor: MCI (Mercy Corps International)
   Location: Zabul, Kandahar, Helmand, Oruzghan
   Cost: (proposal being prepared by NGO)
The following projects aim to support basic education in Afghanistan, with special emphasis upon fostering the participation of girls and women. Activities include the support of primary schools, basic literacy training for adults, and skills training in a number of areas.

Discussions have been held with Bruce Cahill, UNESCO Representative; Rob Fuderich, UNESCO Basic Education Advisor/Quetta, and Michael Mulcahy, ILO/Quetta. In addition to supporting individual NGOs, it is planned that funding be utilized to support the combined activities of UNESCO and ILO in their primary education/skills training activities in southwestern Afghanistan. Primary education for girls, female teacher training, and women's income-generation in areas such as book-bag production and uniform sewing are central to their planned activities.

PROPOSED PROJECTS:

a. Integrated Education/Skills Training Model Project
   (support of girls' and boys' primary schools; 
   female teacher training; poor women's income-
   generation through book-bag making, chalk making,
   tailoring of school uniforms, alphabet chart
   embroidery, etc.)
   Implementor: UNESCO, ILO, and WFP
   Location: Helmand (Lashkargah)
   Cost: (proposal being prepared by UNESCO and ILO)

b. Handicrafts Training/Income-Generation for Poor Women
   (will begin by training in tailoring, weaving, and
   embroidery; later plan to expand to include small
   industries like soap-making, etc.)
   Implementor: SWFAO (South West Farmers Assistance
   Organization)
   Location: Helmand (Lashkargah)
   Cost: $48,000 (first draft of proposal received)
c. Girls’ Primary Schools
(convert 10 tent schools into basic school rooms; support with supplies, etc.)
Implementor: Shuhada Clinic
Location: Ghazni (Jaghori, Malistan, Sang-i-Mosha)
Cost: (proposal being prepared by NGO; Rs 50,000 per school)

d. Embroidery/Tailoring for Poor Women
(training in skills development; marketing, etc.; income generation for poor widows, etc.)
Implementor: ERSA (Emergency Relief and Services for Afghans)
Location: Nangarhar (Ghosha and Sorkhrod)
Cost: $30,000 (proposal received needs reworking)

e. Literacy Courses for Women and Men
(small courses in 15 villages)
Implementor: AMFF (Afghan Mujahiddin Freedom Fighters)
Location: Nangarhar/Kunar (Khewa and Dari Noor)
Cost: $3,500 (proposal received needs reworking)

f. Tailoring Training Courses for Widows
(skilled women in the area will teach others)
Implementor: AMFF (Afghan Mujahiddin Freedom Fighters)
Location: Nangarhar/Kunar (Khewa and Dari Noor)
Cost: $5,100 (proposal received needs reworking)

g. Rug Weaving Project for Widows and Poor Women
(local skilled women will train others in flat-weave rug production)
Implementor: LRO (Laghman Rehabilitation Organization)
Location: Laghman (Alingar)
Cost: $15,000 (proposal being rewritten by NGO)

h. Silk Dyers/Weavers Training Project
(approximately 40 women and girls to be trained in plain and ikat silk weaving; new technology to be introduced to revive ancient craft; both local and international market development)
Implementor: CRFA (Cultural and Relief Foundation for Afghanistan)
Location: Jozjan (Aqcha)
Cost: $13,760 (excellent proposal received)

5. FAQ:  ($125,000)

Afghan women have traditionally played an important role in the areas of agriculture/horticulture and animal husbandry within the context of the household unit, and this continues to be the
case throughout Afghanistan today. These projects will enhance women's roles in the household farm economy and will enable them to become more active participants in the general rehabilitation of this important sector of the nation's economy.

Based upon conversations held with Hari Dewan, FAO Officer-in-Charge/Kabul, it is anticipated that the Nordic Fund will be utilized to support NGOs presently working in Afghanistan who plan to involve women in their projects.

PROPOSED PROJECTS:

a. **Kitchen Gardening/Fruit Tree Project for Women**
   - (distribution of improved vegetable seeds and/or fruit seedlings; pickling and dehydration of vegetables and fruits; preparation and marketing of jam, juice, jelly, ketchup, etc.)
   - Implementor: SWFAO (South West Farmers Assistance Organization)
   - Location: Helmand (Lashkargah)
   - Cost: $15,000 (proposal being prepared by NGO)

b. **Kitchen Gardening Project for Widows and Poor Women**
   - (provision of improved seeds, fruit saplings, fertilizer, and equipment to women; training of women in seed bed preparation, growing, and harvesting; marketing of produce)
   - Implementor: ERSA (Emergency Relief and Services For Afghans)
   - Location: Nangarhar (Ghōsha and Sorkhrod)
   - Cost: $16,000 (general proposal received)

c. **Home Tree Nursery/Reforestation Pilot Project**
   - (train females how to set up and tend small tree nurseries in the household; train males to plant and maintain the seedlings in the community)
   - Implementor: CARE International
   - Location: Paktia (Khost Basin)
   - Cost: $13,000 (general proposal received)

d. **Beekeeping Project for Widows and Poor Women**
   - (distribution of boxes; training in beekeeping and honey production)
   - Implementor: LRO (Laghman Rehabilitation Organization)
   - Location: Laghman (Alingar)
   - Cost: $17,000 (proposal being rewritten by NGO)
e. Beekeeping Project for Women
   (distribution of hives to poor women; training in beekeeping, honey production, and marketing)
   **Implementor:** AMFF (Afghan Mujahiddin Freedom Fighters)
   **Location:** Nangarhar (Dari Noor)
   **Cost:** $22,000 (general proposal received)

f. Poultry Project for Women
   (distribution of improved breed of chicken; training of women in chicken health; vaccination of chickens; marketing of eggs/chickens)
   **Implementor:** ERSA (Emergency Relief and Services for Afghans)
   **Location:** Nangarhar (Goshta and Sorkhrod)
   **Cost:** $43,500 (general proposal received)

g. Poultry Project for Women
   (distribution of improved breed of chicken; provision of incubators, etc.)
   **Implementor:** SWFAO (South West Farmers Assistance Organization)
   **Location:** Helmand (Lashkargah)
   **Cost:** (proposal being prepared by NGO)

h. Fisheries Project for Women
   (building of ponds near the Kunar River; stocking with fish; training of women in upkeep, etc.)
   **Implementor:** AMFF (Afghan Mujahiddin Freedom Fighters)
   **Location:** Nangarhar/Kunar (Khewa and Dari Noor)
   **Cost:** $26,000 (general proposal received)

i. Sheep Raising Project for Widows and Poor Women
   (development of sheep farm; distribution of sheep; training in health care, etc.; training in milk production and sale, handicraft production and sale of woolen products)
   **Implementor:** Shuhada Clinic
   **Location:** Ghazni (Jaghori)
   **Cost:** $43,000 (general proposal received)

6. **UNDCP:** ($50,000)

   Following conversations with Matti Teravainen, UNDCP Officer-in-Charge/Kabul, Andrew Pryce, Chief Technical Advisor, and Zafar Rana, Programme Officer, it is planned that the Nordic Fund be utilized to assist NGOs. Projects included here are intended to enhance drug control-related activities among female members of the community through the support of basic health and detoxification facilities and the development of a greater awareness among women of the dangers of drug abuse.
PROPOSED PROJECTS:

a. Mother and Child Health Care
   (establishment of a base clinic and mobile team; female staff=2 doctors, nurse, health educator, 2 midwives, and vaccinator; project provides platform for drug awareness and dissemination of information about drugs)
   Implementor: Koh-i-Noor Foundation
   Location: Nangarhar (Jalalabad and 6 nearby districts)
   Cost: $65,000 (general proposal received; cannot fund total amount)

b. Sheghnan Basic Health and Detoxification Unit
   (treatment of female drug addicts; dissemination of information about drugs; provision of health care for whole population)
   Implementor: ARCAR
   Location: Badakhshan (Sheghnan)
   Cost: $55,000 (general proposal received; cannot fund total amount)

7. ILO: ($35,860)
   A proposal has been received from ILO concerning Employment Support Services for Persons with Disabilities which has as its objective to enable 200 disabled women to gain income-generating capacity through skills training and grants of tools/equipment. Training in tailoring, embroidery, carpet/gilam weaving, etc., is planned to be carried out in both rural and urban settings in seven provinces (Baghlan, Balkh, Kabul, Nangarhar, Parwan, Takhar, and Wardak) and Kabul City.

8. UNCHS (HABITAT): ($30,000)
   A proposal has been received from HABITAT which plans to assist female-headed households in the reconstruction/repair of their homes which have been destroyed or damaged in recent fighting. Some 200 female-headed households in the city of Kabul will be provided with supplies of essential materials (roofing timber, plastic sheeting, windows and doors) or provision of labor to reconstruct destroyed (N=50) or repair damaged homes (N=150).
9. GENERAL RECOMMENDATIONS FOR FUTURE WORK WITH THE NORDIC FUND:

a. Project proposals being submitted by NGOs must be reviewed and often edited and rewritten. Coordination between NGOs and the relevant UN agency who will be distributing the Nordic funding must be strengthened.

b. As projects are implemented, guidance must be provided concerning participation of women. Site visits must be made to the projects in order to enable monitoring and follow-up. It will be extremely important to ascertain women's levels of participation in the various undertakings as they are implemented, to what degree they and their families are benefitting from such, opinions of the community towards the project, etc.

c. We continue to receive proposals from NGOs, most of whom are active in the southern and eastern sections of Afghanistan. There are very few NGOs working presently in the north or the west. It is anticipated that their numbers will increase in the future, and we anticipate that additional proposals will be received. Additional funding from the Nordic countries and other sources may also be forthcoming. General coordination will continue to be necessary.

d. The BBC is interested in developing a programme in soap-opera format concerning a returning refugee family to Afghanistan and a neighboring family which has remained in Afghanistan during the war. This would provide excellent opportunity for the introduction of topics pertaining to women's lifestyles, needs, general status, etc. We have been discussing this with Julia Bicknell of the BBC, and future decisions about the utilization of Nordic funding for such must be made.

e. Much additional work needs to be done among UN agencies concerning WID issues in general. We have only begun in this area, and hopefully the proposed projects will provide a forum for discussion and action.

B. RURAL REHABILITATION PROJECTS OF UNDP/OPS:

We have coordinated with UNDP/OPS/Peshawar concerning their rural rehabilitation projects, and a valuable fieldtrip was made to Nangarhar Province with Dr. Mehraban and Dr. Chandra, UNDP/OPS veterinarians.

Monitoring was conducted of the various UNDP/OPS-funded poultry distribution projects in the various districts, and veterinary clinics were visited. More specifically, two poultry distribution projects (SJW/APP/222 in Momand Dara and AAA/APP/252
in Sherzad) and one poultry production project (GAC/APP/280 in Khogiani) were observed.

In addition, the general status and needs of rural communities in the region were ascertained. Special focus was on examining women's participation in the poultry projects (both actual and potential), along with exploring other possible areas for female involvement in future OPS-sponsored rehabilitation activities in the community. Opinions of both males and females in the various communities were ascertained.

It was decided in consultation with the local residents that Khogiani is the most promising site for a project involving women. GAC (German-Afghanistan Committee) is active and respected there and they have now prepared two project proposals: one concerning tailoring and another dealing with knitting/weaving. We have met with both OPS staff and GAC staff, and enthusiasm is high concerning this specific utilization of Nordic funding.

Detailed on-going discussion and coordination is also taking place with DAP (Disabled Afghans Project) staff members (Nemorius Danuor, Sarwar, and Mary McMaken), and they have recently submitted a project proposal for funding which deals with skills training/income-generation for disabled women in four sites throughout Afghanistan.

In Quetta we have coordinated with John Woodford, UNDP/OPS Veterinarian, and the NGO MCI (Mercy Corps International) concerning their proposed project in cashmere wool production. They are interested in encouraging nomad women in southwestern Afghanistan to collect cashmere wool from their goats. OPS Basic Veterinary Workers (BVWs) will facilitate the collection and marketing of this wool, and MCI will work on developing international markets. This project holds much potential, and all parties are enthused about it. Plans for fruit processing by women in southwestern Afghanistan also are in the making.

Visits were also made to UNDP/OPS in Mazar Sharif where they are involved in a variety of projects dealing with water supply, and potential areas for future female participation were discussed. In the north there are very few NGOs presently working, although it is anticipated that more will set up offices there in future months. In the future, general UNDP/OPS work will also become more established in local communities, and this will also furnish more opportunity for implementation of Nordic-funded projects.

I have also attended a number of SPAC (Sub-Project Appraisal Committee) meetings in Islamabad at which UNDP/OPS-assisted projects have been reviewed. We have utilized the forum to bring up issues concerning female participation in specific projects.
pertaining to animal husbandry, agriculture/horticulture, water and sanitation, and other sectors, along with discussing more general WID concerns.

GENERAL RECOMMENDATIONS FOR FUTURE WORK WITH UNDP/OPS:

1. Much additional coordination needs to be accomplished with UNDP/OPS veterinarians and the respective NGOs who will implement the proposed projects. Additional field visits need to be made in the east as projects for women in poultry and tailoring are implemented; similar work needs to be done with projects in wool collection and fruit processing in the southwest. Monitoring of these activities is necessary.

2. As DAP (Disabled Afghans Project) activities are undertaken, field visits must also be made in order to advise staff on WID-related issues pertaining to the disabled and their staff.

3. Continuing inputs concerning WID issues at scheduled SPAC meetings are especially important concerning projects in a variety of different sectors.

C. COORDINATION WITH UNIFEM:

Since our work concerning WID issues and Afghanistan began last spring we have been in close coordination with the UNIFEM office in Islamabad. In Chandni Joshi’s absence recently we have been meeting periodically with her assistant, Hammy Aklilu. Chandni Joshi is planning to return from New York in late December.

An important topic which has been discussed has been the funding ($97,000) which UNIFEM has earmarked for use in Afghanistan for programmes and projects involving women’s participation.

At present, the status of this funding is indefinite because a previously written project document is now drastically out of date following the recent political events of the past few months and the general changes in government orientations towards women in Afghanistan.

We have suggested a series of individual projects which UNIFEM may be interested in funding. These are in the areas of income-generation and agriculture/animal husbandry. To date no decision has been reached concerning this, however.
We have also suggested that UNIFEM may be interested in funding the planned BBC radio soap-opera broadcasts dealing with women's issues. This also needs to be decided.

As proposed by Chandni Joshi last year following her visit to Kabul, UNIFEM is also interested in having Homa Sabri become more formally linked to the organization. This is still pending, with the possibility that Homa, while still retaining her status as a UNICEF staff member, will serve as UNIFEM consultant as part of the Rehabilitation Strategy.

GENERAL RECOMMENDATIONS FOR FUTURE WORK WITH UNIFEM:

1. The location and availability of the UNIFEM funding for Afghan women must be ascertained as soon as possible. A new project document will have to be written which reflects the tone of the present-day political and sociocultural situation of Afghanistan. The $97,000 should be utilized in the upcoming months, and a number of projects exist which are suitable for such funding.

2. The role of UNIFEM in the upcoming UNORSA Rehabilitation Strategy must be defined, along with the degree and type of participation of Homa Sabri.

D. THE REHABILITATION STRATEGY FOR AFGHANISTAN (UNORSA):

In recent weeks we have also been participating in various technical working group meetings held in Islamabad under the guidance of Winston Prattley, UNORSA Team Leader. These initial sessions have been attended by UN staff, selected NGOs, and government representatives from Afghanistan.

To date we have taken part in the technical working groups for the following sectors:

- Irrigation/Water
- Education
- Housing
- Agriculture

We have been very pleased with these initial sessions. Topics pertaining to women's participation have been brought up and have received recognition as legitimate areas for attention in the rehabilitation strategy exercise.

Much additional work needs to be accomplished as UNORSA activities resume in early 1993 in order to ensure that gender and WID issues have been adequately reflected in the strategy; we
are extremely happy with these initial discussions, however.

GENERAL RECOMMENDATIONS FOR FUTURE WORK WITH UNORSA:

1. WID issues need to be brought up in subsequent technical working groups in other sectors, along with the on-going discussions concerning the sectors already addressed. WID consultants should continue to be active members of such formal meetings.

2. When other team members have arrived and work is underway, a number of informal discussions will have to take place also in addition to more formal meetings.

3. Briefings which are sector-specific concerning Afghan women's roles and potential contribution to their country's rehabilitation will have to be conducted by the WID consultants for other team members.

4. Field visits in coordination with other team members will have to be scheduled for the WID consultants. Inter-sectoral linkages can be ascertained in the field and would necessitate careful scheduling of field activities.

5. Profiles of Afghan women's roles for each of the eight geographical regions must be drawn up in detail. This work can begin in early January prior to the arrival of other team members.

6. The various projects proposed for Nordic funding are excellent examples of rehabilitation efforts. We should study these as they are being implemented. QIPs (Quick Impact Projects) should be ascertained for the rehabilitation strategy and, in this respect, much can be learned from the projects proposed for Nordic funding.

E. OTHER POINTS:

1. Training for Female UN Staff in Pakistan: We have held meetings with female UN staff residing in Peshawar concerning their interest in taking courses in the areas of computers, management, etc. Much interest in this has been shown, not only for UN staff members themselves, but also for the female relatives of male UN staff.

Gulolai Habib, UNDP, has prepared an initial proposal for the utilization of training funds for this purpose, and training is expected to resume soon.
2. Due to the present political atmosphere, we have not held any general meetings concerning WID issues either in the context of the UN or with reference to NGO activities. It is hoped that such could be undertaken at a later date.

3. The need for rapid research pertaining to project planning, implementation, monitoring and evaluation, etc., with respect to projects involving women's participation is crucial. This is a topic which demands more attention in the future.

IV. CONCLUSIONS:

Based upon our work during the past few months, which has been briefly outlined here, there is reason for optimism with respect to WID issues and Afghanistan in spite of the numerous sociocultural constraints which exist.

Although small-scale and very localized, more than a score of individual project proposals have been received for Nordic funding which entail women's participation in a variety of sectors.

Coordination with all of the relevant UN agencies has been initiated and will continue to be strengthened in the future. The NGO community has become aware of the UN interest in female participation and continues to show considerable interest. The important question concerning the policy of the Afghan government towards women and their participation in their country's future remains unanswered, but it is hoped that when the political situation improves, basic policy issues pertaining to Afghan women will become clear.

In short, there is great potential for Afghan women in the rehabilitation of their nation, and it is hoped that this will be able to be realized.
27/8/92

TERMS OF REFERENCE FOR WID CONSULTANT

In continuation of activities already started under a recently-completed 3-month consultancy, and in view of the volatile security situation in Afghanistan, the incumbent will carry out WID activities in the following projects and areas to the extent possible:

A. Formulation of a Rehabilitation Strategy for Afghanistan (AFG/92/007)
B. Rural Rehabilitation projects (AFG/88/001 and AFG/90/007)
C. UNOCA Women in Development fund
D. WID issues in the programmes and activities of UNICEF, WHO, UNHCR, WFP and UNDCP
E. Other UNDP-assisted projects, specifically:
   UNIDATA (AFG/91/007)
   Housing for Resettlement (AFG/90/008)
   Employment Support Services for the Disabled (AFG/86/020)
   Support to Veterinary Clinics (AFG/90/006)

A. AFG/92/007 - Formulation of a Rehabilitation Strategy for Afghanistan

Under the guidance of the UNORSA Director/Team Leader and in collaboration and consultation with UN agencies, concerned Government officials and UNORSA team members, the WID consultant will ascertain the existing and potential roles for women in the rehabilitation of their nation. She will work inter-sectorally and provide socio-culturally sensitive guidance as to how women and their specific concerns and perspectives can be reflected in mainstream rehabilitation programmes and projects in both rural and urban settings of Afghanistan. She will outline priority areas for each sector and, in co-ordination with other team members, design specific quick impact project (QIP) outlines with proposed objectives, outputs, activities and inputs, within mainstream projects/programmes.

In particular, she will:

1. Outline the existing and potential rehabilitation roles for Afghan women in the context of their families and communities in each of the 11 sectors covered by the strategy (human resources development, economic management, agriculture, water supply and sanitation/irrigation, transport/communications/roads/civil aviation, energy, housing, health, education, industry, and demining);
2. Identify variations in women's roles on the basis of region, ethnicity, urban/rural settlement patterns, religious orientation, refugee history, etc. and clearly outline how these variations must be taken into consideration in the rehabilitation strategy;

3. Review the current UN, bilateral and NGO programme/project activities in each sector and identify feasible interventions and redirections where gender-related components can be strengthened or introduced (both within Afghanistan and cross-border);

4. Ensure consistency in approaches to women in rehabilitation across sectors and ascertain important cross-sectoral linkages involving both women and men;

5. Co-ordinate with the UNIDATA team member of UNORSA on women in rehabilitation issues and other socio-cultural topics pertaining to information services;

6. Outline priority strategies for each sector for women in rehabilitation, in consultation with other team members, identifying priorities, main activities, and constraints with suggestions as to how to resolve the constraints;

7. Develop specific project outlines in consultation with other team members for each of their respective sectors pertaining to women in rehabilitation;

8. Ensure that gender and WID issues have been adequately reflected in the consolidated rehabilitation strategy document.

In addition to related activities reflected under A, above, which concentrate on review, assessment, planning and formulation, the consultant will also undertake the following in respect of operational projects and activities below:

B. AFG/88/001 - Rural Rehabilitation in Southern and Eastern Afghanistan
   AFG/90/007 - Rural Rehabilitation in Northern, Western and Central Afghanistan

9. Participate in all Sub-Project Appraisal Committee (SPAC) meetings as a full member of the SPAC to review proposals for funding under AFG/88/001 and AFG/90/007;

10. Take part in at least 1 or 2 missions per project to visit communities during initial discussions with the shura, or the NGOs, and report on 1 or 2 ongoing activities undertaken during implementation;

11. Identify activities for women in the main sectors covered by the rural rehabilitation projects (water supply, irrigation, agriculture, community training, disabled and roads) which can be developed and implemented by the project.
C. UNOCA Women in Development fund

12. Initiate projects with a strong community-based, participatory WID component, following their submission to UNOCA for funding by the Nordic countries. To date, $400,000 have been pledged by Denmark. In the first instance, project proposals to help women in the refugee camps will be assessed, approved and implemented.

D. UNICEF, WHO, UNHCR, WFP and UNDCP WID-activities

13. Review and assess project proposals formulated by the above agencies with a strong WID component and submit them to UNOCA for funding by the Nordic countries.

E. Other UNDP-assisted projects

14. Review and assess proposals from the projects with a strong WID component and submit them to UNOCA for funding under cost-sharing or parallel financing by the Nordic countries.

15. The consultant will submit brief monthly progress reports, and an end of assignment report to the UNDP Resident Representative before departure.

Throughout her assignment, the consultant will work in close collaboration and co-operation with UNICEF national counterpart for the Rehabilitation Strategy, and, to the extent feasible, with the UNDP national WID focal point.

The consultant will be based in Pakistan with the UNORSA team, once it becomes operational. She is expected to travel inside Afghanistan as and when possible, subject to security clearance by the Designated Official. She will report to the UNORSA Director with respect to the Rehabilitation Strategy and to the UNDP Deputy Resident Representative on other matters. The consultant will closely liaise with the UNIFEM Regional Adviser, and Agency WID focal points.

The assignment will cover a period of three months. In addition to consultancy fee and DSA based on UN prevailing rates, an allocation of $10,000 will be made available to cover her and either of her counterparts travel within the areas of assignment, as well as miscellaneous expenditures approved in advance by the Resident Representative and certified by UNDP. The Consultant is expected to spend approximately 30 days in Peshawar, 10 days in Quetta, and 20 days in Mazar-i-Sharif and the remainder in Islamabad. This schedule is subject to change, depending on opening up of air space in Afghanistan, and accessibility to other cities inside the country, security permitting.
Due to the volatile situation in Afghanistan, these terms of reference may be revised to meet the needs of the current situation, as mutually agreed upon by UNDP, UNDP/OPS and the WID Consultant.
ORGANIZATIONS AND INDIVIDUALS CONTACTED

UNITED NATIONS:

ISLAMABAD:

1. UNDP  
   David Lockwood  
   Jennifer Haslett  
   Faliza Janjua  
   Gulolai Habib

2. UNOCA  
   Martin Barber  
   Francis Okelo  
   Tanwir Shahzada  
   Gonzalo Vargas

3. UNORSA  
   Winston Prattley

4. UNIFEM  
   Hammy Aklelu

5. UNESCO  
   Bruce Cahill

6. FAO  
   Hari Diwan

7. HABITAT  
   Jolyon Leslie

8. UNDCP  
   Matti Teravaainen

9. UNHCR  
   Wendy Batson

10. UNIDATA  
    Bedh Upreti

PESHAWAR:

1. UNDP/OPS  
   Robert Eaton  
   Michael Mersereau  
   Dr. Mehraban  
   Dr. Chandra Devi Baral  
   Nemorius Danuor  
   Sarwar  
   Mary McMaken  
   Assadullah

2. UNICEF  
   Anthony Carter  
   Joseph Mahase  
   Bing Palliana  
   Guy Scanlon  
   Johann Fagerskiold

3. WHO  
   Dr. Ashour Omar Gebreel  
   Dr. M. Qayum Roshna  
   Dr. Win Win Kyu

4. UNDCP  
   Andrew Pryce  
   Zafar Rana
QUETTA:
1. UNDP/OPS John Woodford
   Tesfaye Maru
2. UNESCO Rob Fuderich
3. ILO Michael Mulcahy

MAZAR-SHARIF:
1. UNDP/OPS Sultan Aziz
   John Takin
   Gary Helseth
2. UNICEF Nasser Moeini
   Hashem
   Shaista
3. FAO Philippe Leparre
4. UNHCR Philippe Labrequeux
5. ILO John Fisk
   Tanya Diragesich

HERAT:
1. UNICEF Rudy Rodrigues
   Dr. Katibi

NGOS AND OTHERS:

ISLAMABAD:
1. Save The Children/USA
   Paul Fishstein
   Peggy Johnson
   Mark Eldon-Bedington
   Laura Lindskog
   Julia Bicknell
   Shahnaz Rahat
2. USAID/REP
3. BBC
4. ECI (Entrepreneurship and Career Institute)

PESHAWAR:
1. ARIC (Afghan Resource Information Center)
   Nancy Dupree
   Angr Martins
   Dale Harrington
   Haji Khalid
   Ibrahim Khan
   Wilu Lillesaar
   Heidi Wagner
   Female Teaching Staff
7. AMFF (Afghan Mujahiddin Freedom Fighters)  
8. Save The Children/UK  
9. SJAWO (Sayyed Jamaluddin Afghani Welfare Society)  
10. AWRC (Afghan Women’s Resource Center)  
11. ERSA (Emergency Relief and Services for Afghans)  
12. Independent Consultant  
13. MSH (Management Sciences For Health)  
14. LRO (Laghman Rehabilitation Organization)  

KHAYA REFUGEE CAMP STAFF:  
Joanna Clark  
Eva Doharty  
Haji Ghulam Dastagir  
Najia Ziwari  
Abdul Sattar Yousafzai  
Jane Thomas  
Linda Tawfiq  
Niazi

QUETTA:  
1. SWABAC  
2. OXFAM  
3. Shuhada Clinic  
4. KAG (Khorasan Assistance Group)  
5. MCI (Mercy Corps International)  
6. SWFAO (South West Farmers Assistance organization)  
7. RAWA (Revolutionary Association for Rehabilitation of Afghans)  
8. AMFF (Afghan Mujahiddin Freedom Fighters)  
9. VARA (Volunteer Association for Rehabilitation of Afghanistan)  
10. EIL (Experiment in International Living)  

MAZAR SHARIF:  
1. OXFAM  

(and others)
PROPOSED NORDIC FUND DISTRIBUTION: $850,000 TOTAL.

- $200,000
  - UNICEF
    - Winter Emergency Assistance to Disabled Women with Special Needs
      - Mazar Sharif
      - Pul-e Khumri
      - Shibarghan
      - Sarobi
      - Jalalabad
  - UNDP/OPS
    - DIP
      - Disabled Afghan Project
        - GAS
          - Tailoring
          - NAQABAR
        - HCI
          - Cashmere Wool
          - Nomad
          - Zabol
        - HCI
          - Fruit Drying
          - Paking
          - NAQABAR
  - UNESCO
    - Education
      - Skills Training Project
        - UNESCO/ILJ
        - Helmand
    - Health
      - Shuhada Clinic
        - Primary Schools
        - Ghazni
    - Literacy Courses
      - Mazar Sharif
      - NAQABAR
    - Handicrafts
      - Ushar
      - NAQABAR
    - Embroidery
      - NAQABAR
    - Tailoring
      - NAQABAR
    - Knitting
      - Ghazni
  - FAO
    - SPUAO
      - Kitchen Gardens
        - Helmand
    - ERESA
      - Kitchen Gardens
        - NAQABAR
    - CARE
      - Treating Diseases
        - Paktia
    - LRO
      - Bee Keeping
        - Lashkarian
    - AUFE
      - Bee Keeping
        - NAQABAR
    - ERESA
      - Poultry
        - NAQABAR
    - SPUAO
      - Poultry
        - Helmand
    - ANFE
      - Fisheries
        - NAQABAR
    - SPUAO
      - Shuhada Clinic
        - Sheep Raising
        - Ghazni

UNDCP
- ARCAR
  - Skills Training for Disabled Women
  - 7 Provinces
  - Kabul City
  - $30,000

ILJ
- UNCHS
- HABITAT
- P HH
  - Shelter Assistance
  - Kabul

FUND TOTAL: $850,000
PROPOSED DISTRIBUTION: $785,960
TOTAL REMAINING: $64,140
IN FUND: $30,000

-> $34,140

APPENDIX C
POTENTIAL PROJECTS FOR NORDIC FUND.