

# AADO

**Afghan Australian Development Organisation (Est. 2002)**

**Working in Afghanistan as the Afghan Australian  
Development and Rehabilitation Organisation**



For the year ending 30 June 2019  
Afghan Australian Development Organisation - ABN 25 274 698 213



# Afghan Australian Development Organisation



## Education Training Livelihoods

Established in 2002, the Afghan Australian Development Organisation (AADO) provides education and training in Afghanistan for those with minimal opportunities, in particularly women, to foster sustainable livelihoods and professional skills development.

AADO has a proven track record of high outcome, low-cost programs which are delivered by local project staff with deep community networks and trusted relationships.

(Working in Afghanistan as Afghan Australian Development and Rehabilitation Organisation).



## Our Year at a Glance

- AADO successfully undertook the ACFID Code of Conduct self-assessment in February 2019 meeting national quality standards for NGO's working in international development
- In recognition of Nouria's Australia Day honour, an award of Member of the Order of Australia (AM), AADO published a book written by Sally Morrison, 'A Future Worth Having: Nouria Salehi and AADO in Afghanistan'
- A community forum organised as part of the annual Afghanistan-Australia Dialogue, brought together 40 Australians from all walks of life to hear from young women leaders from Afghanistan about their hopes for the peace process and the future of Afghanistan
- The newly-appointed Ambassador to Afghanistan, Geoffrey Tooth, met with AADO to understand our work in Afghanistan, and to be briefed by Nouria before taking up his post
- At the invitation of the Ambassador, Nouria attended a dinner in Kabul celebrating 50 years of Australia-Afghanistan diplomatic relations
- Nouria visited our programs in Afghanistan in September last year and in April, July and September this year and met with stakeholders in government and civil society
- The Governor of Pansheer attended the graduation of 130 Master Science Teachers from his province, who are now back in their schools resourcing and training their peers and a further 130 Science teachers in MirBasha are about to graduate; more than 50% are women
- Through our partnership with the Afghan Ministry of Education, 150 village women from Qarabagh graduated with basic literacy, tailoring skills and a sewing machine to help with household income, and a further 150 women from villages in Kalakan district are currently receiving literacy training
- In our workshop in Kabul, our master carpenter trained a further 9 teenage apprentices who were formerly in precarious work on the streets, all graduating with a carpentry tool kit, and all of them going into jobs
- A significant bequest was received from long-time friend of AADO, Rebecca Gleeson, which attracted matching funding for another year of Science teacher training
- Our Committee of Management reviewed the context of AADO's work in Afghanistan and refreshed our strategic objectives
- We celebrated Afghan New Year Nowroz 1398 with 160 supporters in a beautiful historic home and raised \$12k for our village programs
- Students and their teachers at Preston South Primary School raised funds for AADO as part of their learning unit about education in Afghanistan and their Afghan Day stall

## Report from the President and Executive Director

This has been a full and rewarding year for AADO on many fronts including in the interface between Australians and Afghans.

In the week following International Women's Day, AADO friends and supporters came together to hear first-hand from young Afghan women leaders speaking from the heart about their hopes and expectations for the future of their country. We heard that Afghans have had enough of war.

Women of Afghanistan, particularly young women, want to be involved in deciding how peace will be achieved and determining a positive future for Afghanistan.

With 75% of the population in Afghanistan under 35 years, it is inevitable that young women like these are already moving into powerful positions in the administration of Afghanistan.

It is also heartening that communities and institutions across Afghanistan are in a process of positive transformation. Afghan women are breaking new ground and stepping into significant roles in parliament and the public service as well as in civil society and in business.

While some continue to question whether aid to Afghanistan has been effective, there is clear evidence that it has contributed to positive changes, including for women's education.

The appointment of a new Ambassador to Afghanistan, Geoffrey Tooth, in May this year has served to reinvigorate AADO's working relationship with DFAT in Kabul and we wish the Ambassador well in his new role.

We had cause to celebrate in the New Year when Nouria was listed for the award of

Member of the Order of Australia (AM). In honour of the award, Sally Morrison worked intensely to complete 'A Future Worth Having: Nouria Salehi and AADO in Afghanistan' which was launched at our Nowroz luncheon by Anna Burke, long-time neighbour and friend of the Salehi's.

Sincere thanks go to our Committee of Management who shared generously their time, skills and experience in undertaking the committee's work.

This included reviewing our strategic objectives against our achievements, and deepening our understanding of the challenging context of AADO's work in Afghanistan.

Another formal opportunity for reviewing our organisational capacity was the completion of ACFID's Code of Conduct, a voluntary, self-regulatory industry code of good practice.

As a signatory to the Code of Conduct, the Committee demonstrates its commitment to improve the outcomes of our international development work, while enhancing the transparency and accountability of our endeavours against the highest industry standards.

A critical part of AADO's operating model is supporting our local team in Kabul. The past year saw additional visits to Afghanistan – in September 2018, and April, July and September this year-- to work with our staff, visit programs and pursue an extensive agenda of advocacy with key stakeholders in government and civil society.

This close contact with our work on the ground in Afghanistan serves to keep the Committee well-informed about the challenges of implementation for our staff.

We thank our dedicated and hardworking team in Kabul who have again delivered our programs on time and within budget.

Together, they have dealt adeptly with the challenges and difficulties of the locations we worked in this year. We were also pleased to welcome to our staff team Ms Muska Sharifi.

In the pages that follow, you will see that our work in the villages continues to grow through our partnership with the Afghan Ministry of Education. Another 300 women in 10 villages in QaraBagh district and Kalakan Kabul district, who have missed out on education, have been developing basic literacy and numeracy, along with sewing/tailoring skills to help with household income. Meanwhile, another 9 teenagers graduated as carpenters, all of them going into jobs.

At a time of diminishing income for our Science training program, we received an unexpected and significant bequest from the estate of Rebecca Gleeson, a long-time friend of AADO.

This helped attract matched funding from the Planet Wheeler Foundation for a final year of this longstanding program. Rebecca was a great friend of Afghans and AADO, and an exceptional humanitarian who will be remembered for her generous legacy to AADO.

This combined donation has made it possible to train a further 375 teachers from outer Kabul to graduate as Master Science Teachers who return to their schools to resource and train their peers.

In September, we celebrated the conclusion of our longstanding and rewarding partnership with the Planet Wheeler Foundation.

Our special thanks go to Anna Demant, Mark Cubit and Marcus Fazio for their good counsel and friendship over many years.

We thank each of our donors for their gifts to AADO as our work can only continue in Afghanistan through their generosity. We are pleased and thankful to have had a very welcome increase in the number of significant donations this year.

In March, our annual fundraiser saw 160 people celebrate Nowroz 1398 for Afghan New Year at the beautiful historic home of Mathew and Emily.

We raised \$12k which, together with a significant donation from the Jenkins Family Trust, is funding our village programs. We thank especially our monthly donors for their generous ongoing support.

In conclusion, the remarkable retention and completion rates in all of our programs is a testament to the women and men in Afghanistan who so fully embrace AADO's gift of education. Their commitment and determination serves to energise us in our work and in our fundraising, and enriches us all.

**Sarina Greco**  
President

**Dr Nouria Salehi AM**  
Executive Director



## Australia-Afghanistan Annual Dialogue

A community event in March to meet a group of young women leaders from Afghanistan was a highlight for the year. Organised by AADO for supporters and friends, the forum was part of the 2nd Australia-Afghanistan Annual Dialogue, initiated by the Afghanistan Embassy in Canberra.

The event offered us an opportunity to learn about the peace process from the perspective of current and future women leaders from government, business and community sectors. The women also articulated their hopes for women in future.

The women explained which aspects of the peace process or peace deal should not be compromised, in order to ensure an effective and appropriate outcome for all.

We all learned a great deal from the presentations and discussion, including the following key points:

### Women and men in Afghanistan have had enough of war

The current emphasis on achieving a sustainable peace is welcome, but there are concerns about how the peace process is being run, including:

- Most of the peace talks do not include women but they want to be at the table, helping decide how peace will be achieved and determine the future
- Peace talks need to be led by and include government representatives and decisions



need to be made within Afghanistan by the elected Parliament, without interference

- A concession to the Taliban in any peace deal by the US would likely set back the many gains made by women and this is greatly feared.

### Communities and institutions across the country are transforming in positive directions

For example, there is raised awareness about domestic violence and signs that the legal system is improving in terms of proceeding with criminal cases and achieving convictions, especially in Kabul.

Afghan women are breaking new ground and stepping into leadership roles in parliament, the public service, civil society and business.

Aid to Afghanistan has contributed to positive changes, including for women's education.

Australian aid to Afghanistan and the broader bilateral relationship should continue to support gains made by women in development and other spheres.

### Take away messages

The women delegates encouraged us to stand in solidarity with them as they seek to achieve women's rights and play their respective roles as leaders and professionals. They value knowing they are not alone.

The women we met expressed their diverse views constructively and collaboratively. They did so in the interests of promoting the benefits of diversity and increased equality in decision-making.

The delegates are working hard to build inclusive organisations, raise awareness about and address development issues in a variety of ways and collaborate across sectors.

The women leaders are committed to bringing about positive change in Afghanistan, despite obvious dangers and risks to their safety.

They spoke from the heart about their hopes and expectations for the future of their country and valued the support of Australian communities and organisations.

It was an honour for AADO to meet them.



## The Gift of Education for Village Women

Many young mothers in rural Afghanistan have had no formal schooling at all and their opportunities for income-generation are severely limited.

In 2019, AADO has been continuing its contribution through funding literacy and income-generation programs. Every week for 12 months, 150 women from five villages in Qalai district have been making their way to the local community centre to learn basic literacy and numeracy and to learn tailoring and dressmaking.

A further 150 women from another five villages are now following in their footsteps, developing their literacy and numeracy skills for everyday situations and about to start their tailoring course. Overall, the outcomes of our literacy and livelihoods program are far-reaching for these women and their families and communities.

Women have begun to organise themselves for their views to be heard by local authorities; they report increased access to decision-making in their families and communities; they told us about improved health and well-being outcomes for their families and communities; and several have become role models in local level leadership for other young women.

The women we work with embrace the opportunity to learn and expand their skills and knowledge to better support their children's schooling and development. They are keen to succeed with tasks such as reading instructions on their children's medications. Participation and retention rates in our program tell that story, every year and in every village.

Severe financial hardship is part of life for many village women and for those who find themselves widowed, increased ability to support themselves is paramount.

The hand-operated sewing machine each participant takes home upon their graduation means many are able to sew for their families or for neighbours and friends to earn income. Some are making school uniforms for the local school.

Overall, women who appeared very shy and reserved at the beginning of the course changed to women who could speak about health issues and their children's school matters and were better informed of news outside of their village and their daily activities.

The status of these women also improved in their domestic environment where husbands and in-laws, often not having had education themselves, appreciated the new skills the women brought into their family life.

Our thanks to the Jenkins Family Trust for their significant financial support of this program in 2019, and to those who donated at Nowroz 1398.



The women receive their own sewing machine upon graduation.



AADO regularly receives letters like this one from village women requesting literacy training.

## Assema's\* story

'Before I had a lot of problems. I was not able to read and write although I had been going to mosque for learning Quraan Kareem but still I couldn't read other books, invitation cards, etc... My teacher has helped me a lot with my lessons.'

This program is really beneficial for us, as we all know literacy is the base of all success in life and here in Afghanistan, we need more literate women but unfortunately, they can't because of lots of problems that they all have with our conservative society.

***'I can feel myself as a person who can become something in future.'***

## Training Science Teachers to improve the life chances of Afghanistan's young people

As hundreds of new schools are being in the reconstruction of Afghanistan's school system, many more teenagers continue on to post-compulsory schooling and the need grows for well qualified Science teachers, especially for women teachers and leaders.

The largest of our programs is a teacher training course for underqualified Science teachers who play a significant part in the school success of their students – in rates of retention into post-compulsory schooling and in university entrance exams.

Last month, the Governor of Pansheer showed his strong support for our training program, attending the graduation of the latest cohort of 130 teachers from 12 districts of Pansheer as they graduated as Master Science Teachers.

Another 130 teachers in MirBasha are graduating in November, bringing the total to 360 teachers trained as Master Science Teachers since July 2018, with more than 60% of them women.

These teachers become part of school-based teams providing training and practical support to their colleagues, especially women returning to the profession.

The Master Science teachers are now skilled in theoretical and practical curriculum and contemporary pedagogy and have themselves resourced and trained a further 20,000 teachers.



*'This program made me feel like a real Science teacher'*

AADO works closely with the Afghan Ministry of Education. Together we select teachers who have demonstrated leadership qualities from some of the lowest performing high schools across Afghanistan. We collaborate on the design and delivery of the training, and have worked out the most efficient ways to achieve high quality learning outcomes.



Hundreds of thousands of senior secondary students have indirectly benefited from this program, and we have evidence that those who have studied under the trained teachers, receive higher scores in their university entrance exams and thus can expect to contribute to the future economy and social development of Afghanistan.



We have been working hard to support sustainability of the teacher training approach now that our partnership with the Planet Wheeler Foundation has concluded after an incredible 12 years of support.



In rebuilding the education system in Afghanistan, a significant challenge is that many newly-recruited Science teachers have only achieved the equivalent of a high school education or did not complete their post-secondary studies and urgently need practical support and resourcing to teach their students.

AADO's Master Science Teacher Training (MSTT) is an intensive, hands-on, train-the-trainer program.

Teams of 120 teachers, selected by their principals for their leadership potential, are trained in pedagogy and curriculum across the four Science subjects over 176 hours.

The Afghan Ministry of Education works with AADO to select provinces, schools and locations to ensure high priority areas are targeted.

The MSTT program has the full endorsement of the Afghan Ministry of Education and The Asia Foundation has recognised the MSTT as a program of excellence.

## Trade Training in Carpentry for Teenagers in Kabul

Another nine teenagers were trained this year in carpentry. They made their way each day to our learning centre in a leafy street in Kabul for an opportunity of a lifetime: to learn new skills and become as carpenters through our Trade Training in Carpentry apprenticeship.



Many teenagers in Kabul find themselves family breadwinners, earning a living on the streets of Kabul in often risky and insecure ways. Without skills and education, they and their families may be destined for a lifeline of income insecurity and extreme poverty. Education and training are pivotal in breaking cycles of unemployment and building a more sustainable future for Afghanistan's young people.

This year's trainees, boys between the age of 14 and 17 years old, have been well supported to successfully complete their year of training. AADO provides a small stipend, transport costs and a mid-day meal. This enables them to relinquish insecure and dangerous street work to undertake an intensive year of skills training. In addition to the practical skills

aspect of the apprenticeship, they attend a half day of schooling to strengthen literacy and numeracy skills. In the carpentry workshop, trainees learn their craft under strict supervision of a master carpenter.

They work on a range of jobs and business opportunities, which immerse them in real life work and diverse contracts. This year the workshop had several orders from local supermarkets, including for wardrobes. New state of the art equipment was purchased with a donation from the Marquardt family. This has enabled the trainees to make windows and doors requiring glass cutting machinery for local residents, too.

This 12th cohort graduated in May with a carpentry starter kit supplied by AADO, and like others before them, each has a



pathway into a job that helps support his family. Some have started their own small carpentry businesses, contributing to the rebuilding of Afghanistan.



### Ali's\* story

I would like to thank AADO for providing a great opportunity for youth like me.

I have learned a lot of skills from my trainers. One day at home, a door lock was displaced and it was easy for me to adjust it and fix it like this many more (cutting, installing locks and handles).

The stipend we receive is not only helping us come and learn a skill but it takes us also to school gaining education.

We thank Mr Marquardt for his generosity by buying useful modern machine which updates our skills.

I can install different locks, cut any type of wood, use the saw machine and drill.



## Thank you to our Donors

Planet Wheeler Foundation and the Estate of Bernadette Gleeson for co-funding the Master Science Teacher Training Program in 2019.

Jenkins Family Trust for their support of Village Women Literacy and Livelihoods Program

Rob and Jen Davis  
Constantine Pannousi and Birgit Reiman  
Nick Bogiatzis and Vasilio Nihias  
Preston South Primary School teachers and students, especially Len Leonidis and Angus Goldfinch

Lyn Allison  
Noman Trott  
Theresa & Dino Antonello  
Onmar John  
Laura Potter  
Deborah Rhodes  
Christopher James  
Stephanie van Rossum  
Elizabeth and George Reid  
Assad Najeem  
Roya Najeem

We thank the following for hosting AADO events and forums: Matthew Albert and Emily Forbes  
Timor Salehi and the Afghan Gallery Restaurant

### Australian Volunteers International (AVI)

The Committee thanks Paul Bird and the staff of AVI for accommodating AADO and its board activities and sharing their physical and IT resources to support our endeavours

### Special Thanks to Volunteers

Susanna Duffy (Website support)  
Lois Villar (Research)  
Jacob Antoine (Research)  
Vince D'Angelo (Design and Layout)  
Jacquie Simondson

## Committee of Management

### President

Sarina Greco - November 2014 – Present

### Vice-President

Assema Lazlad - November 2017 – Nov 2018  
Assad Najeem - November 2018 – Present

### Secretary

Lyn Allison November 2017 - Present

### Treasurer

Geraldine Allen - March 2016 – July 2018  
Amanda Pagan - August 2018 – Present

### Members

Robert Gilchrist - November 2017 – Aug 2019  
Deborah Rhodes - November 2017 – Present  
Jenny Sharwood - February 2018 – Present

### Executive Director

Dr Nouria Salehi AM

## Thankyou to the Planet Wheeler Foundation

In the Planet Wheeler Foundation, AADO has had the good fortune of a partner that embarked on a journey of shared commitment to building the capacity and sustainability of our volunteer-led organisation. Somewhat extraordinary

amongst grant-makers, the Foundation has stuck with AADO for the long haul – a longstanding partnership that has gone far beyond a financial one.

The board's decision to fund AADO for capacity building in addition to direct program delivery was an invaluable investment at the right time for AADO.

When we needed time for a transition into a new income stream, we always had a helpful sounding board for our advocacy plans, were supported through critical transition periods and through them, had access to pro bono help to develop our business development plans.

Our long association with Lonely Planet started back in 2008 with support for our literacy programs for village women. From 2010, the Wheeler Foundation began funding Science teacher training and, when AADO developed this into a more impactful train-the-trainer program in 2012, the Foundation stepped up to make a very significant financial contribution over a further eight years.

That partnership enabled AADO to roll out a national strategy involving more than 600 high schools across Afghanistan, and training 4,500 teachers to return to their schools to support and resource their Science faculty colleagues.

'If leadership is the primary reason for 17 years of sustained activity in Afghanistan, then AADO's partnerships with Planet Wheeler Foundation and its funding of the teacher training program is a sine qua non.'

From 'A Future Worth Having: Nouria Salehi and AADO in Afghanistan' (AADO 2019) Page 126

## In Memory of Bernadette (Detta) Gleeson

**2 February 1953 - 10 December 2017**

RIP Bernadette (Detta) Jocelyn Gleeson, a remarkable woman of sincere selfless substance, a gracious humanitarian and a long-time AADO supporter.

In 2000, Detta joined the International Red Cross Committee as a senior health professional. One of her assignments was to be Kandahar, Afghanistan.

In Detta's final days she was asked about the many challenges she faced and the moments that she was most proud of.

Detta, un-deservedly defeated by Acute Myeloid Leukemia, still so very resilient to the insidious effects of a bone marrow transplant, spoke compassionately for the women of many war-torn situations particularly those in Addis Abeba and Afghanistan.

A bequest from the Estate of Bernadette Gleeson of \$111,000 enabled AADO to secure matched funding to deliver a final year of the Science Training to 350 teachers, more than 50% of whom were women.

**Vale Detta Gleeson**





## Dr Nouria Sultana Salehi recognised in Australia Day Honours List 2019

This year we were delighted to celebrate the extraordinary humanitarian contribution of Dr Nouria Sultana Salehi, listed in the Australia Day 2019 Honours as a Member of the Order of Australia for her 'significant service to the Afghan, migrant, and refugee communities'.

Nouria thanks all those who have joined with her to support the work of AADO in Afghanistan.

While Nouria is internationally renowned for her work as founder and Executive Director of AADO, a look at her CV shows the astounding breadth and depth of her humanitarian contribution beyond AADO over the decades since she arrived in Australia in 1981.

See [aado.org.au/Dr Nouria Salehi AM](http://aado.org.au/Dr Nouria Salehi AM) for more information.



Nouria Salehi AM with Governor of Victoria



## A Future Worth Having Nouria Salehi and AADO in Afghanistan



Photo of Nouria, Sally and Anna at launch.

It was inevitable that Nouria's life work be told to a wider public.

Respected author and longstanding friend, Sally Morrison, had already embarked on a full biography of Nouria – her family's origins in Afghanistan and her humanitarian endeavours – scheduled for future publication.

To celebrate Nouria's extraordinary life on the occasion of her award, Sally compiled from her own and other writing, 'A Future Worth Having: Nouria Salehi and AADO In Afghanistan'.

The book starts with a brief history of tumultuous Afghanistan, maps Nouria's emergence as very talented student and PhD in nuclear physics in medicine in France and, her return to Kabul and eventual journey to Australia to join her brother Aziz.

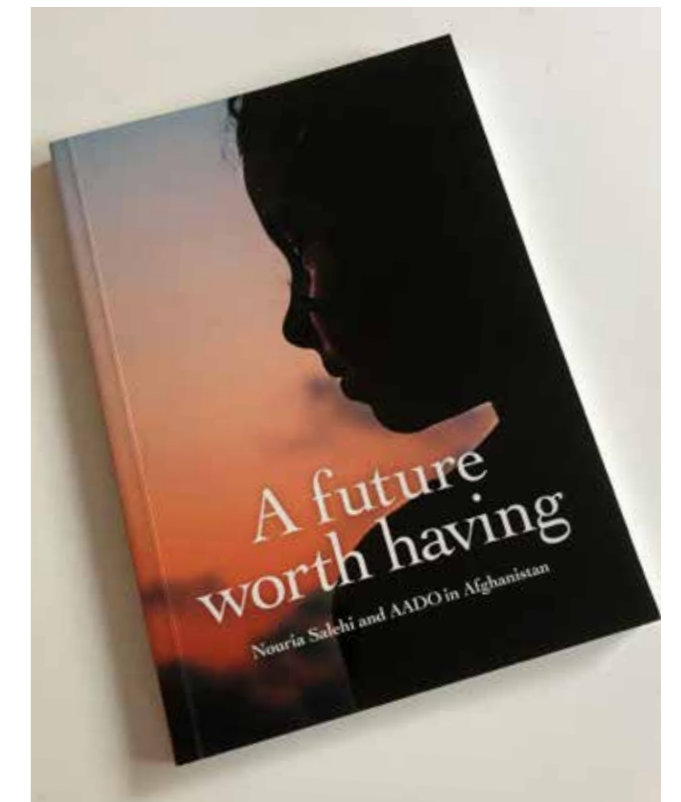
She was signed up to work at the Royal Melbourne Hospital's Department of Nuclear Medicine almost immediately but, since they

had no money to pay her, she worked 3 years in this role as a volunteer!

It also maps the beginnings of AADO and Nouria's enormous commitment to her people, particularly the women of Afghanistan.

'A Future Worth Having' gives us a taste of what happened when an extraordinary woman of courage and determination set out to establish an NGO working in one of the most challenging environments in the world.

The book is available for sale online at: [aado.org.au](http://aado.org.au)



A Future Worth Having by Sally Morrison was launched in March by former MP and Speaker in the House of Reps, Anna Burke.



## Income Statement for the Year Ended June 2019

### 1 July 2018 to 30 June 2019

#### REVENUE

Donations and gifts	
Monetary	\$139,271.37
Non-monetary	\$234,629.70
Grants	
Commercial Activities Income	
Other Income	\$110,129.00
<b>TOTAL REVENUE</b>	<b>\$484,030.07</b>

#### EXPENDITURE

International Programs	\$252,753.82
Community Education	
Fundraising Costs	\$4,780.21
Accountability and Administration	\$11,400.73
Commercial Activities Expenditure	
Non-monetary Expenditure	\$213,829.70
Other Expenditure	
<b>TOTAL EXPENSES</b>	<b>\$482,764.46</b>

**SURPLUS/(DEFICIT) \$1,265.61**

**Please note: \$136,280.23 will be carried over as equity for FY19/20**

The following financial statement has been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code, please refer to the ACFID website [www.acfid.asn.au](http://www.acfid.asn.au)

## AADO

**Working in Afghanistan as  
Afghan Australia Development  
Organisation**

Melbourne Directorate  
88 Kerr Street (PO Box 85)  
Fitzroy Victoria Australia 3065  
info@aado.org.au

[www.aado.org.au](http://www.aado.org.au)

## AADRO

**Afghan Australian Development and  
Rehabilitation Organisation**

Kabul Country Office  
House 68, Ashraf Watt Haji Yaqoob Square  
Shar-e-naw Kabul Afghanistan

In Afghanistan, AADRO is a member of ACBAR, the Agency Co-ordinating Body for Afghan Relief.

Cover Photo by Travis Beard / Argusphotography  
Annual Report Design by Vince D'Angelo



**ACFID**  
MEMBER

The Afghan Australian Development Organisation is a signatory to the ACFID Code of Conduct, which is a voluntary, self - regulatory sector code of good practice. As a signatory, we are committed and fully adhere to the ACFID Code of Conduct, conducting our work with transparency, accountability and integrity.

