

# Afghan Australian Development Organisation (Est. 2002)

Education • Training • Livelihoods

Working in Afghanistan as the Afghan Australian Development and Rehabilitation Organisation



**AADO Annual Report 2020**

For the year ending 30 June 2020

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

- Dr Nouria Salehi visited our programs in Afghanistan in July and September in 2019 and met with stakeholders in government and civil society leaders.
- Between June and November 2019, 130 teachers – our 20th cohort – from the Mir Bacha Kot district of Kabul attended our Master Science Teacher training two days a week over 26 weeks; more than 50% were women.
- Over 28 days in August–September 2019, 110 Science teachers in Pansheer Province undertook Master Science Teacher training as an intensive course; 45% of the participants were women.
- In the villages outside of Kabul, 150 women across five villages in Qara-Bagh province graduated in February 2020, with basic literacy, tailoring skills and a sewing machine to help with household income. The Governor of Qara-Bah attended the graduation ceremony.
- In March, our fundraiser luncheon for Afghan New Year Nowroz 1399 was cancelled due to COVID-19 concerns; our supporters will be invited to a very memorable day out next March for Nowroz 1400.
- Border closures this year have prevented our Executive Director working face to face with AADO staff and visiting our programs, but these activities have continued online with increased frequency.
- Our programs were halted during the lockdown in Kabul and the villages; since then, 130 women from five more villages in Qara-Bagh are aining literacy and numeracy skills and a pathway to a livelihood.
- With COVID-19 fast establishing a foothold in Kabul, and many families facing destitution with the COVID-19 lockdown, our supporters raised \$12,000 for emergency food and hygiene supplies to help 80 families.
- The D&K Foundation generously donated \$17,000 for a further 110 families to receive emergency food packages; these were distributed in July in Kabul City and in Qara-Bagh province, north of Kabul.
- With a new Minister for Education, a new MoU was signed with the Afghan Ministry of Education for all of AADO's education and training programs.
- Our final cohort of teenagers completed their final practical tests in October and November and graduated as Carpenters in December 2019.

## Report from the Executive Director

I would like to express my sincere thanks to all friends of AADO, and in doing so, start by thanking Sarina Greco, our President since 2014, who retires this year from that role, and who we will miss.

During her time as President, we have seen enormous positive change in our organisation, and she has contributed to AADO's success, capacity and standing over that time.

The diverse skills and expertise of AADO's serving Committee of Management continued this year, and enable AADO to achieve its objectives, even in the midst of the pandemic.

Our Vice-Presidents, Homaira Mershedes and Assad Najeem both stepped up this year fronting the media for AADO on issues related to COVID-19 affecting Afghan-Australian families and on the impact on the Afghan community of the unlawful conduct of some of Australia's Special Forces servicemen in Afghanistan.

It is AADRO's staff in Kabul who deserve our acknowledgment and admiration, as they worked at times around the clock to deliver our projects successfully, despite the significant challenges they faced this year.

Without their wise advice on matters such as security issues and conditions on the ground, our success and achievements would not have been possible.

And of course, AADO's friends and supporters, have again been instrumental in our work, playing a major role with generous contributions, financial and other, to support and encourage our work. Without your financial and volunteer support, AADO would not be able to do its work.

This year Afghanistan, like other countries, suffered heavily from COVID-19 with the Health Minister reporting in August that nearly one third of Afghans had been infected by COVID-19.

The situation is dire with a low level of infection awareness in the community, inadequate supplies of test kits and medical emergency equipment, and people desperate to keep working, all of which added to the suffering of Afghans, especially those living in rural areas.

We had to act to help. AADO's supporters answered my call for urgent donations to buy emergency food and hygiene supplies to bring some relief to distressed families without income during lockdown.

AADO's projects have again centred on capacity building through education and training in Afghanistan. We were able to resume our program for 150 rural women across 5 different villages in Qara-Bagh as soon as the lockdown was lifted.

Our decision to continue our literacy and livelihoods program meant we had to actively manage risks due to the pandemic.

We added a strong focus on learning about infection control to our curriculum and provided hygiene supplies as well to help maximise protection for vulnerable communities..

Our Carpentry vocational training program, which enabled young Afghan street boys to develop vocational skills to find employment, was completed in October 2019.

These 9 teenagers became carpenters, bringing our total of carpenters trained to 85. All have left AADO's program to join the workforce to provide income and stability for their families.

Our relationship with the Ministry of Education in Afghanistan continues to be strong and fruitful, as we work hand in hand. On my last visit to Afghanistan in September 2019, I met with the Honourable Deputy Ministry for Education to discuss our work plans.

At the behest of the Ministry of Education, our team is preparing for 100 in-service Science

teachers as candidates to attend and complete AADO's Master Science Teacher Training program during the imminent school holidays.

Hope is a universal word but for Afghanistan 'Hope for Peace' is a dream. Again we hope that the new Administration and the President-Elect in the US, with other powers in the region, realise that continued war in Afghanistan is not an option. Peace in Afghanistan is attainable, and a right of the Afghan people after almost half a century of conflict and war.

The report of the Inspector-General, that highlighted without doubt, the extra-judicial killings of Afghan farmers, civilians and prisoners, sent a ripple of anger and renewed feelings of concern for the Afghan people.

We hope that due processes is followed and that justice is brought to the victims' families after all these years.

The Brereton Report reinvigorates our efforts and works to build the capacity of the Afghan people, to give them the ability to find their voice and to empower them as a people.

To stand, as I believe all Afghans wish to stand, as ambassadors of Peace and justice.

We continue to advocate for Australian Aid funding for AADO's work. In September 2020, Sarina and I were invited to present our position and proposal to the Parliamentary Inquiry into Issues Facing Diaspora Communities in Australia. You can read more about our submission in the pages that follow.

But it is you, our donors, individuals who contribute in all manner and form, who have made AADO's work possible over the last year, and every year since we started AADO in 2002.

I want to thank all AADO's donors again – your support is not only essential for us to continue, it encourages and sustains our work, and of

course, your donations encourage our wonderful philanthropic organisations who can see the passion and support AADO has in the Australian community.

Despite the significant challenges of working in Afghanistan, we are confident that in working together, as AADO and its members have for 18 years, we are able to continue to improve the situation of the Afghan people through education.

Thank you!



**Dr Nouria Salehi AM**  
Executive Director



*During her last trip to Afghanistan in September 2019, Nouria again met with the First Lady, Mme Rula Ghani, to discuss AADO's education and training and to seek financial support to augment Australian donations.*

## Report from the President

Peace in Afghanistan has remained elusive for many decades. We remain quietly hopeful that renewed negotiations with the Taliban militant group are raising the real possibility of peace. However, the determination of women leaders to be heard and to be part of any peace process and negotiations is clear.

We, at AADO, retain a sense of hope about this, and no doubt you will too, were you fortunate enough to participate in AADO's forum last year – part of the 2019 Afghanistan Australia Annual Dialogue – which heard directly from inspiring young Afghan women leaders visiting Melbourne.

As the Australian Government now moves towards a formal process of justice for Afghans for what was done in our name by some Australian Special Forces, we hope these deeds will not be used for recruitment purposes by extremists.

Afghanistan has been the location of Australia's longest war so many Australians built links with Afghan people. Other links are embedded in our shared history, and in small ways, through the work of AADO where Australians extend the hand of friendship and collaboration in relation to education for Afghan women and their families. AADO's programs continue to seek to strengthen education outcomes for young Afghans, and to enable village women to access education.

Limited educational opportunities is cited as one of biggest problems facing Afghans, according to the latest 'Survey of the Afghan People' published by The Asia Foundation in 2019. This year, AADO took an opportunity to promote its proposal for a Diaspora Consortium Pilot Project – first proposed in 2016 to the then Minister for International Development.

The proposal includes a low risk, practical and innovative mechanism for a new stream of Australian Government funding and accountability for diaspora-led NGOs delivering Australian Aid, like AADO. In late September 2020, AADO was one of only two diaspora-led NGOs invited to appear before the Parliamentary Inquiry into Issues Affecting Diaspora Communities in Australia.

A summary of AADO's Opening Statement is included in this Annual Report and the full

submission is available on AADO's website. AADO told the Parliamentary Inquiry that it stands ready to implement this proposal with its consortium partners and we hope the proposal will be supported.

I thank Deborah Rhodes, former Committee Member, who continues to share her time and skills so generously with AADO and advised on the submission to the Parliamentary Inquiry. AADO's efforts complement the work of large international NGOs and we adhere to the same rigorous compliance systems applied by the Australian Council for International Development (ACFID).

Our programs are proven and stable. However, because AADO does not readily fit into current aid programming systems, it has not received official government funding through the Australian Aid program for its substantial program of work, apart from very small grants from Ambassadors many years ago. Over the last 10 years, AADO has implemented programs in Afghanistan valued at close to AU\$3m, not counting a very significant in-kind and volunteer contribution.

Yet, like many NGOs, financial sustainability remains a key challenge. This is especially so as the priorities of philanthropic groups change and understandably turn to predominantly local needs in the aftermath of COVID-19. Meanwhile, DFAT's Travel Ban for Afghanistan discourages potential philanthropic grant makers, thereby further reducing access to funding for AADO's programs.

AADO's program in Carpentry Training for Kabul's street boys has made a valuable contribution both to their gaining a livelihood and the provision of carpentry services.

However, efforts to secure grants for this program have been unsuccessful, and with steep competition from China's cheap furniture imports eroding opportunities for contract work for our trainees, the Committee decided to conclude the program. AADO warmly thanks all those who have donated to the Carpentry Training program over the years, including the Marquardt family.

Following the conclusion of our extraordinary and longstanding funding partnership with the Planet Wheeler Foundation, AADO has now

re-aligned its program of work in Afghanistan with a reduced level of income until a significant funding partner is found. Again this year, Nouria and the Committee have worked very hard to find sources of funding in Government and/or philanthropy in both Australia and Afghanistan.

It remains true that funding support received by AADO does not reflect the significant support AADO enjoys from the highest levels of the Afghan Government and departmental staff. Our advocacy efforts and countless proposals have not resulted in funding income.

AADO's flat structure enables it to be agile and responsive under the capable leadership of Dr Nouria Salehi. A trusted, long-standing and multidisciplinary core team is able to mobilise quickly when additional capabilities are needed.

Above all, AADO has deep community roots and is well respected, in Afghanistan and in Australia, for its significant track record of low cost quality programs, and its high program participation and retention rates.

Taken together, these characteristics of AADO will serve it well in the challenges ahead, with reduced sources of income.

Again this year, we thank our staff team in Kabul who have worked hard and long with the additional challenges of traveling to the provinces. They have also shown their adaptability and immense commitment to deliver projects on time and on budget.

While many international NGOs have now left Afghanistan, AADO continues its work with our local team, funded by donations from Australians.

Afghanistan remains a very challenging environment, but we understand that rebuilding peace and prosperity requires long term commitment and moral support.

Your donations remain more important than ever and our warmest thanks go to all our donors. The significant grant from the D&K Foundation for our COVID-19 Emergency Appeal allowed AADO to help destitute families survive without income during the lockdown.

I wish to thank all those who work alongside Nouria to ensure AADO complies with the high standards ACFID sets for NGOs.

Our supporters help with events, provide wise advice and technical support, and help open doors to important opportunities to raise the profile of community relationships between the people of Afghanistan and Australia.

I warmly thank outgoing members of the Committee of Management who worked tirelessly for AADO amongst their other work commitments: Amanda Pagan who was replaced as Treasurer, in the interim, by David Brennan; and Lyn Allison, our Secretary, who brought enormous experience and know-how to our Committee.

As I conclude my role of President, I want to pay tribute to the magnificent volunteer effort of the Committee of Management and thank each member for their perseverance and focus, and caring through this strange and difficult year.

And in concluding, I wish to share my deep respect and admiration for AADO's Executive Director, with whom I have been privileged to share a journey filled with learning and many challenges and achievements – experiencing first-hand the courageous, capable and indefatigable humanitarian who is Dr Nouria Salehi AM.



**Sarina Greco**  
President

## AADO fronts Parliamentary Inquiry into Issues Facing Diaspora Communities in Australia

For many years, successive Australian Governments have spoken about the need for greater visibility and acknowledgement of the contribution of diaspora-led NGOs, seen as foreign policy partners, and undertakings made to forge a place for them in delivering Australian Aid.

Despite repeated calls for action, it seems little progress has been made. In late September 2020, AADO was invited to appear before the Senate Inquiry into Issues Facing Diaspora Communities in Australia. Executive Director, Dr Nouria Salehi and President, Sarina Greco spoke to the Senators of AADO's experience as a diaspora-led NGO working in Afghanistan for the better part of two decades, delivering education and training, linked to livelihoods and professional skills.

**In its formal submission to the Inquiry, AADO shared its understandings of what should be done to both recognise and nurture the diaspora contribution to Australia's international aid efforts.**

Key factors that have made AADO's work possible and barriers were identified, and strategies to improve the current situation were proposed. AADO's full submission to the Senate Inquiry into Issues Facing Diaspora Communities in Australia can be found on AADO's website or at the address shown at the bottom of the page.

**In many ways, AADO exemplifies the significant potential of diaspora-led organisations in Australia's Aid Program.**

AASO is seen as a mid-size, reputable, and trusted NGO, led by a notable diaspora leader in Dr Nouria Salehi, with proven success in delivering education and training in one of the most difficult post-conflict countries.

And yet it has not been part of the DFAT's Aid Program because there is no mechanism to recognise and fund diaspora communities in Australia's aid program.

**Diaspora NGOs do not fit easily in current aid program systems.**

For this reason, AADO has long proposed a modest partnership with DFAT to establish and trial a new funding mechanism for Australian diaspora-led organisations.

Together with other diaspora-led NGOs, AADO led the developed of a well-researched, feasible and practical proposal to be undertaken by a small consortium comprising AADO, Diaspora Action Australia, and Bridging Lank, another long-standing medium size diaspora-led NGO with Oxfam Australia.

We believe this consortium proposal has significant potential benefits for building the capacity of the broader development sector to engage with diaspora-led NGOs, and to trial a DFAT funding mechanism and accountability for diaspora-led NGO's.

AADO advised it stands ready to implement this proposal with its consortium partners, and we hope that DFAT will accept the pilot.

<https://www.aado.org.au/2020/12/01/issues-facing-diaspora-communities-in-australia-submission/>

## Summary of AADO's Opening Statement to the Parliamentary Inquiry into Issues Facing Diaspora Communities in Australia

### Afghan Australian Development Organisation

Education Training Livelihoods Est. 2002

- Mid-size diaspora-led NGO in Melbourne
- Delivering humanitarian and development aid in Afghanistan since 2002
- But not part of the DFAT's Aid Program – no mechanism for diaspora-led NGO's
- Australia's diasporas are Foreign policy partners' *Foreign Policy White Paper/other DFAT papers*
- Need for a fuller recognition of the place of diaspora-led organisations in delivering Australia's Aid
- Government's wish to work with diaspora communities in aid and development and forge a place for diaspora-led organisations in delivering Australian aid

*AADO's longstanding work in Afghanistan exemplifies the significant potential and the success of diaspora-led organisations in Australia's Aid Program*

**After decades of assisting Afghans to settle in Australia, in 2002, Dr Nouria Salehi founded the Afghan Australian Development Organisation.**

**Since 2002, AADO has delivered education and training to more 7,500 Afghans, particularly women and young people, giving people professional skills and livelihoods. Our Science teacher training program which uses a train-the-trainer approach so the impact of our 176 hours of training reaches far beyond those direct beneficiaries.**

**We estimate AADO in Afghanistan has improved the lives of hundreds of thousands of Afghans.**

**Australian public, including Afghan-Australians, has donated for this work so that philanthropic organisations like the Planet Wheeler Foundation would donate larger grants.**

**We estimate in the last 10 years, AADO has delivered close to Au\$3m of aid in Afghanistan.**

**In-kind and volunteer contribution of many hundreds of thousands of dollars over just the last 5 years.**

*As a diaspora leader I have to help back home*

## Summary of AADO's Opening Statement cont.

AADO's work in Afghanistan sits alongside the efforts of the large international aid agencies.

AADO complies fully with the same ACFID Code of Conduct accountabilities as do the large INGOs, and AADO is a full member of ACFID, and of ACBAR in Afghanistan.

AADO has a long track record of compliance with contemporary standards of planning, implementing, reporting, risk and financial management.

Since 2002, AADO has not received funding from the Australia's Aid program for its substantial program of work – apart from a couple of tiny DAP grant for materials.

Yet AADO serves as an example of how diaspora-led aid delivery

- \*demonstrates substantial expertise
- \*has structure and full compliance
- \*has direct access to critical local on-ground knowledge, and
- \*has a track record of delivery of proven, stable, sustainable programs
- \*our work in Afghanistan supports Australia's national interests

*Diaspora-led NGOs like AADO do not readily fit into current aid programming systems*

AADO's work in Afghanistan is possible because we have direct relationships into the Ministry of Education, and with local Governors, and local leaders, which means we can mobilise our networks to support our work.

The DFAT White Paper has recognised just how valuable these connections are and this makes it possible for AADO to keep delivering aid even when a travel ban is in place for visitors.

We use local staff, highly supervised, and we use remote monitoring as well as twice yearly visits to Afghanistan and we continue working in Afghanistan after many of the INGOs have left.

We believe the Federal Government now needs to take the next step: and recognise diaspora NGOs as equal partners, so it can truly reap the significant benefits of working with diaspora NGOs in delivering Australian aid.

A small consortium proposal has set out how a practical, innovative and low-risk mechanism can be developed for a new stream of Australian Government funding and accountability for diasporas delivering Australian aid.

Once lessons have been generated, the government could then consider options for continuing funding or up-scaling. But this first step must be taken.

*Complete the picture of diaspora's contribution and how international aid can be delivered by other than INGOs*

## In Memory of Lee Tregloan

**AADO President 2009 – 2013**

In July this year, we were very saddened to learn that AADO had lost one of its finest former Presidents and a long-standing supporter, Lee Tregloan.

As AADO president from 2009 – 2013, Lee brought her many skills and governance experience to the task of organisational development. One of her many great contributions was assisting AADO in obtaining the Deductible Gift Recipients (DGR) which set strong foundations for AADO as a small NGO.

She will be remembered always by AADO for her humanitarian efforts, her graciousness and kindness to all and for her work bringing the gift of education to women and their families in post-conflict Afghanistan.

Vale Lee Tregloan



## A future worth having

**Nouria Salehi and AADO in Afghanistan by Sally Morrison**

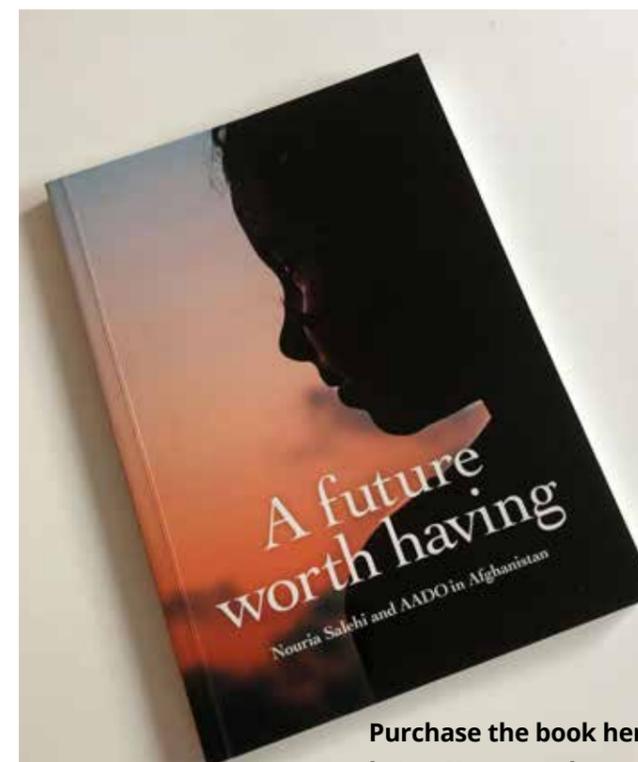
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## AADO supporters helped families survive in COVID lock-down in Kabul

With COVID-19 fast establishing a foothold in impoverished, war-torn Afghanistan, Nouria Salehi was quick to put an urgent request for donations, and AADO supporters, including the Afghan diaspora across Melbourne, responded quickly. \$12,000 was raised for emergency food and hygiene supplies to help 80 families in deep distress with no income during the COVID-19 lockdown in Kabul and the villages.

The D&K Foundation generously donated \$17,000 for a further 110 families to receive emergency food packages. These were distributed in July in Kabul City and Qara-Bagh province, north of Kabul.

Each pack contained sufficient supplies for a large family for a month and included flour, rice, oil, beans, sugar, tea and a sanitizer and soap kit.

For these families, the loss of their meagre income was devastating for families when they were already living on the edge of destitution. The food and supplies distributed by our local

staff allowed these families to survive for a month in lockdown, reducing severe stress and anxiety in households which we know is often linked to incidents of family violence.

Having food security was a critical factor in parents being able to care for their children without the pressure to break lockdown and expose themselves and hence their children to the virus in their search for food or work.

Our plan to distribute emergency food and hygiene packs to women in the villages where AADO has worked had to wait for the lockdown to end. AADO is now providing village women with hygiene kits and basic training in infection control as part of literacy training. This work is crucial in stopping the spread of COVID-19 in small communities.

We wish to thank the D&K Foundation for their swift and generous contribution to our appeal. To all our donors, longstanding and new, we thank you all for digging deep to donate to our appeal and to AADO's work.

## Political instability created more poverty and unemployment in Afghanistan - COVID-19 is like salt on the wound

In August 2020, Afghanistan's Health Minister stated nearly one third of Afghans had been infected by COVID, ie 10 million, while the WHO reported 5 million COVID cases in Kabul.

When the World Food Program said the situation was "quickly turning from a health emergency to a food and livelihood crisis", we had to act to help Afghan families left destitute by the lockdown to survive.

I want to thank AADO's supporters who answered my urgent call for donations to bring some relief by getting emergency food and hygiene supplies to distressed families as quickly as possible. We were able to help close to 200 families.

Dr Nouria Salehi AM  
Executive Director, AADO

*On behalf of citizens of Qara-Bagh who have been the recipient of your donation, I'd like to thank you for food supplies to 110 families.*

*It really makes a difference for the children and the families. Anisa, a widow and the mother of 4 children who was AADRO's trainee in 2018, contacted our centre showing her gratitude for the gift she received, which enables her family to enjoy for one month or more.*

*Thank you again for your ongoing support in Education of Science Teachers, and now food supply for vulnerable members of Qara-Bagh Community.*

*Here's to you! Together we are changing lives.*

*Khawaja Hannif  
District Governor of Qara-Bagh*



## Our work in Afghanistan this year

AADO's work in Afghanistan continues to focus on education and training related to professional skills and livelihoods, delivered by local Afghans to Afghans, particularly for women and their families. The Afghan Ministry of Education has recently renewed its Memorandum of Understanding (MoU) with AADO for all its programs. With the arrival of COVID-19 across the world in early 2020, programs were halted and AADO moved swiftly to respond to families in distress because of loss of their meagre income during the lockdown.

### The Gift of Education for Village Women

In a cluster of five villages in Qara-Bagh, groups of 30 young mothers are coming together to learn to read and write and do basic arithmetic. Over the first semester, their reading and writing lessons are about basic health issues, elementary first aid, and child development and about human rights and conflict resolution.

This program had been on hold during the lockdown in Kabul and the villages. Specific course content on COVID-prevention have become a strong focus, and hygiene supplies have been distributed to the women.

Communities where the programs were run reported feeling more confident in facing the health crisis that was sweeping through Afghanistan. The women who participated have become health advocates in their families and community, who in turn will pass their knowledge and understanding to their wider networks

Back in February 2020, another 130 women who had been denied schooling as children, graduated with basic literacy to grade three level, and with tailoring skills and a sewing machine to help with household income.

The Governor of Qara-Bah attended the graduation ceremony. The support of the local Governor, together with holding classes within the local villages, meant that women were allowed to attend and security concerns were reduced – often a primary consideration in Afghanistan. The basic skills learnt lead to many changes in the lives of these women from their increased status within the family and within the village.

The women tell us their standing in the family and community has skyrocketed because, for example, now they are able to read the Directions for Use on the children's medicine, help their children with homework and share books with them, and they can help their in-laws and in many cases, help their husbands, who often cannot read or write.

The second semester of the program has taught the women dressmaking, tailoring and embroidery. Each woman receives a sewing machine upon graduation. The sewing skills equip them to make clothes, school uniforms or more complicated articles which in turn can lead to selling clothes either at markets or in the villages. Working together as neighbours and a community, many friendships and partnerships are formed. All women are encouraged to co-operate and work together.



Since 2004, a total of 1,850 in 70 villages have had received the gift of education from AADO's donors.



### Improving the chances of Afghan teenagers to gain professional qualifications

At the end of the school year in Afghanistan, many hundreds of thousands of nervous teenagers sitting final year exams hope to qualify for university or college entrance.

The chances of gaining a professional qualification increased significantly for those whose Science teachers had had intensive in-service training — teacher training that is showing marked results in the high school performance of Afghan young women and men.

In the past 12 months, AADO has trained a further 250 underqualified teachers as Master Science teachers. From June to November 2019, 130 teachers – our 20th cohort – from the Mir Bacha Kot district of Kabul attended two days a week over 26 weeks.

In August-September 2019, AADO delivered this training to 110 Science teachers from 25 schools in Panjsher Province, 125km drive north-east of Kabul, this time as an intensive course over 28 days.

All participating teachers graduated as a Master Science Teachers. Their pre- and post-course test results demonstrate significant gains in curriculum knowledge and pedagogy and so many teachers report feeling a growing

confidence to take up their role back at school resourcing and supporting their colleagues.

This train-the-trainer approach multiplies the reach of AADO's training programs to the surrounding education community to improve the quality of Science teaching in Afghanistan's high schools. The Master Science Teacher Training program was developed in response to the demand for qualified teachers as the country seeks to rebuild its education system. The intention was to retrain women science teachers who had been banned from teaching by the Taliban regime and this has been achieved. In the big cities, AADO recruits 50+% women teachers. It now seeks to train those recruited as science teachers and have leadership skills but only minimal teaching experience or subject qualifications.

As soon as Year 12 exams are concluded, the Ministry of Education will give the green light for AADO to deliver another intensive training course for Science teachers during the school holidays in December-January 2020.

Commencing in 2012, the Master Science Teacher Training Program has become AADO's signature program, delivered multiple times in Kabul city and Kabul Province as well as in many provinces across Afghanistan. Locations and participating schools are selected in close consultation with the Afghan Ministry of Education and the Security Department of Afghanistan.

### Safiullah, Maths Teacher

I have been teaching for ten years and the new schoolbooks which are newly published are much more difficult, so not only me but other teachers have a lot of difficulties with them.

It is always hard to stand in front of forty students and teach. Participating in this seminar helped me a lot and I can now teach with no fear. As many teachers had difficulties in Statistics and Probabilities, our trainer worked with us in different ways and now we have no problems.

### Teaching Carpentry Trade Skills to Teenagers in Kabul

Every day last year, a small group of teenagers made their way to the carpentry workshop at AADO's Learning Centre in Kabul.

Here they learnt to make items of furniture, doors and windows, sometimes for a government contract, learning carpentry and preparing well for the world of work and running a small business, all under the close supervision of a master carpenter and his assistant, himself a former trainee.

All eight young men graduated as carpenters in December 2019. They each received a carpentry kit of a toolbox and timber supplies, and each went directly into a job. Every year since 2008, AADO has run a trade training program in Carpentry for teenage boys, often those living very precarious lives on the streets



of Kabul, many facing incredible hardship as the family breadwinner.

Our program design proved very successful in achieving very close to 100% retention and participation rates every year. The boys received a monthly stipend to cover travel costs and a nutritious midday meal, without which they wouldn't attend because their families are destitute and have no money for fares or even nutritious food.

Since 2008, 76 trainees have graduated. Each of these young men have gone into immediate employment as a carpenter or have established their own small business.



## Thank You to our Donors

D & K Foundation  
Rob and Jen Davis  
Constantine Pannousi  
and Birgit Reiman  
Barbara Van Erst  
Onmar John

Christopher James  
Emily Forbes  
Quinn Lovett  
Elizabeth Reid  
Salehi family and  
friends

### 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

Fee Townshend  
Deborah Rhodes  
Susanna Duffy  
Vince D'Angelo

Jacquelin Simondson  
Sally Morrison  
Mathew Albert and  
Emily Forbes  
Mark Crew CPA

### Committee of Management 2019-2020

#### President

Sarina Greco Nov 2014 – Nov 2020

#### Vice-President

Homaira Mershedhi Nov 2018 –

#### Vice-President

Assad Najeem Nov 2018 –

#### Secretary

Lyn Allison Nov 2017 – March 2020

#### Treasurer

Amanda Pagan August 2018 – May 2020  
David Brennan May 2020 – Nov 2020

#### Member

Jenny Sharwood Feb 2018 –

#### Executive Director

Dr Nouria Salehi AM

**AADO's efforts to secure grants for this program have been unsuccessful, but we have persisted because vocational training courses in Afghanistan can only be accessed by young people already attending school. Around \$30k is needed to run a year of vocational training for 8 teenagers. At a time of great pressure on Australian philanthropy, and with steep competition from China's cheap furniture imports eroding opportunities for contract work for our trainees, the Committee decided this would be our last Carpentry program.**

**AADO warmly thanks all those who have donated to the Carpentry Training program over the years. Your contribution has changed lives not only for the trainees, but for their families and the reconstruction effort in Afghanistan.**

## Afgan Australian Development Organisation

### Income Statement for the year end 30th June 2020

1 July 2019 to 30 June 2020

	2020	2019
	\$	\$
<b>REVENUE</b>		
<b>DONATIONS AND GIFTS</b>		
Monetary	192,642	274,579
Non-monetary	-	-
Grants	-	-
Commercial Activities Income	4,017	-
Other Income	557	594
<b>TOTAL REVENUE</b>	<b>197,216</b>	<b>275,173</b>
<b>EXPENDITURE</b>		
International Programs	223,494	180,671
Community Education	-	-
Fundraising Costs	-	4,780
Accountability and Administration	4,568	11,587
Commercial Activities Expenditure	-	-
Non-monetary expenditure	-	-
Other expenditure	104	1,809
<b>TOTAL EXPENDITURE</b>	<b>228,166</b>	<b>198,847</b>
Excess/(Shortfall) of Revenue Over Expenditure	(30,949)	76,327

### Balance Sheet as at 30 June 2020

	2020	2019
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	185,397	201,513
Other Financial Assets	2,654	2,857
Total Current Assets	188,051	204,370
Non Current Assets	-	-
<b>TOTAL ASSETS</b>	<b>188,051</b>	<b>204,370</b>
<b>LIABILITIES</b>		
Current Liabilities		
Trade and other payables		
Other Financial liabilities	15,030	400
Total Current Liabilities	15,030	400
Non Current Liabilities	-	-
<b>TOTAL LIABILITIES</b>	<b>15,030</b>	<b>400</b>
<b>NET ASSETS</b>	<b>173,021</b>	<b>203,970</b>
<b>EQUITY</b>		
Reserves	-	-
Retained Earnings	173,021	203,970
<b>TOTAL EQUITY</b>	<b>173,021</b>	<b>203,970</b>

An audited Financial Statement is available on our website, [www.aado.org.au/resources/](http://www.aado.org.au/resources/) or upon request.

## **AADO**

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

### **Melbourne Directorate**

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## **AADRO**

**Afghan Australian Development and  
Rehabilitation Organisation**

### **Kabul Country Office**

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

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.

