Gender Promotion Project
Internal Audit Directorate, Ministry of Finance
Summary Report

Introduction:
Improving the situation of women is vital for Afghanistan's development. Although the lives of Afghan women and girls have improved significantly almost in every sector, Afghan women still often find it difficult to hold an occupation.

As an HR employee with the Internal Audit Directorate, Mina Naikmal witnessed the lack of female employees in her workplace. Therefore, with the support and encouragement of her supervisor, Mina designed a Gender Promotion Project. The project provided internships to 60 recent female graduates from various universities.

Background and Objective:
The objective of the Gender Promotion Project was to use an internship system to balance the gender gap within the Internal Audit Directorate (IAD) of the Afghan Ministry of Finance. Based on an assessment conducted within the Directorate, Mina learned that only 10 percent of the 172 staff members were women. Mina also knew that most recent graduates are not given positions in government agencies as they do not meet the education or experience qualification for these positions.

Implementation and Result:
The project took place from September 2017 to March 2018, during which time it provided internships to 60 women, giving them both practical and theoretical knowledge relevant to holding a government position. The interns became skilled with practical and theoretical knowledge in various departments, including audit, accounts, management, computer skills, English language, and effective communication. Top management of the Ministry of Finance decided to onboard the best 25 of these interns as permanent staff after they passed a written test and interview conducted by the HR Directorate.

By the end of the project, the number of female employees in the IAD increased by 13 percent. Other directorates in the Ministry of Finance began conducting their own internship programmes in order to fill the gender gap in their departments.

Utilizing Learning from UNITAR:
Mina noted that her project’s design was completely based on what she learned through the UNITAR Afghanistan Fellowship Programme. The methodologies learned from the programme, including organizational needs assessment, the results chain, and leadership and teamwork skills, helped her to secure funding from the World Bank and successfully implement the Gender Promotion Project.