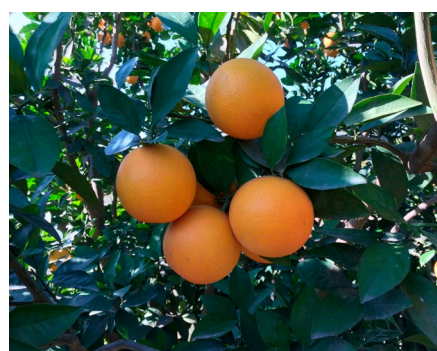




Annual Report 2019

Afghanistan National Horticulture Development Organization



ANHDO



Afghanistan National Horticulture Development Organization

Annual Report, 2019

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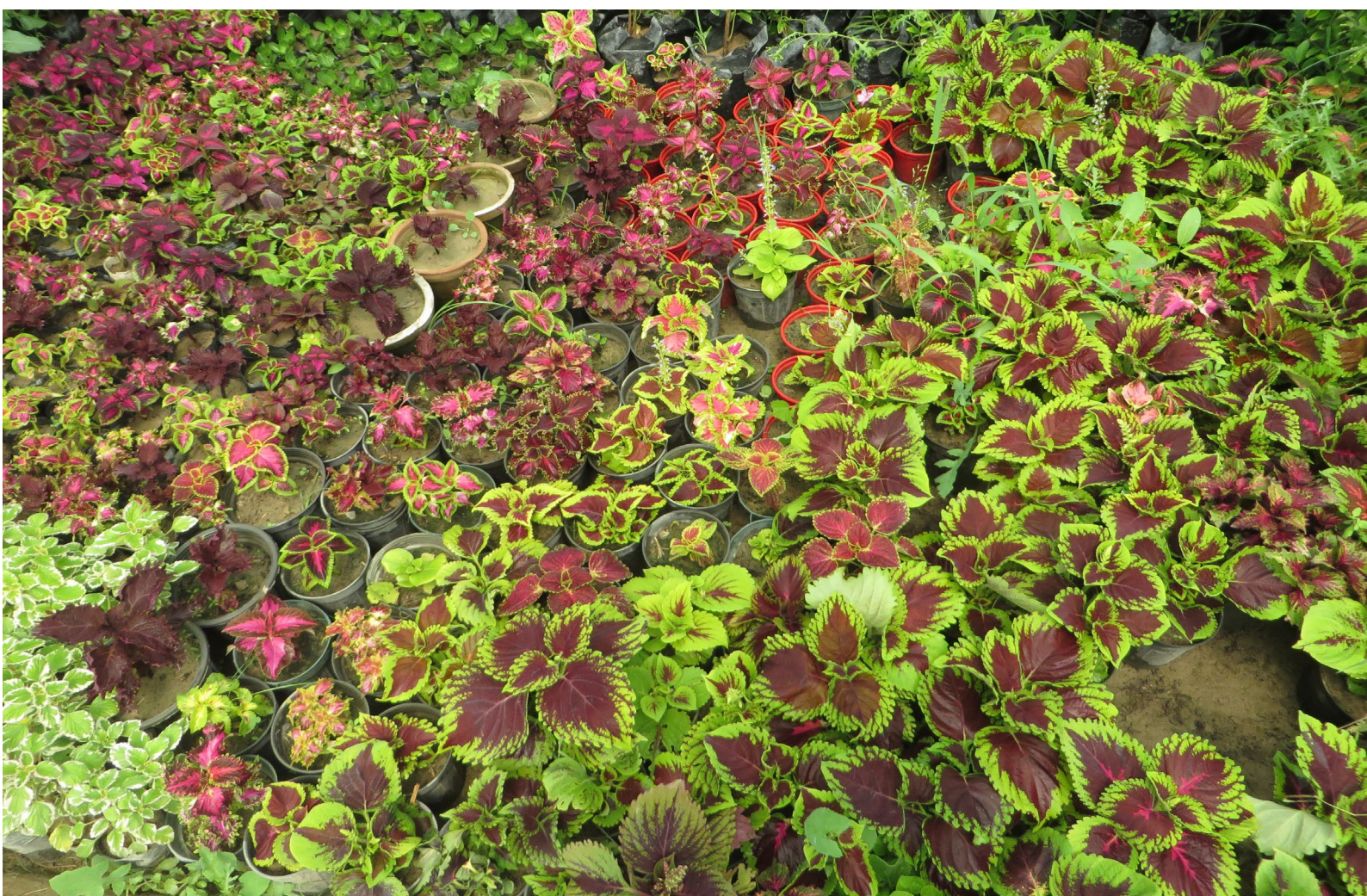
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Chair's Foreword

On track towards change, using vulnerable land and water caringly.

I genuinely believe that our organization—Afghanistan National Horticulture Development Organization (ANHDO), as a leading organization in horticulture sector, has a key role in improving growth and sustainability in the horticulture sector and food security of the country. We take enormous pride to see how Afghan farmers and growers thrive towards improving their performance and capability year by year, facing the challenges of climate change, pest and diseases, water resource issues and challenging logistics. Individual farmers, orchard growers, natural resources management, some key stakeholders; and partners are among those whom we influenced by means of various type of service delivery.

As Managing Director of ANHDO, I have noticed the increase in excellent potential skills and experiences of the staff members and improvement of projects planning, implementation, and Monitoring and evaluation quality over the past year, applying our best and innovative practices to delivery our services to our beneficiaries. I passionately believe we are now progressing tremendously and are on-track to implement the most recent horticulture technologies in the country. The day-to-day operation of ANHDO reflects the three major priorities based on which our progress is made:

- ♦ Intensely work on creation of commodity-specific ANHDO Value Chain Promotion Groups.
- ♦ Efforts on food security and natural resources management
- ♦ Overall improvement of organizational development, including staff training and development (ANHDO has also made

organizational development part of its organizational culture).

- ♦ Development and implementation of a five-year strategic plan

We can achieve these goals through ensuring best quality in our implementation of programs. We aim to uphold and continue our success of this year by doubling our efforts in upcoming years, working through partnerships and government support and national collaboration to help us approach the resilient base group.

I would like to take this opportunity to acknowledge all of our members, academic and non-academic partners, and all other stakeholders for their significant contribution to eliminate some barriers and overcome the challenges of contributors.

I would also like to extend my sincere and heartfelt thanks to all those great personals, who helped pave the ground for ANHDO to implement its programs effectively and efficiently during 2019, and dedicated their valuable time and talent to our organization. Without the critical contributions of project leaders, managers and their subordinates, this achievement would not have been made possible.

Special acknowledgements go to ANHDO Board of Directors (BoD) members and Senior Management, who have invested their full efforts in guiding the team in achieving the goal. Meanwhile, I extend my gratitude to all our donors for their financial support of our projects.

I would also like to thank the Ministry of Agriculture, Irrigation and Livestock (MAIL) for contributing with ANHDO in both policy making and project implementation in various ways such as; identifying targeted areas, selection of beneficiaries (DAIL) and the types of their capacity building.

Best Regards,

Najibullah Enayat

Glossary of Acronyms

ADB	Asian Development Bank	IAF	International Accreditation Forum
AKDN	Aga Khan Development Network	IAO	The Istituto Agronomico per l'Oltremare
ANHDO	Afghan National Horticulture Development Organization	IAS	International Accreditation Services (USA)
ANNGO	Afghanistan National Nursery Growers Organization	IDCO	Mercy Corps
ANSA	Afghan National Standard Authority	IFRS	International Financial Reporting System
ARIA	Agriculture Research Institute of Afghanistan	ILO	International Labor Organization
ASRA	ASRA Consulting	IPM	Integrated Pest Management
B2B	Business to Business	IPM	Integrated Pest Management
BMP	Best Management Practices	ISO	International Standard Organization
BMP	Best Management and Operating Practices	IT	Information Technology
BoD	Board of Directors	MAIL	Ministry of Agriculture, Irrigation and Livestock
BoD	Board of Directors	MAIL	Ministry of Agriculture, Irrigation and Livestock
BOP	Best Operating Practices	MD	Managing Director
CBA	Cost Benefit Analysis	MoE	Ministry of Economy
CBARD	Community-Based Agriculture and Rural Development	MoU	Memorandum of Understanding
CBRD	Corporate and Business Registration Department	MoU	Memorandum of Understanding
CDCs	Community Development Councils	MSN	Mother Stock Nursery
CDS	Community Development Authority	mt	Metric ton
CGG	Citrus Grower Group	MT	Metric Tones
CPG	Citrus Promotion Group	NC	National Collection
CPN	Certified Production Nursery	NC	National Collection
CSO	Central Statistic Organization	NGA	Nursery Growers Association
CTV	Citrus Tristeza Virus	NGO	Non-governmental Organization
DAIL	Department of Agriculture Irrigation and Livestock	NGO	Non-Governmental Organization
DAIL	Department of Agriculture Irrigation and Livestock	NHLP	National Horticulture and Livestock Program
DDA	District Development Authority	NNGA	Nangarhar Nursery Growers Association
DoE	Department of Economy	NVDA	Nangarhar Valley Development Authority
ELISA	Enzyme Linked Immune-sorbent Assay	OCA	Odoo Community Association
EPAA	Export Promotion Agency of Afghanistan	OD	Organizational Development
EU	European Union	PAIL	Provincial Agriculture Irrigation and Livestock
FFS	Farmer Field School	PBTL	Plant Biotechnology Laboratory
FH	Field Horticulturist	PDCs	Provincial Development Council
FM	Field Manager	PDM	Post Distribution Monitoring
GA	General Assembly	PECB	certification body
GA3	Gibberellic Acid	PHDC	Perennial Horticulture Development Center
GAP	Good Agricultural Practices	PHDPPII	Perennial Horticulture Development Program
GMSQR	certified Quality Management System	PPQD	Plant Protection and Quarantine Department
GoA	Government of Afghanistan	PPT	PowerPoint Template
GRPG	Grape and Raisin Promotion Group	RADAP	Regional Adaptive Affinitive Patterns
HACCP	Hazard Analysis and Critical Control Point	RECS	Expert Consulting Services
HACCP	Hazard Analysis and Critical Control Point	RI	Relief International
HOTP	Horticultural Development Transition Project	RRAA	Rural Rehabilitation Association for Afghanistan
HLB	Huang Long Bing - Citrus Disease	SDGs	Sustainable Development Goals
HPS	Support to the Development of Agriculture Private Sector	SPCD	Seed and Planting material Certification Directorate
HR	Human Resource	SPS	Sanitary and Phytosanitary
HRD	Human Resource Development	TA	Technical Assistance
HRIS	Human Resource Information System	ToT	Training of Trainers
HVCDSP	Horticulture Value Chain Development Sector Project	WHH	Welthunger Hilfe
HVP	Horticulture Value-chain Project		

Executive Summary



Afghanistan horticulture had an essential role in the past and will continue to play a substantive role in future of the Afghan rural economy to develop a prosperous society. Responding to the Afghanistan and international horticulture demand, will remain the long-term goal of ANHDO and its donors. Despite huge destruction during the last four decades of conflicts, Afghanistan's highly favorable climate condition for many fruit tree and vegetable species will raise livelihoods and opportunities for a better economy as base for modern horticulture with more emphasize on quality control and increase production. Enhancing Afghan horticulture sustainability and competitiveness is our principal mantra.

The 2018 report reveals the activities, outcomes, major success and impacts of ANHDO on Afghanistan horticulture highlighting its contribution to increase transparency, accountability and to share expertise with key stakeholders, donors and partners. The main focus of ANHDO is on empowering communities to improve the life quality by means of implementation of horticultural practices to enhance agri-enterprises. In order to make our organization more efficient, we are concentrating on introduction of new approaches for best process. ANHDO assists farmers and growers to meet the challenges, enhance productivity, improve market access, reduce crop losses and engaging beneficiaries in resilient Afghan horticulture and how to reduce dependence on donors and ANHDO. ANHDO has also made organizational development and staff learning & development part of its organization culture.

ANHDO activities comprises five main components: Supporting the Afghan private sector nursery

industry and its associated organizations and institutions meet the nation-wide demand of Afghan farmers for certified perennial plant material to increase planting of modern orchards and vineyards.

Adaptive research and technical development programmes to successfully provide the technical solutions to increase orchard and vineyard productivity and value to the consumer at household, and national level.

Pilot demonstrations of enhanced post-harvest management systems and market-driven value chain development for key perennial horticulture crops within target areas and target groups.

The development of a soundly-based and profitable citrus industry in eastern Afghanistan.

Improvement/development of natural resources and sustainable land and water management that contribute to food security, maintaining healthy/friendly environment and ecosystem

Impressive progress reflects milestones in organizational success and policy improvement, which was accomplished through internal and external audit and assessment, on how effective the institution was to bring meaningful achievement.

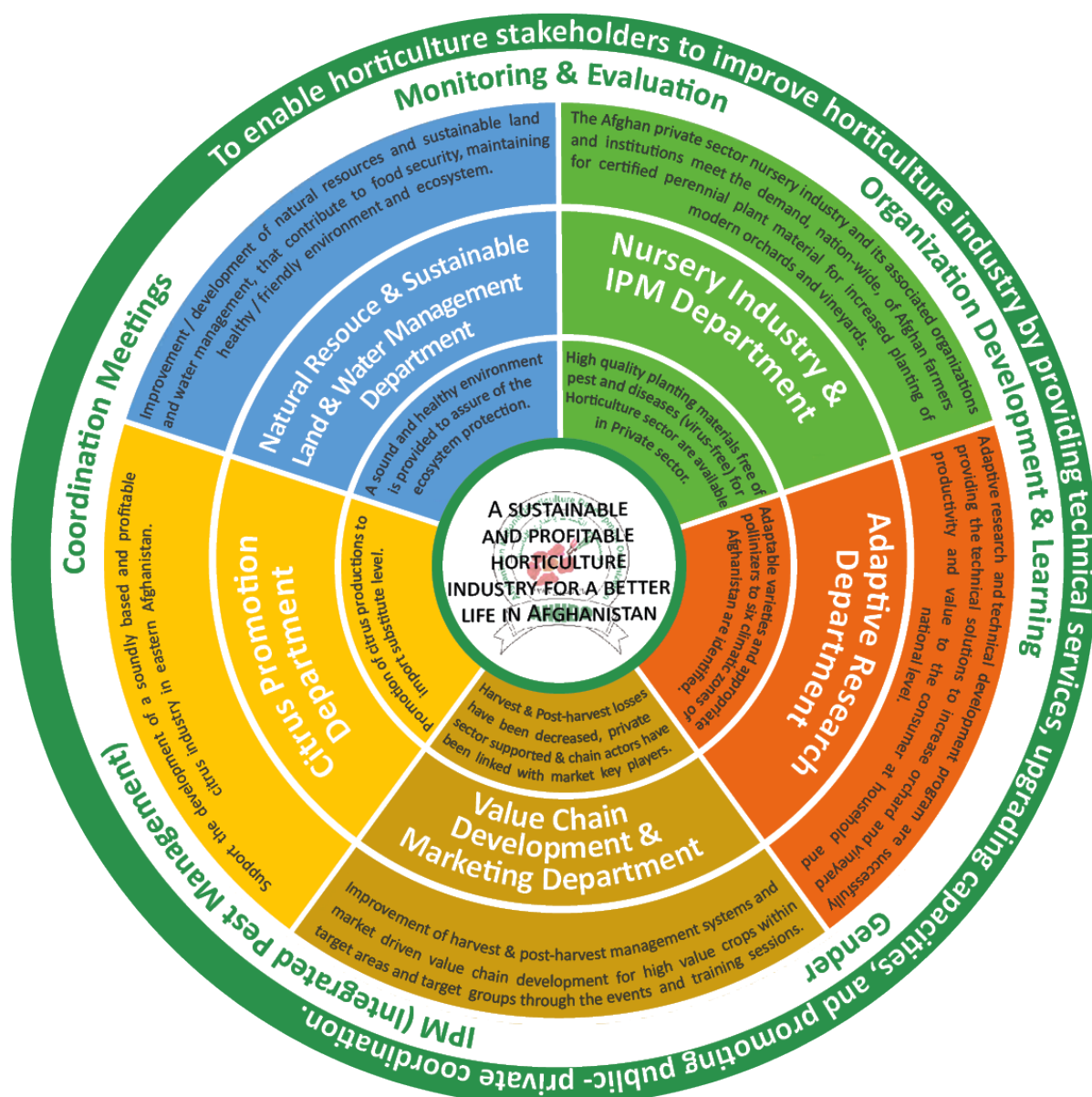
ANHDO services in the past year benefited more than 3500 farmers, with technical horticultural support and market linkages. We are continuously working to translate our vision into reality. ANHDO has focused on improvement of capacity building of both individuals and relevant institutions. The ANHDO annual balance sheet shows a significant increase in the net worth and strong financial position. In upcoming years, ANHDO outlined a way forward that concentrates on a sustainable horticulture and, finalized our long-term strategic plan and creation of promotion groups. Achieving

Continued...

these objectives will confidently support us to contribute to achieve sustainable development goals (SDGs) in both people and organizations.

Objectives in focus for upcoming year:

- ▶ Reform packaging, processing, storing, grading and sorting systems.
- ▶ Ensuring product quality to meet international standards.
- ▶ Help to build business linkage with potential investors, producers and buyers.
- ▶ increase the income of producers by introducing new and advanced technology and methodology.
- ▶ facilitate and coordinate efforts between private and public stakeholders in support of horticulture development.
- ▶ Design projects for promotion of good practices and standards and building capacities.
- ▶ Provide standard management system to modern and commercial orchards.
- ▶ Development of pre & post-harvest system for dried, fresh and processed fruits.
- ▶ Introduce and propagation of commercial clonal rootstocks.
- ▶ Effective transfer of the authentication system from compulsory to bipartite.
- ▶ Promoting Production of healthy and certified saplings through plastic bags.
- ▶ Transferring saplings production from open ground to greenhouses.
- ▶ Support private sector in developing ornamental plants.
- ▶ Farm to fork approaches.
- ▶ Design and promote irrigation system from ordinary towards drip and sprinkler system.
- ▶ Improve Value chain promotion groups capacity



Background



Afghanistan National Horticulture Development Organization (ANHDO) is a national non-governmental, nonprofit and non-political organization registered with the Ministry of Economy and established in April 2009. The development of ANHDO is part of the European Union (EU) and the Ministry of Agriculture, Irrigation and Livestock (MAIL) long term strategy for the development of horticulture sector in Afghanistan. Since then, ANHDO has developed into an important institution for horticulture development by comparing among other skilled and experienced Afghan professional organizations in the horticulture sector. ANHDO is operating in close coordination with the Ministry of Agriculture, Irrigation and Livestock (MAIL) based on separate Memorandum of Understanding (MoU). Hence, ANHDO is a corner stone of the longterm strategy for the development of the horticulture sector in Afghanistan.

ANHDO has implemented successfully many projects such as Support to the Development of Agriculture Private Sector: Perennial Horticulture” (HPS), Horticulture Value Chain development Project (HVP), Support to Afghanistan’s Private Sector “Horticulture Development Transition Project, Global Horticulture Assessment; Herat Pistachio Project (IAO), Trainings for DAIL Extension Staff which were funded by EU, AFD, ILO, Italian cooperation and French Embassy (Pole de Stabilite’) in twenty two provinces of Afghanistan. ANHDO has a five-year strategic plan and is operating under the guidance of board of directors giving a strategic direction to the organization. And currently is running the projects like, Support Services for Efficient Production of Citrus in Nangarhar (UNODC, Strengthening food security and natural resource management in Nangarhar (BMZ/ WHH) , Afghanistan Integrated Pest Management on Almond, Grape and Peaches in the North (GIZ), World Food Program (WFP) and Word Bank.

Our vision is:

A sustainable and profitable horticulture industry for a better life in Afghanistan.

Our mission is:

To enable horticulture stakeholders to improve horticulture industry by providing technical services, upgrading capacities, and promoting public- private coordination.

Our Core values are:

- Integrity
- Teamwork
- Responsibility
- Partnership
- Professionalism
- Quality

Areas of intervention

Since 2014, ANHDO built on and extended the achievements of the EU Funded Perennial Horticulture Development Program (PHDP) phases I and II (2006 to 2014) through four components or corporate specific objectives:

Value Chain Enhancement: Pilot demonstrations of enhanced post-harvest management systems and value chain development for key perennial horticulture crops.

Citrus Industry Development: developing a soundly-based and profitable citrus industry in Eastern Afghanistan.

Adaptive Research: Providing technical solutions (in coordination with ARIA) to increase productivity and values.

Nursery Development: increasing capacity of the Afghan private sector nursery industry to meet the demand for certified genetic plant material of Afghan fruit farmers.

Continued...

Natural Resources and Sustainable Land and Water Management: Improvement/development of natural resources and sustainable land and water management that contribute to food security, maintaining healthy/friendly environment and ecosystem.

Through Value Chain Development, ANHDO provided support to the all chain actors including producers, traders, processors and exporters, aiming to supply standard horticultural produce to meet domestic and international markets requirements. These objectives were addressed through capacity improvements of quality control structure to introduce traceability, ISO certifications, Global GAP and HACCP concept. Improved standards and market value, income, self-confidence, awareness, increased possibility of export products and public-private partnerships are targeted impact of our value chain initiatives. The Citrus Industry Development has been rebuilding the citrus industry in Afghanistan, mainly focusing on rehabilitation and establishment of commercial citrus orchards, introduction of commercial and marketable varieties of citrus, supporting citrus processing companies, capacity building of producers and traders to meet the increased market demands. The Adaptive Research supported finding technical solutions to serve the development of the Afghan Horticultural Sector and ensure-market driven priorities.

The Nursery Industry Development supported the Afghanistan National Nursery Growers Organization (ANNGO) to open up memberships for large-scale commercial nurseries and provides specific technical support to nurseries in order to promote production of certified fruit saplings and ornamental plants.

This will impact on improvement of the business, sustainability, quality and opening up market opportunities.

ANHDO provided support to ARIA in order to enhance the on-going adaptive research in the six Perennial Horticulture Development Centers (PHDC's) in the provinces Kunduz, Mazar, Herat, Kandahar, Kabul and Jalalabad. The main focus is on fruit germplasm development and description, breeding program on almond and apricot, pollination and rootstock trials as well as pomology laboratory activities determining fruit quality parameters, maturity indices and enhancing shelf life.

ANHDO's Values In order to achieve our long-term goals, ANHDO invests and strictly follows its values:

To achieve long-term sustainability of our objectives
To empower ANHDO's staff and beneficiaries to contribute for positive changes

To keep ANHDO accountable and transparent for our planned actions

To respect the national environment protection policy and avoid harmful activities

To welcome constructive partnership and cooperation from any relevant source

Our Funding

Over the past years, ANHDO's activities have been supported by the European Union (EU), the Agence Française de Développement (AFD), the Italian Development Cooperation in Afghanistan (IDCO), International labor organization (ILO), BMZ/Welthunger hilfe, United Nation Office for Drugs & Crimes (UNDOC), World Food Program (WFP), World Bank and GIZ

(See Annex I.)

Grape Veinyard-Bagram-Parwan



NURSERY INDUSTRY & IPM DEPARTMENT



Nursery and IPM department's main accomplishments for the year 2019 are categorized into four major sections that are as followed, and to be mentioned that Nursery and IPM department has also been a part of GIZ technical team in Balkh and Samangan which is being reported under another title:

Technical Capacity Building:

To enhance the technical capacity of horticulture sector in Afghanistan, the Nursery and IPM department team organized a technical capacity building training on fruit trees' major pest and diseases with control methods, safe use of pesticide, food quality and ANHDO organic certification scheme and certification planting material rules and regulations to 36 people including NGA field managers, NGA members, MSN and CPN owners, orchard growers and MAIL/SPCD field inspectors in the first quarter of the year 2019.

During the same quarter, the nursery industry technical staff contributed to Value Chain Development & Marketing department on conducting Sweet Cherry Value Chain capacity building training to 100 orchard growers.

Publications: During this period, the department published 2,500 Narcissus and 2,000 IPM (Almond Insect Scale) brochures and distributed to orchards growers, SNAP2 staffs, Kabul university students, agriculture institute students, DAIL, PAIL and other project stakeholders.

Nursery Industry:

For nursery industry development of horticulture sector in Afghanistan, the technical team with close coordination of Program DMD, visited Surobi and Nangarhar NGAs to monitor and evaluate the office management, mother stock and nursery management status. In the meantime, they visited ornamental companies (Aslamzada, Babor Garden & Hamisha Bahar) in Kabul and Nangarhar provinces to identify the local and commercial varieties of ornamental plants and to assess ornamental productions' exports and incomes, identify the issues and recommend solutions.



A view of nursery of a beneficiary of ANHDO

Integrated Pest Management:

In terms of IPM promotion in Afghanistan horticulture sector, the department visited agro-chemical pesticide companies in Kabul to collect information about allowed and banned pesticides as well as fertilizers available in local market. And through a meeting on food security with the Comprehensive Agriculture National Priority Progressive Group and Horticulture Working Group in MAIL; the Nursery & IPM department



Technical capacity building training for growers and PAIL staff in Badambagh

participated in development of a manual on safe use of organic homemade pesticide, organic certification manual and inspection check list to inspect organic certification.

The department has also surveyed 20 pesticide companies in order to provide linkages between orchard growers and companies toward access to safe and effective pesticides in the market. Furthermore, the team visited and surveyed 20 agro-chemical companies to strengthen the linkage between nursery growers associations with the mentioned companies in terms of procuring and selecting reliable organic pesticide and safe use of pesticide.

IPM Training, Samangan

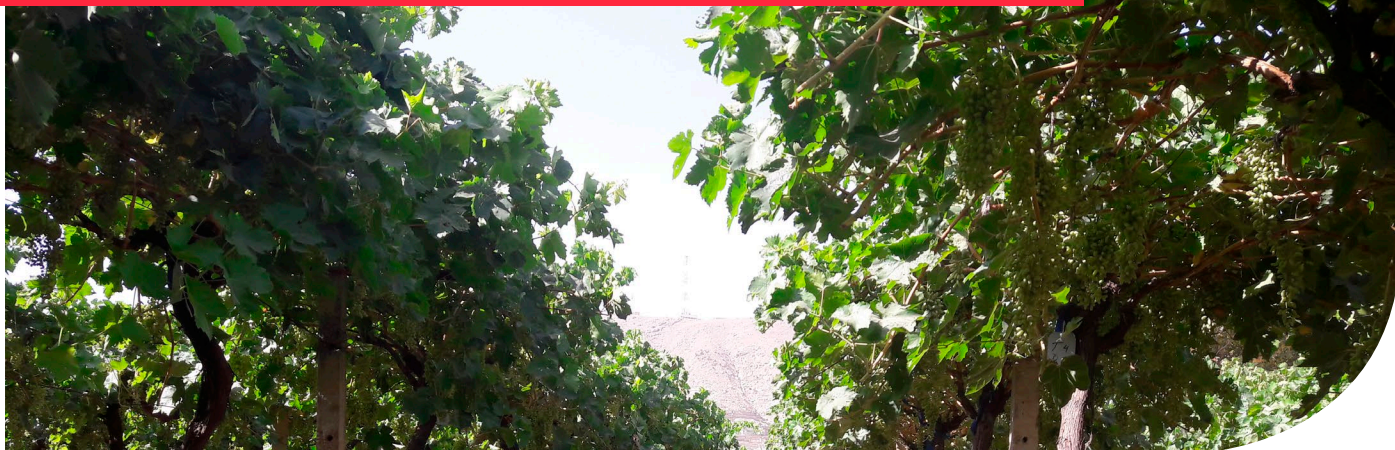


Coordination meeting with MAIL

Coordination with MAIL:

The Nursery & IPM department in close coordination with MAIL, regularly participated in Horticulture coordination meetings aiming to develop concept notes for eleven major fruits like almond production concept note on plum, prune, apricot, cherry, Peach, apple, pear, pistachio, Citrus, Jujube, and so on.

Moreover, the team participated in second MAIL/ horticulture working group workshop, aiming to identify and introduce specific best practices and activities about horticulture sector in order to support private sectors, NGOs and other stakeholders.



Capacity Building

The IPM project is working with 204 orchard growers in four districts of Balkh i.e. Dehdadi, Nahre-Shahi, Balkh and Khulm and 207 almond orchard growers in two districts of Samangan province i.e. Hazarat Sultan and Aybak. Beside the 411 orchard growers 78 participants from Balkh and Samangan DAIL, Agriculture & Veterinary Institute and SNaaP-2 project and Nukhbagan Private University were participated in the training. In every training group 15-20 people were participating. The training had two parts (1) the theoretical (2) the practical part. The training was held on five parts: Pruning an almond tree, Benefits of Intercrop, Orchard Sanitation, Use of Honeybee Pollination and way to prepare Agro-Combined Chemicals.



IPM-Almond Training ,Samangan

Field Visits

The research team has had normal field visits from the almond and apricot breeding lines. In the mean while the research team was helping the ARIA and Transition project staff with technical

points regarding pollination and plant breeding. During 2019 the ANHDO research team helped the research staff of ARIA with collection of 71 samples from apricot breeding lines and 219 samples from almond breeding lines and the total of both almond and apricot samples becomes 290 samples.



Almond Orchard, Badambagh

Meetings/Trainings and Events:

- ▶ During 2019, the research staff participated in three staff meetings regarding the annual work plan of 2019 and past activities. The plan had four different parts like (research trials, breeding programme of almond and apricot, pomology laboratory activities and technical group meetings).
- ▶ The team participated in the sessions held for

preparation of a strategy for almond value chain asked by Administration Office of president. During the meetings we discussed on four parts of the strategy which are Production, Process, Market and Associations and Awareness.

- ▶ The team had meetings with ARIA fruit department and transition project about Pomology Laboratory data handover.
- ▶ The team attended in effective presentation skills training and attended in pre-harvest training in Badam Bagh and participate in the Performance Management Training held by ANHDO Organizational Development Department; as well as I attend in Stata course classes held by Asia Foundation organization.
- ▶ The team had meeting with NHLP and EU-FARM Project staff regarding the new IPM project, selection of the new beneficiaries a selection of Demonstration Orchards and meeting with EU-FARM/GIZ in Mazar-e-sharif and Samangan for better coordination and conducting of IPM

baseline survey and meeting with ANHDO IPM team for better preparation of better plan for the Off-Season training on almond IPM, pruning, benefits of honey bee pollination and so on.

- ▶ The team had a meeting with Agro-In-dust company representative for training to conduct to AKDN staff regarding the Horticulture and Dairy Value chain.
- ▶ The team attended in technical meeting held for AGFAIR booths preparation.
- ▶ The team participated in 3 meetings with head of Horticulture Department & with PHDCs Coordinator in ARIA building regarding the data handover of breeding programme and other research document.
- ▶ Also, the team attended in meeting held by ARIA regarding Tashkil: ARIA wants to revise its employee's positions, so some of the partner organizations like ANHDO, ANNGO and ICARDA were invited to share their ideas for making a proper Tashkil form for ARIA.



Coordination Meeting with PAIL, Samangan



Capacity Building

In order to improve the technical knowledge and capacity of producers, training sessions on orchard management, harvest and post-harvest conducted in targeted areas to beneficiaries. Through these events, the technical capacity of two hundred and forty one (241) orchard owners improved and has enabled them to apply the learnt issues in their orchards, as following:

Charasyab and Khak-e-Jabar districts of Kabul province in Badam bagh area through FFS module.

- ▶ Conducted a three-day long value chain and marketing training to AKDN twenty four (24) field staff aimed their familiarity with value chain and marketing concepts and applying the techniques in their routine planned activities.
- ▶ Value Chain department conducted a one-day training on basic of nutrition, malnutrition and it causes to ANHDO staff in Jalal Abad aimed to be familiar with the concepts.



Sweet cherries Post-harvest training, Badambagh, Kabul



Sweet cherries Post-harvest training, Badambagh, Kabul

- ▶ Capacity building trainings on orchard management and IPM for seventy one (71) orchard growers of grape, apricot, apple and sweet cherry in Badam Bagh through FFS module. (36 out of 71 are the grape growers of Bagram district of Parwan province).
- ▶ Harvest, post-harvest and IPM training to 100 sweet cherry, apricots growers of Paghman,

Linkage

One of the farmers' main problems is poor linkage of them with market actors and lack of market information and demands, this caused high losses of horticulture products and poor economy condition of farmers, so, there was need to link them with market actors for marketing and possible deals. In this regards, the value chain and marketing department took actions through arrangement of business to business meetings (B2B) between producers and traders, through this event an MoU signed between the parties and the role and responsibilities clearly mentioned in the MoU. As the result of these effort, the amount of eighty 80 (mt) apple purchased by traders from apple producers group of Paghman district of Kabul province, bellow pictures shows the event.



B2B meeting, Paghman, Kabul



B2B meeting facilitated by MAIL, Badambagh, Kabul

For strengthening the organization coordination and communications with government officials and other stakeholders, the value Chain department also participated in PAIL sectorial meetings and other events regularly and was representing ANHDO and its activities to the audience. The bellow pictures shows the events.



PAIL Sectorial meeting, Parwan

Furthermore, a MoU was signed between ANHDO and Real Expert Consulting Services (RECS) aimed at strengthening the coordination and cooperation between ANHDO and the mentioned Company which is represented by international Certification and Accreditation bodies which is world class Accreditations and Certification Bodies (PECB & GMSQR), IAS-IAF International Accreditation Services (USA).

ANHDO representative attended the B2B meetings which were facilitated by MAIL/ Private sector department. During these events, ANHDO project beneficiaries also had the opportunity to introduce their horticultural products such as dry and fresh fruits to the audience for possible marketing and deals.

Publicity

- ▶ Translation of Organic Certification Standards Guidance, Check lists and manual to Dari is completed and review is ongoing, after completion it will be shared with MAIL/PAILs for expansion of the organic agriculture nationwide.
- ▶ Dissemination of (7990) copies of brochures during the Ag-fairs to the visitors and conducted trainings aimed to improve their knowledge and understanding on horticulture related technical issues.

CITRUS PROMOTION DEPARTMENT



The Citrus Promotion Department during this year collected a number of fifty three (53) citrus samples with collaboration of PPT department from Citrus NC, Citrus net house and citrus nursery to identify the contamination of HLB in the target citrus production the layout of sample collected has completed and shared it with the relevant departments for further improvement. Moreover, the department established a nursery for sour orange citrus seedling to NVDA line department in advance to improve techniques in Surmarkhel nursery farming.

The technical team prepared a brief concept note on alternatives to poppy cultivation of Citrus in Nangarhar.

This department also shared a video clip on drip irrigation in order to make the public well aware of technical aspects of the drip irrigation.

With collaboration of Nangarhar governor and DAIL staff arranged a visit at Gushta district and met the citrus modern orchard which was established by ANHDO, the participants visited drip irrigation system and praised ANHDO activities in the field. During the visit, Nangarhar media was also presented and a short TV report has been broadcasted by ENIKAS TV within Jalalabad city. house, Agriculture Director and supported organization representative.

Moreover, the team participated in citrus field day which was organized by PHDC/DAIL at the governor house and the DAIL director honored ANHDO technical team to explain the different citrus varieties to the Governor and the rest of the participants.

The team also visited Farm-e-Ghaziabad of NVDA; there were remarkable sweet orange varieties availability with having good adaptation of climatic condition, during this visit, some trees have been identified for germplasm collection in order to introduce them to certification scheme

for propagation purposes.

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Field day participated by ANHDO and PAIL, Nangarhar



Technical Support

During the year 2019, ANHDO Citrus Promotion Department in Nangarhar had clients from orchardists who were inspired by drip irrigation system and were seeking technical support to install the system. In this regard, the technical team supported a land owner in establishment of ten Jeribs citrus orchard with drip irrigation in Joy-haft area of Jalalabad District of Nangarhar province; another land owner in Behsud district was technically supported with the installation of drip irrigation system on bed preparation for sapling plantation and design for sapling plantation, sapling selection, pump unit, head unit with whole devices (pressure gage, bypass wall, water control, and screen filter disk filter) main and lateral pipe installation.

The team also technically supported the installation of drip irrigation and fertilization systems inside the nurseries in Farm-e-Jadid (Khala Meana nursery) to apply fertilizer to the orchard at the same with its irrigation by only injecting the fertilizer in the irrigation system. Besides, supported the nursery with provision of drip irrigation tools for safely management of the nursery.

The team has also regularly visited citrus orchards by ANHDO located in Kunar province and Behsod district of Nangarhar province as routine activities, the team also followed orchards best practices established recently by ANDHO in Khaskunar and Marawar districts of Nangarhar province and supported orchard growers in terms of capacity building, pruning, irrigation system, proper intercropping, fertilizer applications and other necessary technical advices.

In the meantime, the NVDA and Nangarhar DAIL line department have also been provided with technical support on Citrus mother stock nurseries, citrus nurseries, Commercial Citrus orchard establishment, sour orange seedling production establishment and seed treatment for better germination techniques.



Technical support on sour orange, East-zone

The citrus department technical team worked and supported the orchard growers in terms of pruning practices in Kunar province, there was a grower who established sixty Jeribs commercial orchards and asked the team to redo pruning practices this year which had already been done non-professionally by Pakistan team last year. The team together with PHDC technical staff trained the orchards' labor to do pruning of hundreds of the trees.

Prepared the drip orchards expenditures file with all the supporting documents for expenditures (quotations, invoices, summery...), explained the contents and handed over to the grower for future usage as reference.

As per request of an orchard owner, 25 jerib orchards of peach have been designed and the owner is instructed in terms of verity selection and layout of the commercial orchard in Bishud district of Nangarhar province.



Technical support on installation of drip irrigation system

Technical Capacity Building

In order to build technical capacity of Nangarhar DAIL citrus commercial orchards, the Citrus Promotion department conducted technical capacity building trainings on water channel layout, saplings and pruning.

Based On another MOU with Surkhrood professional agriculture school the Citrus Promotion department technical team also conducted one-day long training to sixty students on Citrus Nursery Management.

Trained NVDA Citrus MSN orchard operator how to prune the mother stock nursery, during the practical training twelve MSN operators received the aforesaid practical training regarding pruning of new established orchard.

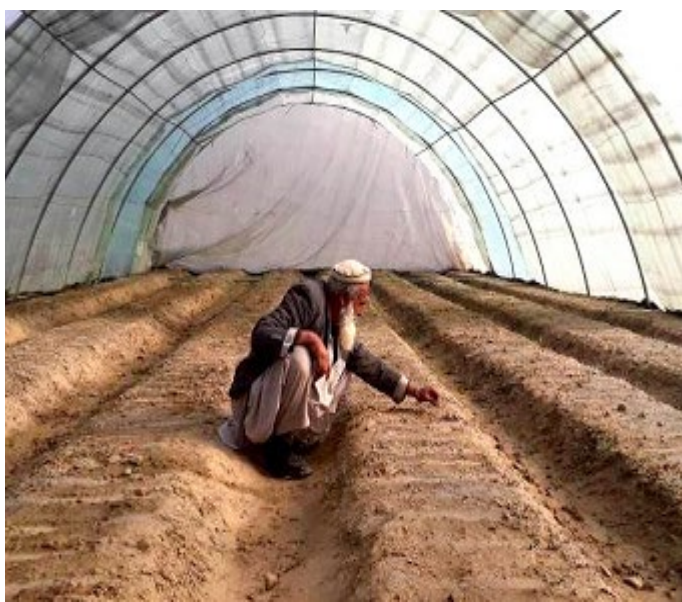


Exposure visit of olive orchards, Nangarhar

Moreover, the department team arranged a meeting with ACARDA discussing citrus seedling transplanting and plantation management through which the ACARDA project team received suitable and comprehensive instructions on citrus value chain.

In the meantime, the team provided support to another fifty university students of Nangarhar, Laghman and Kunar provinces in terms of drip irrigation system and citrus nursery management and provided technical information to orchard growers established by ANHDO.

Supported and guided five students of Nangarhar, Kunar and Laghman Universities in preparation of seminars in (drip irrigation ,stone fruit nursery establishment, citrus nursery establishment in modern technique, olive orchard, and walnut orchard management).



A Beneficiary working after he received technical training

Through a MoU between ANHDO and Nangarhar provincial Agriculture University, the ANHDO Citrus Promotion department showed its commitment in order to contribute to improvement of agriculture students and teachers knowledge and capacity.

The team conducted final evaluation of HPS project with Nangarhar DAIL representative in Surkhorad, Kama, Bihsud and Gushta districts of Nangarhar province, the whole project activities have been compiled and reported to DAIL.

Sixteen Fruit producers and agricultural faculty students from Nangarhar, Laghman and Kunar universities visited ANHDO regional office at Jalalabad, received technical information about orchard best practice and best operation management.



Technical capacity building of university students, Jalalabad

Regular visits to drip orchards in order to provide technical advices. Goshta, Surkhrod and Joy 11 orchards have been visited.

WHH:

Activities Carried out in the period of 2019 under WHH Project.

Description of Major Activities Accomplished:

Signing the contract of Strengthening Food Security & Natural Resources Management with WHH, ANHDO team introduced the project to the line department of agriculture and economic directorate of Nangarhar province.

Project introduction letter was submitted to line department of governor house, Nangarhar DAIL, economic and target districts of (Kama, Guhsta and Kuz-kunar) of Nangarhar province.

Community assessment survey has successfully been completed in Kama, Gushta and Khewa districts of Nangarhar province including of (group discussion, interview, village walk supervising with male and female of the community member) total number of 29/32 communities assessment has successfully been completed only 3 villages as (Sofi baba, Toor Dagha –Dawar khel, Gani shura Mama-khel) remained from the survey due to the security issues.

with close collaboration of WHH and RRAA developed beneficiary selection criteria as fruit processing, greenhouse, kitchen gardening, local seed producer, poultry, women group leader and hygiene program on focus group discussions and questionnaires with twenty six 26 communities of Kama, Khewa and Goshta districts in order to obtain the list of vulnerable families of the communities for socioeconomic survey.

The socioeconomic (vulnerable family) survey has been successfully completed in the target districts of Kama, Gushta and Kuz Kunar of Nangarhar province, a total number of (1222) households has been surveyed.

NO.	District	# of Community	# of Beneficiaries Long Listed	# of Beneficiaries Surveyed
1	Kama	6	321	314
2	Khewa	9	340	330
3	Goshta	11	605	578
Total		26	1266	1222

Result of survey/progress socioeconomic survey

After socioeconomic survey data analysis, a verification visit plan was developed and successfully completed to visit the beneficiaries and community leaders to verify the actual beneficiaries for different packages such as

poultry, kitchen gardening, Greenhouse, hygiene kit, fruit processing and incubator machine for further information see the result below:

NO.	Activities	Female	Male	Total
1	Seed Producer	0	9	9
2	Packaging Unit	0	30	30
3	Women Group	78	0	78
4	Green House	26	0	26
5	Kitchen Garden	26	0	26
6	Food Processing	260	0	260
7	Water Saving Tech	0	1	1
8	Poultry	208	0	208
9	Incubators	4	0	4
Total		602	40	642

Result of surveyed beneficiaries

Base on criteria 9 local seed producer for the developing of local Vegetable seed production in the target district has successfully completed. 3 out of 9 in Kama, 3 of 9 in Gushta and 3 out of 9 in Khewa district of Nangarhar province and beside that the local seed producer received the comprehensive package of Agro toolkit and inputs. Based on project proposal the team conducted a meeting with Nangarhar DAIL Director to lobby the authorities to make the Khewa packing house available for commercial operation. We have conducted several meetings with Nangarhar DAIL director, processing company, Khewa extension officer in order to do the lobby and make the packing house available to this food processing company Gift to Zest. Up to now the meetings are successfully conducted and there is hope that the packing house will be operative by this private company.



Meeting with Nangarhar DAIL Regarding Khew Packing House

The technical team through several meetings with local seed suppliers, identified the best seeds of vegetables for kitchen gardening, local vegetable

seed and greenhouses during spring and winter seasons.

Most of the manuals as (kitchen garden, micro Greenhouse, Local vegetable seed production technique) and training material has been completed and adopted as FFS manual formats.

Water Saving technology beneficiary selection process has also been completed, the beneficiary are selected in Goshta district of Nangarhar province and bed preparation for the onion and strawberry are completed.

As planned, the department team distributed inputs and toolkits to twenty six kitchen garden demonstration plots, two hundred and sixty kitchen farming and nine local seed producers of Kama, Gushta and Khewa through a big event which took place in Kama districts of Nangarhar province and was participated by high ranking people from government, DAIL, NGOs, organizations, CDCs and Nangarhar Media were participated.



distribution ceremony event in Kama district

Description of Events/Meetings:

- ▶ Conducted Kick-off- and lessons- workshop with WHH organization and other line department regarding project activities introduction.
- ▶ In collaboration with RRAA organization the preliminary meeting conducted with Kama, Gushta and khew districts' shura leaders regarding the project introduction.
- ▶ Asian development Bank ADB HVCDSP-MAIL) project eastern regional manager meeting with ANHDO technical team regarding to their new project implementation in the target area of Laghman, Kunar and Nangarhar province, they received full comprehensive package of information regarding to citrus industry as(orchard and Nursery management) current status in east...
- ▶ Meeting conducted with Helal Agriculture

input supplier representative to identify interesting local vegetable seed producer's list in the targets district of Kama, Gushta and Kuz-Kunar district of Nangarhar province.

- ▶ ANHDO east regional manager participated in the fall season planting ceremony which was organized by DAIL and CBARD supported organization in the eastern region of the country for the target district of (Rodat, Batikot, chaparhar, momandra and khogani) of Nangarhar province.
- ▶ ANHDO east project manager and community development officer participated in World Food Day celebration which was conducted by WHH organization in Jalalabad and took place in Spin-Ghar hotel, during the workshop the main topic of discussion was "no poverty, food security, health and nutrition".
- ▶ Several meetings were conducted with Gift to Zest fruit processing company, Khewa extension unit and Nangarhar DAIL directorate regarding khew packing house running and linkage.
- ▶ East regional manager participated in HVSDCP opening ceremony and Fall season plantation program in Laghman province which was participated by almost ninty 90 person or representatives of different supported project and official line departments as NHLP, CBRD, RADAP-East, On farm Governor house and Laghman DAIL.
- ▶ East regional Manager Participated in the conceptualization workshop organized by WHH in Kabul.
- ▶ SHELADI company technical coordinator and other staff met us in our office in Jalalabad. They wanted to collect some information about drip irrigation in particular the concept of drip irrigation aiming to develop proposal for Kandahar Arghandab project where one of the important part of that project is drip irrigation.

IPM-GIZ-InS Technical Team



The GIZ-IPM technical team which is consisted of ANHDO Nursery & IPM, Value Chain Development and Adaptive Research departments, had a travel to Mazar in order to establish introduction with EU and Research Farms in Balkh province under GIZ-InS project on IPM. They discussed about best practices of almond value chain in the field that will help the technical team to plan the activities and provide interventions on almond value chain. During this trip, the GIZ-IPM technical team launched a survey of agro-chemical companies in order to identify the imported pesticides inside the country and worked on agro-chemical list which was conducted by surveyors under GIZ project in Balkh and Samangan provinces.

universities and extension agents of Balkh, Kundoz and Samangan province (Balkh 255, Samangan 234 & Kundoz 82). The trainings were mainly about pollination and control of spring frost, combined agro-chemical, safe usage of pesticide and almond trees pruning methods. At the end of the training, Samangan Agriculture Director praised conducting such kinds of trainings and admired the ANHDO technical team through appreciation certificates.

Besides, the technical team published 2500 copies of a brochure under GIZ-IPM project on Scale Insects in Samangan and Balkh to Almond Orchard growers, DAIL, University Students, etc.



technical capacity building training in Samangan

During the second quarter, the technical team conducted theoretical and practical off season training through twenty-eight sessions to five hundred seventy one orchard growers, including the students from agriculture institute, private



technical capacity building training in Balkh

Ag-fair

Afghanistan National Horticulture Development Organization (ANHDO) participated in the national Ag-fair event three times this year, in March, August and October which was organized by Ministry of Agriculture, Irrigation and Livestock. The Ag-fair is one of the biggest seasonal exhibitions of agricultural and horticultural products that were organized in spring, summer and autumn seasons. Organization of the events were counted as great opportunities for public which could gather the biggest producers, traders, importers, exporters, wholesalers, retailers, NGOs, organizations, government authorities, embassies and particularly the farmers who were looking for market linkages and fruit quality.



Beneficiaries at ANHDO Booth, Ag-fair, Badambagh, October 2019



ANHDO Booth, Ag-fair, Badambagh, Kabul, March 2019



ANHDO Booth, Ag-fair, Badambagh, Kabul, October 2019



ANHDO Booth, Ag-fair, Badambagh, Kabul, August 2019

During the events, ANHDO also invited its beneficiaries from horticulture private sectors (Producers & Traders) to present and introduce their products to visitors in order to find opportunity getting associated with traders and find new market contracts; therefor, dry fruit, fresh fruit, food process and dairy products were exhibited through ANHDO's boot during the fair. Meanwhile, ANHDO Fundraising unit met donors visiting the ANHDO booth for making partnership in the mean time, some publications including Stories of Success, technical brochures, leaflets, ornamental catalogues, posters, cap and pen were distributed to visitors and stakeholders.

ORGANIZATIONAL DEVELOPMENT DEPARTMENT



A. As part of its organizational system development responsibility, the Organizational Development Department, in collaboration and coordination with other relevant departments, designed and implemented a number of OD interventions based on Organizational Capacity Assessment (OCA) conducted during 2018. The aim of these interventions were to close the identified gaps in terms of system and individual capacity to develop the organizations.

The followings are the major interventions and achievements of this department during, 2019.

The development of:

- ▶ ANHDO Profile
- ▶ Code of conduct
- ▶ Monitoring and evaluation policy
- ▶ Gender policy
- ▶ Human Resources (HR) policy
- ▶ Performance Management Model
- ▶ Human Resources Development Model
- ▶ Administration policy
- ▶ Advisor committee charter
- ▶ Program management guideline
- ▶ Communication and Visibility policy
- ▶ Conflict of Interest policy
- ▶ Anti-fraud policy
- ▶ Anti-harassment policy
- ▶ Complaints response mechanism
- ▶ Trainer's Criteria
- ▶ Information Technology (IT) policy
- ▶ Reporting templates
- ▶ Project Management Tools

- ▶ Project HR plan template
- ▶ Members' Service Menu
- ▶ Grievance policy and procedures
- ▶ Resource Center System
- ▶ Office Reception
- ▶ Field monitoring visit guideline
- ▶ Consultant policy
- ▶ Organization governance charts
- ▶ ANHDO positions descriptions matrix
- ▶ Ag-fair booth for visibility

B. As part of its workforce development responsibilities, the Organizational Development Department, in collaboration and coordination with the Human Resources Department, designed, developed and implemented the following training programs in order to build and develop the capacity of staff members so that they perform their duties an responsibilities with high quality, in an effective and efficient manner.

- a. Effective presentation skills training
- b. Effective training management
- c. Performance Management training
- d. Human Resources Development Training



ANHDO Staff technical capacity building training

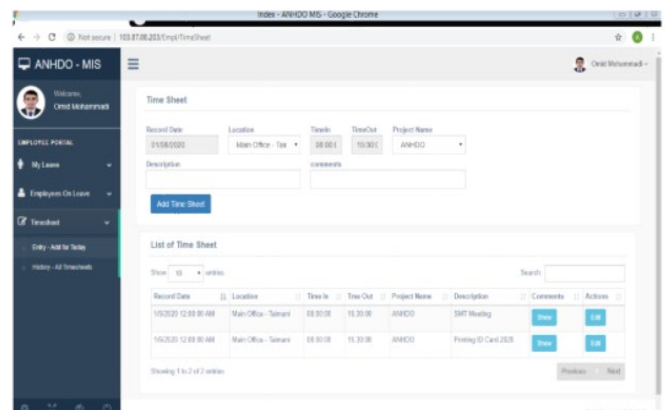
HUMAN RESOURCE DEPARTMENT



The year 2019 was considered a year of technology and system change and development for the Human Resources (HR) Department of Afghanistan National Horticulture Development Organization (ANHDO).

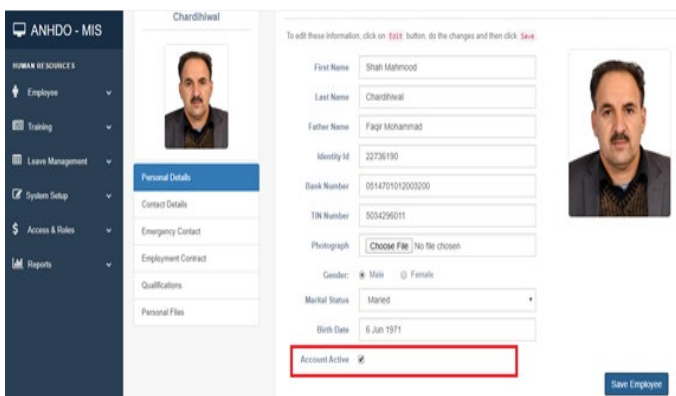
The Human Resources Policies and Procedures were revised in order to respond to the organizational human resources management needs, and comply with rules and regulations.

In order to manage the Human Resources Information in a most effective and efficient manner, this department has launched its Human Resources Information System (HRIS). This system has the capability to store, analyze and retrieve required data, and manage different HR functions electronically.

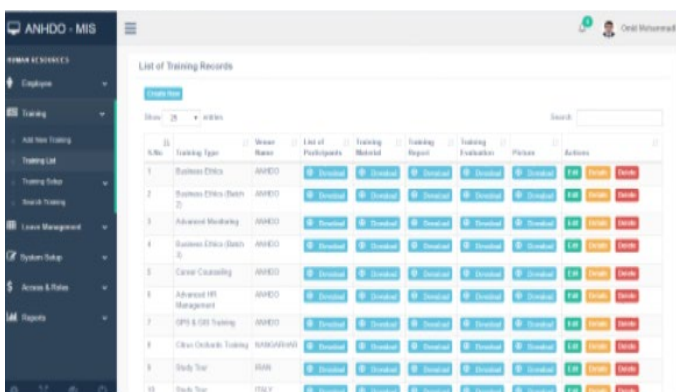


ANHDO-MIS Staff Timesheet

Development of the Performance Management System was a key initiative and achievement for this department. With the development and establishment of this system, the HR department is enabled to plan and manage the performance of all employees in an effective and efficient manner. Introduction of HRD model was another initiative of the Human Resources Department, which has enabled this department to provide systematic training and development to all ANHDO staff. This system is also linked with Performance Management System of the organization. With the help of this system, this department was able to conduct five training programs for staff members with technical assistance from the Organizational Development Department.



ANHDO-MIS, Employee Personal Detail



ANHDO-Training Database

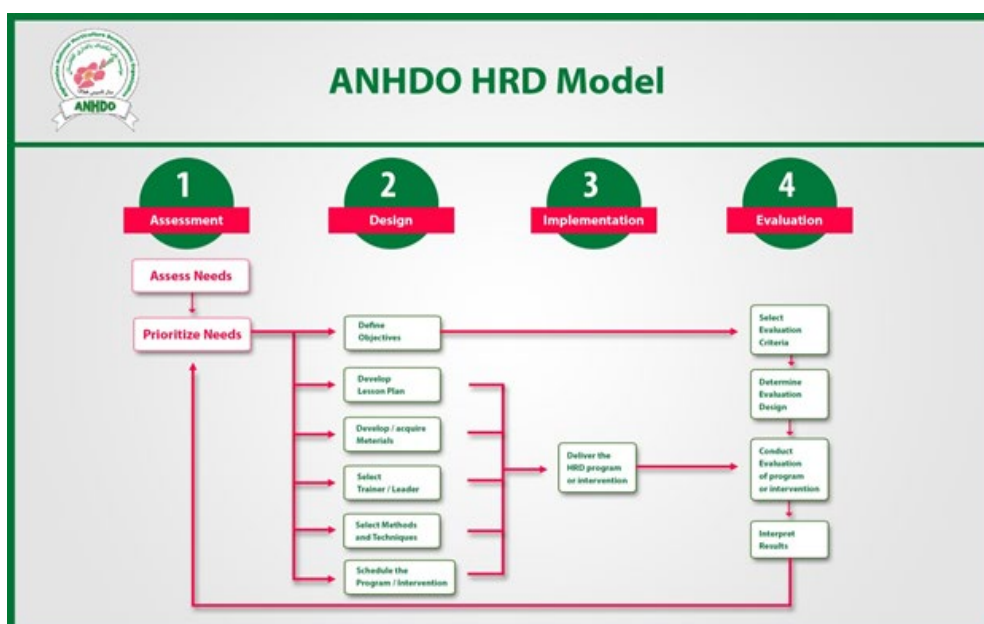
ANHDO Performance Management Process



ANHDO Performance Management Model

HRD Model

The last, but not the least, major achievement has been the development and introduction of “Trainer’s Criteria”. This document can help HR department to certify the organization trainers so that they provide quality training programs in the field.



ANHDO HRD Model

GENDER DEPARTMENT

INTERNATIONAL MENS DAY

November



In order to achieve the strategic goal and objectives of the department, the following major activities have been achieved during the year.

Gender Policy

The Gender Policy has been translated into Dari and Pashto and put into distribution and implementation.

Gender unit policies have been completely shared with staff in three different languages through official e-mails for the purpose of their orientation, understanding and compliance. And a sign-in-sheet has been prepared for staff to ensure and confirm their understandings of the policies.

Creation of Gender Balance Sheet

Gender Unit has created the gender balance sheet for the purpose of gender imbalance reduction (this sheet shows quantitative percentages of male and female staff, members, trainees and BoD within the organization for the years 2018-2019), the gender balance sheets were updated during the year many times and the gender balance report was written and submitted to the MD.

Developed Gender Learning Manual

Gender Unit has worked on drafted Gender Learning Manual, which is a reference to all gender related trainings and orientations. The Gender Unit succeeded on finalization of this manual, and the final version of Gender Learning Manual shared with SMT members and they approved it.

Conduction of Gender Meetings

The gender meetings on periodic basis were organized in order to discuss the overall gender issues in ANHDO and take actions for improvement. These meetings were conducted both in the main office and the field attended by Gender focal point, staff members and top management.



ANHDO Gender meeting, Jalalabad, Nangarhar

Gender Publication

As part of its initiative, the Gender Department prepared gender related publications on quarterly-basis in order to promote the knowledge and understanding of all staff members related to gender role and issues in the organization.

Gender Action Plan

In order for Gender Department to involve all ANHDO departments in implementation and achievement of gender strategic goal and objectives at the organization level, this department prepared "Gender Action Plan" for each department. Meanwhile, this department developed gender objectives for each department based on which these action plans were developed.

Celebration of Events

The most important events such as, Women's Day and Men's Day, were celebrated by the Gender Department through organizing specific ceremonies in order to promote the understanding and culture of gender in the organization.



International Men's Day celebration, Nov 19, 2019



International Men's Day celebration, Nov 19, 2019

Gender Slogans

In order to promote gender in a better way in the office, the Gender Department prepared different gender-related slogans and publications to help staff members raise their information on gender issues and improve the organizational culture in terms of gender acceptability in the organization.



Gender Publications, ANHDO office, Kabul

ANHDO interview panel

In order to make sure that equal opportunities are provided to both genders (male & female) in recruitment process in ANHDO, the gender officer attended the interview panels to take this assurance.

Gender Mainstreaming in all activities

Gender has been part of each and every program in ANHDO. All efforts have been paid to ensure the mainstreaming of gender in all programs implemented by ANHDO.

Afghan Agriculture Women Group

During the year, this group was also established by ANHDO so that the members can get involved in economic activities in group, and be able to provide better services for their community. This group was also formally introduced to relevant ministries for support, as well.

AAWG meeting with participation of GFP



MONITORING & EVALUATION DEPARTMENT



The Monitoring and Evaluation Department was in the stage of self-establishment during 2019. The following major activities were achieved in support of this department mandate.

M&E System and Framework

In the beginning of the year, the M&E department created its work-plan of 2019, set objectives and revised ToRs of the M&E staff for the year 2019, and also the M&E department succeeded in getting approval of M&E policy and the field monitoring guideline.

Data Collection/Data Storage

The M&E Department successfully collected the data ANHDO had gained from the past few years before establishment of M&E department till the end of 2019; this data includes a wide range of distributions, trainings, publications and other achievements; and are regularly recorded into databases for analysis and reporting.

M&E Tools and Formats

During the year, some M&E tools and formats were developed upon need for projects monitoring and evaluation; the format of “Best Practice/ Lessons Learned” was created and filled by each department of program and the data was reported to management and all the other departments as a reference for their future project implementations. Meanwhile, it revised the training evaluation sheets so that the gender issues during any training could be determined. Also, it converted the revised Training/Exposure-visit Evaluation Forms into Dari and Pashto.

Moreover, it revised Training Evaluation Analysis Sheet as per the revised Training Evaluation Form and updated Program M&E tools proposed by DMD. In addition to that, it developed Ag-fair Evaluation Tools. The CRM was improved and the database was revised to collect more disaggregated data. And, the toolkit distribution format for distributions, was updated too.

Monitoring and Evaluation of Program Progress

During this year, ANHDO program conducted eleven capacity building training sessions at ANHDO and on the field that have successfully been monitored and evaluated by the M&E team and the report with findings and recommendations have been shared with management.

Besides, twenty-two other trainings of IPM in Balkh and Samangan have been conducted through IPM-GIZ-InS project that have been monitored remotely and the report was shared with management.



M&E of training of ANHDO Program team

Through several trips (Kabul-Nangarhar), the M&E team tracked WHH Project in Jalalabad for monitoring and evaluation of survey for villages' and beneficiaries' selection, trainings and project process in three districts of Nangarhar in Kama, Goshta and khewa and the project agreements for each activity above has been collected and recorded into Project Profile data tracker sheet.

(Project Implementation Manual).

- ▶ Regularly support of Logistic department and Security unit for improvements in quality of work.
- ▶ Designed ANHDO Success Story booklet.
- ▶ Designed two brochures for Gender Unit.
- ▶ Supported other program departments with reporting.

As a result of the above interventions, the quality of program design and implementation have been improved in ANHDO.



Focus group discussions with Communities in Nangarhar



Focus group discussions with Communities in Nangarhar

At the end of the year, the M&E department conducted Annual Training Survey of ANHDO staff to identify most needed trainings for staff capacity building for 2020.

Support to other Departments

As part of coordination and support to other departments, M&E department has accomplished the below tasks:

- ▶ Reviewed and checked vouchers for compliance.
- ▶ Supported fundraising department with preparation of proposals, CVs, REOI, PMM (Program Management Manual) and PIM

The background is a solid red color. Overlaid on this are several white dashed lines that form a continuous film strip pattern. The lines are arranged in a way that they appear to be strips of film running diagonally across the frame, with some strips overlapping others. The dashed lines are evenly spaced and create a strong visual rhythm.

Photo Gallery

A view of ANHDO booth from Ag-fair at Badambagh



Beneficiaries with thier productions at ANHDO booth



Deputy of MAIL visiting ANHDO booth



Managing Director of ANHDO responding to visitors

A view of ANHDO internal trainings for capacity building of staff (Effective Training Management)



Pre-event view of training venue preparation



Group activities during the training



Post-test view

Moments of special events at ANHDO



ANHDO at during international women's exhibition at Promote/USAID



Appreciation certificate from Samangan DAIL to ANHDO IPM trainers



A view of IPM-Almond training in Balkh

A view of ANHDO booth from Ag-fair at Badambagh



Beneficiaries with thier productions at ANHDO booth



Deputy of MAIL visiting ANHDO booth



Managing Director of ANHDO responding to visitors

Moments of special events at ANHDO



ANHDO at during international women's exhibition at Promote/USAID



Appreciation certificate from Samangan DAIL to ANHDO IPM trainers



A view of IPM-Almond training in Balkh

Special moments captured at ANHDO



Distribution by ANHDO under WHH project in Nangarhar with participation of DAIL



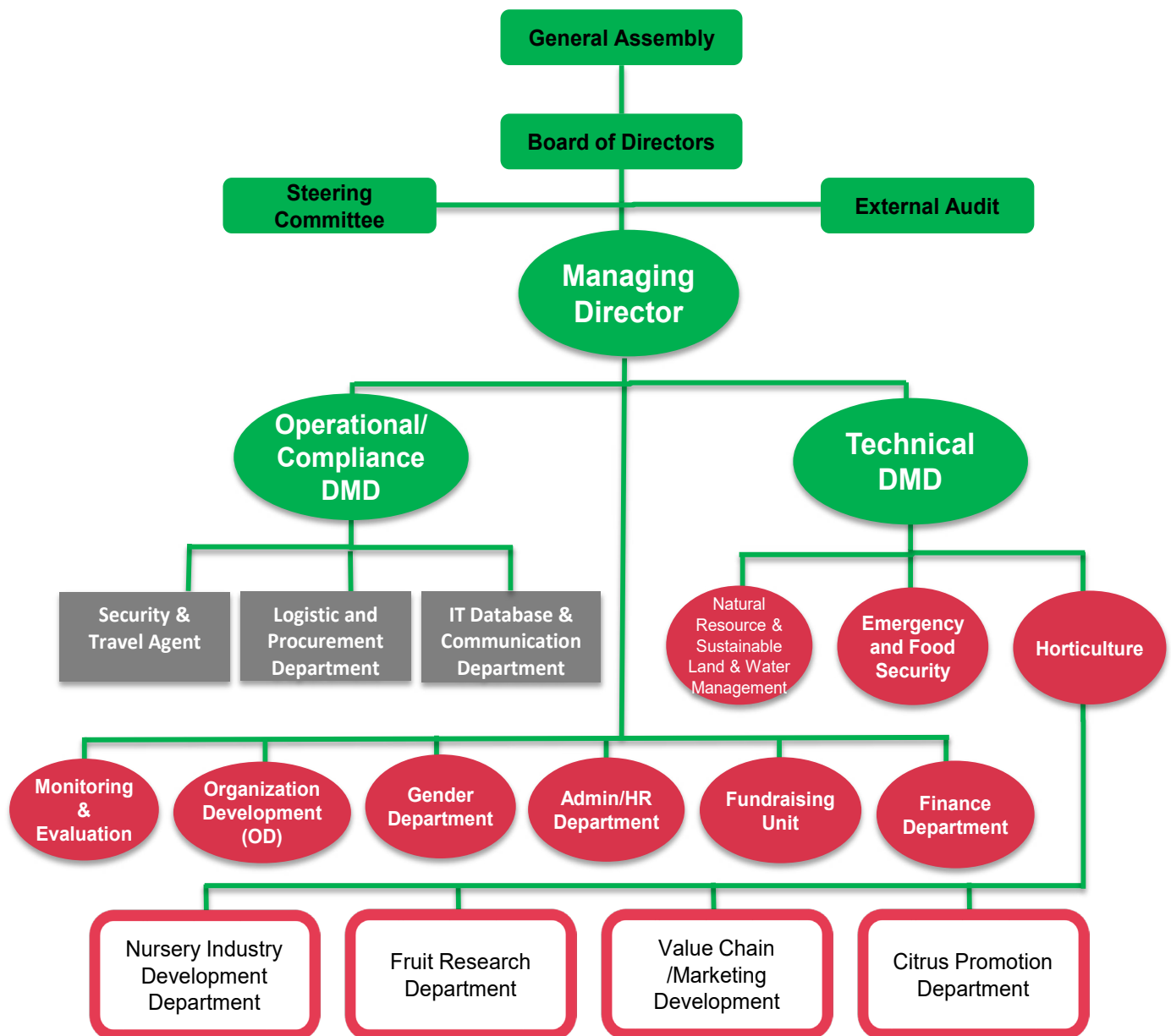
Linkage of traders and apple growers in Paghman, signing MoU



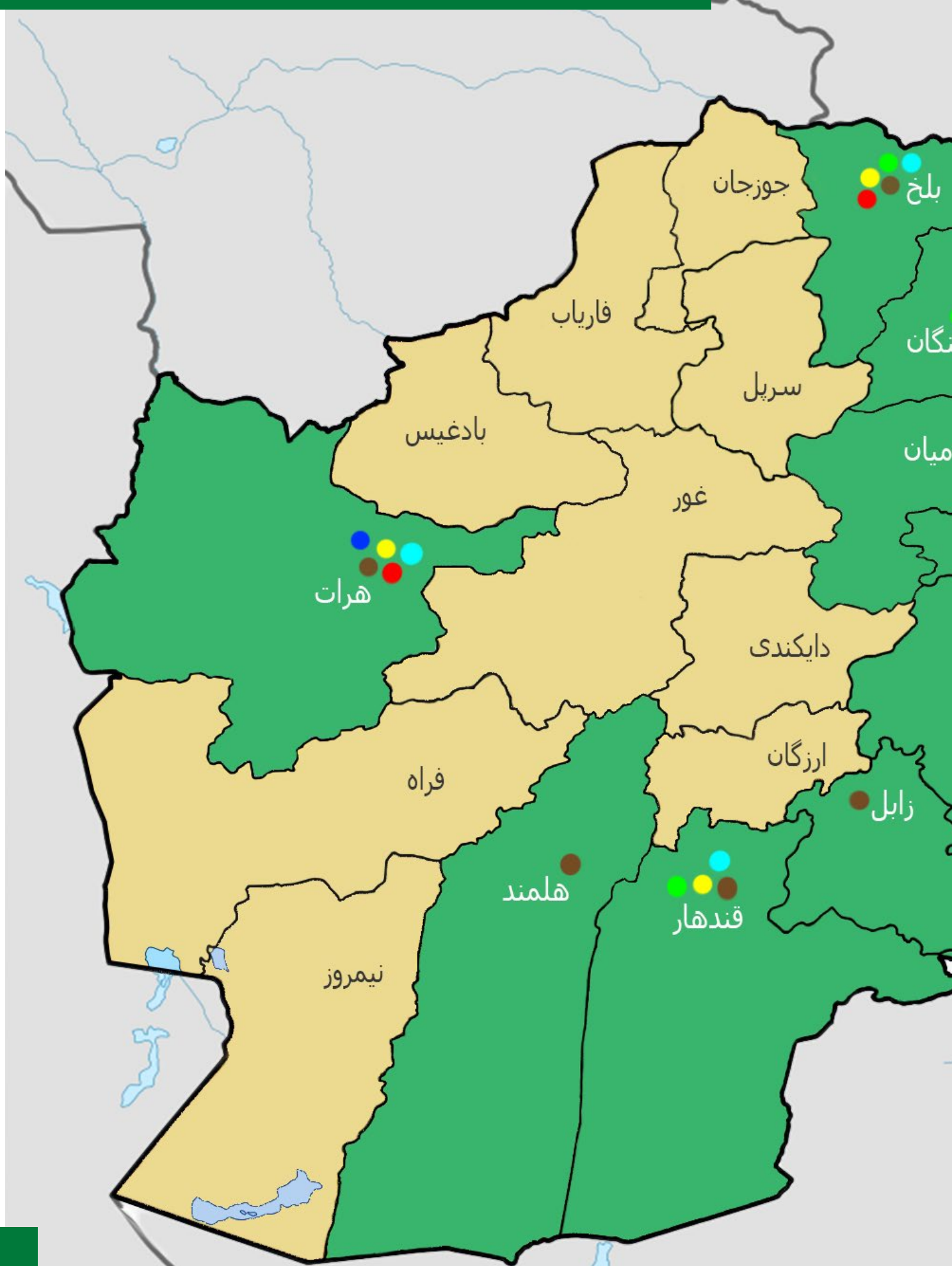
Signing contract with WHH in March, 2019

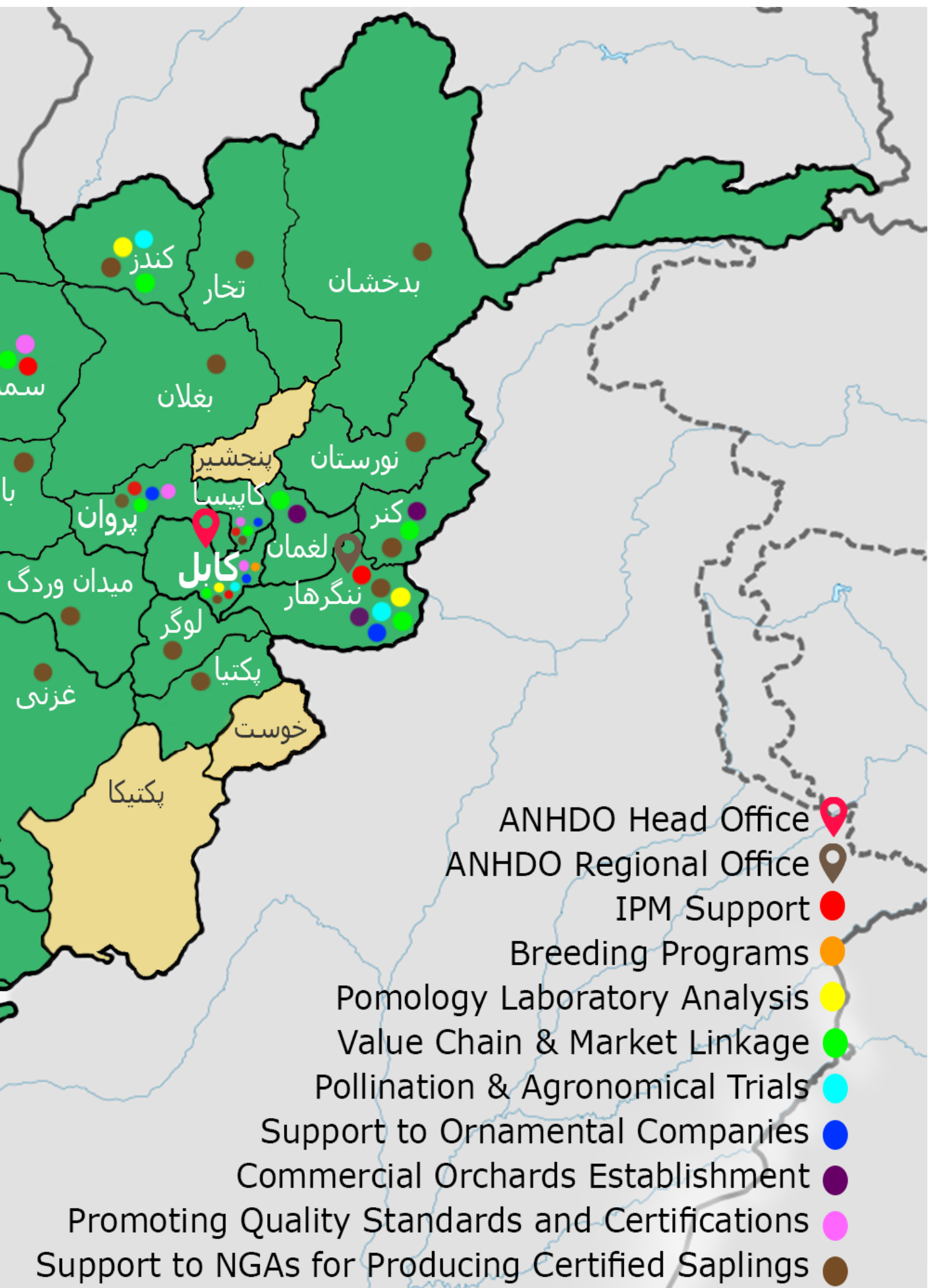
ANNEXES

Annex-1 Organizational Chart

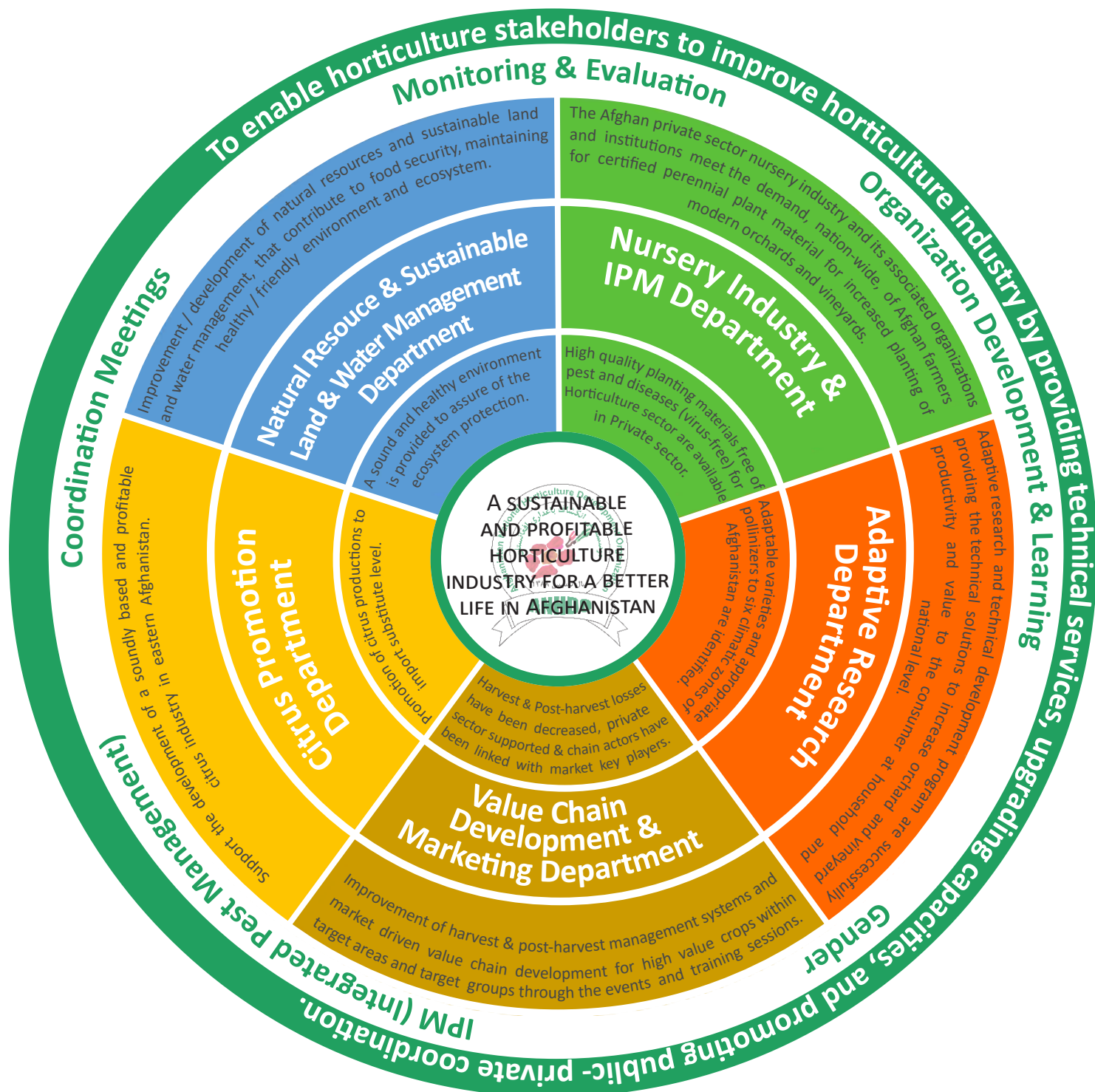


Annex-2 ANHDO Geographic Coverage Map





Annex-3 ANHDO Program Diagram





Thank You!
For reading our report

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