

# Afghanistan Institute of Rural Development Training Workshop Report

## *AIRD Training/Education Division*



### Training Program for Local Self Governance Institutions' and Social Change Agents on Rule of Law In Jawozjan - Afghanistan

Date: 26.02.2011 till 03.03. 2011

## **Provincial Course No (4)**

Target Groups:	Local Self Governance Institutions and Social Change Agents
Implementing Agency:	Afghanistan Institute of Rural Development (AIRD)
Funding Agency:	AECID Afghanistan
Venue:	Municipality Training Hall in Shebirghan City
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# I. Abbreviation:

SW	Social workers
AIRD	Afghanistan Institute of Rural Development
MRRD	Ministry of Rural Rehabilitation and Development
PRRD	Provincial Rural Rehabilitation and Development
DDA	District Development Assembly
DOAIL	Directorate of Agri- Irrigation and Livestock
DOPH	Directorate of Public Health
DOWA	Directorate of women Affairs
PGH	Provincial Governance House
PC	Provincial Council
IARCSC	Independent Administrative Reform Civil Service Commission
IACSI	Independent Administrative Civil Service Institute
NSP	National Solidarity Program
NABDP	National Area Base Development Programme
IDLG	Independent Directorate of Local Governance
MOJ	Ministry of Justice
MAIL	Ministry of Agriculture Irrigation and Livestock
MOPH	Ministry of Public Health
IARCSC	Independent Administrative Reform Civil Service Commission

# II. Introduction

## 2.1 Background

The AECID-Afghanistan supports Afghanistan Institute of Rural Development (AIRD) to render capacity development activities for formal and informal Local Self Governance Institutions (LSGIs) and Government officials who work in social and development affairs at the district and village levels. AIRD has developed capacity building program for formal and informal Local Self Governance Institutions (LSGIs). The target groups for this workshop include Social Workers (SW), Ministry of Agriculture Irrigation and Livestock (MAIL) Extension Officers and Workers, Ministry of Public Health (MOPH) Community Health Supervisor, Independent Directory of Local Governance (IDLG) Village Manager and Officer, Ministry of Justice (MOJ) members of Civil Society and public Awareness Officer.

AIRD has been conducting various training workshops in order to build up the skills and knowledge of its target groups who work on rural development issues. So far, AIRD has completed the training workshops on Good Governance; Conflict Resolution, Peace Building and Do-No –Harm, and Social Change Agents in Jawozjan province. This, Rule of Law, workshop was the fourth training workshop in this province.

Governance, Rule of Law and Human Rights constitute the second pillar of Afghanistan National Development Strategy (ANDS). The 2010-2014 MRRD Strategic Intent also mandates MRRD to promote good governance. Interconnected and complementary as these components of the second pillar of ANDS are, and MRRD's special emphasis of these issues in rural areas, it is necessary to build awareness and understanding among the front line workers and elected officials in rural areas. AIRD is, therefore, has been tasked to facilitate the Governance and Rule of Law training workshops.

This is the report of the six day workshop on Rule Law conducted by AIRD in Jawozjan which had 102 participants, including 13 women, from all districts of Jawozjan province.

## 2.2 Workshop Management:

### 2.2.1 Preparation:

Preparation of training included the following tasks: finalization of contents, training material (modules, hand outs) schedule, session plan, printing training materials and logistic arrangements including projectors, flip chart and computers, as well as training hall or venue for conducting workshop.

### 2.2.2 Coordination

AIRD training team has already established good rapport and understanding with all the key government departments, agencies as well as the other mechanism set in place at is province level for capacity building by organizing many programmes earlier in the province. Accordingly, UNAMA, Provincial Rural Rehabilitation Directorate (PRRD), Directorate of Agriculture (DOA), Directorate of Public Health (DOPH), Directorate of Justice) DOJ) and IDLG were contacted to identify and nominate participants for the programmes. The Provincial Governors' House (PGH), Provincial Shuras (PS), all these agencies were invited for the inaugural event of the workshop.

### 2.2.3 Management

AIRD team consisting of 6 people- five AIRD trainers – one Admin/finance Assistant facilitated the conduct of the workshop with Mohammad Alem as team leader. The Team leader with the support of the team of trainers was responsible for the overall management and ensuring the quality of the training by regularly observing the class, evaluating the teaching quality of the trainers, the quality of the delivering exercises and how these are accepted and understood by the participants. He supervised the quality of the support services too, based on which and the feedback given by the trainers, he resolved both the academic and the support services problems.

## 2.3 Opening Ceremony

The programme was officially opened at Municipality Training Hall on Saturday, the 26<sup>th</sup> Feb 2011 with recitation of the Holy Quran, followed by playing the national anthem. Mr. Eng. Mohammad Yusuf Provincial Rural Rehabilitation Directorate Director accompanied by many senior Government and non Governmental officials from various departments of Jawozjan came to inauguration ceremony. Provincial Rural Rehabilitation Directorate of Jawozjan welcomed the participants and AIRD team; and asked the participants to take active participation in this training workshop. He also talked about the importance of the workshop and, he requested the participants to share and apply the lessons learned with rural people on their return to their villages.

Secondly, Mr. Hayatullah Hayat, Head of Provincial Shura welcomed AIRD trainers and participants of various Directorates” and he called upon the workshop participants to take active participation, and be punctual. He added that holding such courses is useful for the society and will help officials to perform their jobs more effectively. He thanked the MRRD/AIRD and AECID for their initiatives and support for building the capacity of officials and non officials in Jawozjan province. Later on Director of Admin/finance also spoke on the occasion.

Finally Mohammad Alem, AIRD team leader, explained the agenda of workshop and briefed the participants concerning course topics and informed that the current workshop is held with the support and cooperation of AECID. The schedule of the workshop can be seen in **Annexe1**.



courses is useful for the society and



## 2.4 Objectives of the training workshop

- To enhance the awareness and knowledge of the Participants on history, concepts, types of constitution and the rule of law
- To provide the participants with information on rule of law & its importance for better implementation of rural development projects.
- To equip the participants to prepare the community people to work based on rule of law with a view to preventing people from taking law into their hands and ensure equal justice.

## 2.5 Facilitators

The training was facilitated by the following AIRD Training Team

- |                        |                         |
|------------------------|-------------------------|
| - M. Alem Azamy        | Team leader             |
| - M Nasir Iqbal        | Trainer                 |
| - Sulaiman shah Zaheer | Trainer                 |
| - Shamsullah Khalid    | Trainer                 |
| - Ahmadullah Nazari    | Trainer                 |
| - Shah Sayed           | Admin/Finance Assistant |



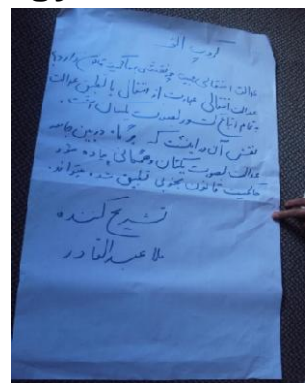
## 2.6 Participants

The workshop was attended by a wide range of participants and the target groups for this particular workshop include Social Workers (SW), Extension Officers and Workers of Ministry of Agriculture Irrigation and Livestock (MAIL), Community Health Supervisors of Ministry of Public Health (MOPH), Village Managers and Officers of Independent Directory of Local Governance (IDLG), non officials (Members of DDAs, CDCs.).Participants’ list is attached as **Annex-2**

Provinces	S.No	Institution/Department	Participants		Total
			Male	Female	
Jawozjan	1	Social Workers (SW)	12	0	12
	2	Directorate Of Women Affairs (DOWA)	0	0	0
	3	DOAIL, Extension officer/workers	20	1	21
	4	DOPH, Community Health Supervisor	11	0	11
	5	DOJ, Public Awareness officer	8	4	12
	6	Directorate of Education	0	0	0
	7	Independent Directorate of Local Governance (IDLG)	10	0	10
	8	District Development Assembly (DDA)	28	8	36
	9	Agriculture Cooperative shura	0	0	0
			<b>Total</b>	<b>89</b>	<b>13</b>

## 2.7 Course Delivery/Approach and Methodology

The trainers adopted different methods in different situations. Especially they were using participatory methods in order to engage the trainees and motivate them. And the following methodologies were used in the workshop; Brainstorming, Question & Answer, Group discussions, lecture, PowerPoint presentations, snow balling and Role play. Some Photos of the class activities are attached as **Annex-4**



## 2.8 Participants Feedback

In the feedback session, all participants expressed their satisfaction about the trainers and training methods and added that the program was effective and instructive. They requested AIRD to have more such program in future that could enable them to handle their work confidently. The participants also filled out the workshop evaluation form and the outputs presented in **Table below. The overall rating of the course was 3.97 % against the scale of 1-5 which works out to 79.4 %.**

S.No	Particulars/Item	Score (%)
1	Course Content	92
2	Presentation skill	80
3	Course materials	85
4	Training venue/environment	45
5	Time &Duration	95
	Overall	79.4

### III. Details of Activities

#### Day (1) 26<sup>th</sup> Feb. 2011

After the registration the workshop commenced with an inaugural ceremony described earlier. Following an ice - breaking session, Mohammad Alem gave a brief explanation about the importance of the rule of law. The following topics were discussed on the first day of the training workshop; History of Constitution, Constitution and Islam, concepts, definition, needs, types, and sources/basis for the making of a constitution as well as discussing the Afghanistan constitutional system, using practical examples and discussions between audience and trainers.



#### Day (2) 27<sup>th</sup> Feb. 2011

Constitutions in the world.

The topics covered in this module included: Concepts of constitution, distinction between constitution and policies, process of constitution development, Islamic sources/basis for legislation and Constitution, the three branches of Afghan Government, Welisi Jirga (Legislative), Judiciary and Executive strengths and weaknesses of governance and other related topics. All discussions were held using participatory methods.



#### Day (3) 28<sup>th</sup> Feb. 2011

**What is governance?**

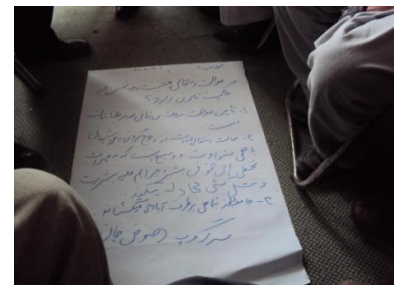
After the recap of the previous day's deliberations new session began with the topics, 'what is governance?'; Components of Governance, Afghanistan Government Structure, Society Structure and the rule of law, Comparison of the rule of law with present and future, General Concepts about the rule of law, Factors of the rule of law, Revocation of Constitution so on.



#### Day (4) 1<sup>st</sup> Mar. 2011

People perception about rule of Law

The day's proceedings began with a recap of previous day, the new session dealt with People's perception about the rule of law, Definition of the rule of law according to Afghans, key points on the rule of law in Afghanistan, equality and implementation of Afghan Constitutions, Access to justice, evolution of the rule of law in Afghanistan, key security issues in Afghanistan, non implementation of the rule of law, role of human rights and implication on the rule of law.



## Day (5) 2<sup>nd</sup> Mar. 2011

### Transnational justice and its implication

A new session began on transnational justice and its implication. The following issues were taken up in this session: injustice against women and children, Counter & Narcotic business and its implication on the rule of law, Corruption and government initiatives against corruption, Corruption in court and justice systems in Afghanistan and its implication on the rule of law; causes of corruption in Afghanistan Government.

## Day (6) 3<sup>rd</sup> Mar. 2011

### Role of the Rule of Law on Peace Stability

A new session began on role of the rule of law on peace and stability, implementation of constitutional provisions in Government administration, implication and lack of coordination among Afghan justice institutions and court system and causes of corruption crisis and the rule of law, role of people on implementation of the rule of law, role of international societies on implementation of codes of conduct.



## IV. 3. Conclusion

### 4.1 Challenges and Problems.

Normally, there are many problems during the implementation phase of the training and they vary from province to province. Some of the main problems are:

1. Security problem in some district of Jawozjan province.
2. Lack of proper place for training venue/hall to conduct the training workshop.
3. The reimbursement of travel expenses as per the government rules is much lower than the actual, because of which the participants will have to spend money out of their pockets.
4. Based on the MRRD financial policy we can't pay for the travel expenses to those participants who come from villages less than 25km of the training venue creates problems all the time.
5. No, transportation, Office equipments, Computers, prepaid credited card and very low salary for extension workers.
6. No, better coordination Mechanism among the Gov. and non Gov. Institutions
7. Lack of budget for agricultural programs or projects

### 4.2 Recommendation

Based on the above problem/challenges the trainers and participants explained the following suggestions and recommendations.

1. District Governors must be invited to workshop in order to answer questions from participants
2. Needs of transportation, Office equipments, Computers, prepaid credited card, increase salary,
3. Requested AIRD to conduct the similar workshop in future.
4. Providing travel expenses to those participants who come from villages less than 25km of the training venue.
5. Providing actual travel expenses to the participants, not as per the government rules
6. Providing more training/workshop during winter season, because people at the rural area are free.
7. Proper place for training venue/hall to conduct the training workshop.
8. MRRD programmes should establish a working committee for capacity building to coordinate and sharing their plans in order to avoid duplication at different levels.

## 4.3 Lesson Learned:

We learned the following lesson learned during this workshop:

1. Team work is very important. For successful workshop.
2. Better coordination with all stockholders is very necessary for successful implementation of workshop
3. Learning from participants through sharing information, experience with each others.
4. Flexibility brings synergy or good report between community people and implementation partner.



## 4.4 Closing Ceremony

The closing ceremony of the workshop was held at Municipality Training Hall on 03<sup>rd</sup> Mar 2011. Mohammad Alem, requested the participants to share and apply the lessons learned with rural people on their return to their villages. He also thanked all the participants for attending the workshop and apologised for any inconvenience during the workshop. He requested the district authorities to introduce the right people to such workshops in order to get more benefits from the workshop and share the same knowledge and skill with rural people to bring positive changes in their community.



Secondly Mr. Faqir Mohammad Jawozjani Deputy Governor expressed their satisfaction on the quality of the workshop. He said this workshop, like other workshops of AIRD, is very effective and important. He thanked the AIRD especially the AIRD leadership and management for providing the high quality training and equipped the participants to apply them in their field of work. He requested to AIRD to organize more such workshop in the future. After that Ms. Bi Bi Khoo one of the participants thanked the AIRD leadership and trainers. Finally the DSA was paid to all participants and the certificates were distributed. AIRD team leader, trainers and participants took a group photo.



# V. Appendixes

## Annex 1: Workshop Schedule

Day 1:

Timeframe	Description
8:00 – 9:00	Registration
9:00 - 9:05	Recitation of the Holy Quran
9:05 - 9:10	Standing ovation to the national anthem of the country
9:10-9:15	Inauguration Speech by Mohammad Alem
9:15 – 9:30	Welcome and objectives of the workshop By Mohammad Nasir
9:30-9:35	Statement of PRRD director of Jawozjan province
9:35-9:45	Statement of Ms. Bi Bi
9:30 – 10:00	Pre-test
10:15-10:30	<b>Tea Break</b>
10:30-11:00	Definition of Law
11:00-11:30	The history of law in world
11:30 - 12:30	Necessity to Law
12:30-1:30	<b>Lunch and prayers</b>
1:30 - 2:30	Sources of law
2:30-3:30	The Governance

Day 2:

Timeframe	Description
8:30 – 9:00	Revision of the previous lesson
9:00 – 9:30	Cont. Of Governance
9:30-10:15	Triple forces of Governance and its role
10:15 - 10:30	<b>Tea/Coffee Break</b>
10:30 – 11:00	Series of laws
11:00 – 11:30	The basic law
11:30-12:30	Loya Jirga (law making groups)
12:30-1:30	<b>Lunch and Prayers</b>
1:30 - 2:30	The main laws of Afghanistan
2:30- 3:00	The simple laws
3:00 – 3:30	Situation of simple laws

Day 3:

Timeframe	Description
8:30 – 9:30	Revision of the previous lesson
9:30-10:15	Definition of Governance
10:15 - 10:30	<b>Tea/Coffee Break</b>
10:30 – 11:30	Need for law(Qanon)
11:30-12:30	The elements of governance
12:30-1:30	<b>Lunch and Prayers</b>
1:30 - 2:30	The parliament ,
2:30-2:45	<b>Energizers</b>
2:45-3:15	How a shura (council) establish in Afghanistan?
3:15 -3:30	group discussion +evaluation

Day 4:

Timeframe	Description
8:30 – 10:15	Revision of the previous lesson
	The Judiciary force of law , supreme court, and its responsibilities
10:15-10:30	<b>Tea/Coffee Break</b>
10:30-12;30	Definition of rule of law
12:30-1:30	<b>Lunch and Prayers</b>
1:30-2:00	Dimension of Rule of law
2:00 – 2:30	The elements of Rule of Law
2:30-2:45	The society structure and rule of law , civil society
2:45-3:15	Miss use from law(canon), lack of basis of law
3:15-3:30	Evaluation

Day 5:

Timeframe	Description
8:30 – 9:00	Revision of the previous lesson
9: 00 - 9:05	Rule of law in Afghanistan
9:05 – 10:15	Equal laws in Afghanistan, implementation of law in country,
10:15-10:30	<b>Tea/Coffee Break</b>
10: 30-12:30	Transitional justice in Afghanistan
12:30-1:30	<b>Lunch and Prayers</b>
1:30 - 2:00	The main problems in Afghanistan against law
2:00 - 3:00	Cont.....and the solving ways
3:00 - 3:30	Location of transitional law

Day 6:

Timeframe	Description
8:30 – 9:00	Revision of the previous lesson
9: 00 - 9:30	Strategy , strategy of transitional justice
9:30 – 10:15	Corruption
10:15-10:30	<b>Tea/Coffee Break</b>
10: 30-11:30	Affect of corruption on society and GOVT. System
11:30-12:30	The income of corruption
12:30-1:30	<b>Lunch and Prayers</b>
1:30 - 2:00	Post test
2:00 - 3:30	Closing speech by Deputy Govern and Mohammad Alem and others Certificate distribution DSA distribution

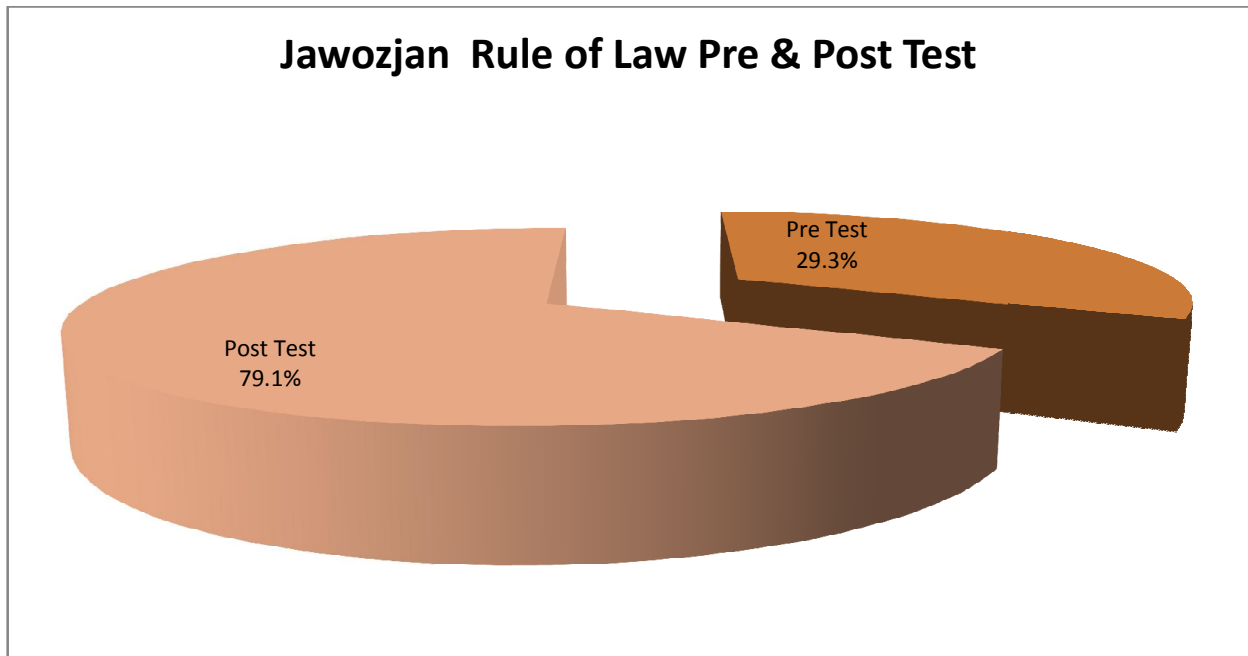
## Annex 2: List of Participants

<b>S/N</b>	<b>Name</b>	<b>Father Name</b>	<b>District</b>	<b>Phone No.</b>
1	Soofi Mohammad	Faiz Mohammad	Mardian	0799124717
2	Abdul Ghafoor	Abdul Rahman	Khwaja Doko	0788359420
3	Mahboobullah	Najeebullah	Faiz Abad	0796684894
4	Marefat	Sayed Esmail	Darzab	0795516266
5	Fereba	Sardar Mohammad	Qarqin	0799816142
6	Suhaila Hejran	Mohammad Zarif	Mengajek	0771264490
7	Gul Jan	Sayed Khan Jan	Aqcha	0798539590
8	Zainulabuddian	Haq Burdi	Faiz Abad	0750616465
9	Sayed Mohammad	Sayed Qurban	Mardian	0797069473
10	Mohammad Aref	Abdul Shukoor	Khwaja Doko	0786075888
11	Baz Mohammad	Peer Mohammad	Mardian	0795714007
12	Mohammad Esmail	Sulaiman Qul	Khwaja Doko	0786537389
13	Azizullah	Haji Juli	Mengajek	0777162100
14	Amanullah	Akhter Mohammad	Faiz Abad	0707408855
15	Sangar	Mohammad Ayub	Qushtepa	0779973856
16	Salahuddin	Qamaruddin	Khumab	0786522373
17	Aabdul Khaleel	Abdul Mubin	Mardian	0700718758
18	Besmellah	Bahawuddin	Mardian	0786271049
19	Nesar Ahamad	Khair Mohammad	Mengajek	0795199156
20	Abdul Karim	Haji Kumak	Qarqin	078884825
21	Haleema	Shah Mardan	Sheberghan	0788620923
22	Nooruddin	Esmatullah	Darzab	0773047427
23	Mula Mansoor	Mohammad Safa	Khwaja Doko	0773721099
24	Bibiko	H.Shamsuddin	Darzab	0798817296
25	Abdul Majeed	Abdul Jabar	Mardian	0797386790
26	Mohbooba	Nazar Mohammad	Khumab	0775051531
27	Aziza	Tash Mohammad	Aqcha	0787365525
28	Aibeka	Mohammad Turdi	Qarqin	0778552682
29	Humaira	Mohammad Murad	Faiz Abad	0772972784
30	Fazeela	Sayed Shamsuddin	Faiz Abad	0795963609
31	Suhaila	Khushdil	Khwaja Doko	0772316079
32	Zarmina	Mohammad Eshaq	Aqcha	0799010733
33	Abdul Momin	Mohammad Qurban	Aqcha	0799468748
34	Ghulam Nabi	H.Abdul Razaq	Faiz Abad	0789932010
35	Mohammad Rahim	Ewaz Murad	aqcha	0779365903
36	Mohammad Amin	Mohammad Juma	Qarqin	0771060370
37	Abdul Nasir	Haji Abdullah	Qarqin	0772621663
38	Fazel Ahamad	Moahammad Rasool	Qushtepa	0772834411
39	Habeebullah	Baimurad	Qushtepa	0779122974
40	Sayed Sadiq	Sayed Yaqoob	Aqcha	0788953249

41	Mohammad Sadeq	Hayat	Khwaja Doko	0799262676
42	Abdul Rahman	Nematullah	Khwaja Doko	0797036737
43	Mohammad Anwar	Abdul Rasool	Khwaja Doko	0784064284
44	Mohammad Esmail	Paighumbar Qul	Qushtepa	0774329169
45	Mohammad Saleh	Nazar Qul	Qushtepa	0779512024
46	Abdul Manaf	Mohammad Mir	Qushtepa	0771137055
47	Abdul Ghani	H.Mohammad Ali	Qushtepa	077179222
48	H.Abdul Qader	H.Mohammad Qul	Qarqin	0775455161
49	H.M.Abdul Qader	Baba Niaz	Qarqin	0775318386
50	Mohammad Esmail	Mohammad Yaqoob	Khumab	0771061144
51	Khudai Qul	Khan Guldi	Khumab	0775778397
52	Abdul Salam	Sekandar	Khumab	0775368129
53	Mohammad Amin	Ana Murad	Qarqin	0771495201
54	Abdul Ghafar	Abdul Qayoom	Khumab	0776717196
55	Abdul Rahim	Abdul Rahman	Qarqin	0775543308
56	Abaidullah	Abdul Said	Khumab	0778208229
57	Sayed Enayat	Saduddin	Khumab	0799194196
58	Abdul Qudoos	Abdul Rawoof	Faiz Abad	0798978889
59	Hujatullah	Rajab Bai	Faiz Abad	0774653832
60	Mohammad Amin	Shamsuddin	Faiz Abad	0708461871
61	Mohammad Omer	Moahammad yaqoob	Aqcha	0707831814
62	Haji Abdullah	Bazar	Mardian	0776205190
63	Mula Yusuf	Mula Qurban	Mardian	0799197966
64	Narai	Abdullah Khan	Mardian	0797904422
65	Feraidoon	Aimaq Ali	Mardian	0799064862
66	Saifullah	Mohammad Sharif	Khaneqa	0799064862
67	H.Mohammad Rajab	Suhbat Bai	Khaneqa	0799105024
68	Nooruddin	Toordi Qalach	Khaneqa	0786459982
69	Najmuddin	Mohammad Ali	Khaneqa	0797515805
70	Mula Chari	Juma	Mengajek	0799483114
71	Haji Rajab	Haji Baki	Mengajek	0799105576
72	Qari Sarajuddin	Haji Ebrahim	Mengajek	0799038515
73	Mohammad Amin	H.Allah Gul	Mengajek	0799065093
74	Haji Yazdan Qul	Khali	Khwaja Doko	0788145644
75	Noor Mohammad	Peer Mohammad	Mengajek	0799554569
76	Haji Khair Mohammad	H.Paighumbar Qul	Aqcha	0795098340
77	Qari Abdul Shukur	Abdul Rashid	Qushtepa	0775253820
78	Abdul Malik	Nazar	Khwaja Doko	0786518874
79	Mula Mirjan	Najmuddin	Faiz Abad	0789031725
80	M.Faiz Mohammad	Ewaz Mohammad	Khaneqa	0784283205
81	Assadullah	Abdul Rasool	Faiz Abad	0774218431
82	Safar Murad	Nazar	Mengajek	0799705607

83	Mohammad Ali	Ashoor	Qarqin	0775139762
84	Abdul Baseer	Abdul Karim	Khumab	0778803262
85	Nasratullah	Nematullah	Faiz Abad	0796843241
86	Mirwais	Abdul Zahir	Khaneqa	0799065128
87	Ghulam Sarwar	Baba Qul	Qushtepa	0798545782
88	Murad Ali	Ostad Omer	Darzab	0799314471
89	Azizullah	Abdul Samad	Qushtepa	0778010322
90	Rahmatullah	Rahman Qul	Khaneqa	0772445165
91	Mohammad Nasim	Shahpoor Khan	Mengajek	0778126584
92	Mohammad Esmail	Mohammad Sharif	Qushtepa	0786537460
93	Sakhidad	Behbood	Aqcha	0779125426
94	Panji	Qaweli	Khaneqa	0797498463
95	Khudai Qul	Khan Ali	Khwaja Doko	0786518655
96	Maiwand	Shamsuddin	Khwaja Doko	0799578619
97	Zainulabuddian	Sharaf	Faiz Abad	0774639107
98	Jamaluddin	Abdul Shukoor	Darzab	0795340118
99	Mohammad Naqeeb	Sayed Ahmad	Darzab	0799625821
100	Sayed M. Alem	Mir Ziaullah	Khaneqa	0799845740
101	Mohammad Naim	Roози	Khumab	0772197442
102	Khairullah	Abdul Gheyas	Mengajek	0799011268

### Annex 3: Results Pre & Post test:



## Annex 4: Workshop Photos:

