



FIRST PERSON

Electronic Attendance Technology Modernizing Afghan Ministry

USAID’s CBCMP-II program is assisting the Ministry of Agriculture, Irrigation and Livestock to maintain accurate and reliable time attendance information for improved labor management



Mr. Fida Mohammad – Human Resource Archive Manager demonstrates electronic attendance system



Civil Servants had to sign in and out every day in manual ledgers

Photos by: IESC, CBCMP-II USAID

The new electronic attendance system increases information accuracy and reliability of the provincial Directorate of Agriculture, Irrigation and Livestock civil servant.

Until recently, Mr. Fida Mohammad, 61, was responsible for maintaining the employee attendance ledgers at the Parwan DAIL. Every morning, 73 civil servants queue to sign in and out; resulting in hours of lost time and productivity.

In order to assist employees like Fida and to ensure that the Ministry of Agriculture, Irrigation and Livestock has access to the latest asset management technology, the USAID funded Capacity Building and Change Management Program-II has been installing the latest electronic attendance systems throughout the provincial DAILs.

Fida commented, *“Before this new system, I was completing a ledger for each department within the DAIL. At the end of each month I had to manually count how many days each of the 73 staff members had completed and then manually complete two payroll forms per individual; all these forms would then have to be delivered to the provincial offices of the Ministry of Finance where they would input the data into their payroll systems for processing. It’s a very long and slow process.”*

The new automated time management system substantially reduces the attendance recording and time keeping process and also expedites payroll processes, analysis and reporting. The system tracks employee attendances by the hour rather than by day ensuring staff arrive and depart on time and provides detail vacation tracking. CBCMP II's objective is not to simply install the system but ensure that MAIL is able to maintain and sustain it on its own.

Mr. Abdul Kabir - Parwan Director of Agriculture, Irrigation and Livestock commented, *“The old manual system was terribly time consuming and inaccurate. Mistakes resulted in employees not being paid properly and decreased morale. Now, with this new system in place, not only are my civil servants being paid*

accurately, but the HR manager now has more time to focus on strengthening the work force.”