

The Initiative for Inclusive Security

A Program of Hunt Alternatives Fund

AFGHANISTAN RECOMMENDATIONS

The following recommendations for ensuring women's inclusion in the security sector were developed by a group of Afghan women leaders convened by The Initiative for Inclusive Security in January 2008.

TO PROMOTE WOMEN'S FULL INCLUSION IN FORMAL SECURITY SECTOR STRUCTURES (MILITARY, POLICE, INTELLIGENCE)

1. The international community, particularly the US Department of State's Bureau for International Narcotics and Law Enforcement (INL) and the European Union Police Mission (EUPOL), in partnership with the Afghan Government, should establish affirmative action mechanisms to increase women's participation in security institutions, specifically by providing the following incentives:
 - a. Equal pay based on rank;
 - b. Childcare;
 - c. Special facilities;
 - d. Professional development services to encourage women's promotion to high-level positions; and
 - e. Elimination of varying educational requirements for entry-level positions.
2. The Afghan government should expand strategies for women's recruitment into the security sector. Specifically, the Ministry of Interior and EUPOL should focus on women's recruitment into the police, targeting widows and victims of war. This can be achieved by:
 - a. Creating open houses at which women police officers can share experiences with interested women candidates;
 - b. Leading education campaigns in high schools and colleges;
 - c. Establishing special recruitment campaigns targeting women who have not been accepted into universities;
 - d. Introducing the broader concept of community policing, highlighting successes of Family Response Units (FRUs);
 - e. Establishing a quota of at least 10 percent women recruits in the police; and
 - f. Engaging religious scholars and local shuras in establishing the legitimacy of recruitment efforts.
3. The international community, particularly DynCorp and other security contractors, should ensure training and enhanced leadership opportunities for women who want to serve in the security forces by:
 - a. Organizing accelerated/remedial educational opportunities;
 - b. Ensuring at least one-third of students in specialized courses such as criminology, forensic sciences, community policing, and public safety are women; and
 - c. Mandating at least one-third of fellowships and international scholarships are granted to women.

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4. The Ministry of Interior should expand its National Education Program to emphasize women's contributions to the security sector. The curriculum should specifically incorporate into standard police curriculum modules on the Universal Declaration of Human Rights, Convention on the Elimination of All Forms of Violence Against Women (CEDAW), UN Security Council Resolution 1325, the Afghan Constitution, and other relevant international resolutions.
5. The National Security Department, Ministries of Interior and Defense, and the Afghan media, in partnership with the Afghan Ministry of Women's Affairs and civil society, should introduce positive images of women in security. For example, the international community should support a media campaign to highlight women's contributions to policing and broaden understanding of human security
6. The Afghan Government should update the Ministry of Interior's police current code of conduct to incorporate gender perspectives, particularly emphasizing the prevention of sexual harassment.

TO PROMOTE WOMEN'S LEADERSHIP IN GOVERNMENTAL AGENCIES AND OVERSIGHT BODIES WITH RESPONSIBILITY OVER THE SECURITY SECTOR (DEFENSE, INTERIOR AND JUSTICE MINISTRIES, LEGISLATURES, PARLIAMENTARY COMMITTEES)

1. The international community, particularly the US government, should urge the Afghan government to establish a joint taskforce, including relevant security policymakers and women civil society leaders to advise, monitor, and report on the advancement of gender issues in the ministries of interior and defense and the National Security Department.
2. The Afghan government should collaborate with civil society to disseminate information about the Afghan National Security Strategy (ANSS) to the public, and expand provisions of the strategy relating to women's participation in security. For instance, the Afghan Government should convene public hearings to present provisions of the ANSS related to gender.
3. In partnership with the Colloquium 2008 Afghan delegation, The Initiative for Inclusive Security should convene a training workshop in Kabul for women leaders to deepen their expertise in the security sector. Emphasis should be placed on connecting women's role in the security sector to enhanced political leadership.
4. The international community should build the capacity of women leaders to effectively engage in the security sector. Specifically, the US Agency for International Development, the Canadian International Development Agency, and the Swedish International Development Agency should support the efforts of the Afghan Women's Parliamentary Network by:
 - a. Supporting coalition building among women in government, particularly the Ministry of Women's Affairs;
 - b. Providing infrastructure;
 - c. Offering financial and technical assistance; and
 - d. Conducting specialized training on the security sector.
5. Women leaders from the Afghan Government, international donor community, and civil society should form an independent anti-corruption commission to monitor financial

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accountability, specifically focusing on cases endangering security and women's protection.

TO PROMOTE CIVIL SOCIETY ENGAGEMENT WITH SECURITY SECTOR ACTORS, ESPECIALLY INITIATIVES LED BY WOMEN

1. Recognizing the tremendous information gap on security issues, The Afghan Parliamentary Women's Network should establish a coordination mechanism to convene regular meetings involving the North Atlantic Treaty Organization (NATO) and special forces, Afghan National Army, Afghan National Police, ministries of defense, interior, and the Afghan National Security Department.
2. The international community, specifically The Initiative for Inclusive Security, should conduct comprehensive training to build civil society capacity and awareness of the need to engage in the security sector. The workshop should be used to:
 - a. Promote a multi-sectoral coalition of Afghan women leaders around security issues;
 - b. Create the coalition's advocacy agenda and outreach strategy;
 - c. Enable participants to present their recommendations to national and international policymakers; and
 - d. Advocate for women's engagement in security sector decision making.
3. International research and policy institutions, such as Conflict and Peace Research Center and the International Crisis Group, should conduct research and analysis of the current security situation in each province. Research should include:
 - a. Gender-sensitive reports and analysis;
 - b. Identification of chief obstacles to women's entry into security institutions;
 - c. Comprehensive regional mapping of major security threats and challenges, including non-traditional threats such as narcotics, the environment, and tribal/religious dynamics; and
 - d. Comprehensive study of the current status of women in police.
4. Establish a Women for Peace Initiative, which would enable female victims of war to lead peace building and reconciliation efforts. For example, the initiative should establish a Historical Memory Commission to document human rights violations during the war and prevent further acts of violence.
5. To remedy the fact that the current *Regional Peace Jirga* does not include any women, the Ministry of Parliamentary Affairs should appoint at least 5 women civil society leaders to the Jirga's implementation commissions.