

The Initiative for Inclusive Security

A Program of Hunt Alternatives Fund

The following recommendations for increasing women's engagement with Afghanistan's security sector were developed by a coalition of Afghan women and men leaders convened by The Initiative for Inclusive Security in September 2007.

TO ENSURE WOMEN'S PERSPECTIVES AND NEEDS ARE FULLY INTEGRATED INTO ALL MISSIONS AND OPERATIONS, NATO PROVINCIAL RECONSTRUCTION TEAMS (PRTs) SHOULD:

- a. Mandate PRT operations in all provinces reflect the priorities of the Afghan National Development Strategy;
- b. Appoint gender focal points to all PRTs;
- c. Author a NATO Policy Note on gender mainstreaming;
- d. Following a consultative process with civil society and the Afghan Ministry of Women's Affairs, issue gender guidelines to all PRT personnel;
- e. Ensure all PRT personnel receive training in gender mainstreaming and human rights;
- f. Guarantee at least 25 percent women's participation in all provincial and district level meetings;
- g. Mandate that PRTs in each province consult with women parliamentarians in the design, implementation, and evaluation of all projects;
- h. Create a safe space for PRT personnel to regularly engage with women leaders and civil society representatives to create more contextualized, sustainable operations; and
- i. Use NATO women personnel in more traditional provinces to ensure access to local women.

TO CREATE A PROFESSIONAL, ETHNICALLY DIVERSE, AND ENGENDERED AFGHAN NATIONAL ARMY, THE AFGHAN GOVERNMENT, PARTICULARLY THE MINISTRY OF DEFENSE, SHOULD:

- a. Mandate all army recruits receive training in international human rights law and gender mainstreaming;
- b. Coordinate with women leaders and civil society to integrate training on effective engagement with women into institutions like the US Counterinsurgency (COIN) Academy;
- c. Ensure all army recruits participate in literacy courses; women army recruits should have access to separate facilities if necessary;
- d. Employ positive discrimination mechanisms, including quotas, to secure satisfactory ethnic and minority representation, including women's;
- e. Increase women's access to appropriate education, health, and dormitory facilities;
- f. Provide affordable educational opportunities for women army recruits;
- g. Guarantee equal pay and benefits for men and women army recruits; and

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- h. Facilitate a monthly meeting between ministry officials and prominent civil organizations, such as the Afghan Women's Network, to create more contextualized, sustainable operations.

TO DEVELOP A TRANSPARENT AND ACCOUNTABLE AFGHAN NATIONAL POLICE THAT FULLY INCORPORATES GENDER PERSPECTIVES IN ALL POLICIES AND BENEFITS FROM WOMEN'S ACTIVE PARTICIPATION, THE AFGHAN GOVERNMENT, SPECIFICIALLY THE MINISTRY OF THE INTERIOR, SHOULD:

- a. Establish a gender quota in the Afghan Ministry of the Interior for police officers;
- b. Work closely with local shuras and media outlets to increase awareness of women's contributions to policing;
- c. Place recruitment ads in journals and magazines read by women;
- d. Facilitate a monthly meeting between community police officers and prominent civil society organizations, such as the Afghan Women's Network, to ensure more inclusive, gender sensitive policing efforts;
- e. Increase women's access to appropriate training, health, and dormitory facilities;
- f. Establish a training academy for women police recruits;
- g. Provide affordable educational opportunities for women police officers;
- h. Guarantee equal pay and benefits for men and women police officers;
- i. Offer professional development services to ensure the promotion of women police officers into high-level positions;
- j. Integrate women's specific contributions to policing into the Afghan National Police educational curriculum;
- k. Ensure all police recruits receive training in gender mainstreaming and human rights; and
- l. Establish a referral system, in coordination with family courts, for women's civil and criminal complaints to ensure appropriate and timely follow up.