



Islamic Republic of Afghanistan  
Afghanistan National Development Strategy

# Gender Equity Strategy

1387 - 1391 (2007/08 - 2012/13)



Cross-Cutting Issues



# Gender Cross-Cutting Sector Strategy

Approved by  
Sector Responsible Authorities

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

*In the name of Allah, the Most Merciful, the Most Compassionate*

## **Vision for Afghanistan**

By the solar year 1400 (2020), Afghanistan will be:

- A stable Islamic constitutional democracy at peace with itself and its neighbors, standing with full dignity in the international family.
- A tolerant, united, and pluralist nation that honors its Islamic heritage and deep aspirations toward participation, justice, and equal rights for all.
- A society of hope and prosperity based on a strong, private sector-led market economy, social equity, and environmental sustainability.

## **ANDS Goals for 1387-1391 (2008-2013)**

The Afghanistan National Development Strategy (ANDS) is a Millennium Development Goals (MDGs)-based plan that serves as Afghanistan's Poverty Reduction Strategy Paper (PRSP). It is underpinned by the principles, pillars and benchmarks of the Afghanistan Compact. The pillars and goals of the ANDS are:

1. Security: Achieve nationwide stabilization, strengthen law enforcement, and improve personal security for every Afghan.
2. Governance, Rule of Law and Human Rights: Strengthen democratic practice and institutions, human rights, the rule of law, delivery of public services and government accountability.
3. Economic and Social Development: Reduce poverty, ensure sustainable development through a private sector-led market economy, improve human development indicators, and make significant progress towards the Millennium Development Goals.

# Foreword

For the preparation of the Afghanistan National Development Strategy



*In the name of Allah, the most Merciful, the most Compassionate*

Six and half years ago, the people of Afghanistan and the international community joined hands to liberate Afghanistan from the grip of international terrorism and begin the journey to rebuild a nation stunned by a long past of violence, destruction and terror. We have come a long way in this shared journey.

In just a few years, as a result of the partnership between Afghanistan and the international community, we were able to draw up a new, Constitution, embracing the values of democracy, freedom of speech and equal rights for women. Afghans voted in their first ever presidential elections and elected a new parliament. Close to five million Afghan refugees have returned home, making it one of the largest movement of people to their homeland in history.

Thousands of schools have been built; over six million boys and girls have been enrolled, the highest level ever for Afghanistan. Hundreds of health clinics have been established boosting our basic health coverage from 9 percent six years ago to over 85 percent today. Access to diagnostic and curative services has increased from almost none in 2002 to more than forty percent now. We have rehabilitated 12,200 km of roads. Our rapid economic growth, with double digit growth almost every year, has led to higher income and better living conditions for our people. With a developing network of roads and a state-of-the-art communications infrastructure, Afghanistan is better placed to serve as an economic land-bridge in our region.

These achievements would not have been possible without the unwavering support of the international community and the strong determination of the Afghan people. I hasten to point out that our achievements should not make us complacent distracting to face the enormity of the tasks that are still ahead. The threat of terrorism and the menace of narcotics are still affecting Afghanistan and the broader region and hampering our development. Our progress is still undermined by the betrayal of public trust by some functionaries of the state and uncoordinated and inefficient aid delivery mechanisms. Strengthening national and sub-national governance and rebuilding our judiciary are also among our most difficult tasks.

To meet these challenges, I am pleased to present Afghanistan's National Development Strategy (ANDS). This strategy has been completed after two years of hard work and extensive consultations around the country. As an Afghan-owned blueprint for the development of Afghanistan in all spheres of human endeavor, the ANDS will serve as our nation's Poverty Reduction Strategy Paper. I am confident that the ANDS will help us in achieving the Afghanistan Compact benchmarks and Millennium Development Goals. I also consider this document as our roadmap for the long-desired objective of Afghanistan, as we transition towards less reliance on aid and an increase in self-sustaining economic growth.

I thank the international community for their invaluable support. With this Afghan-owned strategy, I ask all of our partners to fully support our national development efforts. I am strongly encouraged to see the participation of the Afghan people and appreciate the efforts of all those in the international community and Afghan society who have contributed to the development of this strategy. Finally, I thank the members of the Oversight Committee and the ANDS Secretariat for the preparation of this document.

**Hamid Karzai**  
President of the Islamic Republic of Afghanistan

# Message from the Oversight Committee

For the preparation of the Afghanistan National Development Strategy







*In the name of Allah, the most Merciful, the most Compassionate*

We are pleased to present the Afghanistan National Development Strategy, which reflects the commitment of the Islamic Republic of Afghanistan to poverty reduction and private sector-led economic growth for a prosperous and stable Afghanistan. The ANDS Oversight Committee (OSC) was mandated by the Government to produce a Millennium Development Goals-based national strategy that is Afghan-owned and meets the requirements for a Poverty Reduction Strategy Paper. The OSC met on a regular basis to design, discuss and oversee the development of the strategy, including the identification of the needs and grievances of the people, and the prioritization of resource allocations and actions. To embrace ‘Afghanization’ and ownership, the OSC facilitated inclusive and extensive consultations both at national and sub-national levels.

Sustained fiscal support and continuous evaluation and monitoring are essential now to meet the challenges ahead related to ANDS implementation. The democratic aspirations of the Afghan people are high, yet financial resources remain limited. While much has been accomplished since 2001, more remains to be done as we move from ‘Compact to Impact’. The Afghan Government with support from the international community must act decisively, strategically, and with an absolute commitment to the ANDS goals and vision.

We look forward to working with our government colleagues, civil society representatives, tribal elders and religious scholars, the private sector, the international community and, most importantly, fellow Afghans to implement the ANDS, to help realize the Afghanistan Compact benchmarks and Millennium Development Goals.

**Prof. Ishaq Nadiri**  
Senior Economic Advisor to  
the President  
Chair, ANDS and JCMB

**Ahmad Zia Masoud**  
First Vice-President

**Dr. Rangin Dadfar Spanta**  
Minister of Foreign Affairs

**Dr. Anwar-ul-Haq Ahady**  
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**Sarwar Danish**  
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For the preparation of the Afghanistan National Development Strategy



*In the name of Allah, the most Merciful, the most Compassionate*

The Afghanistan National Development Strategy (ANDS) could not have been developed without the generous contribution of many individuals and organizations. The ANDS was finalized under the guidance of the Oversight Committee, appointed by HE President Hamid Karzai and chaired by H.E. Professor Ishaq Nadiri, Senior Economic Advisor to the President and Chair of the ANDS Oversight Committee. The committee included: H.E. Rangeen Dadfar Spanta, Minister of Foreign Affairs; Anwar-ul-Haq Ahady, Minister of Finance; H.E. Jalil Shams, Minister of Economy; H.E. Sarwar Danish, Minister of Justice; H.E. Haneef Atmar, Minister of Education; H.E. Amin Farhang, Minister of Commerce; and H.E. Zalmi Rassoul, National Security Advisor.

We would like to sincerely thank the First Vice-President and Chair of the Economic Council, H.E. Ahmad Zia Massoud. Special thanks are also due to H.E. Hedayat Amin Arsala, Senior Minister and H.E. Waheedullah Shahrani, Deputy Minister of Finance and the Ministry of Finance team. In addition, we would like to thank the Supreme Court, the National Assembly, Government Ministries and Agencies, Provincial Authorities, Afghan Embassies abroad, national Commissions, the Office of the President, Civil Society Organizations, and International Community.

All Ministers, deputy ministers and their focal points, religious leaders, tribal elders, civil society leaders, all Ambassadors and representatives of the international community in Afghanistan; and all Afghan citizens. National and international agencies participated actively in the ANDS consultations. Their contributions, comments and suggestions strengthened the sectoral strategies, ensuring their practical implementation. Thanks are also due to the Ministry of Rural Rehabilitation and Development for their significant contributions to the subnational consultations. Special thanks are further due to the President's Advisors, Daud Saba and Noorullah Delawari for their contributions, as well as Mahmoud Saikal for his inputs. We are also indebted to the Provincial Governors and their staff for their contributions, support and hospitality to the ANDS staff.

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Finally, I would like to thank all who contributed towards this endeavor in preparation of the first Afghanistan National Development Strategy, a milestone in our country's history and a national commitment towards economic growth and poverty reduction in Afghanistan.

Adib Farhadi,  
Director, Afghanistan National Development Strategy, and  
Joint Coordination and Monitoring Board Secretariat

*The complete list of contributors to this Sector Strategy is on the next page.*

**The Gender Equity as Cross-Cutting Sector Strategy** was developed as a result of the commitment and efforts of members of key Afghan ministries, UN agencies, donors, NGOs, civil society and the private sector.

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Finally, we would like to thank everyone who assisted the ANDS Secretariat in working to develop the Gender Equity as Cross-Cutting Sector Strategy. We look forward to the firm commitment of all our stakeholders throughout the implementation of this strategy.

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# Map of Afghanistan







## Afghanistan National Development Strategy (ANDS) Structure

SECURITY	GOVERNANCE	SOCIAL AND ECONOMIC DEVELOPMENT					
Pillar 1	Pillar 2	Pillar 3	Pillar 4	Pillar 5	Pillar 6	Pillar 7	Pillar 8
1 - Security	2 - Good Governance	3 - Infrastructure & Natural Resources	4 - Education & Culture	5 - Health & Nutrition	6 - Agriculture & Rural Development	7 - Social Protection	8 - Economic Governance & Private Sector Development
Sectors							
Security	Justice	Energy	Education	Health and Nutrition	Agriculture and Rural Development	Social Protection	Private Sector Development and Trade
	Governance, Public Administrative Reform & Human Rights	Transportation	Culture, Media and Youth			Refugees, Returnees and Internal Displaced Persons	
	Religious Affairs	Water Resource Management					
		Information and Communications Technology					
		Urban Development					
		Mining					
Cross-Cutting Issues							
Capacity Building							
Gender Equity							
Counter Narcotics							
Regional Cooperation							
Anti-Corruption							
Environment							

# Table of Contents

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<b>INTRODUCTION .....</b>	<b>1</b>
<b>CONTEXT .....</b>	<b>2</b>
A. Overview of women’s situation.....	2
1. Health .....	2
2. Education.....	3
3. Economy, work and poverty .....	4
4. Legal Protection and Human Rights - .....	5
5. Leadership and Political Participation - .....	6
6. Security .....	7
B. Measures and responses to women’s situation .....	7
1. Policy developments.....	8
2. Program developments .....	8
3. Institutional mechanisms on gender.....	9
C. The imperative of gender equity as a cross cutting agenda of ANDS.....	10
<b>CHAPTER I.....</b>	<b>11</b>
<b>STRATEGIC VISION AND GOALS .....</b>	<b>11</b>
<i>Strategic Vision .....</i>	<i>11</i>
<i>Goals .....</i>	<i>11</i>
A. Long term goal.....	11
B. Mid-term goals.....	12
C. Short term goals.....	12
<b>CHAPTER II .....</b>	<b>13</b>
<b>CORE PRIORITIES AND STRATEGIES.....</b>	<b>13</b>
<i>Focus, priorities and benchmarks.....</i>	<i>13</i>
<i>Strategic benchmarks .....</i>	<i>13</i>
A. Benchmark 1 - By 2013, all of the 13 gender benchmarks of AC/IANDS, including the five-year priorities of NAPWA shall have been fully implemented.....	13
B. Benchmark 2 - By 2013, the gender commitments within all sectors of ANDS shall have been fully implemented.....	23
Pillar 1: Security .....	23
Pillar 2: Good governance, rule of law and human rights - .....	23
Pillar 3: Infrastructure and Natural Resources - .....	24
Pillar 4: Education and Culture.....	24
Pillar 5: Health and Nutrition .....	25
Pillar 6: Agriculture and Rural Development - .....	25
Pillar 7: Social Protection and Humanitarian Aid - .....	25
Pillar 8: Economic Governance and Private Sector Development.....	26
Mainstreaming Gender in Cross Cutting Sectors of ANDS .....	26
C. Benchmark 3 - By 2013, a majority of government entities shall have acquired the basic capacity to implement the gender equity strategy of ANDS .....	27
A. Accountability.....	27
B. Institutional mechanism for gender mainstreaming .....	27
C. Sex disaggregated data and gender analysis.....	28
D. Planning and implementation .....	28
E. Gender sensitive budgeting .....	28
G. Gender analysis of policies and programs - .....	29
<b>CHAPTER III.....</b>	<b>31</b>
<b>IMPLEMENTATION STRATEGY .....</b>	<b>31</b>
<i>Policy .....</i>	<i>31</i>
<i>Macro processes and mechanisms .....</i>	<i>31</i>
<i>Ministry level implementation .....</i>	<i>31</i>
<i>Strengthening of technical resources on gender.....</i>	<i>32</i>
<i>Sub-national implementation.....</i>	<i>32</i>
<i>Engagement of NGOs, civil society and the international community.....</i>	<i>33</i>

<i>Public education and advocacy</i> .....	33
<i>Strengthening of MOWA's roles</i> .....	33
<b>CHAPTER IV</b> .....	<b>35</b>
MONITORING AND EVALUATION.....	35
<i>Macro level monitoring</i> .....	35
<i>Sector level monitoring at national and sub-national levels</i> .....	35
<i>Ministry level monitoring</i> .....	35
<i>Evaluation</i> .....	36
<b>CHAPTER V</b> .....	<b>37</b>
RISK ANALYSIS .....	37
<i>Inadequate Political support</i> .....	37
<i>Insecurity</i> .....	37
<i>Inadequate technical and financial resources</i> .....	37
<i>Social and institutional resistance</i> .....	38
<i>Inadequate Commitment, Ownership and Internalization of Responsibilities</i> .....	38
ANNEX A: PERFORMANCE TARGETS ON GENDER EQUITY .....	39
<b>BIBLIOGRAPHY</b> .....	<b>43</b>
<b>APPENDIX I: Afghanistan National Development Strategy (2009 – 2013) National Action Plan</b> .....	<b>45</b>
<b>APPENDIX II : Afghanistan National Development Strategy (2009 – 2013) Monitoring Matrix</b> .....	<b>50</b>
<b>APPENDIX III: List Of Mowa Projects Under Social Protection Sector Strategy From Mof, Dad</b> .....	<b>57</b>
<b>ANNEX IV: Provincial Priority Projects, Gender Equity As Cross-Cutting Sector May - 2008</b> .....	<b>59</b>
<b>afghanistan National Development Strategy (AndS) 2008 -2013 Priority Program/Projects Gender Equity Cross-Cutting Sector Strategy</b> .....	<b>62</b>

# Abbreviations and Glossaries

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<b>AC</b>	Afghanistan Compact	<b>HDI</b>	Human Development Index
<b>ACBAR</b>	Agency Coordinating Body for Afghan Relief	<b>IANDS</b>	Interim Afghanistan National Development Strategy
<b>AGE-CCS</b>	ANDS Gender Equity Cross Cutting Strategy	<b>IDP</b>	Internally Displaced Persons
<b>AIHRC</b>	Afghan Independent Human Rights Commission	<b>ICT</b>	Information and Communication Technology
<b>AMDG</b>	Afghanistan Millennium Development Goals	<b>IWGGS</b>	Inter-ministerial Working Group on Gender and Statistics
<b>ANA</b>	Afghanistan National Army	<b>JCMB</b>	Joint Monitoring and Coordination Board
<b>ANCB</b>	Afghan NGOs Coordination Bureau	<b>MAS</b>	MOWA ANDS Secretariat
<b>ANDS</b>	Afghanistan National Development Strategy	<b>MDGs</b>	Millennium Development Goals
<b>AWN</b>	Afghanistan Women’s Network	<b>M&amp;E</b>	Monitoring and Evaluation
<b>BHC</b>	Basic Health Center	<b>MMR</b>	Maternal Mortality Ratio
<b>BPFA</b>	Beijing Platform for Action	<b>MOE</b>	Ministry of Education
<b>CCCG</b>	Cross Cutting Consultative Group	<b>MOEP</b>	Ministry of Economy and Planning
<b>CCCG</b>	Cross Cutting Consultative Group on Gender Equality	<b>MOF</b>	Ministry of Finance
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women	<b>MOLSAMD</b>	Ministry of Labor, Social Affairs, Martyrs and Disabled
<b>CG</b>	Consultative Group	<b>MOWA</b>	Ministry of Women’s Affairs
<b>CEVAW</b>	Commission on the Elimination of Violence against Women	<b>NAPWA</b>	National Action Plan for the Women of Afghanistan
<b>CIPE</b>	Center for International Private Enterprises	<b>NGOs</b>	Non Government Organizations
<b>CHC</b>	Comprehensive Health Center	<b>NRVA</b>	National Risk and Vulnerability Assessment
<b>CSC</b>	Civil Service Commission	<b>NSP</b>	National Solidarity Programme
<b>CSO</b>	Central Statistics Office	<b>NSDP</b>	National Skills Development Programme
<b>DOWA</b>	Department of Women’s Affairs	<b>PPP</b>	Purchasing Power Parity
<b>GDI</b>	Gender Development Index	<b>TAG</b>	Technical Advisory Group
<b>GDP</b>	Gross Domestic Product	<b>TOR</b>	Terms of Reference
<b>GSI</b>	Gender Studies Institute	<b>UN</b>	United Nations
		<b>UNICEF</b>	United Nations Children’s Fund
		<b>VAW</b>	Violence against Women

# Definition of Terms

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## **Culture**

Culture is the shared way of living and thinking that includes symbols and language, knowledge, beliefs, values, and norms. Culture includes all the assumptions and premises internalized by humans that organize the way in which reality is experienced (Harper 1998).

## **Gender**

Gender refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviors, values, relative power and influence that society ascribes to the two sexes on a differential basis. Whereas biological sex is determined by genetic and anatomical characteristics, gender is an acquired identity that is learned, changes over time, and varies widely within and across cultures. **Gender is relational and refers not simply to women or men but to the relationship between them.**<sup>1</sup>

## **Gender Analysis**

Gender analysis is a systematic way of looking at the different impacts of development, policies, programs and legislation on women and men that entails, first and foremost, collecting sex-disaggregated data and gender-sensitive information about the population concerned. Gender analysis can also include the examination of the multiple ways in which women and men, as social actors, engage in strategies to transform existing roles, relationships, and processes in their own interest and in the interest of others. *ILO 2000 and Gender and Biodiversity Research Guidelines. Ottawa: International Development Research Centre, 1998.*  
<http://www.idrc.ca:8080/biodiversity/tools/gender1-e.cfm> ILO

## **Gender Awareness**

Gender awareness is an understanding that there are socially determined differences between women & men based on learned behavior, which affect their ability to access and control resources. (*Gender Training Kit* <http://www.undp.org/women/docs/GenderAnalysisTrainModule.pdf>)

## **Gender-blind**

This is the failure to recognize that gender is an essential determinant of social outcomes impacting on projects and policies. A gender blind approach assumes gender is not an influencing factor in projects, programs or policy. (*Gender Training Kit* <http://www.undp.org/women/docs/GenderAnalysisTrainModule.pdf>)

## **Gender Equality**

Gender equality is based on the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, prejudices, or fear of repercussions. Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men's roles must become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female. (*ABC of Women Worker's Rights and Gender Equality, Geneva: ILO, 2000.*)

## **Gender Equity**

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women.

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<sup>1</sup> Source for definitions: UN INSTRAW, <http://www.un-instraw.org/en/index.php?option=content&task=view&id=37&Itemid=76>, accessed 21 October 2007.



*(Gender and Household Food Security. Rome: International Fund for Agricultural Development, 2001. <http://www.ifad.org/gender/glossary.htm> )*

### **Gender Mainstreaming**

The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, financing, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, such that inequality between men and women is not perpetuated. (ECOSOC 1997)

### **Gender planning**

Gender planning entails taking into account that women and men have different needs based on their social relationships and roles, which are shaped by cultural, social, economic, and political conditions, expectations, and obligations within the family, community, and state. Gender planning involves, at all levels from policy to programs, taking into account women's and men's different roles and needs in ways that ensure gender equity and avoid perpetuating gender discrimination. (Gender Training Kit <http://www.undp.org/women/docs/GenderAnalysisTrainModule.pdf>)

### **Gender Roles**

Gender roles are learned behaviors in a given society/community, or other special group, that condition which activities, tasks and responsibilities are perceived as male and female. Gender roles are affected by age, class, race, ethnicity, religion and by the geographical, economic and political environment. Changes in gender roles often occur in response to changing economic, natural or political circumstances, including development efforts.

(Gender Training Kit <http://www.undp.org/women/docs/GenderAnalysisTrainModule.pdf>)

### **Gender-sensitivity**

Gender sensitivity encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and actions.

(Gender Training Kit <http://www.undp.org/women/docs/GenderAnalysisTrainModule.pdf>)

### **Sex-disaggregated data**

For a gender analysis, all data should be separated by sex in order to allow differential impacts on men and women to be measured.

(Gender Training Kit <http://www.undp.org/women/docs/GenderAnalysisTrainModule.pdf>)



# INTRODUCTION

1.1 As a development perspective, 'gender' recognizes and addresses the social, cultural, political and economic structures, including behavior and attitudes that perpetuate inequities arising from socially-ascribed roles, status, and entitlements of women and men in society. The adoption of 'gender equity' as a cross cutting perspective in ANDS stems from a recognition that, historically, women have been denied of their human rights as citizens and continue to be disadvantaged in relation to men. In addition, the gender equity perspective acknowledges that women constitute a rich reservoir of human resources whose talents and energies are required in the rebuilding of the country. 'Social justice' and 'development effectiveness' are two interlinked principles that underline gender equity as a cross cutting agenda of ANDS. Furthermore, gender equity makes it possible for the government to bring women and their perspectives into public administration, make programs and services gender responsive, and enable government to engage female citizens in the business of governance. Gender equity makes good governance better.



1.2 Empowering women and realizing the Constitutional guarantee of equality in rights requires deliberate and carefully considered interventions that must be embedded into the processes and contents of need analysis, policy and program design, allocation of resources, implementation and monitoring of all ANDS

measures. The *ANDS Gender Equity Cross Cutting Strategy (AGE-CCS)* is an overarching framework that combines the critical gender equity measures to be pursued through all ANDS sectors to empower women and attain gender equality. Its main purpose is to ensure that the overall outcomes of ANDS will significantly improve the status of women and avoid inadvertent negative impacts on their lives. It is a means through which the government, in partnership with the international community, NGOs, and other sectors of society, will continue to fulfill its commitments to women as provided in national policies and international treaties.

1.3 The strategy pursues a vision of 'a peaceful and progressive Afghanistan where women and men enjoy security, equal rights and opportunities in all spheres of life'. Its mission is to ensure that the outcomes of ANDS produce positive impacts on women's lives and women's potentials are fully developed and harnessed to realize the vision of ANDS. Its ultimate goal is 'gender equality', a condition where women and men fully enjoy their rights, equally contribute to and enjoy the benefits of development and neither is prevented from pursuing what is fair, good and necessary to live a full and satisfying life.<sup>2</sup> The vision and goal will be pursued through 'women's empowerment' and 'gender equity'. The former consists of approaches that build women's ability to take control of their life and exert positive influence on matters that affect themselves, their families and the well being of society, while the latter consists of remedial, sequential and progressive measures that compensate for and correct serious historical disadvantage of either women or men. Such approaches fall within a broader strategy called 'gender mainstreaming', a process of assessing the implications for women and men of any planned action, including legislation, financing, policies or programs in any area and at all levels. It is a strategy for making

<sup>2</sup> NAPWA, p.14

women's as well as men's concerns and experiences an integral dimension in the design, budgeting, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres, such that inequality between men and women is not perpetuated<sup>3</sup> and existing inequities are addressed.

1.4 To realize the above mentioned vision, the strategy adopts as medium term goal the elimination of all forms of discrimination against women, building of women's human capital, and strengthening of their leadership and participation in all spheres of life. Three immediate goals that are to be realized by 2013 have been prioritized based on considerations that are explained in 4.1. The immediate goals are: (a) to reach the 13 gender-specific benchmarks of the AC/IANDS, including the five-year priorities of the National Action Plan for the Women of Afghanistan (NAPWA); (b) to realize the gender commitments that are mainstreamed in each of the ANDS sectors; and (c) to develop basic institutional capacities of ministries and government agencies that are responsible for the implementation of the first two goals. The respective benchmarks and strategies for these three goals have been elaborated, along with an implementation strategy and monitoring and evaluation (M&E) arrangements. Annex A elaborates the outcomes, indicators, baselines and targets. A risk analysis is also included to anticipate the potential obstacles and the measures that will address them. This strategy is accompanied by a list of existing and proposed projects for the next five years (Annex B). To promote shared understanding of the concepts used in this strategy, a glossary has also been included.

## CONTEXT

### A. Overview of women's situation

Presently, the status of Afghan women is among the worst in the world, especially in terms of health, education, economic status, exercise of rights, public participation and security. A combination of cultural, socio-economic, political, security and environmental factors continue to limit

women's struggle to fully enjoy their rights and contribute meaningfully to the development of their communities and country. Among the major challenges that women face are widespread violence, discriminations, and absence in leadership positions. To improve women's status and reduce their poverty and vulnerability to injustices, these challenges have to be addressed. The following presents an analysis of women's situation in key sectors which the strategy will address in order to reduce poverty and social injustices.

### 1. Health

The status of Afghan women's health has reached an alarming level. Women's average life expectancy is only 44 years, which is at least 20 years lower than those of women from neighboring countries like Bangladesh and India (64), Pakistan (66) and Sri Lanka (77). Afghanistan's Maternal Mortality Ratio (MMR), estimated at 1,600 to 1,900 maternal deaths per 100,000 live births,<sup>4</sup> is the second highest in the world, next to Sierra Leone. It is the most serious threat to women's lives in Afghanistan. The AC/IANDS targeted a 15% reduction in the maternal mortality ratio. This means that by 2010, the 1,600 deaths per 100,000 live births will be reduced to 1,360. Beyond this, the sector will reduce the maternal mortality ratio to 21% of the baseline in 2013 and to 50% of the baseline in 2015. The fertility rate of 6.6 children per woman is nearly one third higher than even the least developed countries' average of 5.02 children per woman.<sup>5</sup> Aside from that, this pattern adds one million people to the population every year and gives the government a responsibility that the current economic and social infrastructures of Afghanistan are unprepared to support. This situation clearly calls for the immediate adoption of a national population policy. The incidence of tuberculosis is also high among women, with three times as many women as men recorded as suffering from tuberculosis in the 25-34 age group.<sup>6</sup> Anemia occurs among 71% of

<sup>4</sup> The Promise of Equality: Gender Equity, Reproductive Health and the Millennium Development Goals. The State of World Population Report, UNFPA, 2005.

<sup>5</sup> World Population Prospects: The 2004 Revision - Highlights. Department of Economic and Social Affairs of the UN Secretariat, 2005.

<sup>6</sup> TB Control in the Face of Conflict (Ahmadzai, H.); November 2006.

<sup>3</sup> ECOSOC, 1997

pregnant women and 89% of non-pregnant women.<sup>7</sup> Inadequate health services, poor access to health facilities as a result of underdeveloped transport system and insufficient number of clinics, low per capita expenditures on health (one dollar per person, as compared to the South Asia region's average of 21 dollars per person), lack of female health professionals, cultural constraints to women's mobility, lack of women's ability to make decisions about their health or to learn about health issues, and cultural restrictions to treatment by male health professionals are among the many causes of women's poor state of health. Violence against women constitutes another serious health hazard apart from being a human rights violation.

## 2. Education

Education is key to the full realization of women's human potential. It is a cornerstone for building women's human capital and a requirement for their meaningful participation, effective leadership and enjoyment of rights as citizens. Yet, Afghanistan ranks far below its neighbors with respect to literacy, especially for adult women, whose 11% literacy rate is nearly three times worse than that of men (32%).<sup>8</sup> The overall literacy for women is 18% which is also one half of the overall literacy of 36% for men.<sup>9</sup> These data imply that education measures that focus on illiterate women will contribute to women's empowerment and considerably improve the overall literacy rate in the country. As of 2005, even with the intensified campaign of the government to increase girls' enrollment, girls constitute only 35.9% of over 4.2 million pupils in grades 1-6 and 24.1% of the 626,569 secondary and high school students.<sup>10</sup> The government has targeted a net enrollment ratio of 100% for both girls and boys by 2020, which is 12 years from the start of ANDS. Given the current net enrollment ratio of 29% for girls in the age group 6-13, the Ministry of Education (MOE)

will have to ensure an annual minimum increase of 5.9% on girls' enrollment at the primary school level, which will accumulate to 100 percent in 12 years. However, given the IANDS target of 60% by 2010, or two (2) years from the adoption of ANDS, the MOE has to achieve at least 15.5% annual increase for the period 2008-2010.

Disaggregating national data by province shows an even more alarming situation. In 2006, out of the 41,787 students in colleges and universities in Afghanistan, only 21.5% were females. The same data sets showed also that there were no female students in Paktia and Khost while the proportion of female students in Kandahar University, Kabul Poly-technique University, Alberoni University and Bamyan University is a dismal 4% and below. Girls comprised only 1 out of 4 college/university graduates in 2005 and 2006. Vocational and technical schools continue to be male dominated with only 1.4% female representation in technical schools and 16.2% in vocational schools as of 2005.<sup>11</sup>

One of the factors that sustain the low enrollment of girls is the lack of female teachers. The IANDS targeted a 50% increase in female teachers by 2010. However, given that women only comprise 28.1% of the total in 2005, the MOE has to realize an additional annual increase of 10.9% in the first two years of ANDS. Female representation of students and teaches in all educational levels are lower in rural than in urban areas. While nearly 64% of the school teachers in Kabul are women, women's representation is less than 5% in the provinces as Kunar, Paktika, Khost and Uruzgan. At the university level, only 15.3% of the total teaching staff is female, with Paktia, Takhar, and Khost having no women in the teaching staff at all. The proportion of female teachers at the tertiary level is lowest in Kandahar (6.9%), Nangarhar (3.0%) and Alberoni (2.2%). Another factor contributing to low literacy among girls is the small number of girls' schools. Of the 415 educational districts of the country, 29% has no designated girls' schools at all. The low status of women in education is partially a consequence of restrictions imposed on women's education during the Taliban rule and remains observed in some areas of the

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<sup>7</sup> Afghanistan Multiple Indicators Cluster Survey (MICS2) Volume 1. Situation Analysis of Children and Women in the East of Afghanistan, September 2001. UNICEF.

<sup>8</sup> Best Estimates of Social Indicators for Children in Afghanistan 1990-2005. Islamic Republic of Afghanistan/UNICEF, 2005.

<sup>9</sup> NRVA, 2005.

<sup>10</sup> Planning Department, Ministry of Education, 2007.

<sup>11</sup> Statistical Yearbook. CSO, 2006.

South. Low attendance of girls is further reinforced by continued insecurity in many regions of the country, inadequate or distant schools, lack of latrines, water and other facilities, absence of female teachers, poverty-related restrictions, early marriages and early motherhood, domestic chores, and most of all, by the low appreciation of the importance of girls' education.

### 3. Economy, work and poverty

Women constitute the majority among the poorest people of the country. Therefore, eradicating poverty among women will not only substantially improve women's well-being, socio economic position and communities. It will also have a very substantial impact on the reduction of national poverty. Afghanistan and Afghan women fall at the bottom of global poverty indices, with a Human Development Index (HDI) value of 0.345 and a Gender Development Index (GDI) value of 0.310, ranking Afghanistan as 5<sup>th</sup> and 2<sup>nd</sup> lowest in standard of living and gender disparity in standard of living in the world, respectively.<sup>12</sup> Poverty is highly pervasive in the country and impacts on women and men's life differently. Discrimination against women, manifested in the imposition of limited social, economic and political roles and entitlements, makes women more susceptible to poverty and exacerbates the way they experience deprivation. The extreme poverty found in Afghanistan places women in a poverty trap that causes their poor health, low education, deprivation of rights and disempowerment, which then in turn collectively contribute to their continued poverty. Poor, uneducated, unhealthy mothers tend to raise poor, uneducated and unhealthy children.<sup>13</sup> Local studies show that skewed power relations within the family result in uneven sharing of the hardships of poverty among members of the household. For example, female household members receive a lower quality and quantity of food than male members and the percentage of girls aged 7-14 who work without pay tends to be higher than that of boys of the same age. A measure of the gender disparity in Afghanistan is provided by the comparison of the female-male GDP

based on PPP (Purchasing Power Parity) which is estimated at \$402 for women, compared to \$1,182 for men in 2002. This means that within the overall situation of poverty in Afghanistan, women are approximately three times economically worse off than men.<sup>14</sup>

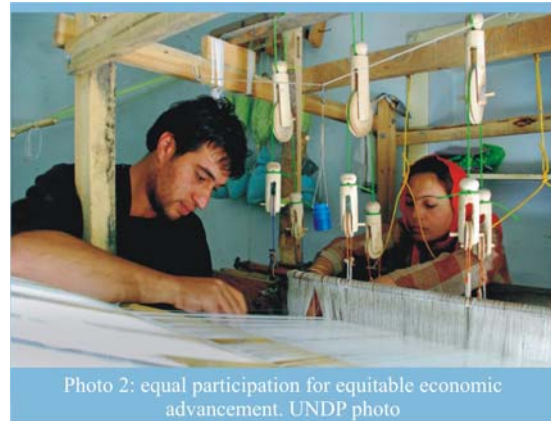


Photo 2: equal participation for equitable economic advancement. UNDP photo

Women represent at least 30 percent of agricultural workers. They are often engaged in livestock, home based post harvesting activities, micro enterprises, and home industries but they have very limited access to productive assets such as capital, information, technology and markets.



Photo 3: mastering new skill, carpentry is no longer men's world only. UNDP photo

Women's wages are also significantly lower than those of men. According to NRVA 2003, the wage ratios of women compared to men were 51% for planting, 61% for harvesting, and 50% for other farm work. In non-farm occupations, the wages paid to women for making handicrafts is only 41% of men's wage, and for weaving, the ratio is 53%. A woman gathering firewood only fetches 53% of a man's pay. Recent data on the share of

<sup>12</sup> Afghanistan National Human Development Report, UNDP, 2007.

<sup>13</sup> NAPWA Final draft, 2007

<sup>14</sup> Ibid

women in wage employment in the non-agricultural sector are not available in Afghanistan but in 1990, the share of women in wage employment in the non-agricultural sector was only 17.8%<sup>15</sup>. NRVA 2005 found that 4% of the households in Afghanistan participated in cash for work. Of them, 89% were men only, 3% women only, and 4% children only.

The current definition of 'economically active/inactive' population categorizes women engaged in unpaid productive family work as inactive, which renders their economic contributions invisible and reinforces their low self-esteem and status in the family. Much of women's vital economic work within the family unit is not acknowledged, partly because it is not visible outside the household and its financial aspects are handled by men. According to this classification, statistics indicate that only 38.2% of economically active people in the country are women. In the business sector, data from the Center for International Private Enterprises (CIPE) shows that as of 2004, only an estimated 5% of businesses in Afghanistan in 2004 were run by women. Another fact worth noting is the impact of poverty on children. According to UNICEF, poverty, lack of educational opportunities and the demand for cheap labor are helping fuel the prevalence of child labor across the country. Nearly one quarter of Afghan children between the ages of seven and 14 are working, with more girls working than boys. Although both women and men experience poverty, it is more difficult for women to get out of the poverty trap because of cultural limitations affecting their rights to own property, inherit, move in public spaces, and make decisions. Women's reproductive function and the gender-based division of labor within the family also contribute to the difficulties of women in exercising their economic rights and accessing income generating opportunities. .

#### 4. Legal Protection and Human Rights –

The Constitution has outlawed gender based discrimination and guarantees equality between women and men. In reality, however, enjoyment of women's rights

<sup>15</sup> ADB Key Indicators 2006

remains elusive throughout the country. "The justice institutions responsible for upholding and applying laws remain in disarray, along with the education system that supplies the professionals to these institutions. Currently, the formal justice system has only limited legitimacy and reach, perpetuating Afghans' reliance on customary mechanisms of dispute settlement" that are "infused with customs that severely violate women's human rights. The exchange of women for settlement of local and tribal conflicts, forced and early child marriages, exchange of women for economic gains to the family, and denial of women's inheritance rights are only a few of these practices."<sup>16</sup> Gender based discrimination continues to exist in current laws such as Article 249 of the Civil Code which sets different ages for girls and boys with respect to period of parental care. Women's rights to property and inheritance are not upheld, and the bride's *maher* is given to the bride's family even if it rightfully belongs to the bride according to law and Islam. There are also studies showing that women are held in prison even when they themselves are the victims, and their cases are judged based on the tribal law of traditions rather than of codified laws.<sup>17</sup> In addition, women's leadership and participation in the justice sector remains low. They represent only 4.7% of judges,<sup>18</sup> 6.1% of attorneys, and 6.4% of prosecutors.<sup>19</sup>



Photo 4: a civilian woman is being attended by a police personnel. LOTFA photo

Different forms of violence against women are very common in Afghan society and generally

<sup>16</sup> NAPWA, pp. 36-37.

<sup>17</sup> Women, Peace and Security in Afghanistan, Implementation of United Nations Security Council Resolution 1325, Five Years on Post Bonn: Gains and Gaps, Medica Mondiale, January 2007.

<sup>18</sup> Supreme Court, Afghanistan, July 2007.

<sup>19</sup> Attorney General's Office, December 2006.

go unreported and unpunished. The generally low regard that society gives to women, male domination in the family, cultural traditions and generally low self-esteem of women themselves, along with absence of adequate support to address injustices, contribute to the continuation of women's inability to exercise their rights as guaranteed under the Constitution and other international protocols and conventions to which Afghanistan is a Party, such as the Convention on the Elimination of all forms of Discrimination against Women (CEDAW). Apart from the weaknesses of the formal legal system itself, women's access to the system to find redress of injustices is also very low as a result of cultural restrictions to women's movement, experience-based fear and distrust of the system as well as shame and gender issues within the community.

## 5. Leadership and Political Participation –

There have been measurable improvements on women's participation in public life over the past five years. Women now represent 25%<sup>20</sup> of the National Assembly and hold one sixth of the seats in the Upper House, ranking Afghanistan as 20<sup>th</sup> among countries with the highest representation of women in the Legislature. Women are also increasingly becoming visible in all sectors, including commerce, communications, technology, engineering, media, public works, mines, industries, security, defense, civil service, and many others. In spite of these, women's leadership and participation in all sectors remain low. Among the countries of South Asia, the Gender Development Index (GDI) of Afghanistan is the lowest, placed at 0.310 in 2007.<sup>21</sup> The Gender Empowerment Measure (GEM), which shows women's participation in political and economic life, has never been computed in Afghanistan due to lack of data.

Within the civil service, women comprise 22.3% of regular employees in 2006 which is a very significant decline from women's recorded participation of 31.2% in 2005. The decline has been attributed to the implementation of the Priority Reform and Restructuring Program (PRR), which began in

2005. For the same reason, the participation of female contractual workers also declined from 10.3% in 2005 to 7.5% in 2006.<sup>22</sup> In addition, recent data shows that of the total of 40 ministries and government bodies, only two ministries meet the minimum of 30% representation of women, namely MOWA (62.7%) and MOLSAMD (55.5%). Approximately one half (21) of the ministries and government bodies have less than 10% women in the workforce. Over 50% of women in regular positions have only reached or finished high school, and nearly half of government contract workers, women and men, had no education at all. These data raise the question of how those women who lost jobs as a result of the PRR coped with the sudden loss of income. Attaining the minimum target of 30% representation of women in governance institutions by 2020 would remain elusive unless such big programs as PRR deliberately address their negative impact on women. Given the figure of 22.3% as baseline, the government will have to achieve a minimum annual increase of 2% in women's participation, resulting in some overall average of 32.3% by the end of ANDS' time frame. The 2% annual target will have to be proportionately adjusted for each ministry, depending on its current level of women's participation. Accelerating the attainment of the target may be ambitious but is necessary in enabling government to effectively engage its female constituency especially in the next five years.

Women appointed to decision making positions comprised a dismal 9% of the total between September 2005 and September 2006. Again, only two government entities surpassed the minimum 30% baseline, namely: MOWA (90.9%) and Independent Appointment Board (50.0%). The remaining 23 listed ministries/agencies have less than 15% women among decision makers, with 12 of them having no women at all in such positions. The present Cabinet has 25 ministers, of whom only one (4%) is a woman. Among the 17 Ambassadors in its mission abroad in early 2007, only 2 (12%) are women. At the community level, the government has mandated the National Solidarity Program

<sup>20</sup> Human Development Report, 2007.

<sup>21</sup> Afghanistan NHDR, 2004.

<sup>22</sup> Central Statistics Office, unpublished data collected for Afghanistan Statistical Yearbook 2007, Kabul, Afghanistan.

(NSP) to ensure women's participation as actors and beneficiaries but data are not available with respect to women's leadership and participation at present. Women's leadership and participation is hindered by many factors, including pervasive cultural resistance, restrictions to women's mobility, low confidence and recognition of women's ability, influence of male relatives, and weak capacity among women.

## 6. Security

The difficulties that women experience in life are worsened by the poor security situation in the country. Women and their families are being displaced and their social and economic life is disrupted by ongoing armed conflict in certain areas of the country. Between July 2005 to February 2007, 192 schools were attacked, looted, burned down or otherwise destroyed by rebels, further reducing the already limited educational facilities in rural areas.

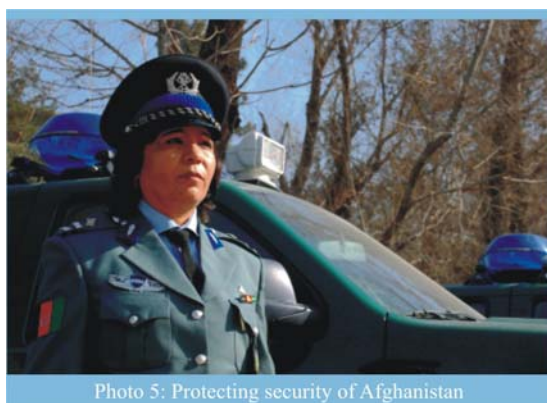


Photo 5: Protecting security of Afghanistan

Likewise, the growing involvement of women in non-domestic activities and constant advocacy for women's equality with men may also be contributing to the rise of violence against women (VAW) in domestic and public spaces. However, women's low status within society, disempowerment and the pervasive culture of female subordination remain the leading causes of VAW. Forced marriage, especially for underage girls and widows, as well as physical, sexual and verbal abuse are rampant, but the lack of formal reporting, recording and analysis of cases hinder the adoption of measures to address them. Domestic violence, perpetrated largely by intimate partners,<sup>23</sup> is still a hidden phenomenon that necessitates education and

<sup>23</sup> Counted and Discounted: A Secondary Research Project on Violence against Women in Afghanistan; May 2006, UNIFEM.

legal measures such as improved family law, protection for women at risk, counseling, and support for the economic autonomy of survivors of violence. Public violence, assaults and verbal harassment that are specifically motivated to undermine women's advancement<sup>24</sup> systematically deny women their rights. Women's participation in the sector is also marginal. As of July 2007, there were 275 female police personnel in the country, comprising 0.4% of the total police force. Women constituted 6.5% of the administrative employees and 7.9% of the contract workers and cleaners in the police force.<sup>25</sup> In the Afghan National Army (ANA), the picture is the same, with women comprising 0.6% of the total military personnel. A gender perspective is essential to address the impacts of insecurity on women. Also, in terms of peace building, women are not recognized yet for their potential contributions. The huge gap on women's representation in the sector needs to be addressed.

## B. Measures and responses to women's situation

The past six years registered modest but significant achievements in advancing women's status. A robust policy framework was set in place and institutional mechanisms for gender mainstreaming were established at the ministry, inter-ministerial and inter-agency levels. So far, however, the effectiveness of such policies and institutional mechanism has been limited. Women-focused and gender mainstreaming programs and projects are being implemented by different ministries and by NGOs at the national and sub-national levels, mostly with international support. Some gender expertise is available, but so far, only through an informal network of international and national gender advisers. Capacity building programs are being implemented in MOWA and a number of other ministries with assistance from international agencies and the support of NGOs.

<sup>24</sup> "The Situation of Women and Girls in Afghanistan", Report of the Secretary General, United Nations Economic and Social Council, Commission on the Status of Women, 48<sup>th</sup> Session; March 2004

<sup>25</sup> Ministry of Interior, July 2007



## 1. Policy developments

The commitment to improve the status of women is reflected in a number of Afghanistan's major policy frameworks. The Declaration signed by President Hamid Karzai in January 2002 guarantees equality between women and men, equal protection under the law, education in all disciplines, freedom of movement, and freedom of speech and political participation. Women's rights and participation were explicitly cited as both a requirement and a vision of national peace and reconstruction under the Bonn Agreement. The Constitution outlaws gender based discrimination and guarantees equality between women and men while recognizing women's equal rights and assuring them of support in the fields of education, family, health, policy and decision making, maternity benefits and political participation. Laws and policies that have remaining vestiges of inequality have been mapped out and are being lined up for amendment.

The Afghanistan MDGs set 5 targets under Goals 2, 3, and 5, directly addressing the problem of excessively high maternal deaths and inequalities in education, economic participation, access to justice, and political participation. The Berlin Plan of Action reiterates the Constitutional guarantees of equality and non-discrimination and reinforced the Afghanistan MDG goals on education. More importantly, the Plan asserts that government shall ensure that gender is mainstreamed in policies and programs of all sectors. In affirmation of and in compliance with the Constitutional guarantee of equality between women and men in rights and responsibilities, AC and IANDS principles emphasize capacity building for women and men on equal terms. Both policy frameworks also recognized gender as a cross cutting priority, adopted a goal on gender equality, articulated a ten-point strategy for sustaining gender equality, and adopted 13 gender-specific benchmarks for various sectors including the high level benchmark for development and implementation of NAPWA. This plan identifies specific measures to address pressing issues of women in the sectors of: security; legal protection and human rights; leadership and political participation; economy, work and poverty; health; and education.

Afghanistan also ratified CEDAW in 2003, thereby committing itself to abolish all discriminatory provisions in the country's legal framework, as well as in the policies of State bodies and agencies. As a party to CEDAW, the government is committed to fulfilling its obligations to work towards the transformation of socio-cultural norms and values that tend to relegate women to a lower status and leave them with fewer rights and entitlements because such factors often obstruct the full implementation of gender equal provisions of laws and policies. As one of the UN member States, Afghanistan is committed to implement applicable measures under the Beijing Platform for Action, which is the global framework for the advancement of women. UN Resolution 1325, which recognizes the critical role of women in promoting peace and security and calls for increased representation of women in decision making, is being observed by a number of institutions, and a few groups monitor the extent of compliance to its provisions. These gains, however, will not redound to gender equality unless they are implemented, which is the purpose of this strategy paper.

## 2. Program developments

Although there are many known initiatives on women/gender, it is difficult to assess how such projects have contributed to the improvement of women's lives. Data on programs and projects are not readily available, and aside from one study conducted by the Department of Social Sciences of the National Center for Policy Research of Kabul University in July 2004, there has been no comprehensive effort to compile and analyze the effect of such initiatives in the recent period. This study, which covered 943 projects, showed that an overwhelming majority of the projects (56%) were implemented in Kabul. A great percentage (36.7%) of the projects with known duration had a life span of only one day, raising doubts about the impact they may have created in such a limited time frame. Most (45.7%) of the projects with a known number of participants had an average of 33 participants. It was unclear whether this number includes women alone. The study identified a large number of donors (109) and numerous types of projects,

ranging from practical office skills development to legal awareness and projects with a thematic orientation such as the environment, art and culture, and local administration. The study concluded that little real attention was given to women, the number of participants was small, and the projects were temporary, short term, or implemented one time only. The assistance and projects were concentrated in Kabul and only a small amount of funds and assistance had been channeled to private or civil society organizations. Given this situation, there is a clear need to set up a system for recording and analyzing data about programs and projects with respect to women and gender. Potential duplications, misdirected focus, and waste of resources may well exist and is likely to continue unless an oversight mechanism, functioning like a clearinghouse, is instituted to monitor and link their substantive outcomes.

### 3. Institutional mechanisms on gender

The Ministry of Women's Affairs (MOWA) was established as the national machinery for the advancement of women, with the mandate to coordinate, monitor, and advise the government apparatus on appropriate measures to realize its commitments to women. MOWA has a directorate in all 34 provinces of the country that serves as primary link of the government to women constituents across the country. A recent study of ten ministries shows the proliferation of gender mechanisms known as gender unit, gender working group or task force, women's shura, focal point, women's representative, and gender consultants (either national or international) in the concerned ministries.<sup>26</sup> They perform a variety of roles and functions, from serving as links to MOWA, to conducting seminars on gender, responding to women's issues within their own ministry, and initiating women-related events such as celebration of international women's day. Most notable of these mechanisms is the Gender Budgeting Unit of the Ministry of

Finance (MOF) which strengthens the ministry's capacity to make the budgeting processes gender sensitive. MOWA convenes these mechanisms periodically to discuss the progress and resolve issues affecting their work. However, little is known about the performance and effectiveness of such mechanisms. Moreover, considering that there is more than one mechanism in some ministries, there is a need to examine the relationship of their mandate with each other, as well as the factors that promote or hinder their effectiveness. In the provinces, MOWA's data indicate that there is a total of 3,500 community women's shuras that serve as mechanisms for women to come together and discuss common issues at the community level. There is also a need to examine how such mechanisms could be mobilized for the implementation of this strategy. It is also worth noting that day care and transportation facilities exist in nearly all ministries, which ease the stress of child care and mobility for parents working in the government, especially women.

Inter-ministerial and inter-agency bodies that initiate, coordinate, and monitor gender equality measures are also operational, such as the Inter-ministerial Commission for the Elimination of Violence against Women (CEVAW), Inter-ministerial Working Group on Gender and Statistics (IWGGS), and the NGO Coordination Council. To reach the AC and IANDS benchmarks on gender, ANDS created the CG2 Working Group on Gender, Cross Cutting Consultative Group on Gender (CCCG-GE), Technical Advisory Group for Women and Children (TAG) as one of the sub-working groups within the legal reform working group, and Sub Working Group on Vulnerable Women, all of which have helped keep gender high in the agenda of macro development processes. Notable initiatives with regard to gender and statistics include the production of *Women and Men in Afghanistan: baseline statistics on gender* by MOWA, in partnership with the Central Statistics Office (CSO). A number of international agencies continue to cooperate in building MOWA's institutional capacity to lead government in promoting women's advancement. Although capacities for gender mainstreaming remain generally low, there exists an informal network of gender experts and advocates that actively supports gender

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<sup>26</sup> *Moving to the mainstream: Integrating gender in Afghanistan's national policy. AREU Working Paper Series, pre-published report, 2007.*

mainstreaming across sectors, resulting in initial advancements in policy review and implementation of certain programs with a gender perspective. The Parliament also established a women's committee that reviews and actively influences the contents of proposed policies from a gender perspective and discusses policy options on issues affecting women. While commendable, there is a need to strengthen further the capacity, coordination, and usefulness of the above mechanisms in implementing this strategy. The use of province-disaggregated data in programming is also essential so that the interventions can be directed to the areas that need them most.

### **C. The imperative of gender equity as a cross cutting agenda of ANDS**

It is clear from the above data that the representative face of women in the country is that of an unhealthy, illiterate, unskilled, impoverished, subordinated, and battered human being who is unable to access support or help herself, constantly threatened by violence, and excluded from the mainstream of national life. 'Social justice' and 'development efficiency' demand a focus on women's empowerment through gender equity that will redound to elimination of all forms of discrimination against women, improvement of women's human capital, and their substantial participation in national development. ANDS is challenged to put considerable attention and investments on women since reversing women's disadvantage means unleashing an enormous reservoir of human resources whose energies could fuel national progress. More importantly, it means enabling women to enjoy the full spectrum of human rights as human beings in their own right.

Unfortunately, the repercussions of being unhealthy, illiterate, unskilled, impoverished, discriminated against and marginalized are about to reach a breaking point in Afghanistan, where natural resources, infrastructure, facilities and life amenities have been devastated by decades of armed conflict. Inadequate roads, transportation, telecommunication facilities, agricultural and environmental resources, water, energy, and income opportunities exacerbate people's difficulties and weaken their ability to rebuild their lives without State interventions. Some people resort to illicit means of eking out a living, thereby compounding the problems of government. Good governance is needed to reconstruct an environment that is conducive to the rebuilding of people's lives.

But good governance without gender equity is not good enough. Governance and social institutions are the bedrock of patriarchy, which perpetuates legitimized oppression of women throughout the country. ANDS therefore recognizes that the improvement of women's status could only be realized through ridding institutions of gender biases that will make the government more effective in engaging women as participants, partners and targeted beneficiaries in the pursuit of progress.

The realization of women's rights and harnessing of their contributions to development requires a spectrum of coherently crafted interventions that run across all sectors of ANDS. This is the rationale for making gender equity a cross-cutting priority of ANDS. Within this perspective, gender equity does not only promote good governance. It makes good governance better. It may be a daunting challenge, but it is not unattainable.



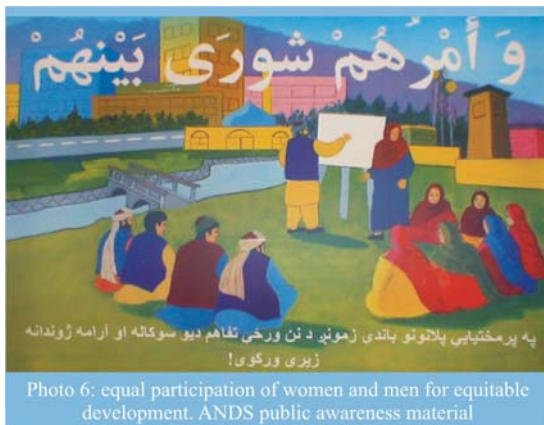
# CHAPTER I

## STRATEGIC VISION AND GOALS

### STRATEGIC VISION

The Gender Equity Cross Cutting Strategy aims at strengthening the ANDS' overarching vision of lasting peace and sustainable progress in Afghanistan - a peaceful and progressive Afghanistan where women and men enjoy security, equal rights and opportunities in all spheres of life.

In more specific terms, this strategy envisions that five years from now, a significant number of government instrumentalities would have embraced gender equity and deliberately addressed women's development needs and current difficulties in their respective sector areas of operation. This change will be indicated by new efforts to refine policies, strategies, budgets and programs from a gender equity perspective, increased expenditures on gender equity measures, increasing number of ministries with functional gender-equity promoting mechanisms and professionals who are knowledgeable, trained and technically capable to perform their duties in response to the gender-differentiated needs as well as other indicators that will be agreed upon in the ANDS CCCG on Gender Equity.



The strategy also expects to see measurable improvements in women's status as evidenced

by reduced illiteracy; higher net enrollment in school at all levels; recognition for productive work done in terms of control over income and visibility in statistics; equal wages for equal work; lower maternal mortality and improved access to health services; increasing leadership and participation in all spheres of life, greater economic opportunities as well as access to and control over productive assets and income earned; adequate access to justice systems that are gender sensitive; and reduced vulnerability to violence in public and domestic spheres.

To ensure progress in each of these areas, indicators based on reliable data will be devised, valid baselines will be established, results will be tracked and monitored, and under-achieving inputs and actions will be quickly identified and corrected. The strategies of each sector will provide the baselines and specific indicators for measuring improvements.

This strategy also envisions some transformation towards accepting gender equality occurring in the society that can be measured through surveys and research. Greater acceptance of women's participation in public affairs, increased appreciation of the value of female education, increasing numbers of influential men championing women's rights, and greater numbers and visibility of women in the policy discussions of issues affecting the nation are among the changes that would be monitored in this regard.

### GOALS

#### A. Long term goal

The ultimate goal is gender equality, a condition where women and men fully enjoy their rights, equally contribute to and enjoy the benefits of development and neither is

prevented from pursuing what is fair, good and necessary to live a full and satisfying life.<sup>27</sup>

The vision and goals will be pursued through 'women's empowerment' and 'gender equity'. The former consists of approaches that build women's ability to take control of their life and exert positive influence on matters that affect the well being of themselves, their families and society, while the latter consists of remedial, sequential and progressive measures that compensate for and correct the serious, historical disadvantage of women or men.

## **B. Mid-term goals**

The three-pronged gender equity goal of the Interim ANDS is the intermediate goal of this strategy - to eliminate all forms of discrimination against women, build women's human capital, and strengthen their leadership and participation in all spheres of life. However, full realization of this goal takes longer than the present life of the ANDS. Hence, the strategy seeks to inform all subsequent development policies and strategies of the government to pursue the same goal for the realization of gender equitable development.

## **C. Short term goals**

The immediate goal of the Gender Equity Cross Cutting Strategy has three components:

- To reach the 13 gender-specific benchmarks of the AC/IANDS, including the 5-year priorities of NAPWA;
- To realize the gender commitments that are mainstreamed in each of the ANDS sectors; and
- To develop basic institutional capacities of ministries and government agencies that are responsible for implementing activities to reach the first two goals.

This strategy will enable the government to actively address gender equity in State institutions to promote women's status. The government policies, strategies, budgets and programs will be designed from the perspective of gender equity. Adequate allocation of resources will be ensured by all ministries and organizations to support gender equity measures. Opportunities will be created to help enhance the technical understanding and capacities of civil servants - female and male - to ensure that programs and activities are implemented in a gender responsive manner.

The strategy will guide and enable overall poverty reduction efforts to be responsive to gender differentiated needs of women and men, facilitating measurable improvements in women's lives and status.

The Gender Equity Sector Strategy will inform sector strategies on how to promote gender mainstreaming in each sector and will address the three major challenges to women's advancement, namely poor human capital, discrimination, and poor participation and leadership in the process of governance.

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<sup>27</sup> NAPWA, p.14

# CHAPTER II

## CORE PRIORITIES AND STRATEGIES

The goals will be achieved through gender mainstreaming, a process of assessing and addressing the implications for women and men of any planned action, including legislation, policies, budgeting and programming in any area and all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, budgeting, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres, such that inequality between men and women are addressed and not perpetuated<sup>28</sup>.

### FOCUS, PRIORITIES AND BENCHMARKS

The government is set to pursue gender equitable development. The AMDG gender equity goals, AC and ANDS benchmarks are all geared towards achieving this goal. However, the present state of technical capacity of various entities and organizations and the magnitude of the task make gender mainstreaming an enormous challenge. This calls for a systematic change process with clear set of objectives, target results and time frames. The Gender Equity Cross Cutting Strategy therefore prioritizes three areas of action: (a) implementation of the gender benchmarks of the AC/IANDS, including the five-year priorities of NAPWA; (b) implementation of the gender specific commitments mainstreamed in all sectors; and (c) development of gender technical capacity of government entities. Details of these priorities are described below, along with the key benchmarks and implementation strategies. The specific benchmarks that pertain to changes in the status of women are in the strategy of each sector.

### STRATEGIC BENCHMARKS

#### **A. Benchmark 1 - By 2013, all of the 13 gender benchmarks of AC/IANDS, including the five-year priorities of NAPWA shall have been fully implemented**

To reach this benchmark, concerned government ministries/agencies are mandated to continue the actions that they have been taking since 2006 to implement the gender specific benchmarks of the AC and IANDS. There are 13 gender AC/IANDS benchmarks, including NAPWA. Since NAPWA is a high level benchmark that unifies under a single framework all the gender benchmarks and gender goals of the Afghanistan Millennium Development Goals (AMDG), its relationship with the rest of the benchmarks needs to be clarified. NAPWA is a ten-year plan of action that focuses on six areas of concern that were prioritized because of their strategic importance to the improvement of women's lives. They were also selected because the government made specific gender commitments to women in those areas. More importantly, they represent areas requiring urgent, priority attention. The 6 areas are: (1) Security; (2) Legal Protection and Human Rights; (3) Leadership and Political Participation; (4) Economy, Work and Poverty; (5) Health; and (6) Education.

NAPWA absorbs the six gender targets AMDGs and the 13 AC/IANDS gender related benchmarks. NAPWA positions them within a holistic framework that addresses the root causes of the gender issues concerned. For example, the health benchmark on the reduction of maternal mortality addresses the issue of excessively high maternal deaths in the country. NAPWA goes beyond seeing maternal deaths as a health concern and

<sup>28</sup> ECOSOC, 1997

diagnoses the factors that contribute to it, such as insecurity, lack of education, poor infrastructure, poverty, lack of women's decision making ability, low participation of women in the health sector, early marriage, and others. Through NAPWA, the strategy to reduce maternal mortality took a holistic, inter-sectoral viewpoint. This is an important perspective to take when addressing gender concerns because the development apparatus of the government is designed to function sectorally and the imperative of cross-sectoral synergy has not yet been fully recognized or appreciated in the development community. Within this context, NAPWA serves as a reference point for specific actions to take to achieve the AC/IANDS benchmarks.

The original benchmark on NAPWA calls for its full implementation by 2010. However, the broad range of issues and actions that NAPWA covers renders its "full"

implementation by 2010 unattainable. For this reason, the timeline for its implementation will be revised accordingly. During the ANDS period, NAPWA will focus on a 5-year slice of its agenda, concentrating on components most relevant to the attainment of the AC/ANDS benchmarks and those of the six gender targets of AMDG.

The table below illustrates the relationship between the AMDG, AC/IANDS benchmarks, NAPWA priorities, and the gender commitments articulated in the strategies of the different sectors of ANDS. The interpretation of actions to be taken with respect to the benchmarks on legal protection and human rights, leadership and political participation, economy, work and poverty, health and education goes beyond what the following matrix provides. See Chapters 2-6 of NAPWA for details of actions to be taken in those sectors.



**Table 1: Overview of Gender Equity Commitments**

AMDG (2020)	AC/IANDS (2006-2010)	5-year Priority of NAPWA (2008-2013)	ANDS (2008-2013)	Responsible Sector
<p>Increase female participation in elected and appointed bodies at all levels of governance to 30% by 2020</p>	<p>In line with Afghanistan’s MDGs, female participation in all governance institutions, including elected and appointed bodies and the civil service will be strengthened</p>	<p>Adopt and implement a comprehensive leadership and capacity building strategy for women with the following components: (a) creation of a body responsible for promoting women’s leadership and participation in government; (b) affirmative action policy; (c) career planning and capacity building program for women; (d) organizing of and solidarity building among women in government; gender awareness of government officials and staff; (e) family care systems; (f) accountability; (g) monitoring; and (h) civic education</p> <p>Eliminate violence against women in public and private spaces, including adoption and implementation of policies against sexual harassment, counseling, conflict management, etc.</p> <p>Build partnerships between and among women and men in government</p> <p>Increase opportunities and mechanisms for women’s leadership and participation in communities</p>	<p>Implement affirmative action policy and program in the civil service, including in recruitment and training</p> <p>Implement civil service capacity development programs with focus on women’s participation</p> <p>Raise the gender awareness of government officials and staff</p> <p>Adopt and enforce a legislation against VAW</p> <p>Promote women’s participation in political processes as voters, office seekers, or office holders, swift punishment of those preventing female involvement in elections, safe transport to and from polling places if needed</p> <p>Undertake widespread media campaign and other sub-national activities, focused on biases affecting women and the promotion of their involvement in political processes to address those issues</p> <p>Develop required civics courses in schools, highlighting the right and need for female participation in governance, create youth groups engaged in relevant political and governance issues, provide opportunities for mock campaigning and elections within schools and youth groups and clubs</p> <p>Highlight achievement of famous Afghan women in history curriculum</p> <p>Create a governance unit within MOWA to promote women’s involvement in political processes at all levels and as voters and candidates</p> <p>Sex-disaggregate all human related statistics of</p>	<p>Governance and Public Administrative Reform</p>

AMDG (2020)	AC/IANDS (2006-2010)	5-year Priority of NAPWA (2008-2013)	ANDS (2008-2013)	Responsible Sector
			<p>government; develop gender capacity within Central Statistics Office</p> <p>Mainstream gender in the National Governance Program</p> <p>Develop and adopt gender sensitive service delivery indicators</p> <p>Pursue the protection of women in public space</p> <p>Allot a specific percentage to employ capable physically impaired women and men in the public sector</p>	
<p>Reduce gender disparity in access to justice by 50% by 2015 and completed by 2020</p>	<p>Prisons will have separate facilities for women and juveniles</p>	<p>Reform and amend legal frameworks to protect the rights of women and girls</p> <p>Improve women's access to justice through training of justice officials, legal aid clinics, paralegal training, national network of lawyers, referral services, and strengthening of family courts</p> <p>Reform law enforcement through training on correct application of laws, training schools and universities to refer VAW cases, data base development, and compensation to women and men wrongly imprisoned</p> <p>Promote legal awareness of/on women through dissemination of awareness materials, literacy courses and public information campaign, partnership with organizations engaged in public information and advocacy, inclusion of women's rights in curricula and others.</p>	<p>Development of comprehensive correction and sentencing policies for female and male adults and for juveniles, the centerpiece of which will be reform of prisons, separate custodial arrangement for female and male offenders and reform for juveniles</p> <p>Upgrade the capacity of prison staff in respecting rights of detainees and prisoners</p> <p>Improve conditions of detention centers to ensure separate facilities for women and men</p>	<p>Justice and Rule of Law</p>
<p>Ensure that by 2020, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling</p>	<p>In line with Afghanistan MDGs, net enrolment in primary school for girls and boys will be at least 60% and 70% respectively</p>	<p>Enforce national policy on compulsory education</p> <p>Adopt affirmative action and an incentive structure for female education</p>	<p>Identify specific reasons why girls drop out of schools and develop and implement measures to reduce drop out rates</p> <p>Consult research and experience in other countries to</p>	<p>Education and Sports</p>

AMDG (2020)	AC/IANDS (2006-2010)	5-year Priority of NAPWA (2008-2013)	ANDS (2008-2013)	Responsible Sector
Eliminate gender inequality in all levels of education no later than 2020		<p>Improve women/girls' access to education and educational infrastructures</p> <p>Address issues of safety and security as well as social factors impeding women's access to education</p> <p>Provide incentives to reduce drop outs among girls</p>	<p>identify similarities and model interventions for adaptation, if available</p> <p>Address constraints to girls' education, including security, social resistance to female education and insufficient female teachers and school facilities</p> <p>Launch widespread multi-media campaign directed toward parents and designed to associate prestige and honor with educating/educated daughters</p> <p>Consider remunerating parents for costs associated with girls' education, i.e. transport, uniforms, textbooks, withdrawal of work at home and others</p> <p>Gender gap will be reduced through food for education</p>	
	Female teachers will be increased by 50%	<p>Adopt affirmative action to encourage women to pursue careers as teachers, particularly in remote areas</p> <p>Provide temporary incentives like salary increase and opportunities for training of women to become and remain as teachers</p>	<p>Recruit and train additional teachers, especially female teachers</p> <p>Expand recruitment and training of new female teachers</p> <p>Construct female-friendly facilities in schools and buildings to attract more women</p> <p>Define minimum standards for teacher accreditation and give support to female teachers to meet such minimum standards</p> <p>Launch widespread multi-media campaign, extolling virtues of teaching for women as well as men, use Islamic respect for learning</p> <p>Consider retraining and reintegrating former women civil servants who were laid off due to the PRR</p>	

AMDG (2020)	AC/IANDS (2006-2010)	5-year Priority of NAPWA (2008-2013)	ANDS (2008-2013)	Responsible Sector
Reduce gender disparity in economic areas by 2020	150,000 men and women will be trained in marketable skills through public and private means	<p>Conduct a labor market study to assist in developing an effective skills development strategy that is responsive to market needs</p> <p>Adopt affirmative action policies, including trade policies, to make them responsive to women’s particular needs as economic agents</p> <p>Provide women with vocational skills that will meet the demands of infrastructure, agriculture and livestock production</p> <p>Assess training to ensure that vocational training and job placement services are cognizant of potential growth sectors and able to identify market opportunities that will bring women to more lucrative sectors of the economy</p> <p>Establish a database to monitor the attainment of the government’s quantitative targets for women in education, vocational training, and employment</p>	<p>Establish a mechanism to collect accurate, up-to-date and sex-disaggregated labor market information that can be translated into the design of technical course that will enable graduates to more easily find employment</p> <p>Identify market opportunities for women and implement courses that will enable them to take advantage of such market opportunities</p> <p>Increase wage and self-employment opportunities for women through the provision of market oriented skills and business training, and linkages to micro credit and business development support services</p> <p>Facilitate opportunities for women in the job market through apprenticeships, co-op programs, on-the-job vocational training opportunities and others</p> <p>Add courses on “entrepreneurship” to schools with practical training in how to establish a business (see ongoing CIPE program)</p> <p>Employ a “mobile career counselor” to travel to schools, shuras, and other gatherings of women and girls to provide practical advice on market needs, skill-building opportunities and to identify ways to foster female participation</p>	Social Protection

AMDG (2020)	AC/IANDS (2006-2010)	5-year Priority of NAPWA (2008-2013)	ANDS (2008-2013)	Responsible Sector
<p>Reduce by 50% between 2002 and 2015 the maternal mortality ratio (MMR) and further reduce the MMR to 25% of the 2003 level by 2020</p>	<p>In line with the Afghanistan MDG, maternal mortality will be reduced by 15%</p>	<p>Determine the factors that contribute to the high MMR in Afghanistan</p> <p>Promote education, family planning, communication and changes in cultural practices</p> <p>Increase women's participation in the health sector</p> <p>Improve and expand health services and infrastructure, particularly for rural women</p> <p>Increase the number of facilities that provide reproductive health services, especially CHCs and BHCs</p> <p>Increase the number of midwives and female community health workers to expand services throughout the country</p> <p>Mobilize the community to address reproductive health issues</p> <p>Encourage women and families to improve and maintain their own reproductive health</p>	<p>Expand and improve the main components of reproductive health such as maternal and neonatal health, birth spacing, gender and reproductive right</p> <p>Employ at least one female health staff in every health facility</p> <p>Sex-disaggregate all human related data</p> <p>Address gender equity concern in national health policies and guidelines through the Gender and Reproductive Rights Unit</p> <p>Increase general awareness on gender, reproductive health and rights</p> <p>Increase women's access to quality reproductive health services, including antenatal care, intrapartum care, counseling, modern family planning service and others</p> <p>Increase the deployment of female health workers and staff in rural areas and provide incentives</p> <p>Strengthen men's involvement in reproductive health and rights activities</p> <p>Include female doctors, nurses, midwives and laboratory and pharmacy technicians in Comprehensive Health Centers</p> <p>Increase the supply of qualified female health workers and strengthen their human resource development</p> <p>Adopt and implement a national population policy</p>	<p>Health and Nutrition</p>
	<p>Religious institutions and scholars, both women and men,</p>	<p>Engage Islamic scholars and religious leaders, media, academia, NGOs and other sectors in promoting people's understanding of</p>		<p>Religious Affairs</p>

AMDG (2020)	AC/IANDS (2006-2010)	5-year Priority of NAPWA (2008-2013)	ANDS (2008-2013)	Responsible Sector
	will participate in structured ways on issues of national development policy	women's rights, reproductive health, the importance of girls' education, social and economic impacts of violence against women, gender issues in poverty and the adverse consequences of underage marriages		
	Concrete measures will be put in place to ensure that the status and participation of women in Islamic activities increase, both locally and internationally	Promote women's perspectives and participation in Islamic activities, particularly those related to improving understanding of women's rights in Islam	<p>Establish and equip centers of excellence in Islamic education with access for girls in each province</p> <p>Identify moderate religious leaders and scholars and promote Friday sermons on the need and importance of women's participation in Islamic activities</p> <p>Strengthen the Women's Department of the Ministry of Haj and Islamic Affairs</p>	Religious Affairs; Education and Sports
	The media will be protected as independent, pluralistic and accessible to Afghan women and men throughout the country	<p>Strengthen government's partnership with media in implementing gender equity measures</p> <p>Access media for distance learning, public awareness campaign, and education of the public on women's rights</p>	<p>Promote an independent, pluralistic and gender sensitive media</p> <p>Develop and adopt a long term, gender sensitive and comprehensive strategic framework for Afghanistan's cultural and media development</p> <p>Develop a standard, gender sensitive media and communication curriculum for universities</p> <p>Provide sex-disaggregated data and discuss in state-owned media the issues of gender, health, education, women's rights, and other concerns that are of interest to women</p> <p>Develop and institutionalize an affirmative action plan for women and media and ensure that women are properly represented in various levels and professions within the sector</p> <p>Develop a package of gender briefings for media consisting of guide notes on gender sensitive reporting, non-sexist language, and women-friendly</p>	Culture and Media

AMDG (2020)	AC/IANDS (2006-2010)	5-year Priority of NAPWA (2008-2013)	ANDS (2008-2013)	Responsible Sector
			<p>reporting</p> <p>Support women in the sector, including journalists, publishers, reporters and others</p> <p>Create a consultative body of women and men lawyers and media professionals to make the drafting of gender sensitive laws an efficient process</p>	
	<p>Sports will be promoted, with special emphasis on creating access to children, women and the disabled</p>	<p>Educate the public on the right of women to participate in cultural activities, including theatre, media and sports</p>	<p>Develop and implement strategies to increase girls' and women's access to sports from playgrounds at schools to opportunities for women to enter professional athletics</p> <p>Conduct training for female coaches, trainers, media reporters and others</p> <p>Ensure proportionate representation of female athletes in international competitions</p>	<p>Education and Sports</p>
	<p>The number of female headed households that are chronically poor will be reduced by 20%</p> <p>The employment rate of female-headed households that are chronically poor will be increased by 20%</p>	<p>Provide incentives and recognition to private firms that promote the employment of women</p> <p>Increase women's productivity by facilitating access to capital, marketing and skills development</p> <p>Promote public understanding on the importance of women's contributions to economic development, women's right to work, and the enormous, albeit largely unrecognized contribution of women in the economy</p> <p>Support the creation of organizations that involve, represent, or work with women in the informal economy to ensure that their voices are heard in government policy and decision making</p>	<p>35% of NSDP target for training will be women, with annual increase of 5% (NSDP will also prioritize vulnerable/chronically poor women in the implementation of skills training)</p> <p>Employ 20% of vulnerable women within government, in the national and local levels</p> <p>Start cash transfers from 2009 through Afghanistan Family and Social Protection Fund where poor female-headed households are among the vulnerable groups to be covered</p> <p>Have equal treatment and quality service for women with disabilities in line with the National Policy Action on Disability</p> <p>Introduce a special project to distribute livestock and farming tools to the poorest households by the</p>	<p>Social Protection</p>

AMDG (2020)	AC/IANDS (2006-2010)	5-year Priority of NAPWA (2008-2013)	ANDS (2008-2013)	Responsible Sector
			Ministry of Agriculture, support the rural poor, especially women  Improve legislation to enforce women's rights to inheritance	



The 13<sup>th</sup> AC/ANDS benchmark is the full implementation of the NAPWA, which falls under Governance and the Rule of Law. As stated above, the timeline of this benchmark will be amended and a 5-year slice of priority actions linked to the 13 AC/IANDS benchmarks will be fully implemented by 2013.

## **B. Benchmark 2 - By 2013, the gender commitments within all sectors of ANDS shall have been fully implemented**

This section elaborates the critical gender commitments made by various sectors in addition to those contained in Benchmark 1. Its aim is to provide an overview of the strategic gender commitments in each sector for easy reference and tracking of achievement. All of the 23 sector strategies within the eight pillars and five cross cutting priorities of the ANDS include strategies that will contribute to the elimination of discrimination against women, building of women's human capital, and strengthening of women's leadership and participation in all spheres of life. To deliver on sector commitments for gender mainstreaming, each sector is required to undertake the following concrete actions:

- Generate, collect and analyze all human related data in sex-disaggregated manner;
- Improve the quantitative and qualitative participation of women in the sector with no less than a 2% annual increase in quantitative participation from the current level;
- Consistent with sector gender commitments/goals, develop and implement programs and projects that will leave measurable/observable impacts on women's lives;
- Strengthen gender technical capacity and awareness of key actors and decision makers in the sector;
- Quantify (by percentage of total) the funds actually spent and increase allocation for gender mainstreaming and/or women's development activities

and report on the same in quarterly and annual reports of the sector. The minimum expenditures shall not be less than 5% of the total budget; and

- Recognize and support the advisory and oversight role of MOWA in the implementation of sector gender commitments.

### **Pillar 1: Security**

For women, security means being free from intimidation, fear, threats, and violence in both the public and private spheres of life, allowing them to freely exercise their rights and pursue activities that will develop their capacities and lead a full and satisfying life. Because a secured environment is a vital precondition to women's advancement, the government will endeavor to create such a condition for women. Gender equity in this sector will be measured in terms of both the increased security of women and their greater involvement in the peace making process. Gender mainstreaming will continue in this pillar in reference to the NAPWA Chapter on Security as well as pertinent provisions of NAPWA's Chapter on Human Rights and Legal Protection.

### **Pillar 2: Good governance, rule of law and human rights –**

This pillar is made up of three sectors that are highly strategic in correcting the cultural, political and social structures that work against women. The sectors are: (a) justice and the rule of law; (b) governance, including public administrative reform and human rights, and (c) religious affairs.

The strategy of the Justice and Rule of Law sector focuses on making the justice apparatus gender sensitive and accessible to women, increasing women's representation in the sector, improving women's access to justice and legal support, eliminating vestiges of gender based discrimination in the law, instituting measures to curb violence against women, and improving correctional facilities for women. The sector on Governance, Public Administration and Human Rights will demonstrate how women's leadership and participation may be promoted in a public institution while seeking to attain the State

commitment of at least 30% female representation of women in all governance institutions by 2020. The sector will promote gender awareness within government, build institutional capacities on the collection and use of sex disaggregated data for policy development and planning, promote gender mainstreaming in local governance, strengthen women's engagement in governance affairs, work for the security of women in public spaces, and link with universities to entice topnotch female students to join the government. The sector will support the capacity building of women leaders, especially those in government.

### **Pillar 3: Infrastructure and Natural Resources –**

The five sectors that comprise this pillar are all crucial in alleviating the daily hardships of women's lives and are particularly important for breaking perceptual barriers to women's involvement in traditionally male fields. The Energy sector will work for more efficient stoves, drinking water pumping and agro processing technologies that can save time and reduce women's workloads, improve their health and expand economic potentials. The Transportation and Aviation sector will make terminal facilities friendly to mothers and children, secure more seats for women in public buses and protect them from harassment, consult women through *shuras* and women's organizations on policies affecting them, gender sensitize key actors including drivers, conductors, terminal operators, and others, train female drivers, encourage women to join private firms as drivers, conductors and supervisors, and improve the access of women to social and economic facilities and opportunities.

The sector on Water Resource Management will ensure that women are represented and consulted in community projects and mandates the integration of gender perspective in all sector activities at all levels, including engineering design and management positions as well as in decision making at sub basin and basin council membership. The Information and Communications Technology, another sector of this pillar, will make it possible for women to work at home and be commercially viable in mobile and electronic commerce even

within the cultural constraints on their mobility. The sector on Urban Development will increase access of women to better services and affordable shelter while promoting sustainable economic development for both women and men in line with its effort to reduce urban poverty. It will also adopt and implement laws with a gender perspective, including land policy, housing policy, mortgage law, water distribution law, municipal law and land acquisition law. The sector will ensure equitable access of women engineers, architects, and urban planners to employment, training and promotion and ensure women-friendly facilities in urban centers. The Mines and Natural Resources sector will do the same, as it commits to increase employment opportunities for women, especially as managers and technical professionals and in 'spin off' operations like processing, geological surveys, design, cutting, polishing and marketing. Through revenue sharing arrangements, government will return some percentage of revenues to mine communities to support women-based businesses. The sector will cooperate with universities to promote the enrollment of women in courses that support the Mines sector.



Photo 7: getting a hold over cutting edge technology young women at CISCO academy. UNDP photo

### **Pillar 4: Education and Culture**

The two sectors of this pillar are concerned with building women's human capital and addressing social resistance to women's empowerment and gender equality. In addition to the AC/IANDS benchmarks, NAPWA, and the minimum actions required for all sectors, the Education and Sports sector will reduce provincial disparities on access to

education, with particular attention to girls and young women. It will develop and implement a comprehensive, gender sensitive strategy and plan for training and capacity building for all levels of staff at central, provincial district and school levels, organize remedial programs for women and girls who drop out of school, and establish and equip centers of excellence in Islamic education with access for girls in every province. In the field of Sports, this sector will adopt policies and programs that will expand women's participation in sports in various capacities such as coaches, players, sports news reporters and others. The Culture and Media sector will seek to transform the perspectives of society about women and will serve as a means of increasing women's access to information that affect national life. Professionals in the sectors will be gender sensitized, and women's participation will be strengthened through a variety of ways, including affirmative action.

### **Pillar 5: Health and Nutrition**

The pillar's only sector is concerned with implementing the benchmark on reducing MMR and implementing the provisions of NAPWA. In addition, it will address psychological problems among women who have post war/violence trauma, pay attention to other health problems affecting women such as tuberculosis and anemia, and strengthen women's decision making capacity in regard to their own and family's health needs. Men's role in reproductive health will be promoted. The sector will also undertake community directed interventions to promote better health care knowledge and practices.

### **Pillar 6: Agriculture and Rural Development –**

A great majority of the population lives in the rural areas and agriculture continues to be the backbone of the country's economy. The Agriculture and Rural Development sector considers women as farmers in their own right and commits to ensure that women have access to community representation while supporting improvements in the legal framework for gender equality and the promotion of gender sensitive planning, budgeting, implementation and monitoring of agricultural policies, programs and projects. It will also provide women farmers with access

to critical agricultural infrastructure as irrigation canals, storage, and value chain facilities. Backyard poultry production will be promoted through the formation of women's groups, distribution of improved breeds, and training of women extension and marketing agents. Vegetable production, extensive sheep and goat production and the formation of producers' associations focusing on wool processing, cashmere collection and processing, etc. will also be promoted. Women-led backyard poultry production will include distribution of women-led Fayoumi/Astralop breeds and formation of women producers' associations, increase in the number of female extension agents, and establishment of links to cooperative marketing.



Photo 8: Bringing harvest home often such contributions of women go unnoticed. GAIN/UNDP photo

### **Pillar 7: Social Protection and Humanitarian Aid –**

The two sectors under this pillar address the most vulnerable people including those who have been displaced and are attempting to return to the mainstream of national life. In addition to the measures to be taken to attain the AC/IANDS benchmark on vulnerable women, the sector on Social Protection and Humanitarian Aid will give preferential access to chronically poor and/or physically impaired but capable women as recipients of essential welfare services, vocational trainings, income generating opportunities, and cash transfers. Women's rights to inheritance will be strengthened through a pertinent legislation. The sector on Refugees, Returnees and IDPs will ensure that their women clientele are protected during the return process and provided with assistance to meet

the specific challenges and vulnerabilities that they face after their return home. Local governments and non-government organizations will be capacitated to assist in the solution of problems of extremely vulnerable persons including women who are exposed to risk. National human rights monitoring will continue to ensure that women's voices are heard. Participation of women in community based project committees will be enhanced. The Ministry of Labor and Social Affairs, Martyrs and Disabled (MOLSAMD) and other relevant government bodies will undertake a thorough assessment of the special and specific needs of vulnerable women and will develop, implement and monitor responsive interventions. To this end, a highly trained unit within MOLSAMD with oversight by MOWA, will be established and provided with sufficient funding to undertake those functions. Donors involved in social protection and humanitarian aid will be advised of the need for such a unit and asked for funding and technical assistance to ensure its creation. "Vulnerable women" themselves will be engaged in the assessment and the design and implementation of responses.

## **Pillar 8: Economic Governance and Private Sector Development**

The two (2) sectors of this pillar play a pivotal role in reversing the marginalized status of women in the economy. The Private Sector Development strategy states the commitment of the government to ensure that the regulatory environment will promote equal opportunities to all parties regardless of ethnicity and sex. Women will have equitable access to facilitated investment in companies, employment opportunities and training.

### **Mainstreaming Gender in Cross Cutting Sectors of ANDS**

All of the following cross cutting sectors of ANDS will pursue the above minimum action points for gender mainstreaming. In addition, each cross cutting sector will address the gender priorities described below.

#### **1. Anti corruption**

The sector will conduct a study on the gender impacts of corruption as well as successful

experiences of other countries on women's participation in anti-corruption activities. It will promote the participation and leadership of women in anti-corruption campaigns, disaggregate by sex all human related data, and promote women's leadership and participation in fostering a culture that is resistant to corruption. The accountability mechanisms developed by MOWA, Ministry of Parliamentary Affairs, AIHRC and IEC will be strengthened and implemented.

#### **2. Capacity building and institutional reform –**

This sector will ensure that the national capacity building and institutional reform policies and programs of government will be informed by an assessment of the required institutional capacities for effective gender mainstreaming and women-specific program design. Trainings and mechanisms on capacity building will incorporate a gender perspective, deliberately include women as training participants and trainers/facilitators, and disaggregate by sex all human related statistics. MOWA will designate a gender expert to participate in the CCCG on Capacity Building and Institutional Reform who will provide technical advice and monitor the implementation of gender commitments in the sector. Specific trainings required for women's effective participation will be developed and implemented. The piloting of regional training centers for women's empowerment and leadership will be explored. A system for monitoring the improvement of women's capacities in the public sector will be developed as well as a system for monitoring the impacts of gender awareness of public officials and staff. Mainstreaming of gender into existing training programs for public officials will be strengthened and continued.

#### **3. Counter Narcotics**

The counter narcotics strategy will be implemented with conscious attention to gender concerns. The sector will create capacity to understand the gender dimension of counter narcotics strategies, ensuring that such measures as poppy eradication would not result in further economic disadvantage of women and their families. Residential treatment centers and community based treatment services will be established and

managed with proper attention to the different needs of female and male wards.

#### **4. Environment**

The sector will prioritize interventions that address environmental issues that most adversely affect the lives of women, such as indoor air pollution and lack of access to drinking water and sanitation facilities as well as availability and access to fuel. The sector will promote women's leadership and participation in environmental programs and will collect sex-disaggregated statistics in this regard. They will be mobilized in the prevention and abatement of pollution, management of waste, and environmental education and awareness.

#### **5. Regional cooperation**

The regional cooperation strategy takes cognizance of gender as an agenda for regional cooperation and will ensure that expertise on gender will be made available in the structure of the regional cooperation center. The strategy will be pursued with a gender perspective, establishing cooperation among women across the region, especially in (a) common economic and political issues that directly affect women, (b) educational exchange for women, (c) establishment of a regional data base on gender; (d) exchange of technical expertise and resources on gender, (e) cooperation among national women's machineries, (f) building a regional network of women entrepreneurs, (g) promoting cross border cooperation to protect women in transit from violence, abuse and exploitation, (h) supporting government action on international and regional treaties and agreements on women, and (i) cultural exchange. All human related data will be disaggregated by sex and MOWA's advice will be sought on regional cooperation policies.

### **C. Benchmark 3 - By 2013, a majority of government entities shall have acquired the basic capacity to implement the gender equity strategy of ANDS**

Attaining the above benchmarks requires a strong government apparatus that has the

capacity and political will to incorporate the AGE-CCS benchmarks into its routine work agenda. Thus, Benchmark 3 will focus on enabling ministries to acquire the basic institutional capacities needed for gender mainstreaming at the national and sub-national levels. Among the actions needed are:

#### **A. Accountability**

The Government of Afghanistan recognizes its obligation to demonstrate and take responsibility for the implementation of the gender equity strategy of ANDS. In government, the final accountability to fulfill such obligations rests in the highest official of every ministry/agency. Gender related duties will be incorporated in job descriptions of concerned staff, work processes and systems, from programming to planning, budgeting, implementation, monitoring, reporting and evaluation and institutional capacities and specific set of skills will be developed for such purpose. Every ministry will designate a high level official, such as a deputy minister, who will be accountable for ensuring that the ministry's commitments on gender are being implemented and reported. S/he will conduct a semi-annual assessment of the progress of the ministry's work on gender and submit report to the Minister who will submit it to the concerned CG for incorporation into the semi-annual reports to ANDS. A copy of such report will be provided to MOWA, which will synthesize the reports from all ministries and draw up a collective picture of progress, gaps and actions to be taken to improve the government's performance on gender equity. MOWA and ANDS will conduct a briefing for high level officials on the government's gender equity strategy, highlighting the situation of women and men in the country and the strategies of ANDS to address gender inequities. MOWA will also ensure that such officials receive information on gender related policy issues and other data that are relevant to their role as accountable officers on gender equity. An incentive system that will promote performance on gender will be conceptualized.

#### **B. Institutional mechanism for gender mainstreaming**

Ministries that have existing gender units, gender working groups, focal points, etc. will

harmonize, and if necessary, integrate their functions towards institutionalizing a mechanism that can effectively facilitate the implementation of the ministry's commitments on gender equity. Ministries that do not have such mechanisms will set up their own, based on guidelines that MOWA will provide. The existing inter-ministerial coordination mechanism of MOWA will be strengthened to promote planned synergy, exchange of insights and technical resources, and a coordinated action to common issues affecting their operation. A capacity building program for gender mechanisms in ministries will be implemented under the leadership of MOWA. MOWA's capacity will also be strengthened in order for it to provide clear guidance and direction to such mechanisms of ministries. Models and good practices of gender mechanisms will also be documented for possible replication. Heads of gender units will be prioritized for observation missions to other countries, especially Islamic countries, with known success in setting up of effective gender mechanisms.

### **C. Sex disaggregated data and gender analysis**

Every ministry will disaggregate by sex all human related statistics and will compile and process them as inputs to planning and decision making. The chief of statistics unit of every ministry, as well as its senior statisticians, will undergo a mandatory training on gender analysis of statistics. MOWA and the Central Statistics Office (CSO) will ensure that such trainings are made available. Data collection forms and analytical instruments will be reviewed from a gender perspective and will be revised if necessary. MOWA and CSO will cooperate in enriching the government's data base on women and men in Afghanistan and will include gender sensitive analyses of national statistics in the annual statistical yearbook of CSO and similar publications of the government. The gender indicators and statistical framework of MOWA will be constantly refined to accommodate the data requirements of a changing policy and planning environment. An analysis of capacity gaps on gender and statistics will be conducted in government towards developing a capacity development program that will enable key ministries to collect, process and use sex disaggregated

statistics for policy and planning. A capacity assessment and analysis will be undertaken regularly to ensure consistent progress.

### **D. Planning and implementation**

Each ministry will be responsible to make their planning and implementation of policies and programmes gender responsive. Ministries will identify specific actions to implement the three benchmarks of this strategy as well as the sector level commitments of their concerned sector. The departments or units of the ministry that will be responsible for implementing the gender plan will be clarified. In accordance with the principle of mainstreaming, the assigned units/departments will be determined based on relevance of the plan to their official terms of reference. The gender units are not meant to be the implementing arm of the ministry on gender but an in-house oversight, coordinator, and facilitator of such plans. Gender specific, quantifiable and time bound targets will be part of the plan. The Ministry of Economy and MOWA will lead the process of gender responsive planning at the national and sub-national levels. They will be supported to ensure adequate institutional capacity building support to effectively lead the process.

### **E. Gender sensitive budgeting**

Public expenditures will be made gender sensitive. In partnership with MOWA, the Ministry of Finance's Gender Budgeting Unit will lead in ensuring that the gender specific plans of ministries are properly budgeted and that all the budgets of programmes and activities are gender responsive. It will review budgeting guidelines, tools, and processes to identify strategic entry points for gender mainstreaming. It will also develop and implement a capacity building program to improve the ability of ministries to allocate, efficiently disburse and monitor its budgets on gender. Gender specific tools will be developed to enable ministries and other budgeting actors to practically apply the concept of gender budgeting within their work situations. The MOF and MOWA will mobilize the informal network of professionals to provide technical assistance to ministries who need help on gender budgeting.

## **G. Gender analysis of policies and programs -**

Ministries are tasked to undertake a gender analysis of their principal policies and programs, especially those that have large budgets, widespread client outreach and long time frame. Knowledge and skills in gender analysis will be a core competence that will be required of senior planning and policy officials of ministries. A mechanism to make gender analysis training accessible to civil servants will be created, including the setting up of a

Gender Studies Institute (GSIs) in Kabul University. Gender analysis tools for different sectors will be made available to ministries through a gender mainstreaming information center that will be established through MOWA. The development of sector gender experts will be facilitated by MOWA and a data base on them will be included in the data system of MOWA and the gender units of ministries. This will be directly linked to the strategy of the Capacity Building and Institutional Reform sector of ANDS.





# CHAPTER III

## IMPLEMENTATION STRATEGY

### POLICY

The IANDS provides that “the promotion of women’s advancement is a shared obligation within government and it is a collective responsibility of all sectors, institutions and individuals to include women or/and gender concerns in all aspects of government work – from policies, to budgets, programs, projects, services and activities, including recruitment, training, promotion and allocation of benefits and opportunities.”<sup>29</sup> In line with this policy, all ministries will be responsible for driving forward the implementation of gender equity at the national and sub national levels. They will engage and build partnerships with NGOs, international community, non-State institutions, and civil society organizations. Through the ANDS Cross Cutting Consultative Group on Capacity Building and Institutional Reform, a holistic capacity development strategy and program on gender mainstreaming will be developed, coordinated, implemented, monitored and evaluated in partnership with MOWA to enable the ministries to acquire the needed capacity to implement this strategy.

### MACRO PROCESSES AND MECHANISMS

The implementation of this strategy will be pursued as an integral part of ANDS processes and mechanisms. The oversight of the first benchmark will be assigned to the CG2 Working Group on Gender Equity, while Benchmarks 2 and 3 will fall under the CCCG on Gender Equity, both of which will continue to be chaired by MOWA. The TOR of the MOWA ANDS Secretariat (MAS) will be reviewed to ensure active engagement of technical representatives from ANDS and JCMB secretariats, as well as ministries and

agencies that are directly responsible for the implementation of the above benchmarks. Capacity building will be provided to its members, aimed at deepening their knowledge on the content of this gender equity strategy and the overall framework of ANDS. They will also receive coaching support to be able to provide substantive leadership to various sectors and ministries in implementing this gender equity strategy. MAS will also endeavor to assist other working group members and technical staff involved in the ANDS process to acquire knowledge of the Gender Equity Cross Cutting Strategy.

### MINISTRY LEVEL IMPLEMENTATION

The implementation of this strategy at the ministry level will proceed from the set of actions that are described under Benchmark 3, specifically in the areas of accountability, institutional mechanisms for gender mainstreaming, data base, planning and implementation, budgeting, and gender analysis of policies and programs. In addition, ministries will endeavor to develop an environment and culture that supports egalitarian relationships between women and men and establishes enabling mechanisms for gender mainstreaming. As may be feasible, publications of ministries will consciously feature developments on gender mainstreaming.

The ministries’ information/media offices will be linked to sources of information on gender issues and policies. Ministry libraries will designate a particular space for materials and references for gender sensitive planning and budgeting. Women and family-friendly facilities will continue to be promoted in each ministry, including transportation support, child care facilities and comfort rooms for

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<sup>29</sup> IANDS

women. Ministries will also support activities of women civil servants, especially through women's shuras, and encourage activities that would build solidarity and partnership with male colleagues.

## STRENGTHENING OF TECHNICAL RESOURCES ON GENDER

National ownership of gender equity as a development agenda will be strengthened by developing gender capacities of Afghan professionals in various sectors. This will be done by instituting a systemic approach to capacity building including the provision of sector-specific gender trainings. A proactive search for appropriate training opportunities on gender will be done jointly by the CSC, MOWA, and Gender Studies Institutes. Sector specific think tanks of Afghan professionals will be established to facilitate the gender mainstreaming process. Universities will endeavor to include gender in all their subjects, and over the long term period, endeavor to replicate elements of the Gender Studies Institute model of Kabul University.

The existing informal network of gender advisers will be tapped towards a 'gender mentoring program' that will transfer gender expertise to as many nationals as possible. A data base of national and provincial gender advisers will be established by MOWA. A technical assistance team for women managers will be created from where women managers could draw advice when confronted with difficulties in their job.

A gender coaching program will also be conceptualized and piloted to help multiply the number of national female and male professionals who have knowledge and skills that ministries can access for gender mainstreaming. Tested practices and models of awareness-raising from Islamic countries in the region will be accessed and adapted as appropriate. Under the responsibility of MOWA, Afghan gender mainstreaming models will be developed and tested at national and sub-national levels in different sectors (see 5.5).

## SUB-NATIONAL IMPLEMENTATION

All local chief executives are mandated to ensure that the implementation of the Gender Equity Cross Cutting Strategy is incorporated into the work of the sub-national government. The implementation of this strategy will be promoted among local government units. Within two regions, a pilot province will be selected to serve as model on gender mainstreaming. The modeling frameworks will incorporate elements like mainstreaming of gender into local development planning and budgeting, women's participation in local governance processes, roles of DOWA, NGOs, business sector and other significant sectors at the sub-national level. It will include concrete modeling at community level in the field of gender responsive agricultural development.



Photo 10: ANDS sub-national consultation Takhar province.  
Source: ANDS June 2007

The collective experiences of the model provinces will be analyzed and documented to develop experience-based guidelines on gender mainstreaming in local governance. Insights from the sub-national operation of ministries will also be collated and processed to aid in developing guidelines for sub-national gender mainstreaming. The sub-national experiences will also assist in national level gender responsive policy making and planning. The modeling will thus create concrete Afghan experiences in gender mainstreaming policies, planning, budgeting and programme practices as they impact on communities, and specifically the position of women. This will maximize Afghan context-specific gender mainstreaming knowledge generation, for scaling to other parts of the country. The Department of Women's Affairs (DOWAs) located in every province will work and coordinate with various local entities to

build a network of gender advocates. The capacity of DOWAs will continue to be strengthened to serve as overseers and catalysts on gender mainstreaming within their respective localities.

## **ENGAGEMENT OF NGOS, CIVIL SOCIETY AND THE INTERNATIONAL COMMUNITY**

Productive engagement with NGOs, academia, media, religious groups, business, international community and civil society organizations will be pursued by ministries to strengthen social ownership and support to gender equality. International organizations are encouraged to adopt the gender mainstreaming approach in their development cooperation and technical assistance programmes for various ministries, apart from their support to gender or women-specific interventions in line with this strategy. They are also expected to ensure that their technical officers and advisers are knowledgeable of the ANDS Gender Equity Cross Cutting Strategy. The NGO Coordination Council composed of ANCB, ACBAR and Awn will be strengthened and continue to serve as the major link of government to the NGO community on gender mainstreaming. NGOs will be encouraged to directly target women as project participants and beneficiaries and to raise the representation of women in policy and decision making positions within their organizations. The ANDS CCG on Gender Equity will be strengthened as the primary vehicle for ministries, international community and donors to coordinate, monitor and advise government on the implementation of its gender commitments.

## **PUBLIC EDUCATION AND ADVOCACY**

An advocacy and public communication strategy that will analyze, address and transform negative perceptions and attitudes toward women will be developed and implemented nationwide. This will be facilitated by MOWA in partnership with the Ministry of Information, Culture, Youth, and Tourism, and will include components that will reach men and influential decision makers

in society, in media, and among youth, religious leaders and institutions, and the women population. Non traditional, culturally-sensitive forms of mass communication will be explored to reach out to communities, including tribal and remote areas. Among others, such strategy will address the cultural obstacles to women's education, leadership and participation in public life, reproductive right, property ownership and inheritance. Men will be special targets and partners in the overall advocacy to attain gender equality and a specific strategy to generate their support and cooperation will be developed in consultation with supportive male leaders.

## **STRENGTHENING OF MOWA'S ROLES**

To a large extent, the successful implementation of this strategy will depend on a strong oversight body that will provide substantive leadership, inputs and guidance at the political, policy and technical levels. This is the mandate of MOWA. The status of MOWA as lead ministry on women's advancement will be maintained and strengthened throughout the period. It will continue to exercise an oversight role, provide substantive guidance to ministries in performing their gender obligations, and, together with ANDS, monitor the progress of achieving the gender equity benchmarks. The capacity of MOWA will be continuously developed in this regard, both through direct training of its officials and staff as well as development of external support systems and mechanisms such as gender institutes, gender trainers' network, and gender advisers' pool. MOWA will facilitate the coordination of gender mechanisms, assess the overall work of the government in attaining gender equality, and identify critical areas for policy intervention. The Department of Women's Affairs (DOWA) in all provinces will be maintained, and priority support will be given to those in provinces where women's situation is most difficult. Their capacity to meaningfully influence and support the development processes at the local levels will be strengthened.



# CHAPTER IV

## MONITORING AND EVALUATION

### MACRO LEVEL MONITORING

In accordance with the Implementation Strategy of NAPWA, the government will establish functional arrangements at the macro level to effectively facilitate, monitor, and coordinate activities related to gender. Under the leadership of MOWA, a framework for inter-ministerial coordination, reporting, monitoring and evaluation will be designed in consultation with multiple stakeholders within and outside government. This framework will determine specific roles and responsibilities of stakeholders and identify the processes, tools and capacities that have to be developed to accelerate gender mainstreaming.

From this framework, an inter-ministerial mechanism will be established which, among others, will serve as vehicle for addressing bottlenecks in implementation, developing macro policies for facilitating gender mainstreaming, producing periodic report of the government on women, and coordinating inter-ministerial actions on gender.

Through MOWA, the government will adopt a gender equity monitoring scorecard that ministries will use to track their own performance on gender equity. The results will be validated and fed into the data base of ANDS that will process the overall performance of ANDS. The ANDS Secretariat will strengthen the gender accountability within the CG process by requiring all sectors to collect and use sex disaggregated data and to adopt gender sensitive indicators.

Performance of sectors on gender will be monitored by the Oversight Committee and the JCMB. The gender indicators and statistical framework of MOWA, as mentioned in 4.2.3.3, will be elaborated to contain indicators that will: (a) measure the performance of

government on gender equity; and (b) track changes on women's status over the five-year period of ANDS. Macro indicators to measure the overall performance of government on gender equity will be negotiated with ministries through the leadership of MOWA.

### SECTOR LEVEL MONITORING AT NATIONAL AND SUB-NATIONAL LEVELS

A set of process and performance indicators will be developed for the benchmarks above as well as for the gender commitments of the sectors cited above. All sector meetings will include a discussion on the progress of implementing the sector's gender equity commitments.

All ministries will ensure that their representative(s) and advisers to the sector meetings are knowledgeable of the ANDS Gender Equity Cross Cutting Strategy. Right after the adoption of ANDS, MOWA will run a series of briefing sessions on this strategy, with both generic and sector-specific components.

### MINISTRY LEVEL MONITORING

The monitoring and evaluation (M&E) system of every ministry will be revisited to ensure that they will capture performance on gender equity.

This will be done by:

- (a) including gender in the terms of reference of M&E unit and the job descriptions of the chiefs of such units;
- (b) providing training on gender sensitive monitoring and reporting;
- (c) adopting gender sensitive indicators;
- (d)

collecting and processing sex disaggregated data and (e) highlighting progress on gender within ministry and sector reports. Participatory monitoring that will engage both women and men in interactive reflection process will also be adopted at the ministry, sector and inter-ministerial levels.

Surveys that will set the baseline data sets for monitoring will be conducted. The baseline statistics on women and men in Afghanistan will be updated annually and disseminated to strategic users.

## EVALUATION

Evaluation will be undertaken periodically to take stock of achievements, correct gaps and adjust strategies as necessary. A mid term evaluation will be done in 2008 and another before the end of the five-year period. Insights from the evaluation will be used to inform future planning, including the updating of the NAPWA. Although ANDS will have the final responsibility for stock taking, MOWA will facilitate and ensure that mid term and final evaluation are done properly.

# CHAPTER V

## RISK ANALYSIS

### INADEQUATE POLITICAL SUPPORT

A potential threat to the implementation of this strategy is the lack of visible political support from the highest level. Although the commitments are strong at the policy level and ample policy documents have been signed and formally adopted, implementation will remain tenuous unless high government officials make it their duty to reiterate their commitments periodically and update the public about the performance of their respective offices on gender equity. Measures will therefore be taken to ensure that ministers and high officials of government will continue to reiterate the articulation of support to gender equality and ensure that the commitments of their ministries are implemented. Cabinet level discussions on the status of government's work on gender will be pursued. In relation to this, a strong constituency that holds the government accountable for its performance on gender equity has not yet been developed in the country. It is important for women's organizations and NGO coalition bodies to come together and openly ask for information on government's gender performance.

### INSECURITY

An unstable security situation undermines the participation of women and the effectiveness of those who work for women's advancement. It also seriously impairs the capacity of development agents to deliver services people and hinders the social functioning and economic productivity of the people. In many provinces of the south, the protracted war has stopped the income generating activities of women, disrupted the schooling of children, especially girls, and hindered the capacity of the people to undertake activities that build social cohesion and solidarity. Although

insecurity may be less in other parts of the country, the fear of violence remains a factor that retards private sector investment that would have created jobs both for women and men. The commitments under this strategy can only be realized in an environment of sustainable peace. Yet, the security sector remains oblivious of the way insecurity impacts negatively on women's lives. The potential contributions of women to sustainable peace remain unrecognized. Increased advocacy within the security sector should be undertaken so that the NAPWA chapter on security may be mainstreamed into the implementation of the Security sector strategy.

### INADEQUATE TECHNICAL AND FINANCIAL RESOURCES

The limitation in technical and financial resources is a major obstacle to the government's efforts to deliver its commitments on gender equity. Not only are capacities weak on the aspect of gender but on other technical skills that are important to gender mainstreaming, such as planning, policy development, budgeting, programming and others. This is a matter that must be seriously considered by the CCCG on Capacity Building. Capacity building on gender may not always be a stand-alone training, but may otherwise be embedded into technical courses of professionals in government. Conceptual clarity on '*gender as a development perspective*' must be achieved through practical application in the work of the participants. There is also a need to institutionalize the capacity to conduct gender trainings among bodies and agencies that are in the business of capacity development. Development assistance shall include a component on capacity transfer, particularly to women and on gender mainstreaming.

Gender trainings shall continue to be incorporated into the civil service training courses and NGOs will be assisted in conducting gender trainings for various participants. Financial constraints will be dealt with through improved mainstreaming of gender in national and local budgeting.

## **SOCIAL AND INSTITUTIONAL RESISTANCE**

The status of women in Afghanistan has been significantly weakened by a long history of subordination and abuse. Although there are observable changes in women's participation in public life, such changes have occurred mainly in urban centers. The situation of millions of women, particularly those in remote provinces, continues to be as deplorable as before. Women's prospect for development remains constrained by resistance from people and institutions that are not prepared to embrace the concept of women's empowerment and gender equity. This strategy alone will not work unless social resistance to women's emerging roles in society is addressed. Mass based communication programs that would slowly transform people's perceptions and attitudes toward women will be undertaken. The value transforming powers of the schools, religious institutions, media, cultural organizations and peoples' groups will be harnessed and optimized to overcome social resistance to women's advancement. For this reason, all sectors are encouraged to include in their public education campaigns and interactions with the masses some core messages on gender equality that highlight the benefits that society and the country derive from women's participation and equal status.

## **INADEQUATE COMMITMENT, OWNERSHIP AND INTERNALIZATION OF RESPONSIBILITIES**

The responsibility for the promotion of gender equity and equality lies with all ministries and departments. Contrary to often heard statements, it is not the exclusive responsibility of MOWA. MOWA cannot be held responsible for the worsening or lack of positive changes in the position of women, nor can it claim that improvements are exclusively the result of its work.

However, when everybody is responsible for something, often nobody does anything or feels responsible. It is of utmost importance that the responsibilities and subsequent strategies and activities for gender mainstreaming and promotion of gender equality are clarified and understood by each and every ministry and department. In line with its mandate, it is the responsibility of MOWA to advice, capacitate and support government entities to undertake all necessary activities within their respective mandates for the promotion of gender equality. MOWA is also responsible to monitor whether and how ministries undertake their tasks in this respect and provide support when required.

MOWA also needs to coordinate the activities undertaken by the ministries and departments to maximize synergy and avoid overlap or conflicting approaches. MOWA can be held accountable for its activities to support government entities in their gender mainstreaming tasks, showing their added value to motivate and build the capacity on gender across government.



## ANNEX A: PERFORMANCE TARGETS ON GENDER EQUITY

Gender Equity Strategy	Target	Crosscutting Indicators
<b>Benchmark 1: By 2013, all of the 13 gender benchmarks of AC/IANDS, including the 5-year priorities of NAPWA shall have been implemented</b>		
In line with Afghanistan's MDGs, female participation in all governance institutions, including elected and appointed bodies and the civil service will be strengthened	Minimum of 2% annual increase on women's representation in governance institutions	Incremental increase on women's representation in governance institutions
Prisons will have separate facilities for women and juveniles	100% of prisons have separate facilities for women and juveniles	Percentage of prisons with separate facilities for women and juveniles
Religious institutions and scholars, both women and men, will participate in structured ways on issues of national development policy	A minimum of 30% representation of religious women in major policy fora	Percentage of religious women participants in major policy for a  Quality of substantive inputs of women
Concrete measures will be put in place to ensure that the status and participation of women in Islamic activities increase, both locally and internationally	At least 10% increase in women's participation from 2007	Incremental increase in the percentage of religious women participation in Islamic activities, locally and internationally
In line with Afghanistan MDGs, net enrollment in primary school for girls and boys will be at least 60% and 70% respectively	15.5% annual increase for the period 2008 to 2010; 5.9% increase annual increase in girls' enrollment from 2010 onwards	Progressive increase in the net enrollment of girls
Female teachers will be increased by 50%	50% representation of women in the teaching profession at the primary and secondary levels	Progressive increase in the percentage of female teachers at the primary and secondary levels
150,000 men and women will be trained in marketable skills through public and private means	Minimum of 30% representation of women in trainings on marketable skills	Average percentage of women among graduates of trainings of marketable skills
The media will be protected as independent, pluralistic and accessible to Afghan women and men throughout the country	At least 10% of women population in any given community have access to at least one form of media on a continuing basis	Improved access of women to media (to be generated by survey)
Sports will be promoted, with special emphasis on creating access to children, women and disabled	At least 10% representation of women among athletes, coaches, trainers, news reporters and others	Progressive increase in women's participation in the sector in various capacities
In line with the Afghanistan MDG, maternal mortality ratio will be reduced by 15%	1,360 for every 100,000 live births by 2010	Continuing decline in maternal mortality

The number of female headed household that are chronically poor will be reduced by 20%	20% reduction from baseline (assumed to be 100%) by 2010	Continuing decline in the number of female headed households that are chronically poor
The employment rate of female headed households that are chronically poor will be increased by 20%	20% increase from the current baseline (assumed to be zero)	Reduction of 20% from baseline
The NAPWA will be fully implemented	At least 80% of all 5 year actions in NAPWA are implemented	Implementation of the five-year actions prioritized in NAPWA
<b>Benchmark 2: By 2013, the gender commitments within sector strategies of the ANDS shall have been fully implemented</b>		
Collect and analyze sex disaggregated data	100% of ministries disaggregate, analyze and use sex-disaggregated data	Percentage of ministries that disaggregate data by sex
Improve women's leadership and participation	2% minimum annual increase in women's representation in government ministries/bodies (to be adjusted based on existing baseline of such ministry/body); 30% representation of women in all governance institutions by 2020	Incremental increase in the percentage of women's participation in governance institutions
Implement sector projects that will have direct positive impacts on women's lives	100% of sectors have implemented or are implementing projects that have positive results on women's life	Percentage of sectors that are implementing projects that result in positive impacts to women
Raise the level of gender awareness of key actors and decision makers in the sector	100% of sectors have conducted awareness raising for decision makers and technical staff	Percentage of sectors that have conducted awareness raising for decision makers and technical staff
Quantify women/gender related expenditures	Minimum of 5% of the total annual budget	% of gender related budget
Improve inter-ministerial processes and mechanisms on gender mainstreaming	ANDS gender mechanisms are functional	Number of functional inter-ministerial mechanisms within ANDS
Monitor the implementation of gender equity commitments of all sectors	Two semi annual assessment reports on the performance of the ANDS sectors on their gender equity commitments	Percentage of sectors submitting regular and quality reports on their performance on gender
<b>Benchmark 3: By 2013, a majority of government entities shall have acquired the basic capacity to implement AGE-CCS</b>		
Development and implementation of institutional capacity building strategy and program on gender mainstreaming	Completed and funded institutional capacity building strategy and program on gender mainstreaming by end of 2008; Continuous implementation of institutional capacity building program on gender mainstreaming by end of 2013	Completed and implemented institutional capacity building strategy and program on gender mainstreaming
Institutionalization of accountability mechanism on	All government entities have designated the highest	Clear accountability on gender equity in all

gender mainstreaming	possible official as accountable officer	government entities; effectiveness of assigned officials
Establishment and strengthening of gender mechanisms	At least 80% of all ministries have effective gender mechanisms	Percentage of ministries with effective gender mechanisms
Mainstreaming of AGE-CCS into ministry/sector plans	At least 80% of all ministries and sectors have included AGE-CCS into their plans	Percentage of ministries and sectors that have included AGE-CCS into their plans
Gender analysis of key policies and programs	At least 10 key policies and programs have been assessed and strengthened from a gender perspective	Number of key policies and programs that are gender responsive; quality of implementation



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# APPENDIX I: AFGHANISTAN NATIONAL DEVELOPMENT STRATEGY (2009 – 2013) NATIONAL ACTION PLAN

PILLAR : GOOD GOVERNANCE SECTOR : GOVERNANCE AND HUMAN RIGHTS				
Objectives or Outcomes	Policy Actions or Activities	Category	Timeframe	Responsible Agency
Corruption Reduced	Mid-term plans formulated and implemented	Development	Jaddi 1387 (end-2008)	Inter-ministerial Consultative group
Improved Participation of Women in Governance	Implement National Action Plan for Women	Institutional Development	Jaddi 1389 (end-2010)	MoWA, All other ministries & Agencies
	Affirmative action available to women	Legislation	Jaddi 1389 (end-2010)	MoJ, Cabinet, National Assembly, Office of President
	Piloting of a Regional Leadership Institute for Women in 2 areas	Institutional Development	Jaddi 1387 (end-2010)	IARCSC
	Capacity Building Program for Women in Government at the level of parliament, provincial council and women laid off by the PRR processes Capacity Building for Ministries and LGUs on Gender Sensitive Budgeting	Development	Jaddi 1389 (end-2010)	IARCSC
	Establishment of Women’s Councils at the District Level	Institutional Development	Jaddi 1389 (end-2010)	IDLG
	Gender awareness raising of senior officials of government	Development	Jaddi 1389 (end-2010)	IARCSC
	Sub National Elections Regularly held	Institutional Development	in the year 1389 (2010) and 1392 (2013)	Election Commission, IDLG, Police
	Statistical Baselines Established and the Statistical Capacity Built			Jaddi 1392 (end-2013)

**PILLAR : GOOD GOVERNANCE**

**SECTOR : JUSTICE AND THE RULE OF LAW**

Expected Outcomes	Policy Actions and Activities	category	Time frame	Responsible Agencies
Public can rely on effectively organized and professionally staffed justice institutions	Survey, develop and implement recommendations to improve existing career development practices in each institution with particular attention to complying with gender benchmarks.	Institution Building	Year 3 and on	SC,MOJ,AGO, MoWA, MOHE
	Enhanced awareness of public in general and women in particular of women's legal rights	Development	Year 2 on	MoWA
	Public demands Sexual Harassment and grievance handling laws/policy to be enacted		Year 2 on	
Legal education and vocational training are adequate to provide justice professionals with sufficient know-how to perform their task	Universities identify and enhance infrastructure so as to accommodate female students and staff	Development	By year 2	MHE, MOJ
	Universities develop and implement policies to raise percentage of female students and staff to at least 30 percent	Development	By end year 2	MHE, MOJ
	Justice institutions, in coordination with the Independent National Legal Training Center, develop appropriate vocational training courses for justice professionals, paying specific attention to the needs of female professionals.	Development	By end year 2	INLTC
	Justice institutions, in coordination with the Independent National Legal Training Center, develop and implement specialized programmes for continuing legal education, paying specific attention to the needs of female professionals.	Development	Year 3 and on	SC,MOJ,AGO, INLTC
Justice institutions effectively perform their functions in a harmonized and interlinked manner	Justice institutions develop plans and implement coordination mechanisms for specialized units addressing cross-cutting issues	Institution Building	Year 2 and on	Program Oversight Committee
	Recruit qualified professionals with specialized knowledge of cross-cutting issues	Institution Building	Year 2 and on	Program Oversight Committee
	Build capacity of judges, prosecutors, and investigators by training on cross-cutting issues.	Institution Building	Year 2 and on	Program Oversight Committee
Citizens are more aware of their rights and justice institutions are better able to enforce them.	Design legal awareness programs paying particular attention to: <ul style="list-style-type: none"> <li>• Successes and lessons learned from previous campaigns</li> <li>• Human rights and Islamic values</li> <li>• The rights of women and children</li> <li>• The needs of illiterate persons</li> </ul>	Development	Years 1 - 3	MOJ



**PILLAR : GOOD GOVERNANCE**  
**SECTOR : JUSTICE AND THE RULE OF LAW**

Expected Outcomes	Policy Actions and Activities	category	Time frame	Responsible Agencies
	<ul style="list-style-type: none"> <li>• Transitional justice</li> <li>• The roles of each justice institution in promoting access to justice for all.</li> </ul>			
	strengthened institutional response to stop violence against women	Institution Building	Year 2 on	SC,MOJ,AGO
Civil justice is administered effectively, and in accordance with law, the Constitution, and international standards	Review existing civil justice processes and practices, including enforcement of judgments, and develop recommendations based on the findings.	Institution Building	Year 2	MOJ, AOG,, SC
	Public demands Sexual Harassment and grievance handling laws/policy to be enacted	Legislation	Year 2 and on	Parliament, MOJ, AOG
Criminal justice is administered effectively, and in accordance with law, the Constitution, and international norms and standards	Strengthen the legal and institutional framework for children accompanying their parents in prison.	Legislation	From Year 2 on	MOJ
	Procedural code is amended to address specific needs of witnesses, including women and other vulnerable groups	Development	By Year 3	MOJ, MOLSA
	Establish a system to record past human rights abuses and to preserve the rights of victims	Development	Year 2 and on	MOJ, MOLSA
	Carry out a baseline survey of prosecution efficiency and number of criminal complaints proceeding to trial.	Development	By end year 1	SC

**PILLAR : ECONOMIC GOVERNANCE AND PRIVATE SECTOR DEVELOPMENT**  
**SECTOR : PRIVATE SECTOR DEVELOPMENT AND TRADE**

Objectives or Outcomes	Policy Action or Activities	Category	Timeframe	Responsible Agency
Private sector access to finance is increased	Increase the offering of financial services in rural areas through the further development of effective and sustainable delivery mechanisms with special consideration to women.	Other Measures	Mid-1389	Ministry of Agriculture, DAB, MISFA
Economic activity increases in response to increased human capacity and skill sets and business services	Consider quickly piloting specific market-based vocational and professional training initiatives through coalition of Government, industry groups and training institutions with special consideration to women.	Institution Building	Mid-1387	MoEC, MoE, MoHE, MoLSAMD, MoWA, Business Community, Civil Society
	Conceptualization of Private Sector Employment Strategy for Women that will yield to pro-women employment strategies in the private sector	Other Measures		MoCI, MoWA

**PILLAR : GOOD GOVERNANCE**  
**SECTOR : JUSTICE AND THE RULE OF LAW**

Expected Outcomes	Policy Actions and Activities	category	Time frame	Responsible Agencies
Public-Private Partnerships are used to aid social and economic development	Catalogue best practices drawn from across ministries (especially of Ministry of Health) of genuine partnerships between public and private sectors. Attention on increased women participation	Other Measures	Mid-1387	MoPH, MoE, MoLSAMD

**PILLAR : INFRASTRUCTURE**  
**SECTOR : ENERGY**

Outcomes	Policy Actions or Activities	Category	Time frame	Responsible Agency
An enabling environment for private sector investment in energy sector created	Gender mainstreaming in the policies in the energy sector.	Development	Continue	MEW, MoWA
Increased Access to Rural Energy Services	Special attention to gender issues in providing energy for rural areas.	Development	TBD	MEW, MRRD, MoWA

**SECTOR : URBAN DEVELOPMENT**

Outcomes	Policy Actions or Activities	Category	Time frame	Responsible Agency
Strengthened institutional capacity to plan and manage urban development in a systematic and transparent manner	Review and update policies, regulations and implementation plans that will consider crosscutting issues gender, environment, ant-corruption and counter narcotics.	Legislation	End 2009	KM/IDLG/MUD
	Comprehensive and gender sensitive reform of institutions, review and update of relevant legislations, policies and administrative processes	Institution Building	End 2009	KM/IDLG/MUD, MoWA
	Establish Uni- urban Data collection unit (encourage disaggregated data collection)	Institution Building		MoUD, IDLG, KM

**SECTOR : MINES AND NATURAL RESOURCES**

Objectives or Outcomes	Policy Actions or Activities	Category	Time frame	Responsible Agency
Strong regulatory framework in place	Gender mainstreaming in the policies in the mining sector.	Development	2008-2013	MoM

**SECTOR : WATER RESOURCES**

Expected Outcomes	Policy Action	Category	Time frame	Responsible Agencies
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**PILLAR : GOOD GOVERNANCE**  
**SECTOR : JUSTICE AND THE RULE OF LAW**

Expected Outcomes	Policy Actions and Activities	category	Time frame	Responsible Agencies
Improved water sector legal and governance structures and institutions in place	Gender discrepancies in various laws systematically uncovered	Legislation	2008-2009	Parliament, MOUD, MOJ

**SECTOR : INFORMATION & COMMUNICATION TECHNOLOGY**

Expected Outcomes	Policy Actions or Activities	Category	Time frame	Responsible Agencies
Enabling Environment	Pilot home based ICT related work for women	Development	3 <sup>rd</sup> 2008	MCIT

## APPENDIX II : AFGHANISTAN NATIONAL DEVELOPMENT STRATEGY (2009 – 2013)

### MONITORING MATRIX

PILLAR: GOVERNANCE, RULE OF LAW AND HUMAN RIGHTS			
SECTOR: GOVERNANCE			
Expected Outcomes	Indicators	Baseline	Targets
Improved Participation of Women in Governance	Index on the progress of putting plans, systems and mechanisms in place for improved participation of women in governance.	Under Assessment	By Jaddi 1389 (end-2010) In line with Afghanistan's MDGs, female participation in all Afghan governance institutions, including elected and appointed bodies and the civil service, will be strengthened by providing a specific percent reservation of seats by enacting a law of affirmative action.
Single National Identity Document	Index on the progress of providing single national identity to all citizens in the country.	Under Assessment	By Jaddi 1392 (end-2013), civil registry with a single national identity document will be established
Human Rights Realized, Protected, Promoted and Extended	Index on the progress of putting in place legal, policy, institutional and other systems in place to realize, protect, promote and extend human rights in the country.	Under Assessment	By Jaddi 1389 (end-2010), the Government's capacity to comply with and report on its human rights treaty obligations will be strengthened
PILLAR: GOVERNANCE, RULE OF LAW AND HUMAN RIGHTS			
SECTOR: JUSTICE AND THE RULE OF LAW			
Expected Outcomes	Indicators	Baseline	Targets
Justice institutions have access to infrastructure, transportation, equipment, and supplies adequate to support effective delivery of justice services	# of Adequate detention and correction facilities for women	2 (Kabul, Herat) 18 Provinces with no facilities	TBD
Citizens are more aware of their rights and justice institutions are better able to enforce them.	Index on the progress of making citizens more aware of their rights and justice institutions being better able to enforce them.	Under Assessment	By end-2013, the Justice Institutions will encourage press coverage of justice proceedings, public attendance at those proceedings, and general public understanding of the process at each stage of such proceedings. The justice institutions should encourage and participate in the development of outreach programs within civil society including curriculum for public education at all levels

PILLAR: INFRASTRUCTURE			
SECTOR: TRANSPORT			
Expected Outcomes	Indicators	Baseline	Targets
<b>OVERALL TRANSPORT SECTOR</b>			
Increased access for urban households to basic services	Index on the progress of providing improved to basic services by urban households.	Due to capacity limitation within municipalities; the urban services delivering are very low and aren't sufficient and efficient	By March 2011, Municipal Governments will have strengthened capacity to manage urban development and to ensure that municipal services are delivered effectively, efficiently and transparently;
	% of investment in urban road networks	10-15 % urban roads are improved with some improved services.	70% by 2013
	% of households having access to safe water supply in Kabul.	18-21 % h/h has access to safe piped water	in line with MDG investment in water supply and sanitation will ensure that 50% of households (h/h) in Kabul will have access to piped water by March 2011
	% of households having access to piped water supply in other major urban areas except Kabul.	15-18% h/h has access to safe piped water	30% of households (h/h) in other major urban areas will have access to piped water"; by March 2011
	% of households having access to sanitation facilities in Kabul.	5-8% h/h have access to improved sanitation	50 % by March 2011
	% of households having access to sanitation facilities in other major urban areas except Kabul.	10-12% h/h have access to improved sanitation	30% by March 2011
	Proportion of open green spaces per developed urban area	less than 5%	30% By 2013
Increased availability of affordable shelter	Index on the progress of providing increased availability of affordable shelter.	less than 5%	60% by 2013
	% of urban residents having access to affordable finance	0%	TBD
	% of urban residents having access to housing subsidy	The process is underway to implement mortgage system	50% by 2013
	% completion of city development plans for 34 provinces	20%	90% by 2013

**PILLAR: INFRASTRUCTURE**  
**SECTOR: WATER RESOURCES**

Expected Outcomes	Indicator	Baseline	Targets
Water resources for irrigation and Drinking purposes improved	% of beneficiaries, by gender, whose technical knowledge and skills for managing irrigation assets have increased considerably	TBD	TBD
	% of households in other urban areas except Kabul have access to piped water	15-18%	30% by end of 2011
	% of households in Kabul have access to piped water	18-21%	50% (2010)

**PILLAR: INFRASTRUCTURE**  
**SECTOR: MINES AND NATURAL RESOURCES**

Expected Outcomes	Indicator	Baseline	Targets
Increased access to water resources	Increased access to safe drinking water	Partial study of water in Kabul river basin has been done, but the water studied do not fulfill the need of Kabul population. Recently assessment study in Kabul river basin has been started through research and Geo engineering enterprises with support of JICA and USGS	Availability of under ground water with quality and quantity

**PILLAR: EDUCATION**  
**SECTOR: EDUCATION AND MEDIA, CULTURE AND YOUTH**

Expected Outcomes	Indicators	Baseline	Targets
<b>PRIMARY AND SECONDRY EDUCATION</b>			
Improved quality of education	Index on the progress of putting systems, institutions, procedures and legal framework in place for improving the quality of education.	Started in 1386 and will continued till 1389 (% TBD)	EMIS is completed, NIMA, NCB are on going, Education Law's draft is completed, Law for private Schools are completed.
	Index on the process of designing and conducting competency test for teachers including principals.	Started in 1387 (% TBD)	70% of teachers pass competency test ( minimum of 40% women)
	No. of competent teachers (male and female).	54,093 male (2002) 20,508 female (2002) EMIS	At least 140,000 competent teachers Increase Female teachers by 50%
	No. of competent principals (male and female)	Under Assessment	26,000 school principals
	Primary Student/Teacher ratio	43 (2002)	TBD
	Government Expenditure per student	\$12.1 (2002)	TBD
	Index on the progress of establishment of separate body responsible for standards and accreditation of all primary and secondary schools.	On progress and WB is supporting this part	Established separate body responsible for standards and accreditation of all primary and secondary schools.
Literacy rates improved	Adult Literacy rate	28% (2000)	TBD
	Total enrolment level (millions)	5.9 million enrolled at schools (1386)	7.7 m children enrolled (1389)
	% of boys and girls enrolled.	35% and 35% respectively	Enrolment Rates (Boys 75%, Girls 60%) (1389)

	No. of illiterates in the country (male and female)	11.2 million illiterate (1386)	Separate program for non-formal education in place
	Primary Completion Rate (Percentage of all children that completed primary schooling)	32.3% (2005)	TBD
Equal opportunity for all	Percentage of children having access to schools	55%	75% of school-age children to be within reach of a school with significantly reduced gender and provincial disparity
	Total number of learning spaces (formal/informal)	7,027 (2002)	TBD
	ratio of boys and girls enrolled	70% boys (2002) 30% girls (2002)	50% each
	No. of new school buildings constructed with basic amenities for both male and female	692 1386	At least 90% schools and buildings have male and female facilities by 1389
	Index on the progress of providing equal opportunity for all for education	establishment of (1,200 new schools and 1,200 CBS)and construction of 692 new schools, recruitment of 149,000 teachers (40,000 Female)	Established and constructed new schools, recruitment of teachers, especially female teachers.
<b>HIGHER EDUCATION</b>			
Improved quality of academic teaching and research	Index on the progress of putting in place policies, institutions and systems for improving quality of academic teaching and research.	To be determined	Improved quality of academic teaching and research by 2013
	No. of faculty members appointed (male and female)	To be determined	3000 new faculty members to be recruited from the region by 1389
Improved access to higher education	No. of students enrolled in the universities (male and female).	52200 enrolled male and female (1386)	100,000 students enrolled in universities by 1389
	No. of new facilities constructed at universities across the country.	7 facilities constructed	Construct 41 new facilities at universities across the country.
	No. of new dormitories constructed for males. No. of new dormitories constructed for females.	2 Female dormitories constructed	Construction of 24 new dormitories (12 for women and 12 for men)
<b>VOCATIONAL EDUCATION</b>			
Improved access to vocational education	No. of persons trained through NSDP (male and female))	To be determined	The NSDP will provide training to 150,000 unemployed Afghan women and men through competitive bidding procedures
<b>SPORTS</b>			
Improved sports facilities	Index on the progress to provide improved sports facilities.	To be determined	Sport facilities will be improved in all provinces of Afghanistan (2013)

PILLAR: EDUCATION			
SECTOR: MEDIA, CULTURE AND YOUTH			
Expected Outcomes	Indicators	Baseline	Targets
Empowerment of Youth	# of youths registered as volunteer corps for welfare activities like rural health care campaigns etc.	TBD	TBD
	# of youth clubs registered	60 LYC (Local Youth Councils) established in 60 Villages of 6 Provinces	TBD
	Index on the progress of providing legal, policy, institutional and systemic framework for empowerment of youth.	34925 both Male and female received training	Legal and Institutional framework for youth empowerment will be in place (2013)
PILLAR: HEALTH			
SECTOR: HEALTH & NUTRITION			
Expected Outcomes	Indicators	Baseline	Targets
Effective Reproductive and Child health system	Maternal mortality ratio	1600 deaths /100,000 live births (2000)	Reduce by 50% between 2002 and 2013
	Under 5 mortality rate in the country (%)	257 deaths/1000 live births (2000)	Reduce by 50% between 2003 and 2013
	Infant mortality rate (IMR) in the country (%)	165 deaths per 1000 live births(2000)	Reduce infant mortality rate by 30% by 2013 from the baseline of 2000
PILLAR: AGRICULTURE & RURAL DEVELOPMENT			
SECTOR: AGRICULTURE & RURAL DEVELOPMENT			
Expected Outcomes	Indicators	Baseline	Targets
Facilitated Economic Regeneration	Index on the progress of facilitating economic regeneration.	TBD	By end-2010, a policy and regulatory framework will be developed to support the establishment of small and medium rural enterprises, and institutional support will be established in all 34 provinces to facilitate new entrepreneurial initiatives by rural communities and organisations
	# of rural households receiving services from formal financial institutions	219,000 (2007)	950,000 (2013)
	# of poor and vulnerable rural households supported through economic regeneration activities	TBD	TBD



PILLAR: SOCIAL PROTECTION			
SECTOR: SOCIAL PROTECTION			
Expected Outcomes	Indicators	Baseline	Targets
Poverty and Vulnerability Reduction	Percentage of employed females that on the head of the poor households	TBD	TBD
Improved Social Inclusion	Number of women that have gone through skill development program	TBD	TBD
	Percentage of women in the public administration	TBD	TBD
	Number of treated drug users	TBD	By end-2010 number of treated drug users will increase by 20 percent
Improved old age protection	Percentage of collected pension contribution of total pension payments	2%	By 2012/13 implement the pension reform and increase collection of the pension contributions
Improved disaster preparedness and response	Number of the people affected by the natural disaster	TBD	By end-2010 an effective system of disaster preparedness and response will be in place

PILLAR: SOCIAL PROTECTION			
SECTOR: REFUGEES & IDPs			
Expected Outcomes	Indicators	Baselines	Targets
Refugees and Internally Displaced Persons (IDPs) return voluntarily according to agreed principles and procedures	# of returnees (male, female)	3 million refugees (Pakistan 2.1 million, Iran 900,000), 140,000 IDPs (estimated)	<b>Scenario One</b> Present trend lines improve permitting 800,000 – 1 mill returns <b>Scenario Two</b> Current trends continue permitting 600,000-800,000 returns <b>Scenario Three</b> Current trends deteriorate permitting 400,000-600,000 returns

PILLAR: ECONOMIC GOVERNANCE & PRIVATE SECTOR DEVELOPMENT			
SECTOR: PRIVATE SECTOR DEVELOPMENT AND TRADE			
Expected Outcomes	Indicators	Baselines	Targets
Economic activity increases in response to increased human capacity and skill sets	Number of people employed in the private sector	Data for formal sector employment at the end of 1386	Increase in formal sector employment of 10% per annum in absolute numbers Increase in number of courses by 50% by the end of 1389
Increased provincial economic growth	Index on the progress of promoting increased provincial economic growth.	TBD	TBD
Increased and more effective competition	Index on the progress of putting in place a legal framework to facilitate increased and more effective competition	TBD	TBD



## APPENDIX III: LIST OF MOWA PROJECTS UNDER SOCIAL PROTECTION SECTOR STRATEGY FROM MOF, DAD (MAY-08)

S.No	AFG Bud Ref	Project Title	Project Duration		Breakdown of Requirements (US Millions)						total Requirement (US\$ Million)	Total Funding (US\$ Million)	Gap (US\$ Million)	Donor	External	Responsible Agency
			Start	End	1387	1388	1389	1390	1391	1392+					Core	
14	AFG/0812901	Training of Shariah and Legal Women Rights	1387		1.500	1.50	2.00	0.00	0.00	0.00	5.000	0.00	-5.00		Core	MOWA
16	AFG/0813201	Construction of Provincial Departments of Ministry of Women Affairs in Four Provinces	1387		0.680	0.00	0.00	0.00	0.00	0.00	0.680	0.00	-0.68		Core	MOWA
17	AFG/0813601	Counter Narcotics	1387		1.500	1.50	1.50	0.00	0.00	0.00	4.500	0.00	-4.50		Core	MOWA
18	AFG/0617102	Ministry of Women's Affairs' Initiative to Strengthen Policy and advocacy (MISPA) through communications and institution building	1387		2.00	0.00	0.00	0.00	0.00	0.00	2.00	2.00	0.00	USAID	External	MOWA
19	AFG/0681101	National Action Plan for Women of Afghanistan- Institutionalizing gender mainstream	1387		0.33	0.00	0.00	0.00	0.00	0.00	0.33	0.33	0.00	NOR	External	MOWA
20	AFG/0748101	Gender Mainstreaming Advisor	1387		0.03	0.00	0.00	0.00	0.00	0.00	0.03	0.03	0.00	JPN	External	MOWA
21	AFG/0817301	Women's Vocational Training Center in Bagh-e-Zanana, Kabul	1387		0.60	0.00	0.00	0.00	0.00	0.00	0.60	0.60	0.00	IND	External	MOWA
22	AFG/0819201	GENDER AND JUSTICE PROGRAMME - UNIFEM	1387		1.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	NOR	External	MOWA
23	AFG/0821201	Vocational Training for Afghan Women	1387		0.99	0.00	0.00	0.00	0.00	0.00	0.99	0.99	0.00	CAN	External	MOWA

24	AFG/ 0821701	Capacity Building for Promotion of Gender Equality	1387		0.83	0.00	0.00	0.00	0.00	0.00	0.83	0.83	0.00	CAN	External	MOWA
25	AFG/ 0822701	Group Training on Women's Entrepreneurship Development for Leaders	1387		0.04	0.04	0.04	0.00	0.00	0.00	0.12	0.04	-0.08	JPN	External	MOWA
		<b>Total</b>									<b>265.99</b>	<b>109.41</b>	<b>-156.58</b>			

## ANNEX IV: PROVINCIAL PRIORITY PROJECTS, GENDER EQUITY AS CROSS-CUTTING SECTOR MAY - 2008

No.	Project Name	Project Location	Tier	Responsible agency	Project Duration (year)		Funding (US\$ Millions)		
					Start	End	Total Req	Funded	Gap
1	Establishment of centre for vocational training for women	Daikundi	One	MOWA	1387				
2	Establishment of Women's Affairs Directorate at district level (900 beneficiaries)	Ghazni	One	MOWA	1387				
3	Conducting of workshops for awareness of right of women and children.	Takhar	One	MOWA	1387				
4	Establishment and construction of buildings for female street beggars & providing them with vocational training in the centre of the province.	Nangarhar	One	MOWA	1387				
5	Establishment of poultry farm for women in centres of all districts.	Badghis	One	MOWA	1387				
6	Construction of Women's Affairs building in centre of province.	Ghor	One	MOWA	1387				
7	Construction of shelter for women and orphans in Gardiz city. All Province.	Paktia	One	MOWA	1387				
8	Construction of Women's Affairs department building in Nilli.	Daikundi	Two	MOWA	1387				
9	Construction of Garden for women in Nilli.	Daikundi	Two	MOWA	1387				
10	Construction of vocational high school for women in centre of province ( one school)	Pajshir	Two	MOWA	1387				
11	Establishment of bakery for women in centre of all districts of Pajshir province. 50 bakery.	Pajshir	Two	MOWA	1387				
12	Creation of women hand-craft industries centre, in the centre of the city (150000 as beneficiaries).	kundoz	Two	MOWA	1387				
13	Creation of women's business centre, centre of the province (70000 as beneficiaries).	kundoz	Two	MOWA	1387				
14	Loans for women in Dehrowod district (80000 beneficiaries).	Urozgan	Two	MOWA	1387				
15	Construction of women's prison with essential equipment, centre of Farah province (30 rooms and 100	Farah	Two	MOWA	1387				
16	Construction of shelter for runaway Women in centre of	Daikundi	Three	MOWA	1387				

	Daikundi. One house.								
17	Construction of Women's Affairs department building in centre of province. (10roomss)	Pajshir	Three	MOWA	1387				
18	Construction of shelter for vulnerable women in centre of province.	Wardak	Three	MOWA	1387				
19	Establishment of handicraft centres for women in the provincial centre (450 female beneficiaries).	Hilmand	Four	MOWA	1387				
20	Expansion and equipping of women and children's protection centre in provincial centre.	Khost	Four	MOWA	1387				
21	Construction of central ladies' park (on 10 jiribs land).	Kunar	Four	MOWA	1387				
22	Establishment & construction of vocational centres for ladies in the centre & districts (20 rooms).	Kunar	Four	MOWA	1387				
23	Construction and creation of "safe home" for women at 11 <sup>th</sup> district and will be beneficial for 500 persons.	Kabul Urbon	Four	MOWA	1387				
24	Construction of building for Women's Affairs Directorate, in Dasht-i-Essa Khan, central Bamyan.	Bamyan	Four	MOWA	1387				
25	Implementation of awareness raising for human rights, violence & protection of women from troubles / problems.	Badakhshan	Four	MOWA	1387				
26	Providing credit for women & construction of a market in Faiz Abad and Kasham district (1500 people).	Badakhshan	Four	MOWA	1387				
27	Construction of vocational training centre for female shura in Khawja Sabzposh.	Faryab	Four	MOWA	1387				
28	Construction of Women's Affairs Department building in centre of Jawzjan province.	Jawozjan	Four	MOWA	1387				
29	Construction of Women's Garden with one market and restaurant in Shibirghan.	Jawozjan	Four	MOWA	1387				
30	Construction of Women's Protection Centre in Shibirghan city.	Jawozjan	Four	MOWA	1387				
31	Creation and establishment of women's anti-violation office in the centre of the province.	Parwan	Four	MOWA	1387				
32	Reconstruction of women garden at Gulghundi (Charikar city).	Parwan	Four	MOWA	1387				
33	Construction of safe home for vulnerable women, centre of the province.	Parwan	Four	MOWA	1387				
34	Construction of mourning ceremonies hall for women in provincial centre.	Ghazni	Four	MOWA	1387				
35	Construction of safe home for vulnerable women in provincial centre.	Takhar	Four	MOWA	1387				

36	Creation of a women's garden in Jalalabad city (20 jiribs land, 10,000 beneficiaries).	Nangarhar	Four	MOWA	1387				
37	Creation of carpet weaving course for men and women in Chaar Dara and Kochi Ha (2000 beneficiaries).	kundoz	Four	MOWA	1387				
38	Construction of a safe home for vulnerable women building in property of MoWA directorate, in the provincial centre	Samangan	Four	MOWA	1387				
39	Creation and construction of a female garden, in the centre of the province	Samangan	Four	MOWA	1387				
40	Construction of women's garden with handicraft exhibition centre in the first part of Kohistan (1800m2)	Kapisa	Four	MOWA	1387				
41	Establishment of capacity building workshop for women and kuchis.	Kapisa	Four	MOWA	1388				
42	Purchasing of land and construction of women's garden	Badghis	Four	MOWA	1387				
43	Establishment of workshops & a committee for the solution of family problems & violence with women (500 beneficiaries).	Zabul	Four	MOWA	1387				
44	Construction of Women's Affairs Department in Tarin Kot (8 rooms, 200 beneficiaries).	Urozgan	Four	MOWA	1387				
45	Construction of Women's Directorate in the provincial centre (20 rooms).	Noristan	Four	MOWA	1387				

## AFGHANISTAN NATIONAL DEVELOPMENT STRATEGY (ANDS) 2008 -20013 PRIORITY PROGRAM/PROJECTS GENDER EQUITY CROSS-CUTTING SECTOR STRATEGY

Input (MUS\$)	Project	Outputs	Outcomes	Types of Budget Ope/Dev/Ext	Impact	Responsible Sector
-	Training of Women in Support of Affirmative Action Policy for Women	Improved opportunities to develop women's human capital	Women's greater ability to contribute in the national development. They are more assertive in making their contributions.		Improved delivery of institutions	All sectors
3	Piloting of a Regional Leadership Institute for Women in 2 areas	Afghan model for women's leadership development	Increased opportunities for women's leadership development	Ext	Women's greater participation in decision making processes; various state entities have increased representation of women in key positions.	Governance, Public Administrative Reform and Human Rights
1	Capacity Building Program for Women in Government (UNDP/UNIFEM)	Facilities for women's increased contribution in various sectors	Women are more equipped to make meaningful contributions in various sectors (national economy, governance and social development)	Ext	Enhanced capacity of various institutions to deliver	Governance, Public Administrative Reform and Human Rights
0.1	Establishment of Women's Councils at the District Level in Logar	Increased facilities/opportunities for women's participation/contribution at sub-national level development				Governance, Public Administrative Reform and Human Rights
0.5	Capacity Building for Ministries and LGUs on Gender Sensitive Budgeting (UNDP, UNIFEM, GTZ)	gender responsive budgeting framework and methodology established/ available	budgeting exercises at national and sub-national levels are gender responsive	Ext	national development is more equitable and contribute proportionately for the development of women	Governance, Public Administrative Reform and Human Rights
0.005	Setting up of VAW advocacy councils in Faryab	improved capacity of the provincial govt to address and deal with VAW	provincial government in Faryab capacitated and improved access for women to institutional mechanisms		effective institutional response to VAW at sub-national level	Justice and the Rule of Law



1.5	Separate custodial arrangements for female and male offenders and improvement of conditions of female detention centers and prisons	increased and improved facilities to deal with female offenders	prisons are better equipped to deal with female offenders and detainees in a dignified manner		Rights, dignities and gender privacy of male and female prisoners are respected/maintained	Justice and the Rule of Law
2.5	Construction of women's shelters in Takhar, Nangarhar, Ghazni, and Logar	improved facilities to protect women in desperation	provincial authorities are better equipped to respond to needs of women		rights and security of women affected by violence an/or violation of rights are better protected	Justice and the Rule of Law
0.5	Media campaign against violence against women (UNDP)	strengthened institutional response to stop violence against women	greater awareness of the members of public and various institutions of VAW and roles of individuals and institutions to stop violence against women	EXT	incidents of VAW decreased; efficiency and greater effectiveness of organizations to respond to the cases of VAW	Justice and the Rule of Law
1	Re-training and Re-employment of Women who have been Laid off Due to the PRR Process	availability of support mechanism and employment opportunities for semi-trained women	increased number of trained/ equipped women to take up new jobs and increased number of female in formal employment		increased number of skilled women and improved economic status of women and their families	Governance, Public Administrative Reform and Human Rights
1	Specialized training for women civil servants in the sub-national level	improved access to opportunities for female staff at sub-national level	increased number of trained/skilled women civil servants at sub-national levels		enhanced public sector effectiveness and improved quality of services at sub-national level	Governance, Public Administrative Reform and Human Rights
1.5	Capacity development of elected women in Provincial Councils	Improved capacity of women public representatives	Increased capabilities of female public representatives to better serve their constituencies at sub-national levels		improved effectiveness and responsiveness to public interests at sub-national levels	Governance, Public Administrative Reform and Human Rights
1	Capacity building of women members of the Parliament	Improved capability of women MPs	enhanced participation and effectiveness of women MPs at the parliament and in their respective constituencies		enhanced effectiveness and gender responsiveness of the parliament	Governance, Public Administrative Reform and Human Rights
1.5	Project for women's protection and empowerment	increased facilities and opportunities for women's empowerment in the justice sector	Women's security is better protected and their enhanced contributory potential		women's increased participation in development and for their self-development	Justice and the Rule of Law
-	Building Sustainable Capacities of	Systematic support extended	Institutions are better equipped to		Improved and objective	Justice and the

	concerned institutions on Human Rights Treaty Report	to institutions responsible for reporting on Human Rights Treaty	report on the progress on the domestication/implementation of the Human Rights Treaty		analysis and reports on the implementation of Human Rights Treaty available at all time.	Rule of Law
0.5	Capacity building support to organization of and individual women Islamic scholars	Increased opportunities available to women Islamic scholars and organizations supporting them	More capable and equipped organizations and individuals women Islamic scholars		Increased number of women Islamic scholars contribute to the promotion of Islamic teach and development	Religious Affairs
0.5	Series of policy fora for women Islamic scholars	increased scope and opportunities to women Islamic scholars to contribute to national policy making processes	enhanced skills and capabilities of women Islamic scholars to influence the national policy development exercises		National development policies are informed of views of women's perspective of rights and entitlements of women from an Islamic perspective	Religious Affairs
0.15	Strengthening of the Women's Department of the Ministry of Hajj (UNDP)	Enhanced capacity of the DoHRAs	Effectiveness and contributions of DoHRAs increased and their enhanced visibility in the provincial development process		Enhanced effectiveness of provincial entities	Religious Affairs
0.25	Establishment of madrassa for women in Takhar	Increased opportunities for girls and women to religious education	Improved access of girls and women to religious teaching in Takhar		Increased number of girls and women contribute to the spread of religious teaching in Takhar	Education and Sports,
						Religious Affairs
50	Family Incentives for Girls' Education (in provinces with highest drop out rates and lowest net enrollment ratio of girls)	School-age girls' parents/families are encouraged to send their girls ot schools	Girls literacy rate increased in selected provinces		Enhanced opportunities and possibilities for women to receive benefits of and participate in development initiatives.	Education and Sports
3.5	Establishment of Centers of Excellence in Islamic Education in selected regions	Increased opportunities for girls and boys to Islamic Education				Education and Sports
						Religious Affairs
0.25	Establishment and Capacity Building of Gender Unit in the Ministry of Information and Culture	Ministry of Information and Culture (MoIC) capacitated to better address issues/concerns of gender equality	improved contribution of MoIC to advance gender equitable development		Public sector effectiveness for gender equality	Information and Communications Technology

0.5	Production and Dissemination of Information Materials on Women's Roles in the Rebuilding of Afghanistan	Greater opportunities for the members of public to learn more of women's roles/contribution in the development of Afghanistan	improved understanding of organizations and individuals of critical roles women play for the rebuilding of Afghanistan		Institutions proactive to promote women's development	Education and Sports
-	Improving the life conditions of women and children in Afghanistan (construction of vocational training center for women and vocational and social training for women)	greater access for women to skill development opportunities	increased number of skilled women in the employment market		more women are employed in formal and informal sectors and their enhanced economic opportunities	Education and Sports
8	Establishment of Vocational Training Centers, enhanced economic opportunities for Women in Faryab, Balkh, Takhar, Kunar, Nangarhar,, Khost, Paktika, and Nimroz and marketign centre for women's products	Increased skill development and economic opportunities for women in selected provinces	More women are in the job market		enhanced economic status of women and their families in selected provinces	Education and Sports
1	Setting up of sports stadium for female and male youths in Ghazni					Education and Sports
0.005	Public advocacy on gender and population	Improved understanding of the members fo public of women's health and importance of their physical and psychological well-being	improved quality of life and health status of women			Health and Nutrition
-	Pilot burn center	Availability of facilities to treat burn patients	improved accessibility of public particularly of women in pilot areas to treatment related to burn		improved health care services in pilot areas and successful model available for replication	Health and Nutrition; Gender Equity
0.5	Gender Mainstreaming in Agricultural Programmes (UNDP)	Agricultural programmes are more gender responsive	improved access of women to benefits in the agri-sector and greater recognition of their contributions	Ext	Improved states of women (economic and social) and their families, particularly in rural areas	Agriculture and Rural Development
7	Backyard Food Production for Women in Rural Areas	Improved economic opportunities for rural women	Increased income and productivity of women		improved economic well-being and health status of women and their families	Agriculture and Rural Development
3	Recruitment and Training of Female Extension Workers	Increased number of skilled female extension workers	Increased efficiency of DoAs to reach female farmers		enhanced productivity in agri-sector	Agriculture and Rural Development

1	Capacity building on livelihood for nomads	greater potential of nomads for food security	improved accessibility of nomad community to economic opportunities		improved economic condition of nomad community	Social Protection and Humanitarian Aid
-	Enhancing Women's Economic Empowerment in Afghanistan	improved specialized opportunities for women among refugees and returnees	improved access for women among refugees and returnees to and participation in economic activities		refugees and returnee women and their families are economically better-off and better integrated in Afghan societies	Refugees, Returnees and IDPs
2.5	Vocational trainings for widows and physically impaired women	improved opportunities for widows and physically impaired women to be marketable	greater participation of widows and physically impaired women in economic activities		improved economic conditions of widows and physically impaired women and their families	Refugees, Returnees and IDPs
0.075	Development of Policy Proposal on Women's Rights to Inheritance					Refugees, Returnees and IDPs
0.25	Capacity Building for Local Government Units and NGOs on Responding to Economic and Social Needs of Chronically Poor Women	Local government institutions and NGOs are better equipped to address the economic and social needs/poverty better	Improved quality of life of chronically poor women.		Decrease in the number of chronically poor women	Social Protection and Humanitarian Aid
0.025	Conceptualization of Private Sector Employment Strategy for Women	Gender responsive, pro-women employment strategies in the private sector	Gradual increase in the number and percentage of women employed at various level including decision making by private sector		Gender responsive employment strategies of the Private Sector, which contributed to the reduction of women's poverty and the hardship of their families.	Private Sector Development
0.025	Study on the impact of corruption on Gender Power Relations	Impact of corruption on gender power relations is known	Anti-corruption policies/strategies are informed of the gender power relations and thus the vulnerabilities of women		Anti-corruption measures/initiatives contributed to the reduction of gender inequalities and vulnerability of women	Anti Corruption
0.25	Study on International Best Practices on Women's Participation in Anti Corruption Campaigns	Internationally recognized contributions/participation of women in anti corruption campaigns known	Policy planners/decision makers benefited form the knowledge generated by the study in designing new camping		More and more women are engaged in anti-corruption campaign	Anti Corruption
0.05	Technical Support to the Pilot Implementation of the					Anti Corruption

	Accountability Mechanisms in Public Service					
0.1	Study on the Impacts of Gender Capacity Building	status of institutional capacity to mainstream gender across the board is known/understood	Organizations were strengthened/new measures put in place to overcome the gender technical capacity gap		Organizations are more and more gender responsive; gender technical capacity locally available within various organizations.	Capacity Building and Institutional Reform
0.03	Research on the Impacts of Narcotics Strategy on gender power relations	Information, data available on the impact of narcotics on gender power relations	Resources, information available to improve policy environment		Policy advocacy and lobby are fact-based	Counter Narcotics
0.5	Improvement of Residential Treatment Centers for Female Wards	quality of services improved	quality of women's health improved		health related expenditure at family level reduced, which in effect contributed to the reduction of poverty	Counter Narcotics
2.5	Coaching Assistance to Community Women Leaders	Community women leaders are better equipped for environmental protection	Enhanced meaningful participation of community women leaders in environmental protection measures		Women's roles and leadership is recognized in environmental protection measures	Environment
0.03	Research on the Gender Impacts of Environmental Problems	Data, findings are available on the co-relation of gender disparities and environmental degradation	Resources, information available to improve policy environment		Policy advocacy and lobby are fact-based	Environment
0.15	Regional Meeting of National Women's Machineries	Regional level knowledge, experiences gathered on the functional mechanisms and effectiveness of National Women's Machineries	improved effectiveness of the National Women's Machinery		Recognition of the contribution of the National Women's Machinery to reduce gender disparity and feminization of poverty	Gender Equity; Regional Cooperation
2	Information and incentive systems to attract more women in the army and the police force	Increased number of women in army and police	Increased participation of women including in the decision making in the police and army		security sector policies and strategies are gender responsive and women specific security concerns receive due considerations	Security
0.05	Conference on gender issues in the security sector	Gender issues in the security sectors are well defined	security policies/strategies informed of gender issues		women's security is better protected.	Security
0.05	Public advocacy to generate support on the Anti Sexual	Public demands Sexual Harassment and grievance	Sexual Harassment and grievance handling laws/policies being		women's improved psychological well-being	Justice and the Rule of Law

	Harassment Law or Policy	handling laws/policy to be enacted	enforced		and improved and effective participation of women in various sectors	
0.3	Development of Data Base on VAW	ready reference for policy/strategic measures, anti-VAW camping	effective policy and strategic measures and social mobilization campaigns run		incidents of women being affected by VAW has reduced	Justice and the Rule of Law
0.3	Awareness Campaign on women's legal rights	Enhanced awareness of public in general and women in particular of women's legal rights	women and their families claim their rights/women's rights violation cases get reported	Ext	Incidents of violation of women's rights reduced	Justice and the Rule of Law
2.5	Legal support to women – legal aid clinics, training of female Para legal, support to the strengthening of national network of female lawyers, legal referral centers	Improved institutional response to women's legal needs	enhanced accessibility of women to legal aid		women's rights are better protected	Justice and the Rule of Law
1	Public education on the justice system	Greater public awareness of the existing justice system	Greater ability of the members of public in general and women in particular are informed of their rights and entitlements and the institutions that delivers		Improved demand for services	Justice and the Rule of Law
-	Combating Family Based Violence in Afghanistan	adequate legal (and medical) support is available to girls and women and the incidents of family violence has reduced	women and girls are better off and		improved state of women's physical and emotional well-being	Justice and the Rule of Law
2.5	Distribution of more energy efficient stoves to women in selected remote areas	improved access of women to technology	women's reproductive role related burden has reduced		efficient use of women's labor power and energy	Energy
-	Establishing of recreational parks for women and children in Balkh, Takhar, Kunar, Nangarhar, Ghazni, Daikundi, and Ghor	increased space for women and children in public sphere	increased participation of women in public events		enhanced confidence and improved physiological well-being of women	Gender Equity, Urban Development
-	Subsidy to private bus operators to implement the policy on promoting equitable access to transportation	proactive initiatives of private bus operators	enhanced accessibility/usability of women		improved mobility and public participation of women	Transport and Civil Aviation
-	Pilot home-based work arrangements for women	improved access of women to work	improved economic opportunities for women		women's economic poverty reduced	Information and Communications Technology

-	Gender review of land policy, housing policy, mortgage law, water distribution law, municipal law and land acquisition law	gender discrepancies in various laws systematically uncovered	recommendations are made to improve the quality of laws and make them more equitable		increased possibilities for women's ownership to various resources/assets	Urban Development
0.5	Establishment of literacy courses for women in Takhar	increased opportunity for women to be literate	increased access for women to information/institutions		improved awareness of women on various issues pertinent to them	Education and Sports
0.2	Career counseling for girls graduating from secondary level	improved awareness/readiness of girls for job market	greater accessibility of girls in the employment market		improved economic opportunities for girls and their families	Education and Sports
5.5	Construction of high schools for girls	improved facilities for girls education	increased number of girls enrollment		enhanced literacy rate in general and among girls in particular	Education and Sports
0.1	Establishment of VAW counseling units in the schools and universities	increased awareness of girls/young women of VAW and they are better equipped	effectives and timely response by girls/women		decrease in the number of VAW cases and increased number of cases reported on	Education and Sports
5	Holding of remedial classes for girls and women who drop out of schools	improved access for dropped out girls to education	increased possibilities for girls to get employed		improved education for girls; increased possibility for economic well-being;	Education and Sports
0.05	Development of implementing guidelines for the national policy on compulsory education	road map to implement compulsory education policy	enhanced opportunities for/accessibility of poor girls and boys to education		better economic and social future for poor girls and boys	Education and Sports
0.1	Computer and English training for women in Noristan	women in Noristan are better equipped for job market	increased possibilities for improved economic status of women		decrease in poverty level of women and their families in Noristan	Education and Sports
0.1	Setting up of books and reading center for women in Nangarhar	improved access for women in Nangahar to information	women in Nangahar are better informed and able to give views, opinion on matters pertinent to them		enhanced participation of women in Nangahar	Gender Equity
3	Establishing of day care and kindergarten classes in all provinces	reduction in women's child care burden	increased possibilities for women to access education and employment		reduction in women's poverty and improved participation of women	Education and Sports
0.1	Gender briefings for media	enhanced awareness of media organization of gender discriminations and women's disadvantages	proactive initiatives of media to promote women's rights and gender equality		improved gender responsiveness of media	Culture and Media
0.1	Capacity building for women in	Increased number of	Improved quality participation of		women's views influence	Culture and Media

	media	skilled/competent women in media	women in media		media decisions	
0.1	Support to organizations of women in arts and media	increased opportunities for women	enhanced participation of women		increased women in non-conventional areas	Culture and Media
2.5	Establishment of poultry farms in centre and districts for 10,000 women beneficiaries in Ghor	Income earning opportunities for women in Ghor	Women's economic participation		economic well-being of women and their families and reduction of their income poverty	Agriculture and Rural Development
1	Provision of micro credit facilities in Balkh	increased access of women to financial resources in Balkh	increased participation of women in economic activities and financial decision making processes		Reduction in women's economic poverty and enhanced self-esteem	Agriculture and Rural Development
1	Capacity Building of MoWA for Gender Mainstreaming and Poverty Reduction	Enhanced technical capacity of MoWA to reduce poverty through gender mainstreaming	Increased participation of MoWA in policy decisions, strategic interventions of other ministries such as MoLSA, MoF, MoD, Disaster risk reduction		Enhanced visibility of MoWA's role in gender responsive policy directions and strategic initiatives in devising gender responsive poverty reduction measures	Social Protection and Humanitarian Aid
	Women's economic empowerment programme	Greater economic opportunities for women	Improved economic as well as decision making and management skills of women		Reduction in women's economic poverty; women's improved role in decision making	
1	Skill Training Project for Chronically Poor Women	Enhanced marketable skills of chronically poor women	Greater income earning opportunities and participation of chronically poor women in economic activities		reduction in poverty level of chronically poor women and their families	Social Protection and Humanitarian Aid
0.5	Piloting of gender sensitive labor information centers	enhanced accessibility of organizations, policy makers at large to labor information	pro-poor gender responsive policy making processes strengthened		Poverty reduction policy interventions are gender responsive	Social Protection and Humanitarian Aid
2.5	Establishing of economic centers for poor women in Takhar	Improved access for poor women in Takhar to economic opportunities	Poor women in Takhar are economically better off		Women's poverty level in Takhar alleviated	Social Protection and Humanitarian Aid
2.5	Establishment of market and micro finance program for women entrepreneurs in Badakshan	increased access of women to financial resources and market in Badakshan	increased participation of women in economic activities, market and financial decision making processes; improved knowledgebase of women of economic activities, market		Reduction in women's economic poverty and enhanced self-esteem	Social Protection and Humanitarian Aid



0.1	Establishment of women's weaving, honey bee projects in Badakshan	Increased access of women in Badakshan to economic activity	Increased economic income of women		women's economic vulnerability reduced	Social Protection and Humanitarian Aid
0.1	Setting up of agricultural facilities for women in Noristan	women's improved access to agricultural inputs and agri-product marketing facilities in Noristan	women's improved knowledge and control over agri inputs, use of marketing facilities, their enhanced participation, their greater decision making roles		women's greater contribution in agri-economy and they are economically empowered	Agriculture and Rural Development
0.4	Establishment of condolence halls for women in Balkh and Ghazni	women's greater opportunities to participate in religious activities	Women's social network strengthened			Gender Equity
0.5	Technical assistance program for ministries on gender mainstreaming	enhanced gender technical capacity of ministries	programe and initiatives of various ministries are gender responsive		gender sensitive development processes in Afghanistan	Gender Equity
0.35	Comprehensive capacity building program on gender and statistics	Institutions are capacitated, trained personnel available, to develop gender statistics	development analysis and interventions are more equitable		improved effectiveness of organizations and individuals	Governance, Public Administrative Reform and Human Rights; Gender Equity
0.25	Capacity development of NGOs to target women and increase women's representation in leadership and decision making positions	local level organizations capacitated to promote women's participation particularly in leadership positions	Enhanced participation of women in leadership role		Local level development initiatives are responsive to women's concerns, needs.	Governance, Public Administrative Reform and Human Rights;
						Gender Equity
3	Capacity building of local government units and key staff of IDLG to facilitate gender mainstreaming in local governance	Local government units and staff of IDLG capacitated to promote gender mainstreaming at local level	local level development planning processes are gender responsive		gender mainstreaming occurring at local level	Governance, Public Administrative Reform and Human Rights;
						Gender Equity Gender Equity;
0.05	Gender awareness raising of senior officials of government	Greater understanding of senior govt officials of gender and consequences of gender blind/insensitive policies, strategies and interventions	Institutional practices are more responsive to critical gender needs of women		institutional mechanisms are gender sensitive	Governance, Public Administrative Reform and Human Rights;

						Gender Equity
5	Establishment/improvement of DOWA office and facilities in all provinces	DoWA is more equipped to serve other government entities, NGOs and women in the provinces	DoWAs are considered being resources		increased visibility and influence of DoWAs in sub-national development processes	Gender Equity
0.025	Public awareness raising on women's rights in all provinces	Greater understanding and acceptance of women's rights by the members of public	Incidents of discriminations and harassments of women and girls in public spheres reduced		Women and girls are enjoy greater rights and entitlements	Gender Equity
0.2	Capacity building for Ministry of Women's Affairs (UNDP)	Capacity of MoWA as the manager and leader of gender mainstreaming enhanced	State organs receive improved technical support from MoWA for gender mainstreaming		Improved quality of gender mainstreaming efforts in various state entities	Gender Equity
-	Establishment of Women's Parks in 4 provinces	Increased space for women in public sphere	Improved access for women to public space and facilities		improved opportunities for women (social, economical)	Gender Equity
-	UNIFEM Support to Ministry of Women's Affairs	MoWA is capacitated to ensure gender mainstreaming occurs	MoWA is viewed by other state organs as resource		gender mainstreaming processes in various state organs benefit from MoWA's roles and support	Gender Equity
-	National Action Plan for the Women of Afghanistan: Institutionalizing gender mainstreaming	NAPWA is being implemented	Women's greater access to resources, opportunities and development benefits		Change in women's situation/condition	Gender Equity
-	Support to Network of Rural Women in Development – Provincial Women's Development Centers (WDCs)	Rural women's networks and provincial women's centers are strengthened	women's centers are active promoting women's agenda at sub-national/local levels		Local level women's leadership and development agendas are being influenced by women's networks	Gender Equity
0.1	Establishment/strengthening of Gender Unit in all ministries					Gender Equity and all pillars
-	Communication Strategy on the ANDS Gender Equity Strategy	Tools to promote implementation of the ANDS Gender Strategy available	Potential of critical contributions of the strategy widely published and support generated		Roles of various stakeholders to implement the Gender Strategy is being well understood and well performed	Gender Equity
-	MoWA Initiative to Strengthen Policy and Advocacy (planned)	Strengthen and effective advocacy on gender mainstreaming policy	MoWA leaders are more strategic in making their interventions		MoWA's partnership network is strengthened	Gender Equity and all pillars







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