



# AFGHANISTAN'S NATIONAL ACTION PLAN ON UNSCR 1325-WOMEN, PEACE, AND SECURITY

2015-2022



Ministry of Foreign  
Affairs,  
Directorate of  
Human Rights and  
Women's  
International Affairs



**Afghanistan's National Action Plan  
on UNSCR 1325  
Women, Peace and Security**

**Ministry of Foreign Affairs**

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بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

In the name of Allah, the Merciful, the Compassionate

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## ACRONYMS

<b>AGO</b>	Attorney General's Office
<b>AIBA</b>	Afghanistan Independent Bar Association
<b>AISA</b>	Afghanistan Investment Support Agency
<b>AIHRC</b>	Afghanistan Independent Human Rights Commission
<b>ANA</b>	Afghan National Army
<b>ANDMA</b>	Afghanistan National Disaster Management Authority
<b>ANDS</b>	Afghanistan National Development Strategy
<b>ANP</b>	Afghan National Police
<b>ANSF</b>	Afghanistan National Security Forces
<b>APRP</b>	Afghanistan Peace and Reconciliation Program
<b>ARCS</b>	Afghan Red Crescent Society
<b>CSO</b>	Central Statistics Office
<b>CSOs</b>	Civil Society Organizations
<b>CEDAW</b>	Convention on the Elimination of all forms of Discrimination Against Women
<b>EVAW</b>	Elimination of Violence against Women
<b>FEFA</b>	Free & Fair Election Foundation of Afghanistan
<b>HOOAC</b>	High Office of Oversight and Anti-Corruption
<b>HPC</b>	High Peace Council
<b>HRSU</b>	Human Rights Support Unit (within the Ministry of Justice)
<b>IARCSC</b>	Independent Administrative Reform and Civil Service Commission
<b>IDP</b>	Internally Displaced Person
<b>IEC</b>	Independent Elections Commission
<b>MDGs</b>	Millennium Development Goals
<b>MoCI</b>	Ministry of Commerce and Industries
<b>MoD</b>	Ministry of Defense
<b>MoE</b>	Ministry of Education
<b>MoEC</b>	Ministry of Economy
<b>MoF</b>	Ministry of Finance
<b>MoFA</b>	Ministry of Foreign Affairs
<b>MoHRA</b>	Ministry of Hajj and Religious Affairs
<b>MoI</b>	Ministry of Interior Affairs
<b>MoIC</b>	Ministry of Information and Culture
<b>MoJ</b>	Ministry of Justice
<b>MoLSAMD</b>	Ministry of Labor, Social Affairs, Martyrs and the Disabled

<b>MoPH</b>	Ministry of Public Health
<b>MoRR</b>	Ministry of Refugees and Repatriations
<b>MoUD</b>	Ministry of Urban Development
<b>MoWA</b>	Ministry of Women's Affairs
<b>NAP</b>	National Action Plan)
<b>NAPWA</b>	National Action Plan for Women of Afghanistan
<b>NDS</b>	National Directorate of Security
<b>NSC</b>	National Security Council
<b>OAASMC</b>	Office of Administrative Affairs and Secretariat of Minister's Council
<b>UNSCR</b>	United Nations Security Council Resolution
<b>VAW</b>	Violence Against Women
<b>WPS</b>	Women, Peace and Security

*“Any kind of discrimination and distinction between citizens of Afghanistan shall be forbidden. The citizens of Afghanistan, man and woman, have equal rights and duties before the law.”*

Article 22 of the Afghan Constitution



Our constitution binds us, the Afghan citizens, in reinforcing networks of rights and obligations. Reaffirming our commitment to the values and obligations of our sacred faith of Islam, chapter 2 not only enumerates the fundamental rights of the citizens but makes the state into the agency for realization of these universal rights. Our National Action Plan for meeting our commitments under UN Resolution 1325 is, therefore, a mechanism for ensuring the realization of the constitutional rights of Afghan women.

Women, most likely, constitute the majority of the country, as prolonged conflict has extracted a heavy toll from the men. Like the youth and the poor, two other numerical majorities of our society, our women are a political and economic minority. Transforming the lives of our women, youth and the poor through creation of equality of opportunity is their key objective of the Government of National Unity.

Bringing lasting change to the lives of our women is the hardest of our challenges. We must simultaneously confront the challenges emanating from our poverty, overcome the legacy of prolonged conflict, and build societal consensus on a comprehensive vision and a robust action program to ensure the protection and participation of our women.

Understanding the place of women during the dawn of Islam, the role of women in the shaping of Islamic civilization, and the conditions of women prior to the April coup of 1978 are essential to the formation and dissemination of a discourse, policy, and practice that meet the test of sustainable and steady transformation. As Islam provides the warp and woof of our social and political fabric, all stakeholders must strive to find common ground within the universal and encompassing message of our civilization. Our Ulama and our gender activists, whether men or women, have a historic opportunity to pioneer new approaches and mechanisms to work together. Cultures have continuity, because the past is not only made present today but provides the psychological assurance that the past will be present in the future. As cultures are continuous arguments among its bearers within constitutive rules, we make and change history and categories of understanding by fostering tolerance and empathy for diversity of perspectives and points of view of stakeholders.

Using the occasion of the National Action Plan to meet our national obligations under Resolution 1325, I congratulate our colleagues on a job well done. The way to truly honor their labor of love, however, is to use this action plan as a platform for a national discussion to achieve the aspirations of our constitution. As my first constitutional duty is to uphold the constitution, I pledge the wholehearted commitment of the government to realize the lofty vision of citizenship for all of our people, especially our women.

Mohammad Ashraf Ghani  
President of the Islamic Republic of Afghanistan



## 1. BACKGROUND

On October 31st 2000, the United Nations Security Council (UNSC) adopted the historic Resolution 1325 (UNSCR 1325) on Women, Peace, and Security. The adoption of UNSCR 1325 was the validation of over 20 years of advocacy by women peace activists and women's organizations globally and it had no precedence before as it recognized that women's increased participation in all decision-making on peace and security related issues, as well as an end to conflict-related sexual violence.

The Resolution stresses the importance of increasing women's participation in the prevention, management, and resolution of conflict as well as all matters related to peace and security.

UNSCR 1325 was adopted under Chapter VII of the UN Charter, which effectively makes it international law, with obligatory responsibility for implementation for all UN member states. UNSCR 1325 builds on the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Beijing Platform for Action. UNSCR 1325 is also reinforced by six subsequent resolutions adopted by the Security Council: UNSCR 1820, UNSCR 1888, UNSCR 1889, UNSCR 1960, UNSCR 2106, and UNSCR 2122. Together they comprise the Women, Peace, and Security Agenda.

As a UN Member State, Afghanistan is committed to observing the principles of the UN Charter, international treaties it has signed, and UNSCRs, particularly those on women's rights. The Government of the Islamic Republic of Afghanistan, therefore, intends to take practical steps in order to adhere to its women's rights obligations, and contributing to the maintenance of peace and security. To this end and in order to implement UNSCR 1325, the Government of Afghanistan has developed this National Action Plan.

## 2. INTRODUCTION

The Afghanistan's National Action Plan (NAP) on UNSCR 1325 women, peace and security is developed to address the challenges women faced in the aftermath of war and conflict in Afghanistan. The best tool for realizing the objectives of the above-mentioned resolutions is Afghanistan's National Action Plan, which aims to increase women's participation in peace processes and the security sector as well as address issues around protection and relief and recovery services for women. Thus, the NAP, is important because in any post conflict society the development of the country depends on men and women. Men and women must possess equal access to opportunities and resources to achieve this goal. To this end and in order to implement UNSCR 1325, the Government of Afghanistan has developed this National Action Plan to achieve the following:

- Participation of women in the decision making and executive levels of the Civil Service, Security and Peace and Reintegration;
- Women's active participation in national and provincial elections;
- Women's access to effective, active and accountable justice system;

- Health and psychosocial support for survivors of sexual and domestic violence throughout Afghanistan;
- Protection of women from all types of violence and discrimination;
- Provision of financial resources for activities related to women in emergency;
- Implementation of IDPs policy provisions related to UNSCR 1325;
- Put an end to impunity for violence against women (VAW) and related crimes;
- Engage boys and men in fighting Violence Against Women;
- Support and provide capacity building for civil society (particularly women's organizations) on UNSCR 1325 and women, peace, and security;
- Increase economic security for vulnerable women through increased employment opportunities;
- Increase access to education and higher education for girls and women, particularly for the internally displaced persons and returnees;

#### Impact of Armed Conflict on Women

Women have experienced tremendous upheaval throughout the history of Afghanistan and have been forced to bear the brunt of over three decades of conflict and insecurity. Women's human rights deteriorated to unprecedented levels during the conflicts and war as they were denied their basic rights, including access to education, healthcare, and employment. After the collapse of the Taliban regime, women made a number of gains. Nevertheless, much remains to be done to realize women's full and equal rights. Due to more than 3 decades of war, in order to support women below are some of the major areas that require focused attention:

- Women are vulnerable to sexual violence, including: rape, sexual harassment, trafficking, forced prostitution, and forced marriages.
- In remote areas, women lack access to justices
- As a result of the armed conflict and the marginalization of women in society at large, women lack proper access to healthcare services, education, and employment opportunities.
- As a result, illiteracy and unemployment rates are highest among women, and Afghanistan suffers from a significant maternal mortality rate. Internally displaced women and women living in conflict-affected communities are particularly vulnerable to insecurity.

### 3. CONSTITUTIONAL AND LEGAL PROVISIONS RELATED TO WOMEN, PEACE, AND SECURITY

Prior to the adoption of this NAP, the Government of Afghanistan included provisions related to Women, Peace and Security in national legislation, government policies, and strategies and structures created to address WPS related issues. These provisions and structures are complementary to the NAP and should be viewed as tools for implementation of UNSCR 1325 in Afghanistan.

## Constitutional Provisions

Article 22 of the Afghan Constitution states: “Any kind of discrimination and distinction between citizens of Afghanistan shall be forbidden. The citizens of Afghanistan, man and woman, have equal rights and duties before the law.” This Article is the foundation for incorporating principles of gender equality and non-discrimination in government policies and initiatives. Women’s right to vote and representation in the National Assembly is enshrined in the 1964 Constitution. These rights were strengthened in 2004 with the new Constitution that set the 26 percent quota of seats for women in the Lower House (Wolesi Jirga) and 17 percent in the Upper House (Meshrano Jirga). Following the 2010 elections, Afghan women represented 27.7% of the Wolesi Jirga.

Articles No 43, 44, 53, and 54 of the Afghan Constitution articulate provisions on education, healthcare, welfare, and employment services for women. These articles ensure women’s access to education, healthcare, and employment in Afghanistan, which are pre-conditions for their meaningful political participation as well as an important component of the relief and recovery.

## Legal Provisions

The laws of Afghanistan guarantee the protection of women’s right and freedom, and GIRoA is thereby legally bound to protect women against violence. In 2009 the Elimination of Violence against Women (EVAW) Law was adopted, which lists 22 offences including forced marriage and rape. In an attempt to strengthen the legal provisions and structures to eliminate violence against women and increase women’s participation, the GIRoA has taken the following significant steps:

- Adoption of the EVAW Law;
- Amendment of some of the provisions in the Civil Servants Law to promote women’s right;
- Development of the Family Law;
- Development of procedures to prevent discrimination;
- Development of Shelter Regulations, and;
- Paragraph 32 of Presidential Decree No 45: On Elimination of Violence against Women.

## 4. POLICIES AND STRUCTURES RELATED TO WOMEN, PEACE AND SECURITY

A number of government policies relates to women, peace, and security are complementary to the NAP. One of such policy is the National Action Plan for the Women of Afghanistan (NAPWA), which is in effect from 2008-2018. NAPWA, which was endorsed by the Ministers’ Council, serves as the government’s main instrument for implementing policies and commitments on women’s empowerment and gender equality. It is a multi-sectorial plan emphasizing access to education and healthcare services, economic security, political

participation, as well as the elimination of violence against women. NAPWA also commits the Afghan Government to increase women's representation in the civil service to 30 percent.

Other relevant policy frameworks include:

- The Afghanistan National Development Strategy (ANDS), which includes gender equality as a major cross-cutting issue;
- The Afghanistan Compact (2006) and the Tokyo Mutual Accountability Framework (TMAF, 2012), which are among the key development documents that set out policies, outcomes, and benchmarks for accountability on the progress of Afghan women;
- The South Asian Association for Regional Cooperation (SAARC), established in 1985, which includes gender initiatives;
- CEDAW, which Afghanistan signed in 1980 and ratified without reservation in 2003;
- The Beijing Declaration and Platform for Action, which was adopted at the fourth Global Women's Conference in Beijing in 1995, emphasizes on the significant measures needed to improve the status of women, and;
- Strategy of the Ministries of Interior and National Defense, currently being revised to attain a minimum of 20 percent increase in women's representation in their respective ministries over the next ten years. Through its Strategic Objectives Plan (2010-2014), the Ministry of Interior has committed itself to creating opportunities for women within the police force.

### National Structures

In order to enforce provisions made in the Constitution, legislations, and the various policies and action plans, a number of national structures have been established. These include: the Ministry of Women's Affairs (MoWA), Afghanistan Independent Human Rights Commission, family courts, the ERAW Commissions in the center and provinces, and the Commission on Eliminating Sexual Abuse of Women and Children. There is also a special ERAW Law Prosecution Unit in the Attorney General's Office that investigates and prosecutes cases of violence against women, with similar units formed at the provincial level. The Afghanistan Independent Human Rights Commission (AIHRC) was established in 2002 with the purpose of promoting, protecting, and monitoring human rights and investigating human rights abuses.

Another development is that provincial headquarters and large districts have established Family Response Units (FRUs) staffed with policewomen. Since 2013, 201 FRUs are up and running, with 17 units in Kabul and 184 units in the provinces. Additionally during the London Conference (2014) the new government reaffirmed its commitment to implementation of UNSCR 1325.

### WOMEN'S PARTICIPATION IN THE PEACE PROCESS

Despite the challenges facing Afghanistan, the status of women has improved since 2001. While there remains more to be achieved, increased access to education, healthcare, justice,

employment, freedom of expression, and other basic rights has made it possible for Afghan women to participate more fully in public and political life. However, they still remain to a large extent excluded from social and political life, and decision-making pertaining to their own security and well-being. Accordingly, women's participation in official peace building initiatives, the peace process, and security sector reform has been limited.

One of the fundamental structures established by GIRoA to facilitate the peace process is the High Peace Council (HPC), comprised of 70 members, of which nine are women. Seventy-one women are also active in the Provincial Peace Committees and Secretariats across 33 provinces. As a result of efforts of the High Peace Council and its Provincial Peace Committees, the participation of women in peace building efforts is recognized as a prerequisite for peace and reconstruction across the country, which is of crucial importance. The Afghan Government is committed to ensuring women's representation at all levels of decision-making, with particular focus on women's role in the peace process in 34 provinces and acknowledges that durable peace and stability in Afghanistan requires the participation of women in political and social life.

This is despite the fact that there are increased numbers of women in the police, military, civil service but still not enough in order to respond to emerging needs of women. Women in the security sector is an encouraging force for more women to join the security forces.

The GIRoA also is determined to increase women's participation in the security sector by eliminating significant obstacles such as improper traditions, bias, and insecurity and developing more protective policies for women. The Government will implement and monitor reforms and capacity-building programs in the governance, justice, and security sectors in order to incorporate a gender responsive approach based on women's needs. These efforts will lead to the establishment of policy and legal frameworks that protect women who participate in conflict resolution, and strengthen their role at the negotiating table and in the security sector.

## 5. NATIONAL ACTION PLAN ON 1325 AND ITS STRATEGIC PRIORITIES

The UNSCR 1325 and the Women, Peace and Security Agenda is relevant to the current Afghan context, particularly in the state building and transitional process, women's empowerment and active political participation is of crucial importance.

### Strategic Priorities and Objectives of the NAP

#### 1- Participation

UNSCR 1325 seeks to increase the political participation of women at all levels of decision-making related to peace, security and civil service. The Government of Afghanistan has prioritized the political participation of women and aims to ensure their participation through the following provisions in the NAP:

- Increase effective participation of women in the decision-making and executive levels of the Civil Service;
- Women's active and effective participation in leadership positions of security agencies;
- Ensuring women's effective participation in the peace process;
- Encouraging women's meaningful participation in the drafting of strategies and policies on peace and security;
- Strengthening women's active participation in elections.

## 2- Protection

Women are vulnerable to various types of violence in conflict and post-conflict societies such as: threats, intimidation, violent attacks, rape, trafficking, and forced marriages. UNSCR 1325 recognizes that women are particularly vulnerable to sexual violence during conflict and post-conflict situations and calls for their protection. In recognition of the scale of this issue in Afghanistan, GIROA aims to ensure the protection of women through the following provisions in the NAP:

- The protection of women from all forms of violence and discrimination through the enforcement, monitoring and amendment of existing laws and development of new laws and policies;
- Women's human rights are promoted through gender mainstreaming of laws, policies, and institutional reforms;
- Providing for enabling environment for women to have access to justice through their effective participation in the judiciary.
- The protection of women from all forms of violence through awareness raising and public outreach;
- Health, psychological, and social support is available for survivors of violence throughout Afghanistan;
- Special measures are in place ensuring women's protection from sexual violence;

## 3- Prevention

UNSCR 1325 highlights the importance of preventing sexual violence against women, prior to it occurring or in the early stages by adopting special measures. GIROA firmly believes that the prevention of violence against women is one of the best ways to effectively ensure women's rights and political participation and lists the following related objectives in the NAP:

- Prevention of violence against women;
- The elimination of the culture of impunity surrounding violence against women;
- Strengthen the role of women in the security sector and judicial structures;
- Gender-related reforms in the security and justice sector;
- Involve men and boys in the fight against all forms of violence against women;
- Increase awareness among women of their rights and their role in preventing violence and resolving conflict.

#### 4- Relief and Recovery

Lack of adequate economic resources for women in conflict and post-conflict situations is a major challenge to providing access to education and healthcare services. UNSCR 1325 calls for the creation of funding mechanisms, economic development opportunities, and the provision of relief and recovery services (e.g. services for survivors of violence and equal distribution of resources between men and women). UNSCR 1325 also specifically addresses women's access to aid distribution mechanisms and services, including those related to their distinct needs.

GIRoA is committed to providing relief and recovery services to women from/within conflict-affected communities, IDPs, and survivors of violence, through the following objectives in the NAP:

- Provision of relief and recovery services for women affected by conflict, IDPs and women survivors of violence;
- Increasing rural women's economic security through increased employment opportunities;
- The social and economic needs of women are considered in the design, implementation, and evaluation of relief and recovery programs;
- Girls and women's increased access to education, healthcare services, and employment, particularly for refugees, the internally displaced, and returnees
- The implementation of the IDP Policy provisions related to UNSCR 1325.

## 6. IMPLEMENTATION MECHANISM

### 1. Implementation Plan

GIRoA acknowledges the need for a detailed implementation plan to ensure the successful implementation of the NAP. Hence, a separate implementation plan based on the matrices is set to be developed to clarify the responsibilities of the lead and supporting agencies during the implementation of phase 1 (2015-2018) and the steps to be taken in terms of coordination, monitoring and evaluation and financing of the NAP.

The NAP spans over two phases of four year period each, and the actions in the matrix section of the NAP are linked to specific timeframes. The phase one will cover 2015-2018 and phase two will cover 2019-2022. For successful implementation of the NAP it will be crucial for all the implementing agencies and the involved stakeholders to keep the deadlines set. The activities will be prioritized by the lead and supporting agencies and will be specified in the relevant implementation plans of the agencies.

### 2. Implementing Agencies

A clear division of responsibilities between different ministries and agencies is important to avoid confusion. For this purpose, the implementing agencies have been divided into two categories: 1) lead implementing agencies, and 2) supporting agencies.

The NAP is a government policy and a reflection of GIRoA's commitments with regards to the implementation of UNSCR 1325. Lead implementing agencies are government agencies, ministries, structures, and institutions, while civil society, media and the private sector play an important role as the supporting agencies.

### 3. Reporting and Accountability

All lead and supporting implementing agencies will be responsible for reporting on their assigned activities on an annual basis to the DHRWIA-MoFA. The DHRWIA will compile the reports and submit them to the Steering Committee for approval. After approving the report, the Steering Committee will submit the final report to the President Office, the National Assembly and the international community. The annual reporting will address: the extent of activities implemented, financing allocated, disbursed and spent, progress made, challenges encountered, and suggestions to improve the implementation.

The annual reporting mechanism, a midterm and final review will be conducted by a team of experts. To ensure uniform and consistent reporting of high quality, templates are designed for the annual reporting, and all focal points in the lead agencies responsible for collecting the data and writing the reports will be given training. The training will focus on how to use the templates and indicators, data collection, and how to analyze and present the data collected.

In order to ensure effective implementation and reporting of the NAP, the annual reports as well as the midterm review and final review will be published on MoFA's website.

GIRoA recognizes the importance of strong accountability mechanisms in order to achieve successful implementation of the NAP. The annual reporting by the lead agencies and the independent midterm and final review will serve this purpose and will ensure that all the agencies are implementing the activities for which they are the lead implementing actors.

The matrices outlining the activities of the NAP have been designed to ensure that there is no uncertainty about which agencies are responsible for implementation and reporting. The annual reporting by the lead agencies will be prepared on the basis of indicators, templates, activities and their specific responsibilities. The annual reporting by the lead agencies and the independent midterm and final review will respond to the requirements of the principle of transparency that the GIRoA requires in order to achieve successful implementation of the NAP.

Strong accountability mechanisms and monitoring of the NAP implementation are dependent on broad ownership, transparency, political will and accountability at the highest levels of government.

## 7. MONITORING & EVALUATION

GIRoA recognizes the need for a comprehensive monitoring and evaluation mechanism to ensure effective implementation of the NAP. Therefore, a separate Monitoring and Evaluation (M&E) Plan is designed, which includes annual monitoring, mid-term (after two years) and final



review (Evaluation) in the fourth year. The M&E Plan will include tracking and monitoring of financing for the NAP to ensure transparent and effective implementation, for which the Steering Committee is responsible. The GIRoA recognizes the important role of civil society as an independent oversight body for the successful implementation of the NAP.

## 8. COOPERATION AND PARTNERSHIPS

Successful implementation of the NAP on UNSCR 1325 requires close cooperation between the Government of Afghanistan, civil society, conflict affected communities, and the international community. GIRoA bears overall responsibility for the implementation of the NAP through the agencies mentioned in the implementing agencies matrix.

The legitimacy of the NAP and effective implementation relies on the support of the women of Afghanistan and those specifically affected by the NAP, including female survivors of sexual violence, female IDPs and returnees, female civil servants, women in the security sector, politicians, and activists etc.

Civil society organizations who work on UNSCR 1325 and related issues also play an important role in the implementation of the NAP, as supporting agencies and implementing partners. They can also function as an important watchdog; conducting advocacy and awareness raising, and producing shadow reports. GIRoA is committed to ensuring that necessary resources are available for capacity building of civil society.

The private sector should be an important partner for the implementation of the NAP, particularly for activities related to relief and recovery and creating employment opportunities for women. Successful implementation of the NAP also requires extensive awareness raising and public outreach; hence private and state owned media outlets (TV, radio, newspapers etc.) across the country will play an important role.

Furthermore, the international community, donors, and international organizations who have supported the development of the NAP will continue to be important partners for the implementation phase, providing technical and financial assistance.

## 9. RISKS AND MITIGATION MECHANISMS

Potential Risk/Problem	Measures to Address the Risk/Problem
1) Deterioration of the security situation in some or all parts of the country.	In the event of a deterioration of the security situation it is important to adapt the implementation of the activities to avoid the wasting of resources. Implementation of new activities in not yet covered areas should be limited or slowed down and efforts should be increased to support already on-going activities.
2) Lack of financial	When budgeting/costing the NAP, the Steering Committee should

<p>resources to bear the cost of NAP implementation.</p>	<p>encourage national and international donors to commit to funding for the duration of the NAP. Throughout the course of implementation attention should be focused on seeking and raising funds from multiple national and international sources. The Steering Committee should also work to increase the available funds to the NAP through the annual national government budget.</p> <p>The budget should also contain a contingency plan, and some margins for each expected budget line that will be used when limitations in funding occur.</p> <p>The NAP budget should be revised on an annual basis if needed and necessary adjustments should be made.</p>
<p>3) The agencies responsible for the implementation of the NAP lack sufficient capacity and technical skills to successfully implement the activities.</p>	<p>The Steering Committee, the Coordination Committee, (ANNEX 2) and the agencies focal points should invest time and resources in training, capacity building, technical support and creating an enabling environment for the implementing agencies.</p> <p>The Steering Committee and Coordination Committee should support the agencies in resolving any challenges and ambiguities such as with other agencies, and councils during the NAP implementation. The annual reports should include an analysis of the capacity and technical skills and suggestions for improvements.</p>
<p>4) Some of the actions in the NAP are challenged at the provincial levels.</p>	<p>Preventive measures should include the creation of broad ownership on the national and provincial level through awareness raising and advocacy initiatives.</p> <p>Dialogue between the agencies and ministries in Kabul and their provincial branches with provincial governments throughout the implementation phase will be important to avoid confusion or lack of understanding of the obligation to implement the activities in the NAP.</p> <p>In case of any problems governors can function as a mediators to resolve issues.</p>
<p>5) One or a number of the implementing agencies does not deliver annual reports of high quality on time.</p>	<p>At the beginning of the implementation phase the Steering Committee and the Coordination Committee should ensure that all the focal points in the lead agencies are aware of their responsibility to implement the NAP.</p> <p>To ensure easy and uniformed annual reporting templates will be</p>

	<p>given to all lead agencies. All the focal points in the lead agencies will also receive training on how to use the templates and the indicators and how to collect and analyze the data for the reports. If the training provided is not enough to ensure timely reporting of high quality or if focal points change after the training, additional training and technical support should be provided.</p> <p>If reports are lacking they should be edited and suggestions for improvements should be made by the NAP Coordinator/M&amp;E Officer and then returned to the focal points for completion.</p> <p>If capacity building initiatives and technical support are not enough to ensure timely reporting of high quality, the Steering Committee will hold the responsible agencies accountable for not delivering their reports on time.</p>
<p>6) Coordination between the lead agencies and supporting agencies for the implementation is lacking.</p>	<p>An implementation plan with a mechanism for coordination of lead and supportive agencies which can be used for the implementation of each activity in the NAP is developed and distributed to all the implementing agencies. If there are any issues with the coordination it should be included in the annual reports to DHRWIA of MoFA, whereby the Steering Committee will adopt measures to resolve the issues.</p>

**NAP Actions Matrix for Implementing Agencies  
on UNSCR 1325 - Women, Peace & Security**

## A- Participation

Objective 1: Increased meaningful participation of women in the decision making and executive levels of the Civil Service, Security and Peace and Reintegration

### 1. Civil Service

Strategic Objective	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing Agencies	
						Lead	Support
1. Adequate laws and policies strengthening women's participation in civil service are in place	A. Assessment and review of laws and policies for strengthening women's participation	Assessment Reports identifying the gaps in laws and policies and recommendations for strengthening women's participation are in place.	1) Number of Laws and Policies assessed in order to strengthen women's participation.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoJ and MoWA	National Assembly and IARCSC
	B. Amendment of existing Laws and Policies for Strengthening women's participation and/or the development of new laws and policies if needed.	Laws and policies are amended based on assessment reports.	2) Number of adequate laws and policies amended.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2022	MoJ and MoWA	National Assembly and IARCSC

2. Increased representation of women in all government institutions.	A. Increase the representation of female employees in the civil service through quotas and their representation in recruitment committees.	Increased women civil servants.	3) 10% increase in female civil servants	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly. CSO Handbook (Women and Man in Afghanistan)	2015-2018	IARCSC, All government ministries	National Assembly, MoWA, CSO
	B. Create enabling environment for women's participation in the civil service through development of policy of mutual respect in the workplace.	The policy on the mutual respect (preventing violence) in the workplace is in place.	4) The number of ministries having the policy in place.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	IARCSC, MoWA, All Ministries	National Assembly, MoJ

**2. Security**

Strategic Objective	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing Agency	
						Lead	Support
1. Increased women's capacity to effectively perform their duties and assume leadership positions in security sector.	Develop capacity building strategy to enable women to perform their duties efficiently and acquiring leadership roles in the security sector.	A strategy on how to enhance women's capacity is in place.	5) Number of women in the leadership position in security sector.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	Security agencies	MoWA, The Women's Affairs Commission in the National Assembly, AIHRC
2. Enhance	A. Establishing women-only	Safe training as mean to	6) Number of women-only training	Annual reporting to DHRWIA of MoFA.	2015-2018	MoI, MoD, NDS	President's Office,

women's participation in security sector.	training facilities.	encourage women to join security sector is in place.	facilities	DHRWIA compiles annual report to the President's Office and the National Assembly.			MoWA, NSC
	B. Review the current Human Resources (Recruitment & Promotion) policies of MoI and MoD.	Number of women in security promoted to higher positions.	7) Number of women promoted to higher positions	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoI, MoD, NDS	President's Office, MoWA, NSC
	C. Provision of incentives to encourage women to join security sector.	Increased incentives to encourage women to join security sector.	8) Number of initiatives to encourage women to join security sector.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoI, MoD, NDS	President's Office, MoWA, NSC

### 3. Peace and Reintegration

Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing agencies	
						Lead	Support
1. Enhancing Women's meaningful participation in the reconciliation, negotiation, and re-integration at all levels.	A. Adopt a policy to ensure women's participation in peace, reconciliation and reintegration.	Increased number of women participating in all phases of peace process.	9) The policy ensuring women's participation in peace, reconciliation and reintegration.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoI, HPC, Provincial Peace Committees	President's Office, MoD and MoWA
	B. Establish a national roster of potential	Smooth placement of women	10) Number of women in the national roster	Annual reporting to DHRWIA of MoFA. DHRWIA compiles	2015-2018	MoWA, HPC, Provincial	CSOs

	women negotiators from all 34 provinces.	negotiators.		annual report to the President's Office and the National Assembly.		Peace Committees	
2. Increasing women's meaningful participation in the drafting of strategies and policies on peace and security.	Training women to be able to participate in the drafting peace strategies and policies	Peace strategies and policies are responsive to women concerns and perspectives.	11) Number of women participating in drafting peace policies and strategies.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	HPC, MoWA, Provincial Peace Committees	MoI
3. Increased awareness of institutions involved in peace and security on UNSCR 1325 (and its NAP)	A. Develop awareness raising and capacity building programs for the security sector	Increased awareness and capacity of the security sector on 1325 and NAP	12) Number of women participating in the awareness raising programs on UNSCR 1325 and its NAP.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	Security Agencies, MoFA	MoWA, AIHRC, and CSOs
	B. Development of capacity building programmes for women negotiators in the peace process.	Increased capacity of women involved in the peace negotiations	13) Number of expert women negotiators	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2016-2018	HPC and NSC	MoWA, MoFA and CSOs
<b>Objective 2: Strengthening women's active participation in national and provincial elections.</b>							
Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing Agencies	
						Lead	Support
1. Relevant laws, policies, and	A. Conduct a review of relevant	A review/needs assessment	14) Review/needs assessment finalized	Annual reporting to DHRWIA of MoFA.	2015-2018	MoJ, MoWA, IEC,	Civil Society, IARCSC, and



procedures ensuring the increased participation of women's nominations for elections and ensuring their security are in place.	laws, policies, and procedures.	report of relevant laws, policies, and procedures.	and number of relevant laws, policies, and procedures reviewed.	DHRWIA compiles annual report to the President's Office and the National Assembly.		and Security Institutions	women's commissions in the national assembly
	B. Amendment of relevant laws, policies, and procedures to pave the way for women's increased participation in elections.	Relevant laws amended	15) Number of Relevant laws, policies, and procedures have been amended.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2016-2018	MoJ, IEC and women's commissions in the National Assembly	MoWA and IARCSC
2. Creating enabling environment for women to safely run for the elected offices, register, vote, and campaign.	A. Conduct national campaign on the civic participation of women	Improve social perceptions of women elected candidates and political activists across the country.	16) Number of women running for offices and voting	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the Office and the National Assembly.	2015-2018	IEC, AIHRC, MoWA	women's commissions in the National Assembly, civil society, MoIC
	B. Review and improve processes allowing women to safely register, vote, and campaign during electoral cycles.	Processes allowing women to safely register, vote, and campaign during electoral cycles have been reviewed, amended, and improved across the country to encourage women to run for	17) Number of women who safely register, vote, and campaign during electoral cycles.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoWA, IEC, AIHRC, and women's commissions in the National Assembly	CSOs

		office.					
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## B. Protection

Objective 1: Protecting women from all kinds of violence (domestic, sexual, etc) and discrimination through the implementation, monitoring and amendment of existing laws and policies and the development of new laws and policies.							
Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing agencies	
						Lead	Support
1. Protection of women through implementation and monitoring of EAW law, anti-human trafficking and abduction law.	A. Develop and implement of a monitoring mechanism on implementation of EAW law, anti-human trafficking and abduction law.	A monitoring mechanism on implementation of EAW law is developed.	18) A monitoring mechanism on implementation of EAW law	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	EAW Commission, MoWA	Women's Affairs Commission of the National Assembly and Civil Society, AIHRC
	B. Strengthen the justice sector to effectively and efficiently address the VAW cases with special focus on prosecution office and courts.	The justice sector is Strengthened to effectively and efficiently address the VAW cases with special focus on prosecution office and courts.	19) Number of VAW cases resolved utilizing VAW Law.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	President's Office, Judicial Institutions, Mol	MoWA

2. The laws of Afghanistan include all types of violence against women listed in UNSCR 1325 (NAP) and subsequent resolutions on WPS	A. Conduct an assessment of existing laws of Afghanistan on violence against women.	Gaps in Afghanistan laws with regard to VAW are identified.	20) An assessment of existing laws on violence against women and number of recommendations for amendment	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoJ, MoWA, MoFA	AIHRC, Civil Society
	B. Amendment of existing laws of Afghanistan on violence against women based on the recommendations of the assessment.	Existing laws of Afghanistan on sexual violence against women have been amended based on the recommendations of the assessment.	21) Number of Amendments of existing laws of Afghanistan on sexual violence against women.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2018-2022	MoJ, MoWA, MoFA	AIHRC, Civil Society

**Objective 2: Protecting women through access to effective, active and accountable justice system.**

Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing agencies	
						Lead	Support

1. An inclusive mechanism for increasing women's awareness on legal issues and access to justice is in place, with active participants of women.	A. Establishment of legal clinics/ offices within the scope of community centers	legal clinics/ offices are established	22) Number of legal clinics/ offices are established	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoJ, HPC, and ANDMA	MoI, and NDS, MoFA and MoWA
	B. Establishment of Dispute resolution and emergency response committees with active participation of women.	Dispute resolution and emergency response committees with active participation of women are established	23) Number of Dispute resolution and emergency response committees with active participation of women established.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoJ, HPC, and ANDMA	MoI, and NDS, MoFA, MoWA
2. Establishment of a group of women experts on Sharia, EAW law and Penal code of Afghanistan.	A. Training of a group of women on Sharia, EAW law and Penal code of Afghanistan	A group of women are trained on Sharia, EAW law and Penal code of Afghanistan	24) Number of women trained on Sharia, EAW law and Penal code of Afghanistan	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoWA, MoE, MoHIA, MoIC	MoJ, Media, and AIHRC
	B. Inclusion of women in Ulama council.	Women are represented in the Ulama Council	25) Number of women in the Ulama Council	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	The Ulama Council, MoWA, MoHIA	AIHRC, Media, CSOs

Objective 3: Health and psychosocial support is available for survivors of sexual and domestic violence throughout Afghanistan.

Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing agencies	
						Lead	Support
1. Health and psychosocial support for the victims and survivors of violence through Basic Package for Health Services (BPHS) are available.	Provision of health and psychosocial support for the victims and survivors of violence through BPHS.	Health and psychosocial support for survivors of sexual violence as well as safe shelter homes are offered in all provincial capitals of Afghanistan.	26) Number of provincial capitals where health and psychosocial support as well as safe shelter homes are offered to survivors of violence.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoPH, Mol, MoWA	Civil Society, AIHRC, ARCS, MoRR
2. Situation of women in detention facilities are improved and women detainees are protected from all types of violence and discrimination.	Establish a high level Committee to monitor the status of women's human rights in detention facilities and ensure that measures for improvements are put in place to protect women detainees from violence.	The status of women's human rights in detention facilities have been monitored and measures ensuring improvements have been put in place to protect women detainees from violence.	27) A monitoring mechanism in the status of women in detention facilities is place.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoPH, MoWA, Security Agencies, and Judicial Institutions	AIHRC, CSOs
3. Legal measures are in place to protect and consider the distinct needs of	Conduct the needs assessment of legal measures needed to protect and consider the	A system to protect the survivor of violence and their family	28) Number of survivors of violence (including domestic and sexual violence) witnesses, and their	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and	2015-2018	MoWA, MoJ, Mol and Judicial Institutions	AIHRC, Civil Society

survivors of violence (including domestic and sexual violence) witnesses, and their family members.	distinct needs of witnesses and survivors of violence and their families	member and witnesses is in place.	family members are protected.	the National Assembly.			
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### C. Prevention

Objective 1: The Protection of women from all types of violence and discrimination through awareness raising and public outreach.							
Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing Agencies	
						Lead	Support
1. The elimination of the culture of impunity surrounding sexual violence against women.	A. Creating a specific mechanism for family courts to oversight the EVAW cases.	A specific mechanism for family courts to oversight the VAW cases is created	29) Mechanism to oversight VAW cases in family courts	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoI, MoJ, MoWA, and Judicial Institutions	MoIC, AIHRC, Civil Society, and HOOAC
	B. Establish procedures to hold responsible members of the judiciary to avoid discrimination in VAW cases.	Procedures have been established to hold responsible members of the judiciary who discriminate in resolving VAW cases	30) Procedures for accountability and transparency of court decision are in place.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoI, MoJ, MoWA, and Judicial Institutions	AIHRC, Civil Society, and HOOAC

<p>2. Raised awareness of the consequences of violence against women among the public across the country.</p>	<p>Launch a campaign to end violence against women (including radio/TV programmes, workshops, and advertisements) across the country.</p>	<p>Increased awareness on respecting women and family values</p>	<p>31) A Campaign to end violence against women (including radio/TV programmes, workshops, and advertising) launched across the country.</p>	<p>Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.</p>	<p>2015-2018</p>	<p>MoHIA, MoIC, MoWA, Judicial Institutions</p>	<p>AIHRC, Civil Society</p>
<p>3. Participation of men (particularly young men and religious leaders) of Afghanistan in combating VAW in the country.</p>	<p>Establish provincial Committees (young men and religious leaders) in Kabul and all the 34 provinces with the aim of involving them in combating VAW.</p>	<p>Reduction in VAW</p>	<p>32) Number of provincial committees (including young men and religious leaders) established in Kabul and all the 33 provinces.</p>	<p>Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.</p>	<p>2015-2018</p>	<p>MoIC, MoE, MoHE, MoHIA</p>	<p>MoWA and CSOs</p>
<p>4. Increased awareness among all military personnel on how to protect women from violence.</p>	<p>Brief all military personnel on how to protect women from sexual violence and all commanders of their responsibility to protect women.</p>	<p>Awareness among security personnel especially in police is increased on measure to protect women.</p>	<p>33) Number of military personnel briefed on how to protect women from sexual violence and number of commanders informed of their responsibility to protect women.</p>	<p>Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.</p>	<p>2015-2018</p>	<p>MoWA, MoD, MoI, NDS</p>	<p>AIHRC and Civil Society</p>

D- Relief and Recovery

Objective 1: Increased economic security for vulnerable women.							
Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing Agencies	
						Lead	Support
1. Ensuring the recruitment of recent female university graduates (especially women in the rural areas) into the government institutions.	Launch a recruitment campaign targeting recent female university graduates (especially women in the rural areas).	Number of women in the civil service especially in provinces increased.	34) Number of women in the civil service especially in provinces.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoLSAMD, IARCSC,	MoHE, Civil Society and Security Agencies
2. Increasing women's employment opportunities (especially rural areas) through the establishment of special work environments for women.	A. Reviving old factories in 8 zones, employing only women (especially from conflict affected communities).	Production factories in 8 zones, employing increased number women (especially from conflict affected communities) is up and running.	35) Number of production factories, employing increased number of women (especially from conflict affected communities)	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoLSAMD, MoEC, AISA	MoWA, Private sector and Job placement organizations, Civil Society
	B. Encourage women recruitment in factories with provision of incentives for them.	Women are encouraged to join female only factories and are provided with incentives	36) The number of factories encouraging women to join and providing incentives to them.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoLSAMD, MoEC, AISA	MoWA, Private sector and Job placement organizations, Civil Society



Objective 2: Adequate financial resources are available for activities related to women in emergency							
Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing Agencies	
						Lead	Support
1. Existing programmes incorporates a gender perspective and specifically responds to the needs of women.	Conduct a mapping of all existing government programmes with an analysis of the extent to which they include a gender perspective and specifically identify the needs of women.	Programs are developed based on the findings of the survey	37) Number of newly designed government programs which have been designed based on the information according to the map that include a gender perspective and specifically respond to the needs of women.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoWA, MoF, MoEC, MoE, MoLSAMD	The National Assembly , Civil Society
2. Effective allocation of resources to respond to the needs of women in conflict.	Analyze the national budget from gender lens.	Women supported projects/initiatives are funded through Afghanistan National Budget.	38) Number of women program/initiatives funded through Afghanistan National budget.	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoF, All Government Agencies	National Assembly, MoWA, HOOAC

Objective3: IDPs policy provisions related to UNSCR 1325 is implemented

Strategic Objectives	Specific Action	Expected Results	Indicator	Reporting Mechanism	Time-frame	Implementing Agencies	
						Lead	Support
1. Improve the quality of service delivery to IDPs.	Implementation of IDPs Policy Provisions on UNSCR 1325.	Protecting IDP women.	39) Number of provisions of IDPs Policy on UNSCR 1325 implemented	Annual reporting to DHRWIA of MoFA. DHRWIA compiles annual report to the President's Office and the National Assembly.	2015-2018	MoRR, MoF, MoWA, ARCS, ANDMA, All government agencies	AIHRC, CSOs

# **ANNEXES:**

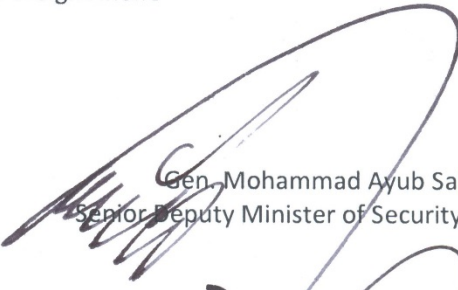
- 1- Steering Committee Members Signatures**
- 2- NAP Development Process**
- 3- UNSCR 1325 English Text**

### Steering Committee members



H.E. Zarar Ahmad Osmani  
Minister of Foreign Affairs

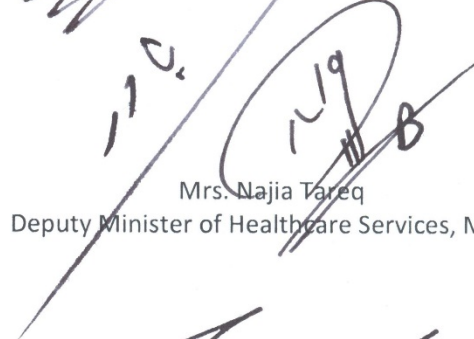
Gen. Mohammad Humayun Fauzi  
Deputy Minister of Policy, MoD



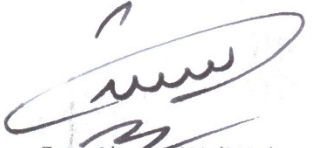
Gen. Mohammad Ayub Salangi  
Senior Deputy Minister of Security Affairs, MoI



Mr. Humayun Rasa  
Deputy Director of NDS



Mrs. Najia Tareq  
Deputy Minister of Healthcare Services, MoPH



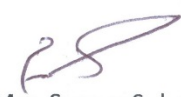
Eng. Ahmad Wali Hakami  
Deputy Minister of Admin and Finance, MoRR



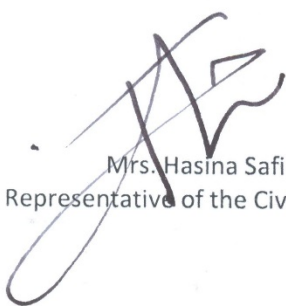
Mrs. Sayeda Mojgan Mostafavi  
Technical Deputy Minister, MoWA



Dr. M. Qasim Hashimzai  
Senior Advisor, MoJ



Mrs. Suraya Subrang  
Women's Affairs Commissioner, AIHRC



Mrs. Hasina Safi  
Representative of the Civil Society



Mrs. Khojasta Fana Ebrahimkhil  
Director of Human Rights and Women's  
International Affairs, MoFA

**ANNEX 2****NAP Development Process**

The development of the NAP was initiated in coordination with civil society, and conducted through the establishment of the following structures:

## 1- Steering Committee:

The Steering Committee was established on April 14, 2012, under Presidential Order No 434, and is an overarching body to advise and direct the NAP development process. The Steering Committee is comprised of relevant government agencies as well as a representative from civil society. Following the adoption of the NAP, the Steering Committee will continue to have a central role in the implementation, monitoring and evaluation of the NAP.

<b>Steering Committee Members</b>	
1. Minister of Foreign Affairs	Chairperson Member
2. Deputy Minister (Policy) of MoD	Member
3. Deputy Minister (Security) of the MoIA	Member
4. Deputy Minister of Public Health (Healthcare Services)	Member
5. Deputy Minister (Admin and Finance) of MoRR	Member
6. Deputy Minister (Technical and Policy) of MoWA	Member
7. Senior Advisor of MoJ	Member
8. Director of DHRWIA of MoFA	Member
9. Deputy Director of NDS	Member
10. Women's Rights Commissioner of the AIHRC	Member
11. Representative of Civil Society	Member
12. Director of International Relations of the Office of Administrative Affairs and Secretariat of Ministers' Council	Member

## 2- Technical Working Group:

The Technical Working Group (TWG) is the main body to collect input from the ministries and government agencies on the NAP and consists of members from various organizations: MoJ, MoIA, MoD, MoPH, MoRR, MoHRA, NDS, AIHRC, IARCSC, CSO, AGO, HPC, The National Assembly, civil society, and the staff at DHRWIA-MoFA. The TWG plays a key role in providing inputs to and assessment of legislative and policy documents.

## 3- Advisory Group:

The Advisory Group was comprised of representatives from international organizations and foreign diplomatic missions in Kabul. It provided support to the Technical Working Group when required.

## 4- Drafting Committee:

The drafting committee was established within the DHRWIA-MoFA with the purpose of reviewing and commenting on NAP drafts and consists of DHRWIA, MoJ, MoWA, NDS, AIHRC, and HPC.

## 5- Coordination Committee:

This committee was established at DHRWIA -MoFA to effectively coordinate among various national and international structures and institutions involved in the NAP development process.

To promote engagement of stakeholders, the NAP Steering Committee (SC), the Technical Working Group (TWG) and the civil society conducted several meetings where the NAP draft was reviewed and substantive comments and inputs were provided by the stakeholders in both groups and incorporated into the NAP draft. Regional consultation workshops were conducted by DHRWIA-MoFA with support of the Afghan Women's Network (AWN) and other relevant stakeholders in 8 zones: Nangarhar, Kandahar, Bamyan, Kunduz, Paktia, Balkh, Herat, and Kabul, with delegates from 34 provinces. During the two-day workshops, the participants from civil society and provincial government institutions were familiarized with UNSCR 1325 and the Draft Afghan NAP and their opinions were sought and integrated into the draft. Additionally, the NAP draft was shared with Afghan Diplomatic missions abroad, and their opinions were sought. All of these consultative processes underlined the GIRoA's acknowledgement of the ownership of the NAP and its commitment to its implementation.

Annex 3:

United Nations

S/RES/1325 (2000)



**Security Council**

Distr.: General  
31 October 2000

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## **Resolution 1325 (2000)**

**Adopted by the Security Council at its 4213th meeting, on  
31 October 2000**

*The Security Council,*

*Recalling* its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and *recalling also* the statement of its President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC/6816),

*Recalling also* the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict,

*Bearing in mind* the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

*Expressing* concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and *recognizing* the consequent impact this has on durable peace and reconciliation,

*Reaffirming* the important role of women in the prevention and resolution of conflicts and in peace-building, and *stressing* the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution,

*Reaffirming also* the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts,

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S/RES/1325 (2000)

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*Emphasizing* the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls,

*Recognizing* the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard *noting* the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693),

*Recognizing also* the importance of the recommendation contained in the statement of its President to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in conflict situations,

*Recognizing* that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security,

*Noting* the need to consolidate data on the impact of armed conflict on women and girls,

1. *Urges* Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;

2. *Encourages* the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decision-making levels in conflict resolution and peace processes;

3. *Urges* the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard *calls on* Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;

4. *Further urges* the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;

5. *Expresses* its willingness to incorporate a gender perspective into peacekeeping operations, and *urges* the Secretary-General to ensure that, where appropriate, field operations include a gender component;

6. *Requests* the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace-building measures, *invites* Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment, and *further requests* the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;

7. *Urges* Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies;



8. *Calls on* all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia:

(a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;

(b) Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;

(c) Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;

9. *Calls upon* all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;

10. *Calls on* all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;

11. *Emphasizes* the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard *stresses* the need to exclude these crimes, where feasible from amnesty provisions;

12. *Calls upon* all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;

13. *Encourages* all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependents;

14. *Reaffirms* its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;

15. *Expresses* its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;

16. *Invites* the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the

gender dimensions of peace processes and conflict resolution, and *further invites* him to S/RES/1325 (2000)

submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;

17. *Requests* the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;

18. *Decides* to remain actively seized of the matter.

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