

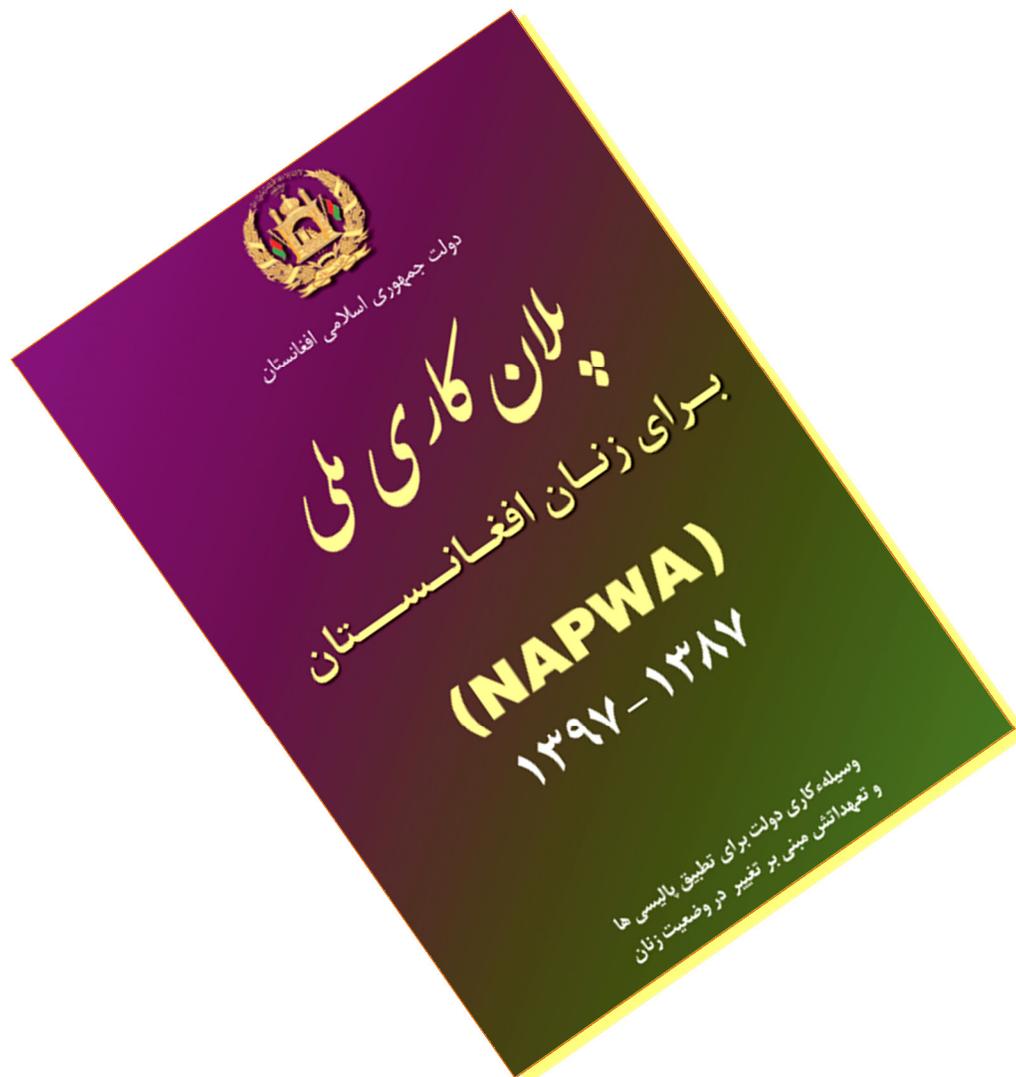


## Ministry of Women's Affairs

Analytical Report on the:

Implementation of National Action Plan for the Women of Afghanistan in the  
Government Institutions

1392



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## Preface

The Ministry of Women's Affairs (MoWA) as the monitoring agency for the implementation of National Action Plan for the Women of Afghanistan (NAPWA) is obliged to collect annual reports from other ministries and independent government institutions that are responsible for the implementation of this plan in accordance with the monitoring system of MoWA and submit a unified analytical report on the Implementation of National Action Plan for the Women of Afghanistan (NAPWA) to Office of Administrative Affairs & Council of Ministers Secretariat (OAACOMS) after combining and analyzing them.

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Although, efforts were put in place to collect reports from the secondary units of each government agency in addition to each ministry's central administration, but it was noticed that collecting data and reports from provinces are time-consuming and meanwhile, due to huge differences in the statistics/figures provided and lack of cooperation by some of these agencies the Ministry of Women's Affairs could not deliver the report on the expected date which was end of 1392.

Thus, the format of data collection was changed to particular questionnaires for the NAPWA indicators and sent to the government institutions to get the reports, which needed time as well. Finally, the report was prepared after a lot of efforts of the Monitoring and Evaluation Department of MoWA with the cooperation of consultants from Policy and Planning Directorate of Ministry of Women's Affairs.

Thanks

## Brief Analysis of the Report

With respect to the indicators in six sectors of NAPWA (security, legal protection and human rights, women's leadership and political participation, economy, work and poverty reduction, health and education) and the reports from government agencies of each sector's, it can be observed that due to the security situations, social conventions and traditions in the country, the women's participation hasn't been substantial in the security sector in comparison to what was expected. However compared to last year, the number of female staff has increased to 10% in the Ministry of Interior (MoI) and 8% in the Ministry of Defense (MoD).

Although, the percentage of female presence at the National Directorate of Security (NDS) is more than any other government institutions; but due to its strict policies we couldn't succeed to collect reports from this agency. The leadership of security agencies have paid more attention in increasing the quantity and quality of female presence in the security sector through drafting strategies, policies and capacity development programs. They are aware of the goals, programs and values of NAPWA and the future programs of these agencies well reflect their efforts in improving the situation of women and implementation of NAPWA in this sector.

In the legal protection and human rights sector, Ministries of Justice and Women's Affairs have done productive activities in legal and public awareness spheres. The activities of Ministry of Women's Affairs include preparation and completion of four policies, two strategies, review of 23 policies and strategies of government agencies, signing memorandum of understanding with government and non-government institutions to conduct programs for the benefit of women, celebrating the national and international days on women, conducting campaigns with broadcasting T.V spots, radio messages, interviews, conferences, workshops, seminars, coordination to develop capacities of women and implement various programs on literacy, economy, capacity building, increased employment opportunities for women alongside the registration and investigation of cases of violence against women, recruitment of defense lawyers for victims of violence and providing the first report on the implementation of Elimination of Violence Against Women Law (EVAW).

The Ministry of Justice (MoJ) has considered the consolidation of bill on 40% female presence at the structures of private sector agencies which are registered with the MoJ, conducting public awareness programs on women's rights at the central and provincial levels, following up legal cases of women, and incorporation of 10% female presence in the political parties as priority in this ministry in order to implement the National Action Plan for the Women of Afghanistan (NAPWA).

In addition to the above, under the women's leadership and political participation sector, the relevant institutions have taken initiatives that resulted in the increase in the number of female presence in 1392 Consultation Jirga, voters registration, provincial councils election and even vice presidents of presidential election for 1393 election, decision-making levels at the government institutions, security sector, private sector and their decision making positions. The number of female has also increased in health, economy, education and higher education sectors.

Meantime, the level of awareness on the National Action Plan for the Women of Afghanistan and gender has increased in comparison to the year 1391. The relevant government agencies have tried to play a better role in implementing this plan through their policies and programs. Based on the evaluations, the relevant agencies displayed more contribution in providing information for the process of developing the report about the implementation of National Action Plan for the Women of Afghanistan comparing to last year. The incoming reports show increase in the level of awareness about the plan in addition to improvement in taking responsibility to implement the NAPWA. Reports also indicate increase in number of female staff in the government agencies in leadership and decision-making positions.

In the economy, work and poverty sector, the relevant government institutions have performed productive activities. The 62% female presence in the structures of Ministry of Labor, Social Affairs, Martyrs and Disabled, registration of 192 women-led national organizations at the Ministry of Economy, 35% female presence in Community Development Councils (CDCs), and 33% female presence in the District Councils of the Ministry of Rural Rehabilitation and Development, preparation of strategy for gender budgeting and establishment of a Budget Department for Gender at the Ministry of Finance, issuance of license for 57 women-led businesses at the Ministry of Commerce and Industries, registration of ownership for 215 apartments, 7% of total ownership at the Ministry of Urban Development, formulation of 16 policies with regards to gender values at the Ministry of Mines and Petroleum, 45% female presence in national poultry and livelihood projects and 35% in development programs, establishment of Directorate of Household Economy and drafting four strategies for the benefit of women, registration of 49 women-led agricultural companies, ownership of 2334 cattle, poultry, agriculture production farms and greenhouses by women at the Ministry of Agriculture, Irrigation and Livestock are the biggest achievements of these agencies during 1392 which did not have a history.

In the Health Sector, despite the activities have been satisfactory; however, the results of the activities in this sector are measured after several years. Therefore, it is difficult to have exact annual figures at this point.

It is worth mentioning that considering the valuable activities of last year in the education sector, the achievements of 1392 show that the female presence at the ministries of Education and Higher Education have significantly increased. The reports indicate 6% increase in the number of literacy students, 3% increase in the number of school teachers, 2% increase in the number of students in private higher education institutes, 1% increase in the private universities, 19% increase in the number of students at the technical and vocational institutes, and 7.23% increase in the number of teachers' training students. The close attention of the educational authorities and relevant entities, and public awareness campaigns have had significant role in the above listed achievements.

The challenges in the implementation of National Action Plan for the Women have been the issue of less budget allocation for women or spending the allocated budget in other areas and less contribution of some of the government agencies with the Ministry of Women's Affairs as the monitoring agency while providing their NAPWA implementation reports.

The recommendations include establishment of the Committee on Women's Affairs beside the other committees of the councils of the ministers in order to monitor the implementation of women's support programs, taking more responsibilities by government agencies in implementing National Action Plan for the Women, sustainable and practical commitment of government agencies in assigning expert staff in women support programs and membership of Ministry of Women's Affairs like Ministry of Economy in the Budget Committee of Ministry of Finance to monitor the budget from the beginning of women's support programs.

## **A: Sector-based Activities of the Government Institutions for the Implementation of National Action Plan for the Women of Afghanistan**

In this section of the report, the activities of the government institutions in implementing the NAPWA based on a sector-based approach have been analyzed and explained.

### **Pillar One: Security Sector**

In the Security Sector, the reports of the Ministry of Interior and Ministry of Defense based on indicators of NAPWA for security sector are: (the existence and implementation of policies, programs, and other approaches that will enhance the level of women participation in the security sector "number of police, lawyers, attorneys and judges with gender differentiation" legal proceedings/policies, work plans and training in order to increase the sensitivity and awareness of the legal actors, public actors and other stakeholders involved in women related activities and also the number of women who are victims of armed conflicts have been reflected). The security sector had the following activities during in the year 1389-1391.

### **Ministry of Defense**

1. Female presence at the Ministry of defense reached to 1214 staff that shows an increase of 8% comparing to the year 1391;
2. Drafting and implementing policy on organization and management of female recruitment in National Army;
3. Issuance of several decrees on recruiting and supporting of women in army, provision of education and job facilities for females at the Ministry of Defense;
4. Approval of 55 necessary promotions for female staff at the Ministry;
5. Conducting training workshops for female personnel;
6. Sending of 3 female employees to professional training to India, Denmark and Italy;
7. Broadcasting of T.V spots and radio messages to encourage women in order join the National Army.

## Ministry of Interior

1. The number of female personnel in the Ministry of Interior (Mol) reached to 2200 and shows a 10% increase compared to last year. This number shows 1.5% of overall personnel of Mol structure.
2. Drafting the strategy on coordination of women affairs for female national police aiming to recruit more female staff and support at the Ministry of Interior.
3. Registration and follow up of 665 cases of violence against women.
4. Provision of professional training for 120 female personnel and 700 male personnel in the implementation of the Law of Elimination of Violence Against Women.
5. Provision of additional facilities to women personnel and Mol leadership support from the presence of women at the Ministry.
6. Issuance of several decrees by the Mol in support of female police in different areas at Mol.

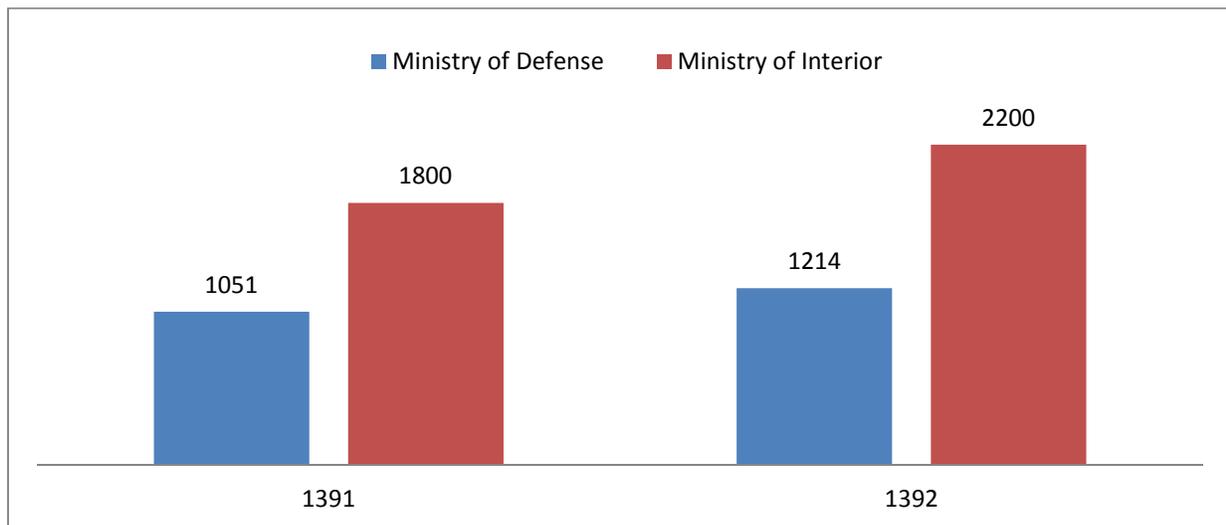
## Overall Analysis of the Sector

Considering the security situation and existence of conventions and traditions in the country, the growth in women presence in the security sector hasn't been to the expected levels; however compared to the last year, the growth rate at the Mol reached to 10% while the growth at MoD was 8%. As of the reporting period, this figure shows 1% female participation in the security sector.

Despite the percentage of female presence at the National Directorate of Security is high than the other sector security agencies. However, due to their strict security policies, we don't have any reports from them.

The authorities of security agencies have paid more attention in increasing the quantity and quality of female presence in the security sector through drafting strategies, policies and learning programs. They are also more aware of the goals, programs and values of National Action Plan for the Women. The future programs of these agencies reflect their efforts in improving the situation of women and implementation of National Action Plan for the Women in this sector.

## Female Presence in the Security Sector Compared to 1391



## Pillar Two: Legal Protection and Human Rights

According to the indicators of legal protection and human rights sector that include (quantity and quality of legal documents (laws, policies and decrees) that result in the promotion of women's rights and other international standards (that include women's right) and signed or approved and implemented by the Government of Afghanistan; The number of beneficiaries of these programs should increase the level of awareness in women's rights, percentage of reported and resolved cases, number of shelters, referral centers for anti-violence and other related services). The Ministry of Justice (MoJ) and Ministry of Women's Affairs have completed below activities during 1392:

### Ministry of Justice

1. There are 196 female staff at the MoJ which is 7.6% of the total of the Ministry structure.
2. The percentage of women involved in the decision making levels of this Ministry is 13%.
3. Conducting 600 small and big events in central and provincial levels about the reduction of violence against women, women financial rights especially inheritance and marriage (Mahr) rights.
4. Broadcasting five T.V programs through the local channels of the country about reducing violence and securing legal rights.
5. Registration and follow up of 130 women legal cases.
6. Based on the terms, 40% of the registered organizations and association at the MoJ belong to women.
7. The women presence in the registered political parties at MoJ is 10%.
8. 238 female staff members have attended the capacity building programs in different sessions.
9. 6 female staff members have been introduced to training programs outside the country.

## Ministry of Women's Affairs

1. Completion of four policies (policy on reduction of illiteracy, policy on increasing women in health sector, policy on women presence and role in election, and policy on women presence in decision-making levels);
2. Completion of two strategies (strategy on women access to media and strategy on rights and economic immunity of women);
3. Review and comment on 23 policies, strategies, plans and programs of government to incorporate the indicators of National Action Plan for the Women;
4. Signing 15 Memorandum of Understandings (MoUs) with government and non-government agencies for conducting productive programs for women and 14 contracts with national radios and televisions for broadcasting radio and T.V messages in order to increase public awareness;
5. Conducting 130 training workshops for 8361 government and non-government staff, religious scholars (Ulema), local influential leaders, women activists and members of councils including 16 provinces in capacity building, legal, social, technical, financial, health and education and awareness areas;
6. Sending 208 female from the staff of Ministry of Women's Affairs, representatives from the government and non-government agencies and women activists through the short term educational scholarships to 19 countries;
7. Coordination and conducting 188 training projects, literacy and professional courses to 96276 female with the help of national and international institutions;
8. Celebrating international day of elimination of violence against women through conducting 16 days campaign on elimination of violence against women that included conferences for religious scholars, conducting 20 radio and television roundtables, press conferences at the central and provincial levels, conducting workshops, publication and printing of posters, banners, brochures, newspapers, magazines and distribution of stationery like notebook and pen on Nov 25<sup>th</sup>;
9. Resolving 3318 cases by the Legal Department at the central and provincial legal offices of the Ministry and referring 1432 cases to judicial institutions;
10. Coordination in recruitment of 138 free defense lawyers for the women who were victims of violence with the help of Independent Directorate of Defense Lawyers, Norwegian Refugee Council (NRC) and Qanoon Ghoshtoonki Organization;
11. Preparation and presentation of first analytical report from the implementation of elimination of violence against women law to the International Community through the Ministry of Finance;
12. Organizing house to house campaign about the environmental hygiene, drug harms, epidemic diseases, elimination of violence against women, women participation in decision making, kids nutrition by mother and its importance and children rights in 18 provinces of the country that benefited about 16680 male and female;
13. Conducting of coordination meetings with member agencies in the High Commission on Elimination of Violence at the central and provincial levels and also organizing meetings of Committee on Drafting Laws and follow up on decisions made during these meetings;
14. Monitoring the conditions of women in prison, support centers and other detention/custody centers for women.

### **Overall Analysis of the Sector:**

In the legal protection and human rights sector, the Ministry of Justice has performed productive activities compared to the last year. There has been 2.6% quantitative increase in women presence at the ministry, the female presence at the leadership roles at the Ministry reached to 13%. The terms for number of female presence in the structure of the private organizations was set to 40%. The Ministry also conducted 600 public awareness events/programs on women's rights, reduction of violence against women at the central and provincial levels, registration and follow up of 130 women's rights cases, and legalization of at least 10% female presence in the political parties. All the above activities show that the MoJ had tried hard and had prepared an organized program for implementing the National Action Plan for the Women.

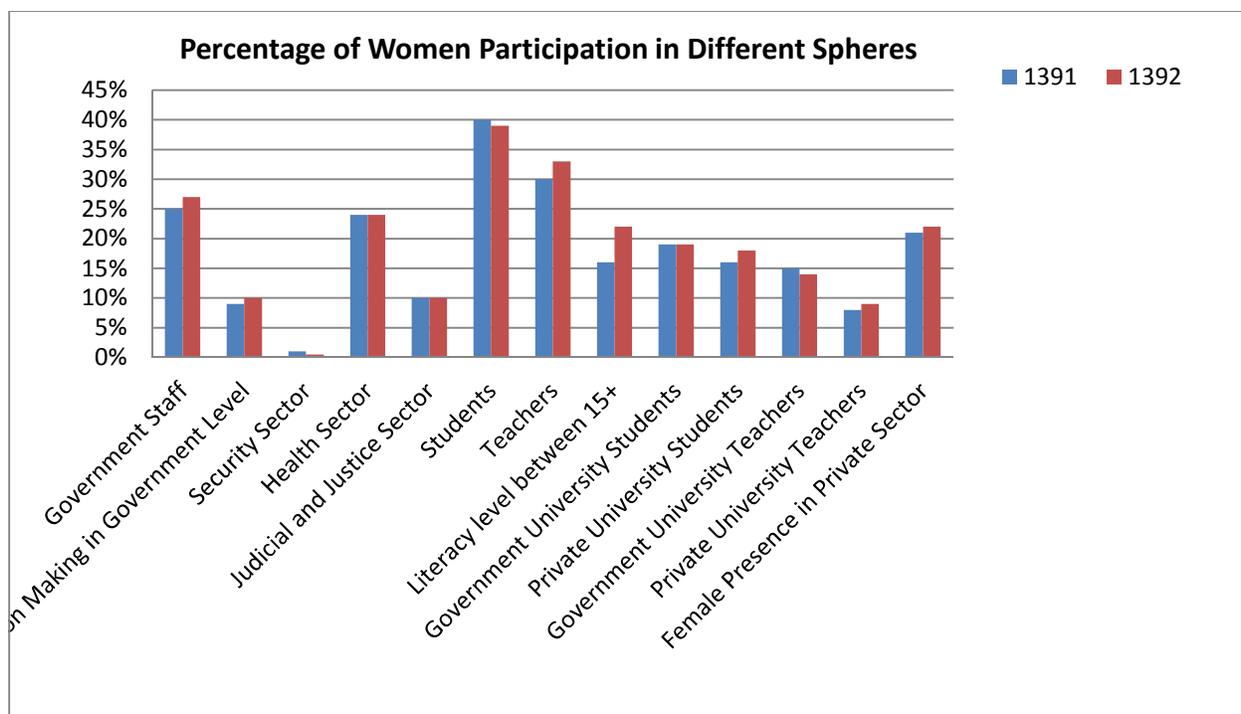
The Ministry of Women's Affairs also drafted and finalized two strategies and four policies for the benefit of women. The Ministry has also done other activities, including review of 23 policies and strategies of government agencies, signed MoUs with the government and non-government agencies to conduct program that will benefit women, celebrated the national and international days about women, conducted campaigns through broadcasting T.V spots, radio messages, interviews, conferences, seminars, workshops, coordination to increase the capacity of the women and implementing different literacy, economic, capacity building, employability programs for women. The Ministry also organized and coordinated travels, registered and investigated violence against women cases, recruited defense lawyers for women who were victims of violence and presented the first report on the implementation of Elimination of Violence Against Women Law.

Considering the activities of the legal protection and human rights, we could state that the relevant government organizations in coordination with the international organizations have done fruitful activities in women's rights and reducing violence against women. The results and findings presented above show the growth of female presence in different levels, which has positively impacted its growth.

## **Pillar Three: Leadership and Political Participation**

The leadership and political participation sector indicators of NAPWA include (implementation of activities and steps related to gender equality and enabling women, increasing the number of female presence in different levels of decision making in all sectors). All the government agencies are responsible to implement all the indicators in order to evaluate the female participation in this sector on a national level as below:

- 27% women participation in the National Assembly;
- 32% women participation in Consultation Jirga 1392;
- 34% women participation in voter registration process for the 1393 elections;
- 11% women presence as provincial elections candidates in 1393;
- 27% women presence in government entities;
- 1% women participation in the security sector;
- 21.7% women participation in private sector;
- 10% women presence in decision making levels at the government institutions;
- 9.8% women presence in decision making levels at the private sector;
- 24.1% women presence in health sector;
- 39% female students presence in schools in education sector;
- 33% presence of female teachers at schools in Education sector;
- 19.25% presence of female students at the government higher educational institutions;
- 18% presence of women students at the private higher education institutions;
- 14% presence of women instructors at the government universities;
- 9% presence of women instructors at the private universities;



With respect to the overall growth in different levels, we conclude that during the year 1391 - 1392, significant progress have been made in certain areas compared to the last year. However, there are areas that no progress have been made. The reasons were the insecurity and rule of conventions and traditions and also lack of professional expertise in women's affairs.

### **Independent Administrative Reform and Civil Service Commission:**

- Implementation of civil service gender policy and monitoring the implementation;
- Considering five additional marks for female candidates in the new civil servants recruitment procedures in the government agencies. This principle should be considered in all the government institutions.
- Implementing the short term training programs for the female staff (especially the Gender Directorates and Offices) based on their Training Needs Assessment (TNA);
- Providing higher education opportunities (including Masters) to female staff.

### **Central Statistics Organization**

- The total number of female has been 103, which reflects 20% of the total structure;
- The female presence in leadership role in this organization reached to 13%;
- 91 female staff members benefited from short term capacity building programs in different areas;
- The overall female presence at the government institutions reached to 27%;
- The female presence in decision making roles at the government institutions reached to 10%;
- The female presence in private sector reached to 21.7%;
- The female presence in decision making roles at the private sector reached to 9.8%.

## Ministry of Hajj and Religious Affairs

- The number of female staff at this Ministry reached to 50 that is 2% of the overall personnel;
- Establishment of Gender Unit in the structure of the Ministry of Haj and Religious Affairs;
- Conducting workshops, seminars and organizing Friday and other religious days speech to increase public awareness on women's rights and reducing violence against women. During these speeches, different issues were discussed including the importance of education, children immunity, crime of poisoning of school girls, violence review from Islamic perspective, violence and its negative impacts on women health and rights from the Islamic perspective);
- Conducting Islam and gender program for 35 Gender Unit Officers of the government agencies;
- Conducting three days workshop about review of women's rights and elimination of violence against women from the Islamic perspectives;
- Organizing workshops in Parwan, Ghor, Bamyan and Herat provinces about the harms of early marriage;
- Conducting six days analytical workshop about women political and judicial rights, women education rights, economic and property rights of women, civil and social rights of women from the Islamic perspectives;
- Direct cooperation with the Ministry of Women's Affairs in organizing specialized conferences on the role of Islamic education on prevention of violence against women to 300 religious scholars of Afghanistan.
- Organizing Friday prayers sermons about the role of women in the society and their participation in the election process. The sermons were propagated by the religious scholars in their mosques;
- Conducting 17 specialized interviews with audio and video medias of the country about the position and role of women in society from the Islamic perspectives;
- Celebrating memorable days like women's day, mothers' day and publication of articles on these celebrations through the Payam Haq magazine;
- Participation of 30 female staff in English language, computer, procurement, legal and regulatory awareness, and management training programs to build their working capacities;

## Ministry of Information and Culture

- The number of female staff at the Ministry of Information and Culture reached to 278 which show 24.5% of the total number of staff at the Ministry;
- Conducted capacity building programs for the staff, which has benefited 50 female staff members of the ministry;
- Broadcasting "The Other Half" program which is focused on women on weekly basis;
- Management of 13 radio stations, which are led by women in Takhar, Balkh, Baghlan, Nangarhar, Samangan, Kunduz and Herat provinces;
- Management of 3 T.V stations in Takhar, Herat and Balkh provinces which are led by women;
- Publication of 7 women managed magazines in Kabul;
- Management of two news agencies (Pazhwak and Roz) by women;

- Management of tens of weekly newspapers, translation services and association by women;
- 30% of the Media entities of the ministry is women;

### **Independent Directorate of Local Governance**

- Female presence at the Independent Directorate of Local Governance (IDLG) was 144 that shows 3% of total staff of the organization and 2% of female staff are in leadership positions;
- Conducted 7 training programs for building the capacities of 692 staff of this organization including 48 female staff members;
- Drafted 3 policies (gender policy of IDLG, guideline on positive gender discrimination in municipalities at the central and provincial levels, and guideline on positive discrimination at the provincial and district level offices);
- Conducted public awareness programs about reducing violence against women in accordance to the National Action Plan for the Women and local office policies in six provinces with participation of 535 male and 62 female;

### **State Ministry in Parliamentary Affairs**

- The number of female staff members at the State Ministry in Parliamentary Affairs was 36 that is 15.5% of the total staff in this Ministry;
- Drafted and implemented public awareness policy;
- Conducted 20 training programs for staff members to build their working capacities;
- Celebrating the national and international days on women;
- Membership of Gender Officer in leadership board meetings and recruitment committee.

### **Ministry of Refugees and Repatriation**

### **Ministry of Borders and Tribal Affairs**

- The number of female staff at the Ministry of Borders and Tribal Affairs was 98 which shows 11.3% of the total structure of the Ministry;
- Conducted training and capacity building programs in management and concepts of gender, family rights, property and inheritance, program and need assessment, auditing, human rights, pension system, gender, communication, procurement for 357 staff members including 123 female staff members;

### **Independent Election Commission**

- The number female staff was 1378 which shows 19.6% of the total staff members of the commission;
- Recruitment of Gender Officers for 34 provinces to implement gender plans;
- Draft and implementation of gender policy to increase female presence as voters, candidates, election staff and monitors;
- The percentage of female voters reached to 34% during the 1393 election;

- The number of female candidates for provincial councils reached to 308 which shows 11% of total candidates for provincial councils;
- The number of successful candidates in provincial councils during 1393 election was 97 women from the total number of 308 candidates which shows 23% of total number of successful candidates for provincial councils;
- Presence of 50% women out of 3000 as Field Coordinators during the 1393 election;
- Presence of 50% women as public awareness campaigners;
- Presence of 50% women out of 190 as Trainers at the central and provincial levels;
- Print and publication of 500,000 dissemination materials on the voters' registration and voting process for 1393 election;
- Organizing awareness workshops for youth (girls and boys) in 34 provinces;

### **Overall Analysis of the Sector:**

In the leadership and political participation sector compared to 1391, the level of awareness about the National Action Plan for the Women of Afghanistan has increased. The relevant government agencies, has improved their role in the implementation of NAPWA by drafting and implementing policies and programs. Based on the evaluation, the relevant government agencies have also cooperated while providing their reports on the implementation of NAPWA compared to last year. The reports show that the level of awareness and responsibility about this plan and its implementation has increased. The reports also show the increase in the number of women in government agencies and their presence in leadership and decision making roles.

Under this sector, the Ministries of Education, Higher Education, Justice, Public Health, Interior, Information and Culture Affairs, Hajj and Religious Affairs, Labor, Social Affairs, Martyrs and Disabled, Rural Rehabilitation and Development, Agriculture, Livestock and Irrigation, and Finance, Central Statistics Organization, Independent Administrative Reform and Civil Service Commission, Independent Administration of Local Governance, Independent Election Commission have delivered more and better services in the implementation of National Action Plan for the Women. Meantime due to some problems, we couldn't collect reports from some organization; however, efforts will be made to prepare the next year's report (1393) with better monitoring methods.

## **Pillar Four: Economy, Work and Poverty**

In the economy, work and poverty reduction sector, the Ministry of Economy, Ministry of Labor, Social Affairs, Martyrs and Disabled, Ministry of Rural Rehabilitation and Development, Ministry of Finance, Ministry of Commerce and Industries, Ministry of Urban Development, Ministry of Mines, Ministry of Agriculture, Irrigation and Livestock and Ministry of Transport are responsible to report on the indicators which are: (the participation ratio of male and female in the workforce, private business, agriculture, industry and services, economical activities (formal and informal) of male and female during the day or the year, the percentage of the female recruitment and deployment who have private businesses, overall percentage of male and female suffering chronic poverty, amount of financial assistance in the promoting female investment, number of properties that are registered under the name of the women, supporting the youth who do not have enough money to pay for the additional burdens of marriage expenses). Below reflects the activities of the above listed organizations:

### **Ministry of Economy**

- The number of female staff members at the Ministry of Economy has been 105 which shows 12.5% of the total staff at the Ministry;
- The female presence in leadership levels shows 4% in the Ministry;
- As of now, 710 women led national organizations have been registered with Ministry of Economy of which 162 were registered in 1392;
- Completion of bachelors degree of two female staff;
- Participation of 333 female staff in 26 workshops and training programs on communication, time management, awareness from government policies and four years social and economic plan, program skills, concepts of management, indicators of NAPWA, reduction of violence against women, change management, project management, environmental rights, awareness on fighting corruption, English and computer, leadership and others;

### **Ministry of Labor, Social Affairs, Martyrs and Disabled**

- The number of female staff members at the Ministry of Labor, Social Affairs, Martyrs and Disabled (MoLSAMD) reached to 4522 which shows 62.2% of the Ministry;
- The women presence in leadership positions were 14%;
- A total number of 152 staff including 52 female staff members were trained in English language, organizational behavior, administrative rights, writing, human resource management, financial management, procurement management, project management, legal awareness programs, filing, communication, gender and justice.

## Ministry of Rural Rehabilitation and Development

- The number of permanent and contractual female staff at this Ministry has been 442 which shows 11% of the total structure;
- The female presence in leadership positions are 11.4%;
- Edit and revision of gender policy of MRRD;
- Drafting and implementation of gender plan;
- About 746 staff of which 79 were female attended the capacity building programs in management, database, finance and human resource, project management, procurement and laws inside and outside Afghanistan;
- The total number of members of community development councils reached 153,822 of which 35% are women. At the same time, 33% of members of district councils are women.
- A total of 215 women are engaged with 45 women councils in raising awareness to maintain roads, conflict resolution in three provinces.

## Ministry of Finance

- The number of female staff members at the Ministry of Finance has been 638 that shows 8.3% of total staff of this Ministry;
- Drafting strategy on gender responsive budget that will be implemented soon at the government agencies;
- Establishment of gender responsive budget department at the Ministry of Finance to prepare the budgets for government agencies in accordance to gender values;
- Development of strategic plan aiming to create gender responsive budget mechanism;
- Conducting capacity building workshop on preparation of gender responsive budget for 150 staff members from 18 ministries and other independent government agencies;
- Conducting two days workshop on circular number 2 for Gender Officers of government agencies to incorporate gender in the national budget;
- Conducting 98 training programs to increase capacity of 1785 staff including 470 female in human resource management, computer, project management, properly procedures, leadership, planning, program, needs assessment, draft and preparation of terms of reference, new staff orientation in administration and professional areas.

## Ministry of Commerce and Industries

- The number of female staff in Ministry of Commerce and Industries has been 114 that is 11.3% of the overall staff of the Ministry;
- The female presence in leadership positions are 9% in this Ministry;
- Providing license for 57 business firms that are led by women;
- 58 female staff members received capacity building trainings in English language, computer, communication and management and also some women were benefitted from literacy programs.

## Ministry of Urban Development:

- The number of female staff members at the Ministry of Urban Development reached to 120 that is 15.5% of the total number of staff at the Ministry;
- Registration of 215 apartments for women that shows 7% of the total registered property at the Ministry of Urban Development;
- Conducting 16 training programs in international administrative rights, importance of infrastructures, architecture and urban development, English language, fight against corruption, construction projects design process, practical trainings that included 27 female staff members who were benefited from these programs;
- Conducting 16 training programs for 303 women in several sessions;

## Ministry of Mines and Petroleum:

- The number of female staff at the Ministry of Mines Petroleum has reached to 221 that shows 23% of total staff at the Ministry;
- 303 women received training in different areas;
- Provision of 16 policies for different programs at the Ministry of Mines and Petroleum with consideration to gender values;
- Introducing four female staff for their higher education to scholarships outside the country;
- Recruitment of 307 female workers in different projects of this Ministry including Mazari Sharif Electricity Station, Directorate of Afghan Gas and Northern Coal;
- Celebrating the national and international days on women in the Ministry;
- Conducting 8 gatherings to eliminate additional expenses of the weddings and aligning them according to the law and Sharia;

## Ministry of Agriculture, Irrigation and Livestock:

- The number of female staff at the Ministry of Agriculture, Irrigation and Livestock reached to 442 that shows 3% of the total staff of this Ministry;
- The female presence in the leadership levels of the Ministry reached to 3%;
- Drafting the gender policy and strategy;
- Drafting household economy policy and strategy;
- Drafting women participation in agriculture policy and strategy;
- Drafting household food security policy and strategy;
- The percentage of female in national poultry and livestock project reached to 45%. This project is implemented at the provincial level.
- The female presence in the development programs reached to 35%;
- In the forest recovery and safeguard and watershed management, mostly the vulnerable and poor women are recruited to do the work;
- Establishment of household economy to deliver services related to women;
- CARD-F has conducted several projects to support rural women in greenhouses, small farms for producing agricultural products, poultry, cattle farms and dairy production. Below is the percentage of women beneficiaries:

- 12% women are benefitted from greenhouse projects;
  - 5% women are benefitted from small farms for producing agricultural products;
  - 90% women are benefitted from poultry;
  - 100% women are benefitted from cattle and dairy production;
- CARD-F project has also provided property ownership opportunities for women as follows:
    - 26 greenhouses with a size of 400m<sup>2</sup>;
    - 958 poultry farms with 100 hen;
    - 50 agricultural production farms;
    - 1300 cattle and dairy farms;
  - Under the NHLP project, 108 women production groups have been established that cover 5000 women;
  - Under the NEASP project, a total of 2000 women are indirectly benefitted through their financial assistance to investment in Balkh, Baghlan and Kunduz provinces;
  - Registration of 600 private agricultural company of which 49 companies are led by women;
  - Conducted training and capacity building workshops to 401 female staff and 946 male staff in English language, computer, gender awareness, project cycle management, leadership for women, reporting, new performance evaluation system and training of trainers programs.

## Ministry of Transport and Aviation

- The number of female staff at the Ministry of Transport and Aviation reached to 112 that shows 7.2% of the total structure of the Ministry;
- The percentage of women working in leadership position is 1%;
- Conducted training in English language, computer, administration, procurement and financial management for 50 female staff;
- Celebration of national and international days on women;

### Overall Analysis of the Sector:

In the economy, work and poverty sector, the relevant government agencies have performed productive activities. Some of the activities are 62% female presence at MoLSAMD, registration of 192 women led domestic organizations at the MoEc, 35% female presence in community development councils and 33% female presence in district councils under the MRRD, drafting gender responsive budget strategy and establishment of gender responsive budget department at the MoF, providing license to 57 trading companies led by women at the MoCI, registration of 215 apartments that is 7% of total property at the MoUD, provision of 16 policies considering gender issues at MoM, 45% women in national poultry and livestock project and 35% women in development programs, establishment of Directorate for Household Economy and drafting four strategies for the benefit of women, registration of 49 agriculture companies led by women, ownership of 2334 cattle and poultry farms, agricultural production farms and greenhouses for women in MAIL. The above were some of the highlighted activities took place during 1392.

## Pillar Five: Health Sector

The indicators of health sector includes (average of age between male and female, ratio of male and female gender based on the geographical location and population, maternal, children and under five mortality rate with their reasons, difference in gender based immunization (preventive care), children and mothers suffering malnutrition, pregnancy rate, awareness ratio and gender based pregnancy preventive measures, number of birth by skilled health workers, anemia prevalence, HIV positive, tuberculosis and other sicknesses) which mostly the Ministry of Public Health and Ministry of Counter Narcotics are responsible to incorporate all these indicators in their programs. The following are the highlight of their performed activities:

### Ministry of Public Health

- The number of female staff at MoPH was 3096 that shows 24.1% of total staff in this Ministry;
- The average life expectancy for women are 62 years and 64 years for men;
- Decrease in maternal mortality from 1600 in 100,000 births to 327. These figures are calculated once between 8-10 years;
- Under five mortality rates could be calculated once every five years. The figures from last year remains the same for this year;
- Children with short stature reached to 41%, less weight to 24.6%, chronic malnutrition to 9.5%, vitamins, minerals and iodine deficiency to 30% and underweight to 15%;
- Celebration of international women's day, national safe mothers' day, nutrition week from mothers' milk and publication and printing of tens of T.V and radio spots, brochures, posters and others;
- Conducting family management conferences from the Islamic perspectives and publication and printing of tens of health related materials.

### Ministry of Counter Narcotics:

- The number of female staff at the Ministry of Counter Narcotics reached to 16 that is 6.3% of total staff in this Ministry;
- Building the capacities of 432 staff including 16 female staff;
- Conducted harm, ill consequences and results awareness conference from drugs to 150 women in Kabul;
- Conducted a three day awareness seminar for 150 women from government and non-government organizations;
- Held the international women's day and drug for 250 women in Kabul;
- Conducted three days awareness workshop for 60 female Kabul government and private universities students to work with Ministry of Counter Narcotics;
- Conducted three days workshop on enriching the gender policy with participation from female staff from Ministries of Energy and Water, Rural Rehabilitation and Development, Agriculture, Livestock and Irrigation and Women's Affairs;
- Treatment of 13,384 addicts including 3600 women and almost 1100 children;

- Conducted 189 public awareness programs about drug addiction in 107 service delivery centers of which 53 programs were focused to women and 31 programs were focused on children;
- Implementation of 12 public awareness program to prevent and eradicate poppy cultivation through publications, T.V and radio spots at the central and provincial levels. The main beneficiaries of these programs were women farmers, students and religious scholars (Ulema);
- Opening of a technical and professional center with the help of INL, US embassy and the technical assistance of MoLSAMD for 200 women addicts and 200 men addicts after the completion of drug sessions;

**Overall Analysis of the Sector:**

Despite the satisfactory performance of the health sector, it is difficult to get annual results from their achievements as their calculation take place once every several years.

## Pillar Six: Education Sector Indicators

According to the education sector indicators that include (the net and gross gender based enrollment ratio between boys and girls (in all levels from primary to higher education), gender based literacy rate in 15 years and older, ratio of education continuity between girls, gender based number of school and university students and their focus areas, number of schools in accordance to gender and number of male and female teachers and number of students based on their gender and staff capacity building). The Ministry of Education and Higher Education are responsible for these indicators.

The following are the activities of these two institutes:

### Ministry of Education

- The first, second and third national education strategic plan included five programs that were more focused on female students entrance in educational programs;
- The number of female staff at Ministry of Education reached 75,705 that shows 29% of total structure of the ministry and indicate 8% increase in the number of female staff compared to 1391;
- The percentage of female students in schools reached 39%;
- The percentage of female students in primary schools reached 41%, 36% for secondary schools and 35% for high schools;
- The percentage of female students in general education reached 39% and 20.3% in Islamic education;
- The percentage of teacher training students reached to 46% and 20% in Darululooms (Islamic Madrasas);
- The percentage of female school teachers presence reached to 33%;
- The gross enrollment rate for female in primary education reached 32% and 59% in general education;
- An increase of 0.39% in the number of female students in schools compared to 1391;
- An increase of 0.32% in general education and 0.41% in Islamic education;
- An increase of 0.19% in the number of female students in technical and vocation institutes;
- An increase of 0.39% in the number of female school teachers compared to 1391;
- An increase of 7.23% in the number of female students in teacher training;
- An increase of 0.22% in the number of women older than 15 years in literacy courses.

### Ministry of Higher Education

- The number of female staff at the Ministry of Higher Education reached to 565 that shows 18.4% of total number of staff in this Ministry;
- 31 government institutes of higher education and 82 private institutes of higher education indicating 4% increase in the number of private institutes of higher education;
- The percentage of female entrance at the government universities were 24.36%;

- The percentage of female students in government universities were 19.25% and 18% in the private universities;
- The number of female students at the government universities reached to 24015 which indicate 12% increase compared to last year;
- The number of female students in private universities reached to 14518 that indicates 19% of the total students and indicate 20% increase in the number of female students compared to last year;
- The number of female teachers at the government universities reached 642 that indicates 14% of the total teachers and indicate 10% increase compared to last year;
- The number of female teachers at the private universities reached to 397 that indicates 9% of the overall teachers and indicate 18% increase compared to last year;
- 756 staff members of the Ministry benefitted from professional training of which 103 were women.

#### **Overall Analysis of the Sector:**

In the education sector beside the valuable works of last year, the achievements of 1392 show that more works have been done for women in this sector. 6% Increase in the number of literacy courses participants, 3% increase in the number of school teachers, 2% increase in the number of university students, 1% increase in the number of private universities teachers, 19% increase in the number of technical institutes students and 7.23% increase in the number of students in teachers training institutes indicate the serious attention of the authorities in the relevant ministries and also the impact of their public awareness activities.

## B: Challenges

- Less percentage of the budget allocation to programs related to National Action Plan for the Women;
- Removal and minimizing budget allocation for women in the Budget Defense Committee at the Ministry of Finance;
- Gender based budget allocation in areas out of implementing National Action Plan for the Women;
- Less cooperation from some ministries and institutions as supervising agencies in implementing NAPWA

## C: Recommendations

- Establishing Grievance Committee for Women's Affairs alongside the Ministerial Cabinet under the supervision of one of the Vice Presidents to monitor the implementation of women support programs and increasing the sense of responsibility between other government institutions in implementing the National Action Plan for the Women;
- Sustainable and practical commitment of government institutions in appointing experienced staff for better implementation of National Action Plan for the Women of Afghanistan;
- Membership of Ministry of Women's Affairs similar to Ministry of Economy to monitor the budget from planning to approval;
- Allocating gender specific budget from the donors community at the Ministry of Finance in implementing the National Action Plan for the Women of Afghanistan under the supervision of Ministry of Women's Affairs;
- Incorporating monitoring from the implementation of National Action Plan's indicators in the Terms of Reference of one of the Deputy Ministers and relevant Directorate at the government institutions and taking responsibility in reporting to MoWA on the implementation of the plan;
- Upgrading the Gender Units to Directorate level and reporting directly to the relevant Deputy Ministers to enable on time access and sharing with leadership of the relevant agency;
- For the implementation of the National Action Plan for the Women of Afghanistan and increasing the level of female presence in all levels at the government institutions, it is required that one of the Deputy Ministers role should be given to women in every Ministry;
- More cooperation from Independent Directorate of Local Governance in better implementation of National Action Plan for the Women in provinces.

## Ministry of Women's Affairs