

ANNEX. 1

Expected Outcomes (1)	Policy Actions and Activities (2)	Category (3)	Timeframe (4)	Responsible Agency (5)
<b>Pillar : Good Governance</b>				
<b>Sector : Governance and Human Rights</b>				
Corruption Reduced	Mid-term plans formulated and implemented	Development/Gender CCI	End 2008	Inter-ministerial Consultative Group
Improved participation of women in governance	Implement National Action Plan for Women	Institutional Development	Jaddi 1389 (end-2010)	MoWA, All other ministries & Agencies
	Affirmative action available to women	Legislation	Jaddi 1389 (end-2010)	MoJ, Cabinet, National Assembly, Office of President
	Piloting of a Regional Leadership Institutes for Women in 2 areas	Institutional Development/ GCCI	End 2010	IARCSC
	Capacity Building Program for Women in Government at the level of National Assembly, provincial council and women laid off by the PRR processes Capacity Building for Ministries and LGUs on Gender Sensitive Budgeting	Development/ Gender Cross Cutting Issues	Jaddi 1389 (end-2010)	IARCSC
	Establishment of Women’s Councils at the District Level	Institutional Development/ GCCI	End 2010	IDLG
	Gender Awareness Raising of senior officials of government	Development/ GCCI	End 2010	IARCSC
Human Rights Realized, Protected, Promoted and Extended	Human Rights Realized, Protected, Promoted and Extended	Institutional Development	Jaddi 1389 (end-2010)	IDLG, National Assembly, MoI, MoJ, MoUD, MoCI, MoWA, MoD, MoLSAMD, MoRR, MoE, AIHRC, and all relevant
<b>Sector : Justice and the Rule of Law</b>				
Public can rely on effectively organized and professionally staffed justice institutions	Survey, develop and implement recommendations to improve existing career development practices in each institution with particular attention to complying with gender benchmarks.	Institution Building	Year 3 and on	SC,MoJ,AGO, MoWA, MoHE
	Enhanced awareness of public in general and women in particular of women's legal rights	Development	Year 2 on	MoWA

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	Increased and improved facilities to deal with female offenders	Institution Building	Year 2 on	MoJ
Legal education and vocational training are adequate to provide justice professionals with sufficient knowledge on how to perform their task	Universities identify and enhance infrastructure so as to accommodate female students and staff	Development	By year 2	MHE, MoJ
	Universities develop and implement policies to raise percentage of female students and staff to at least 30 percent	Development	By end year 2	MHE, MoJ
	Justice institutions, in coordination with the Independent National Legal Training Center, develop appropriate vocational training courses for justice professionals, paying specific attention to the needs of female professionals	Development	By end year 2	INLTC
	Justice institutions, in coordination with the Independent National Legal Training Center, develop and implement specialized programs for continuing legal education, paying specific attention to the needs of female professionals.	Development	Year 3 and on	SC,MoJ,AGO, INLTC
Justice institutions effectively perform their functions in a harmonized and interlinked manner	Develop, establish, and implement measures and mechanisms to improve police prosecutor coordination in criminal matters; and addressing the cross-cutting issues	Institution Building	Year 1 and on	AGO, MoI, MoJ
	Recruit qualified professionals with specialized knowledge of cross-cutting issues	Institution Building	Year 2 and on	Program Oversight Committee
	Build capacity of judges, prosecutors, and investigators by training on cross-cutting issues.	Institution Building	Year 2 and on	Program Oversight Committee
Citizens are more aware of their rights and justice institutions are better able to enforce them.	Design legal awareness programs paying particular attention to: <ul style="list-style-type: none"> <li>• Successes and lessons learned from previous campaigns</li> <li>• Human rights and Islamic values</li> <li>• The rights of women and children</li> <li>• The needs of illiterate persons</li> <li>• Transitional justice</li> <li>• The roles of each justice institution in promoting access to justice for all.</li> </ul>	Development	Years 1 - 3	MoJ
	Strengthened institutional response to stop violence against women	Institution Building	Year 2 on	SC ,MoJ, AGO

ANNEX. 1

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	Improved capacity of the provincial government to address and deal with VAW	Development	Year 3 and on	SC, SGO, MoJ
Civil justice is administered effectively, and in accordance with law, the Constitution, and international standards	Public demands Sexual Harassment and grievance handling laws/policy to be enacted	Institution Building	Year 2	MoJ, AOG, SC
Criminal justice is administered effectively, and in accordance with law, the Constitution, and international norms and standards	Family Response Units, staffed by all female police officers, are functional in all provinces, and are effectively linked with Special Victims Units in the AGO.	Institution Building	Starting Year 2 and on	SC,MoJ,AGO
	Procedural code is amended to address specific needs of witnesses, including women and other vulnerable groups	Development	By Year 3	MoJ, MOLSA
<b>Pillar : Economic Governance and Private Sector Development</b>				
<b>Sector : Private Sector Development and Trade</b>				
Private sector access to finance is increased	Expand provision of donor and private sector micro and SME finance	Other Measures	End-1388	MoF, MoCI, DAB, Afg Bankers' Association
	Increase the offering of financial services in rural areas through the further development of effective and sustainable delivery mechanisms with special consideration to women	Other measures	Mid 1389	Ministry of Agriculture, DAB, MISFA
Civil society groups are able to operate effectively to aid in the development process.	Revise, clarify and update the legal framework governing civil society organisations, including the NGO Law and Social Organisations Law, to cover civil society more comprehensively, easing the establishment / registration of CSOs and ensuring adequate (not burdensome) oversight.	Legislation	End-1387	Ministry of Economy, Ministry of Justice with Civil Society stakeholders

ANNEX. 1

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Economic activity increases in response to increased human capacity and skill sets and business services	Consider quickly piloting specific market-based vocational and professional training initiatives through coalition of Government, industry groups and training institutions with special consideration to women.	Institution Building	Mid-1387	MoEC, MoE, MoHE, MoLSA, MoWA, Business Community, Civil Society
	Conceptualization of Private Sector Employment Strategy for Women that will yield to pro-women employment strategies in the private sector	Other measures/ GCCI	(Mid 1387)	MoCI, MoWA
Public-Private Partnerships are used to aid social and economic development	Catalogue best practices drawn from across ministries (especially of Ministry of Health) of genuine partnerships between public and private sectors. Attention on increased women participation	Other Measures	Mid-1387	MoPH, MoE, MoLSA
Pillar : Infrastructure				
Sector : Energy				
An enabling environment for private sector investment in energy sector created	Gender mainstreaming in the policies in the energy sector	Development/ GCCI	Continue	MEW, MoWA
Increased Access to Rural Energy Services	Special attention to gender issues in providing energy for rural areas.	Development	TBD	MEW, MRRD, MoWA
Sector : Transport				
Lower road user costs	Subsidy to private bus operators to implement the policy on promoting equitable access to transportation	Development/ GCCI	End 2008	MoTCA
Business environment for private sector development improved to create jobs and reduce poverty.	Introduce and checks and balances for illicit transpiration of human and commodities like precursors, drugs, etc.	Legislation and Development/ CN Cross Cutting Issues	Mid 2009	National Assembly, MoTCA, MCN, Mol, MoJ

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<b>Sector : Urban Development</b>				
Increased availability of affordable shelter	Most needy households receive a housing subsidy	Development	2009	KM/IDLG/MUD
Strengthened institutional capacity to plan and manage urban development in a systematic and transparent manner	Review and update policies, regulations and implementation plans that will consider cross-cutting issues gender, environment, anti-corruption and counter narcotics	Legislation/ CCI	End 2009	KM, IDLG, MUD
	Comprehensive and gender sensitive reform of institutions, review and update of relevant legislations, policies and administrative processes	Institution building/ GCCI	End 2009	KM, IDLG, MUD, MoWA
	Establish Uni- urban Data collection unit (encourage disaggregated data collection)	Institution Building/ GCCI	- no entry -	MoUD, IDLG, KM
<b>Sector : Mines and Natural Resources</b>				
Strong regulatory framework in place	Gender mainstreaming in policies in the mining sector	Development/ GCCI	2008-2013	MoM
<b>Sector : Water Resources</b>				
Improved water sector legal and governance structures and institutions in place	Gender discrepancies in various laws systematically uncovered	Legislation/ GCCI	2008-2009	National Assembly, MoUD, MoJ
Water resources for irrigation and Drinking purposes improved.	Provision of access to water and sanitation facilities to rural people	Development	Continue	MRRD
<b>Sector : Information and Communication Strategy</b>				
Enabling environment	Pilot home-based ICT-related work for women	Development/ GCCI	End 2008	MoCIT
<b>Pillar : Health and Nutrition</b>				
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Effective Reproductive and	Develop an integrated reproductive and child health care system with the support of development partners	Development	Ongoing-2013	MoPH, MoE, MoWA, MoHE

ANNEX. 1

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Child health system	A special cell to be created to take care and promote all gender issues especially health of females and mothers	Development/ GCCI	Ongoing-2013	MoPH
<b>Pillar : Education and Culture</b>				
<b>Sector : Education</b>				
Improved quality of education	Strengthen institutional and staff capacities in curriculum development with special focus on gender, counter-narcotics, environment and anti-corruption.	Institution Building/ Cross Cutting Issues	1387-1389	MoE
	Increase the number of female primary and secondary teachers including retraining all females teachers who were separated from service during the PRR process and re-employing them	Development/ GCCI	1389	MoE, MoWA
	Establish/ strengthen teacher training college in all provinces	Development/ GCCI	1386-1389	MoE, MoWA
	Train 17,000 teachers and 3,500 mullahs in the delivery of literacy courses with at least 30% of them being female teachers.	Development	1386-1389	MoE
	Adopt an enabling policy to implement the Constitutional provision of compulsory education up to intermediate level	Legislation/ GCCI	1387	MoE
	Adopt a system to follow up female drop outs and provide incentives to return them to school	Institution Building/ GCCI	1387-1389	MoE, MoWA
Literacy rate increased	Implement parent-oriented campaign to promote support to girls' enrollment	Development/ GCCI	1386-1389	MoE, MoWA
	Conduct review class for girls who graduate from secondary schools to prepare for college entrance examinations	Development/ GCCI	1386-1389	MoE
Equal opportunity for all	Construct dormitories and pro-women facilities, especially in the secondary level schools	Development/ GCCI	1386-1389	MoE
	Disaggregate by sex all human-related statistics	Institution building/ GCCI	1386-1389	MoE
<b>Sector : Higher Education</b>				
Improved quality of academic teaching	Policies that require new university professors and lecturers to be hired on the basis of academic merit and gender balance.	Legislation	1386-1389	MoHE; MoWA

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and research	Adopt strategy to hire more women professionals; re-train female teachers who were dismissed during the PRR process and re-employ them	Institution building / GCCI	1385-1389	MoHE; MoWA
Improved access to higher education	Construction of 24 new dormitories 12 for men and 12 for women	Development	1385-1389	MoHE
	Strengthen security in the campus	Institution building / GCCI	1386-1389	MoHE
	Conduct review class for girls to prepare for college entrance examinations	Institution building / GCCI	1386-1389	MoHE
	Disaggregate by sex all human-related statistics	Institution building / GCCI	1386-1389	MoHE
Improved quality of vocational education	Target the most vulnerable women and youth in the selection of training and provision of employment opportunities	Institution building / GCCI	1386-1389	NSDP
Improved access to vocational education	The NSDP will procure the services of a variety of training providers (private/ public) for the provision of training to 150,000 unemployed Afghan women and men through competitive bidding procedures	Development	1385-1389 (2010)	MoL/NSDP
	Disaggregate by sex all human-related statistics	Institution building / GCCI	1386-1389	MoL, NSDP
<b>Sector : Sports</b>				
Improved sports facilities	Adopt and implement a strategy to realize the benchmark of increasing women’s access, leadership and participation in sports	Institution building / GCCI	1386-1389	MoE/ NOC, MoWA
	Disaggregate by sex all human-related statistics	Institution building / GCCI	1386-1389	MoE/ NOC, MoWA
<b>Sector : Media and Culture</b>				
Free and independent media	Sensitizing media about the issues related to gender, anti-corruption, counter-narcotics, environment and regional cooperation	Development/ CCI	2010	MoIC (Youth Affairs Deputy Ministry)

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Empowerment of Youth	Engaging youth in governance, development and social-political processes at local, district, municipal, provincial and national level, ensuring the participation of young women and men in democracy and advocacy.	Development	2010	MoIC (Youth Affairs Deputy Ministry)
	Promoting voluntary efforts for peace and development and establishing a youth volunteer corps for Afghanistan and also in the fields of gender, anticorruption, counter-narcotics, environment and regional cooperation.	Development	2010	MoIC (Youth Affairs Deputy Ministry)
	Sensitizing youth about the issues related to gender, anti-corruption, counter-narcotics, environment and regional cooperation	Development/ CCI	2010	MoIC (Youth Affairs Deputy Ministry)
<b>Pillar : Agriculture and Rural Development</b>				
<b>Sector : Agriculture and Rural Development</b>				
Increased agriculture production and productivity	Special focus on gender in policies and plans and their implementation	Legislation/ policy/ plan/ GCCI	1387-1391	MAIL, MRRD
Improved Local Governance	Sensitization of functionaries of local governance on gender, environmental, counter-narcotics and anti-corruption issues	Legislation / Policy/ Plan/ Cross Cutting Issues	1387 – 1389	MRRD
Improved disaster and emergency Preparedness	Special focus to gender issues in polices and plans and their implementation	Legislation / Policy/ Plan/ Gender Cross Cutting Issues	1387 - 1388	MAIL, MRRD
<b>Pillar : Social Protection &amp; Refugees</b>				
<b>Sector : Social Protection</b>				
Poverty and vulnerability Reduction	Develop the policy and criteria for providing comprehensive support to the female headed chronically poor households with small children	Other Measures/ GCCI	TBD	MoLSAMD
	In cooperation with the NGOs develop the policy and standards for dealing with the children in conflict with law and with children who live with mothers in detention	Other Measures	by end-2009	MoLSAMD

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	In cooperation with the NGOs implement the pilot project for supporting the children that are living with mothers in detention and for children in conflict with law	Other Measures	by end-2009	MoLSAMD, MoJ
Poverty and vulnerability reduction, improved employment	Vocational trainings for widows, chronically poor and disabled women	Other Measures/ Gender Cross Cutting Issues	Ongoing	MoWA, MoLSAMD
Capacity building	Conduct the survey to collect data about the female headed chronically poor households with small children	Other Measures/ Gender Cross Cutting Issues	by end-2008	MoWA, MoLSAMD
Improved social inclusion	Develop the policy and criteria for supporting the victims of violence to include the program for reintegration into families, schools and society, as well as developing the criteria for establishing the NGOs-run shelters for women “at risk” and vulnerable children	Other Measures	by mid-2008	MoLSAMD
	Women's capacity building, and establishment of economic centers for better economic opportunities	Other Measures/ GCCI	TBD	MoWA, MoLSAMD
	Develop the project to support the poor Kuchi	Other Measures/ GCCI	by mid-2009	MoLSAMD, MoE, MoPH
<b>Sector : Refugees and Internally Displaces Persons</b>				
Refugees and Internally Displaced Persons (IDPs) return voluntarily according to agreed principles and procedures	Identify bottlenecks (political, security, economic, social and legal) facing returnees (refugees and IDPs) and promote sustainable solutions for them with special focus on chronically poor women, disabled and widows. (dispute settlement mechanisms land tenure, pasture management, rehabilitated livestock, productive infrastructure, vocational skills, shelters and etc	Legislation/ Gender Cross Cutting Issues	2008 – 2013	MoRR, MoFA
	Continued emphasis on social protection (e.g. establishment of referral systems, centers, networks for vulnerable groups and individuals with focus on women)	Other Measures	2008 – 2013	MoRR, MoFA, MoLSAMD, MRRD, MD, UNHCR, ILO, IOM and partners

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Government's capacity to manage and support return and reintegration programmes is strengthened	Data collection, analysis (disaggregated by gender) and knowledge generation	Institution Building/ Gender Cross Cutting Issues	2008-2010	MoRR
	Data on Afghans in neighboring countries ( Iran and Pakistan) is analyzed and Afghanistan's absorption capacity is assessed Analysis to be gender and children sensitive	Other Measures/ GCCI	2008-2009	MoRR, UNHCR
	National initiatives addressing returnee needs (both Male and Female) and local host communities developed and enhanced in housing, area-based and community development programs with particular emphasis on employment, livelihoods, and skill development.	Other Measures	By end-first half of 2009	MoRR, MoUD, MoFA, MRRD, MoE, MoPH