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AFGHANISTAN

TECHNICAL REPORT

GENDER AND EQUITY ASSESSMENT

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**AFGHANISTAN
BIODIVERSITY SUPPORT
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**GENDER AND EQUITY
ASSESSMENT**

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The Assessment was completed in partial fulfillment of Task Order clause C.2.2.g – Integrating Gender and Equity Considerations Relevant to Afghanistan, while also contributing toward Task a. Institutional Strengthening, deliverable A.1 – 25 Workshops; and a portion of the M&E plan required under clause F.6(a) of the task order.

The gender assessment was greatly assisted by the support of Todd Johnson, Sr. Environmental Advisor & Team Leader, and Maria Witz, Organizational Strengthening Specialist, and Qaher Safi, Operations Manager.

LIST OF ACRONYMS

Abbreviations and acronyms have been kept to a minimum in the text of this document. Where abbreviations or acronyms have been used, they are accompanied by their full expression the first time they appear, unless they are commonly used and generally understood abbreviations such as NGO, kg, etc. However, in order to facilitate understanding of the acronyms used, a complete list is included here.

ANDS	Afghanistan National Development Strategy
AWN	Afghan Women's Network
BSP/NEPA	Biodiversity Support Program for National Environmental Protection Agency
dTS	Development & Training Services, Inc.
EA	Environmental Assessment
EIA	Environmental Impact Assessment
ICIMOD	International Center for Integrated Mountain Development
IRoA	Islamic Republic of Afghanistan
IUCN	World Conservation Union
MoWA	Ministry of Women's Affairs (Islamic Republic of Afghanistan)
NEPA	National Environmental Protection Agency (Islamic Republic of Afghanistan)
NGO(s)	Nongovernmental Organization(s)
PLACE	Prosperity, Livelihoods and Conserving Ecosystems
PMP	Performance Monitoring Plan
UNEP	United Nations Environment Programme
UNOPS	United Nations Office for Project Services
USAID	United States Agency for International Development
WCS	Wildlife Conservation Society

EXECUTIVE SUMMARY

The USAID Afghanistan Biodiversity Support Program (BSP) is being implemented to strengthen the National Environmental Protection Agency (NEPA) and its ability to implement its mandate under the new Environment Law passed by Parliament in early 2007. BSP/NEPA works with NEPA and other Government and NGO stakeholders to improve environmental management capability and effectiveness in Afghanistan. Primary project components include supporting NEPA efforts in institutional strengthening, national coordination and monitoring of activities affecting the environment, public awareness of environmental issues, regulation of activities affecting the environment, financing of NEPA operations, and monitoring community-based management of natural resources. A significant challenge is the unequal participation of all citizens, particularly women and other vulnerable populations, in the on-going efforts to encourage and promote improved environmental management.

The purpose of this Gender Assessment is to launch the integration of gender and equity considerations in the design and implementation of the BSP/NEPA project such that all people can become active participants in improved natural resource management decision making. The primary tasks of this assignment included conducting a gender and equity assessment and creating corresponding indicators while developing and facilitating a workshop with key NEPA and BSP/NEPA staff to build gender awareness. This assignment contributes to fulfillment of Task Order clause C.2.2.g – Integrating Gender and Equity Considerations Relevant to Afghanistan, while also contributing toward Task a. Institutional Strengthening, deliverable A.1 – 25 Workshops; and a portion of the M&E plan required under clause F.6(a) of the task order.

This report consists of three sections. The Introduction section provides an overview of gender in Afghanistan as it relates to this Scope of Work. The second section presents the key findings from this assessment. The third section discusses recommendations and indicators as it relates to the BSP/NEPA components. A set of annexes after the main body of this report provide the following: A) crosswalk of gender targets and indicators with BSP/NEPA tasks; B) scope of work for the gender assessment; C) list of persons contacted during the gender assessment; D) gender action planning workshop agenda; E) list of workshop participants; F) gender action planning workshop (unedited results); and G) additional online resources for NEPA.

NEPA has a unique window of opportunity to incorporate gender and equity in its structure, protocols and activities in its formative stage given the gender integration mandate from the Office of the President of Afghanistan and strong political will amongst the Agency's leadership. NEPA's primary challenge in being able to achieve this objective is its resources limitations and the investment it is able to make in creating socially inclusive policies, protocols and activities. This USAID BSP/NEPA project provides a ready solution for NEPA given its explicit goal is to support the Agency with gender integration as it relates to institutional strengthening, outreach and resource management. The BSP/NEPA project can support gender and equity considerations at NEPA through two broad approaches as follows:

1. By increasing opportunities for women and disadvantaged groups to learn new approaches to meet basic needs and sustain their livelihoods through improved natural resource

management and biodiversity conservation leading to better longer-term access and benefit while also enabling them to be directly responsible for environmental management.

2. By enabling NEPA to create an institution that serves as a model government agency in Afghanistan for the equitable professional development for all members of its staff by creating appropriate recruitment, retention, and growth strategies for all personnel.

The primary findings and recommendations of this assessment are summarized below.

- **Institutional Strengthening:** NEPA has a Gender Focal Point who is currently coordinating with the Ministry of Women's Affairs. However, for this Focal Point to be effective, she will need the support of an Agency-wide Gender Working Group. Also, as it relates to personnel recruitment and promotion, while NEPA is doing better than some other government agencies and ministries with regards to achieving gender balance among its staff, it still has significant progress to be made to reach the national target of 25%-30% female staff, especially in professional positions. A significant challenge is the small pool of potential women professionals accessible for positions required at NEPA. Strategies including efforts to recruit female staff through universities and women's networks should be implemented along with the use of "equal opportunity employment" language in all job postings. Also, once women are recruited, efforts should be made to ensure they are promoted and involved in capacity building programs at the same rate as men.
- **Environmental impact assessments:** There is an opportunity to develop gender-sensitive guidelines requiring preparers of environmental impact assessments and statements to: 1) submit gender-disaggregated data regarding participants in public consultation meetings, 2) use special methods for reaching women and other marginalized groups during the consultation process, and 3) conduct analyses regarding how environmental impacts may affect women and men differently. Currently, such guidelines do not exist within NEPA.
- **Public outreach and environmental education:** Communication plans developed by NEPA should include specific messages and means of communication to reach diverse audiences. For example, NEPA's monthly magazine and environmental education materials should include gender-sensitive articles and language. Currently, no special efforts are being made to reach women and marginalized groups through NEPA outreach and education materials.
- **Policies and regulatory frameworks:** NEPA should develop guidelines requiring that all new policies and regulatory frameworks conform to the constitutional provisions on non-discrimination and gender equality. No such measures are currently in place.
- **Community-based natural resource management:** Currently, women are not as actively involved in CBRNM as they could be. Also, gender-disaggregated data are not being collected which could help create targeted approaches for the future. Guidelines should be developed for achieving gender balance within consultation meetings and the design, implementation and monitoring of projects at the provincial, district and community levels. The BSP/NEPA small grants program should also include measures to target women and marginalized groups as grant recipients.

SECTION 1: INTRODUCTION

1. GENDER ASSESSMENT SCOPE OF WORK OBJECTIVES

The BSP/NEPA Project is being implemented under an agreement between the Government of the Islamic Republic of Afghanistan and the United States Agency for International Development (USAID) under the Prosperity, Livelihoods, and Conserving Ecosystems (PLACE) Indefinite Quantity Contract. BSP/NEPA's purpose is to strengthen the National Environmental Protection Agency (NEPA) and its ability to implement its mandate under the new Environment Law signed into effect in early 2007. BSP/NEPA works with personnel from NEPA and other relevant ministries to improve environmental management capability and effectiveness in Afghanistan. The project activities include support to NEPA on institutional strengthening, coordination of activities affecting the environment; public awareness of environmental issues as they relate to national development; regulation of activities affecting the environment; financing of NEPA operations; and monitoring of community-based management of natural resources.

Within this context, the BSP/NEPA project requires the field implementation team to “work with NEPA to provide increased opportunities for women and disadvantaged groups to access and benefit from improved natural resource management and biodiversity conservation in a sustainable manner.” Specifically, it is required that efforts be made to mainstream gender and equity considerations “seamlessly into all stages and aspects” of implementation.

To launch the gender integration activities, dTS conducted the baseline gender assessment in Afghanistan between 5 – 31 January 2008. The primary tasks included:

- conducting and reporting results of a gender and equity baseline assessment;
- providing a set of specific indicators related to gender and equity for the BSP/NEPA performance monitoring plan (PMP); and
- conducting a workshop with key NEPA and BSP/NEPA staff.

2. GENDER AND AFGHANISTAN

Gender equality through the elimination of all forms of discrimination, building women's human capital and promoting their leadership and participation are key gender goals of the Afghanistan National Development Strategy (ANDS) and the Afghanistan Compact.

However, women in Afghanistan are among the worst off in the world, both in comparison to Afghan men and with women of most countries, particularly in areas of health, deprivation of rights, protection against violence, economic productivity, education, literacy and public participation. Widespread poverty and traditional practices limit women's access to services, opportunities and resources needed for building their full human capacity.

Given the extreme need to improve gender balance, the Government of the Islamic Republic of Afghanistan (IRoA) has committed to gender equality in several ways, including, under the Bonn

Agreement and the Afghan Constitution. In doing so, the Government is recognizing that the participation of women and attention to their rights and status are both a requirement and a necessary vision for the national peace and reconstruction process. In 2002, the Declaration of the Essential Rights of Afghan Women was signed into law, guaranteeing life with dignity for women, the right to be equal with men, freedom from discrimination on account of sex, race, religion, personal safety, equal protection under the law, freedom of movement, thought, speech, assembly and political participation. Notably, the IRoA ratified the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) in March 2003.

3. GENDER, EQUITY AND THE ENVIRONMENT IN AFGHANISTAN

Afghanistan has a strong policy framework for gender, equity and the environment which serves as a foundation for the implementation and enforcement of environmental protection initiatives. The following agreements and policies related to gender and equity have been signed by Afghanistan and speak to the country's commitment to its women and equality:

- **Bonn Agreement** (signed on December 5, 2001): Committed to “broad-based, gender sensitive, multi-ethnic and fully representative government”.
- **Afghanistan Constitution** (Articles 22, 44 and 54) (approved on January 4, 2004): “The citizens of Afghanistan – whether woman or man – have equal rights and duties before the law”.
- **Afghanistan Compact** (signed on January 31-February 1, 2006): Benchmarks: Governance, Rule of Law and Human Rights
 - “By end-2010: the National Action Plan for Women in Afghanistan will be fully implemented; and, in line with Afghanistan’s MDGs, female participation in all Afghan governance institutions, including elected and appointed bodies and the civil service, will be strengthened.”
 - “Build lasting Afghan capacity and effective state and civil society institutions, with particular emphasis on building up human capacities of men and women alike.”
 - “Recognize in all policies and programs that men and women have equal rights and responsibilities”.
- **Afghanistan National Development Strategy (Interim)** (launched on January 31- February 1, 2006): Cross-cutting Issue no. 1: Gender Equity: “The Government's goal is to eliminate discrimination against women, develop their human capital and promote their leadership in order to guarantee their full and equal participation in all aspects of life in Afghanistan”. I-ANDS contains about 40 statements of commitment addressing gender equity, including 13 gender specific benchmarks.
- **Millennium Development Goals**: Afghanistan became the 191st signatory to the Millennium Declaration in 2004 and accepted goals 2, 3, 4 and 5 which state “To achieve universal primary education ... to promote gender equality and to empower women ... to reduce child mortality ... to improve maternal health” respectively.
- **Convention on the Elimination of Discrimination Against Women (CEDAW)** (ratified on March 5, 2003): “...the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields”.

Afghanistan also has a fundamental legal basis for equity by way of participation of all citizens of the Islamic Republic of Afghanistan in the ongoing efforts to encourage and promote improved environmental management. For example:

- The Environment Law which took effect upon its publication in the Official Gazette No. 912 (25 January 2007) recognizes that “Peace, sustainable development, environmental protection, conservation, and respect for human rights and fundamental freedoms are interdependent” under Article 5.1(3) *Fundamental Principles*.
- The Environment Law further details under Article 7. *Rights and duties of persons* the following rights and duties *inter alia* of “Every person”:
 - Legally use natural resources in accordance with customary traditions and practices which encourage community-based sustainable natural resource management;
 - Create and legally register civil society organizations which advocate sustainable management of natural resources and conservation and rehabilitation of the environment;
 - Have access to information;
 - Participate in meetings, demonstrations, protests, marches and referenda relating to sustainable use of natural resources and conservation and rehabilitation of the environment.

4. NATIONAL ENVIRONMENTAL PROTECTION AGENCY

In January 2005, the Department of Environment was separated from the Ministry of Irrigation, Water Resources and Environment and declared an independent department and later, in May 2005, granted independent status as the National Environmental Protection Agency. The restructuring and institutional development of NEPA involves the priorities outlined in the National Development Framework. In relation to environment, the National Development Budget states the following:

“The establishment of a national environmental framework and an operational agency will require developing a national environmental framework, which will include policy, legislative and regulatory aspects, establishing agreed environmental standards, and environmental impact assessment procedures and establishing an environmental agency, with staff and capacity to raise environmental awareness, implement environmental policy and regulations.”

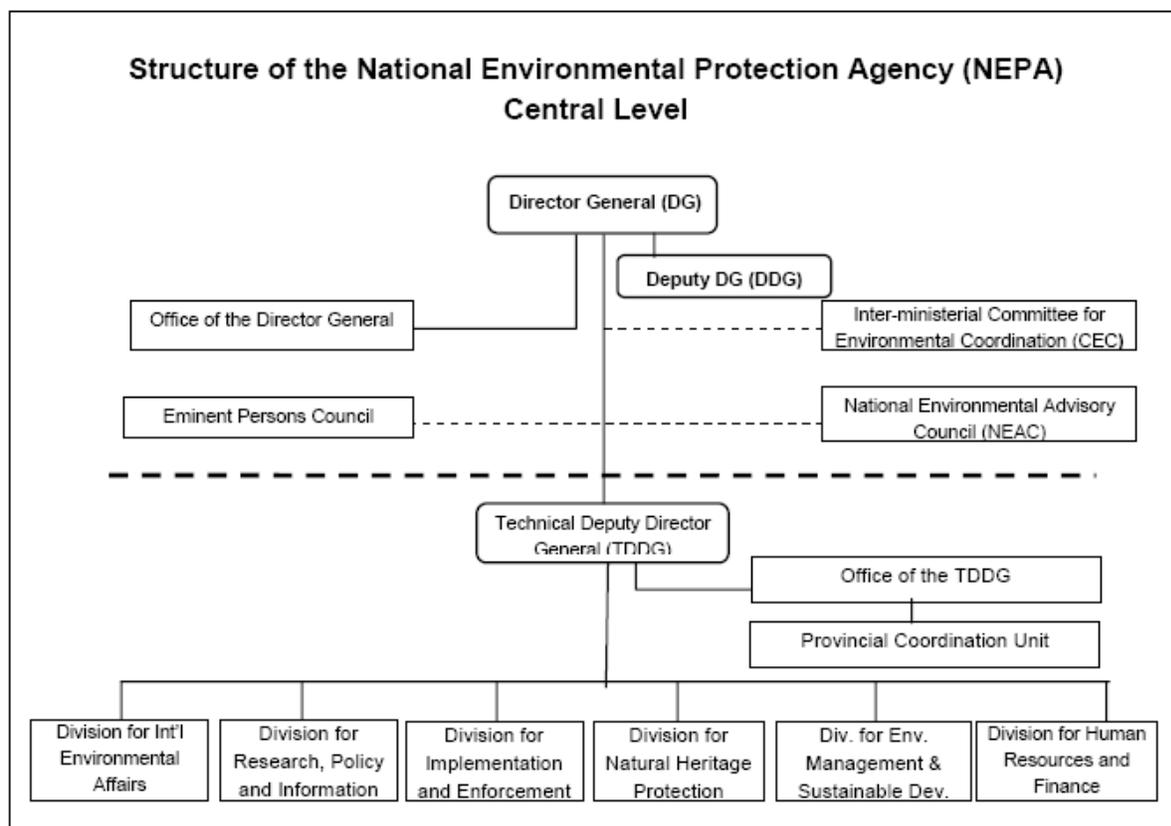
The NEPA’s mission is “to protect the environmental integrity of Afghanistan and support sustainable development of Afghanistan’s natural resources through the provision of effective environmental guidance and management services.” To achieve this vision, NEPA is assigned four key tasks:

- Coordinate environmental affairs at international, national and sub-national level.
- Develop and implement environmental law, policies and strategies in order to integrate environmental issues and sustainable development approaches into the legal and regulatory frameworks of Afghanistan.

- Provide environmental management services in the areas of environmental impact assessment, air and water quality, waste management, pollution control and permitting of activities that impact the environment.
- Provide communication and outreach for environmental information to ensure awareness of the environment specifically for the needs of Afghanistan.

Exhibit 1 illustrates NEPA's organizational structure.

Exhibit 1: Structure of the NEPA at the Central Level



Source: UNEP 2007

5. BIODIVERSITY SUPPORT PROGRAM

The purpose of the BSP/NEPA is to provide assistance to NEPA in the areas of institutional strengthening, public and technician training, environmental management demonstration grants, and development of policies and regulations. The objective is to assist in implementation of environmental policy and laws of Afghanistan relating to renewable natural resources. In collaboration with NEPA and other agencies and organizations supporting NEPA, BSP/NEPA is providing on-the-job technical assistance, organizing workshops and delivering training courses to produce sustainable environmental improvements, especially in biodiversity conservation and the green environment while improving the long-term capabilities and skills within NEPA and the related NGOs. Specifically, activities are being conducted to:

- fulfill the environmental assessment mandate of NEPA;
- coordinate environmental programs to meet the environment law objectives;
- conduct effective public education and outreach;
- develop and implement environmental regulations; and
- support community-based resource management through NGO grants.

Exhibit 2 summarizes the tasks and subtasks specified in the BSP/NEPA statement of work.

Exhibit 2: Tasks and Subtasks specified in the BSP/NEPA contract statement of work

TASKS	SUBTASKS
Task #1 Institutional Strengthening	
Subtask 1.1)	Conduct a rapid capacity-building needs assessment
Subtask 1.2)	Develop environmental assessment center and strengthen its capabilities
Subtask 1.3)	Assist in developing management and administrative systems and funding mechanisms
Subtask 1.4)	Assist NEPA to develop procedures and rules required to fulfill its mandate
Subtask 1.5)	Assist in establishing a “green environment” technical oversight office
Subtask 1.6)	Develop and deliver short training courses and regional study tours
Subtask 1.7)	Assist in selecting two candidates for scholarships to a Master’s program in environmental assessment
Task #2 National Coordination of Environmental Programs	
Subtask 2.1)	Assist in establishing the National Coordination of Environmental Programs (NCEP) committee
Subtask 2.2)	Provide technical and financial assistance to the NCEP committee
Task #3 Public Outreach and Education	
Subtask 3.1)	Assess communications needs
Subtask 3.2)	Establish an information resource center at NEPA
Subtask 3.3)	Support the production of publications and multi-media outreach
Subtask 3.4)	Work with NEPA to improve environmental education
Subtask 3.5)	Train NEPA and other stakeholders on environmental public education and outreach
Task #4 Environmental Regulation and Financing	
Subtask 4.1)	Regulation
Subtask 4.2)	Financing
Task #5 Community-based Resource Management	
Subtask 5.1)	Design the community-based natural resource management small grants program and establish an advisory committee
Subtask 5.2)	Prepare and issue requests for applications
Subtask 5.3)	Award grants and build NGO capacity
Subtask 5.4)	Monitor grant implementation and build NEPA capacity

In addition as per the draft BSP/NEPA work plan, “the BSP/NEPA team’s work with NEPA seeks to encourage relevant women groups, civil society partners, and community leaders to

include men, women and the poor from rural areas in decision making about natural resource use, ensure that decisions reflect their input, and encourage them to use and manage natural resources in a sustainable manner for their own benefit.”

6. RELEVANCE OF GENDER TO BSP/NEPA

BSP/NEPA is working with NEPA to provide increased opportunities for women and disadvantaged groups to access, and benefit from, improved natural resource management and biodiversity conservation in a sustainable manner. Households in rural areas of Afghanistan, many of which are headed by women, depend on natural resources to sustain livelihoods and meet basic needs, in particular on forests as source of fuel wood and fodder. The purpose of integrating gender and equity concerns is to enable all citizens – men, women, youth, disabled – to participate in and be responsible for environmental management.

In addition, with BSP/NEPA support, NEPA has the ability to create an institution that serves as a model government agency in Afghanistan for the equitable professional development for all members of its staff by creating appropriate recruitment, retention and growth strategies for all personnel.

SECTION 2: BASELINE CONSTRAINTS AND OPPORTUNITIES

This section of the report discusses the findings of the gender assessment with regard to constraints and opportunities as it relates to BSP's primary activities.

1. INSTITUTIONAL STRENGTHENING

1.1 Gender Awareness and Coordination Mechanisms

The participation of all employees, including women, in all levels of policy and decision-making is integral to successful organizational management. In accordance with the gender-mainstreaming mandate of the Office of the President of Afghanistan, every government institution is to incorporate gender concerns into its operations and to establish clear benchmarks and indicators for measuring achievement. It is also recommended that a gender working group should be set up in all government agencies and ministries to work with the Ministry of Women's Affairs on gender mainstreaming. In addition, the Office of the President also has a Social Protection Program, which calls for targeted investments for those with incomes below the poverty line, those not benefiting from community-based and self-help groups, and those in remote areas.

NEPA enjoys the support of its leadership to implement gender integration within its framework. As such, NEPA's Deputy Executive Director General, Engineer Dad Mohammad Baheer has expressed a commitment to gender integration within NEPA with a view to including both men and women in the process. Also, NEPA's Director of Human Resources has been assigned to oversee gender mainstreaming in the Agency, and serves as the Agency's Gender Focal Point.

While there is clear intent to support gender at the NEPA, challenges abound with regard to implementing a gender strategy largely due to resource limitations. As such, while the Gender Focal Point position exists, the functions of this position are not well defined nor are fully understood by NEPA's staff. In addition in practice, the Director of Human Resources/Gender Focal Point currently balances a heavy workload and has limited time to devote to gender mainstreaming over and above executing her full time human resources duties. Also, as of yet, no Gender Working Group or Gender Unit exists at the Agency. Further, the standardized training is not being delivered to all NEPA staff to respond to the gender-mainstreaming mandate from the Office of the President. The gender-mainstreaming mandate from the Office of the President of Afghanistan is, however, central to the recommendations and targets presented in this assessment.

Given that NEPA's primary limitation in implementing a gender integration strategy is a resource constraint, the BSP/NEPA project provides a ready solution given its mandate to support NEPA with gender and institutional strengthening. Thus, there is a unique window of opportunity to incorporate gender and equity particularly given the President's mandate and political will amongst the Agency's leadership.

1.2 Personnel Recruitment, Retention and Professional Development

Personnel Recruitment

In accordance with ANDS, NEPA—along with all other government ministries and agencies—is expected to reach the target of 25% to 30% female employees by the end of 2010. In the 2007 fiscal year, only 5% of NEPA’s total positions were held by professional women (21 women of 390 employees). Data were not available for the number of women who worked in non-technical positions at NEPA to allow accurate calculation of the total percentage of women at NEPA. NEPA plans to hire 205 additional employees for a total of 595 employees in the fiscal year beginning in March 2008.

Challenges persist in being able to adequately and appropriately recruit female candidates primarily as the candidate pool for recruiting women, especially young women, into NEPA is limited. First, there are currently no university programs available at any of the five universities in Kabul specifically designed to meet the inter-disciplinary skill and knowledge needs of NEPA as an environmental policy-making agency. As a result, potential candidates must be pulled from a variety of related programs, such as agriculture, engineering, and law. Second, many of the related programs, such as agriculture, engineering, and law, contain low percentages of enrolled female students. For example, the senior class of the Agriculture Faculty at Kabul University, which includes the Department of Forestry and Natural Resources, had seven women and 168 men in 2007. The sophomore class in the same year had 47 women. Thus, the percentage of women graduating from technical university programs is expected to increase as more women apply for and are accepted into these programs.

In addition, it is apparent that NEPA is currently not using existing networks to recruit qualified women into the Agency. For example, the USAID-sponsored program in the Faculty of Agriculture at Kabul University is a good resource. Another untapped network is that of Afghan Women’s Network and its 57 member organizations in the provinces.

Personnel Retention

The ANDS encourages the organization of women’s solidarity networks in the workplace. No such network currently exists within NEPA.

In order to accommodate women employed by the government, many government ministries and agencies in Afghanistan seek to offer child care facilities for their employees. NEPA has child care facilities available for its staff in the Central Office and Kabul Regional Office, although these facilities are shared with another ministry. During the assessment, female staff in NEPA’s Kabul Regional Office expressed their concerns regarding over-crowding at this child care facility. It is hoped that the construction of NEPA’s new office building in Kabul will resolve this issue. The availability of day care services for NEPA employees in the provinces was not determined during this assessment.

Professional Development

For the professional development baseline, gender-disaggregated data for NEPA were not available during this assessment to calculate the number of men and women at each grade level within the agency. However, a grade system does exist and the number of NEPA employees at each grade is publicly displayed in the reception area of NEPA's Deputy Executive Director General's office. The Office of the President has established an informal inter-ministerial Working Group on Gender and Statistics and plans to quantify women's contribution to the economy in the Government National Accounts.

One of the major constraints that women face in employment and professional development in Afghanistan is that there are significant social and cultural dictates, which hinder free movement and interactions with males. A key limitation is the ability of a female employee to travel for job or training related purposes. Travel is often necessary to attend various trainings and workshops to further their job knowledge and work-related skills. This constraint also prevents women from participating in NEPA-sponsored international study tours and scholarships. For example, at the time of this assessment, NEPA's Deputy Executive Director General was unsuccessful in his attempt to recruit a female staff member for a college scholarship opportunity abroad due to cultural constraints.

Women also face similar challenges in relation to travel to the provinces to carry out their job duties. For example, only seven of the 20 women in professional positions in the Central Office and Kabul Regional Office would be permitted by their families to travel to the provinces if such travel is requested.

Travel by female employees within Kabul City during business hours is not hampered by cultural or family restrictions. For example, both NEPA male and female staff are involved in visiting projects (e.g., factories) within Kabul City to assess environmental impacts without any gender-specific travel limitations. Some women, however, did face restrictions on after-work classes, activities and events in Kabul.

2. ENVIRONMENTAL IMPACT ASSESSMENT

NEPA is responsible for screening, assessing and monitoring the environmental impacts of development projects and other activities which are likely to have significant environmental impacts and may undermine sustainable development and threaten human livelihoods. BSP/NEPA will assist NEPA in the continued development of environmental assessment capabilities through its environmental assessment center. In addition, BSP/NEPA plans to assist the center with developing procedures for implementing environmental assessment requirements as outlined in the draft Environmental Impact Assessment regulations.

According to the Interim Environmental Impact Assessment Regulations (draft 2.3) that is currently in use, one may apply for authorization from NEPA to execute an activity with anticipated adverse effects on the environment or an activity to take place in environmentally sensitive areas. Within 30 days of receiving an application and an accompanying screening report, NEPA is required to "distribute a notice of public disclosure in Dari and Pashto to

landowners, land occupiers and the elders of local communities likely to be affected by the activity that the applicant proposes to undertake” (Regulation 6).

Currently, such guidelines do not exist within NEPA. However, there is an opportunity to develop gender-sensitive guidelines requiring preparers of environmental impact assessments and statements to: 1) submit gender-disaggregated data regarding participants in public consultation meetings, 2) use appropriate methods for reaching women and other marginalized groups during the consultation process, and 3) conduct analyses regarding how environmental impacts may affect women and men differently.

3. PUBLIC OUTREACH AND ENVIRONMENTAL EDUCATION

Currently, no efforts are being made to reach women and marginalized groups through NEPA outreach and education materials. However, it is important to include women and diverse groups as a target audience of the NEPA public outreach and education efforts in order to help men and women to improve their environment, and subsequently their sanitation and health.

NEPA has recently begun publishing a newsletter for distribution to other government agencies and ministries to build awareness about NEPA’s role, responsibilities, and achievements. The first issue of this newsletter did not include any articles highlighting how NEPA is addressing gender and equity issues through its environmental protection initiatives. However, the NEPA newsletter is an opportunity that should be explored in how to incorporate various target audiences into this outreach effort.

From an equity perspective, many of the current employees in NEPA’s Central Office have language skills in English, Dari, Pashto, Tajik, Uzbek, Turkmen, Kyrgyz and/or Wakhi but these language skills have not been inventoried. Many of these languages are spoken by minorities in northern Afghanistan. Better use of the Agency’s wide language skills would serve to increase effectiveness in engaging minority groups, and helping them learn about NEPA’s projects and policies.

4. POLICIES AND REGULATORY FRAMEWORKS

As discussed earlier in Section 1, NEPA has a strong foundation of gender- and equity-sensitive policies and agreements as well as the Environment Law upon which to build a gender- and equity-sensitive policy and regulatory framework.

5. COMMUNITY BASED NATURAL RESOURCE MANAGEMENT (CBNRM)

In line with Afghanistan’s Millennium Development Goals (MDGs), Afghanistan is committed to decrease the proportion of people whose income is less than US \$1 a day by 3 percent per year and the proportion of people who suffer from hunger by 5 percent per year by the end of 2010. According to the Office of the President, these goals will be pursued through a Social Protection Program. Apart from standard rural development programs, the Office of the President plans targeted investments for those below the poverty line, and those not benefiting from community-

based and self-help groups, and groups in remote areas, as well as landless people. CBNRM initiatives with which NEPA will be involved will fall within this mandate.

The NEPA Division for Natural Heritage Protection is responsible for the agency's activities regarding the community-based natural resource management. Currently, 100 percent of the staff in this Division in the Central Office are men which culturally limits the Division's ability to reach women during the various stages of project management. For example, when United Nations conducted a public consultation process on climate change through the Division for Natural Heritage Protection, the community consultation involved men only despite the written instruction from UN to include various community members, including women and vulnerable groups.

6. WORKING WITH INTERNATIONAL DONORS

The NEPA Division for International Environmental Affairs is responsible for coordinating Afghanistan's obligations under international environmental laws and agreements, coordinating and administering projects funded by international agencies as well as bilateral donors, and international reporting. Afghanistan is a signatory to a number of international environmental agreements including the UN Framework Convention on Climate Change, UN Convention on Biological Diversity, UN Convention to Combat Desertification, UN Convention on International Trade in Endangered Species and Vienna Convention for the Protection of the Ozone Layer. Several of these include specific obligations regarding the equitable sharing of benefits and costs associated with the use of natural resources with a special focus on women and traditional and indigenous peoples.

A number of NEPA's donors were consulted during this assessment, although many of the relevant staff of these agencies were on annual leave and not available for interviews. Of the donors interviewed, most seemed to be opportunistically integrating gender and equity into their projects rather than taking a systematic approach to this subject matter in their environmental protection activities. That being said, there were notable successes. The United Nations Office for Project Services (UNOPS) had involved women in pistachio reforestation projects in the provinces by providing courtyards within which women could work and still comply with cultural norms limiting women's mobility in public. The USAID-sponsored project of the Wildlife Conservation Society (WCS) had integrated men and women into planning workshops in several provinces where this was allowed by cultural norms (i.e., in the Wakhan Corridor of Badakhshan province and in Bamiyan province). In an annual report of the USAID-sponsored International Centre for Integrated Mountain Development (ICIMOD) available in the NEPA Library in Kabul, gender was acknowledged as an important factor for achieving effective environmental protection but concrete strategies for doing so were not forthcoming.

SECTION 3: OPPORTUNITIES AND RECOMMENDATIONS

This section of the report details the core activities of BSP/NEPA and offers corresponding recommendations for gender integration as well as identifies indicators for related monitoring.

1. TASK 1: INSTITUTIONAL STRENGTHENING

Strengthening the overall capacity and functioning of NEPA to effectively fulfill its mandate is a critical component of the BSP/NEPA Project. The institutional strengthening component itself is comprised of seven activities.

Given the importance of this task and the role it will play in building NEPA's capacity, this particular activity offers many opportunities to integrate gender. In general, as the capacity of NEPA is strengthened and developed, it provides an opportunity to build NEPA's capacity to integrate gender into its organizational structure and implementation of its work.

Recommendations by project subtask are detailed below.

Subtask 1.1: Conduct Rapid Capacity Building Needs Assessment

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Conduct gender and equity assessment ▪ Gender and equity workshop with BSP and NEPA ▪ Gender monitoring and evaluation 	<ul style="list-style-type: none"> ▪ Finalized gender assessment report ▪ Workshop delivered in Kabul ▪ Indicators proposed for each gender integration activity

Much of this recommendation has been accomplished through dTS' January mission to Afghanistan. Thus, this report creates a baseline for the project's gender integration activities and offers recommendations for gender integration activities against each task and subtask.

Also, during the gender assessment, Ecodit/dTS facilitated the "NEPA Gender Action Planning Workshop" on February 4 and 5, 2008 in collaboration with MoWA and AWN. Sponsored by BSP/NEPA, this event was one of the first such gender awareness and action planning workshops carried out with select managers and staff from NEPA's central office and Kabul regional office.

The purpose of the workshop was to provide an overview of the national policy framework for integrating gender issues into the government ministries and agencies of Afghanistan, and to discuss recommendations for implementing a Gender Action Plan specifically for NEPA. The workshop participants included 40 representatives of NEPA along with three USAID representatives, five Ministry of Women's Affairs representatives, one UNEP representative, two members of Afghan Women's Network, and the BSP/NEPA team (see Annex E for a list of participants).

The workshop was structured to allow members of six divisions within NEPA - Division for International Environmental Affairs; Division for Research, Policy and Information; Division for Implementation and Enforcement; Division for Natural Heritage Protection; Division for Environmental Management and Sustainable Development; and the Division for Human Resources and Finance – to discuss strategies and indicators for NEPA Gender Action Plan as it relates to their respective divisions as well as the Agency.

The workshop was successful in helping the NEPA employees to outline the next steps to integrate gender into their activities. Gender Integration indicators were developed in part due to the workshop results.

Subtask 1.2: Develop Environmental Assessment Center and Strengthen Its Capabilities

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Ensure that gender considerations are integrated into environmental assessment guidelines ▪ Encourage and assist NEPA to conduct gender compliance audits as part of its standard review process. 	<ul style="list-style-type: none"> ▪ Environmental Assessment guidelines finalized, incorporating gender considerations

Development of comprehensive environmental guidelines directly contributes to strengthening NEPA’s environmental impact assessment capabilities and offers a key opportunity to ensure that gender is addressed at this juncture. BSP/NEPA can provide assistance to NEPA by developing gender sensitive guidelines that require preparers to:

- submit gender disaggregated data regarding participants in public consultation meetings;
- employ targeted methods to reach vulnerable populations during the consultation process; and
- conduct analyses regarding how environmental impacts may affect women and other vulnerable groups differently.

In order to ensure that gender is adequately represented in the guidelines, BSP/NEPA can encourage and assist NEPA with getting the draft guidelines reviewed by a panel of gender and equity experts, drawing on the expertise of MoWA and AWN. By going through this vetting process, the project will ensure that the guidelines are adequately addressing and integrating gender considerations.

Also, in order to ensure that the guidelines are being implemented correctly, BSP can assist NEPA in conducting regulatory compliancy audits as part of the standard review process for environmental impact assessments and statements, including review of gender and equity-related elements.

Subtask 1.3: Assist in Developing Management and Administrative Systems and Funding Mechanisms

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Work with NEPA to clearly define functions for Gender Focal Point ▪ In collaboration with NEPA, define functions for Gender Unit with support from MoWA and AWN and support convening of regular meetings ▪ Assist NEPA with collection of gender-disaggregated data related to male and female staff to meet the mandates of the Office of the President ▪ Work with NEPA to establish a gender-disaggregated baseline for NEPA's grade scale at the beginning of 2008 fiscal year. ▪ Facilitate NEPA's use of existing networks and contacts for recruiting women into professional and technical positions. 	<ul style="list-style-type: none"> ▪ By June 2010, NEPA demonstrates improvements towards the promotion of women as compared to men on the NEPA grade scale.

As discussed above, the Gender Focal point is currently also serving her primary role as the Director of Human Resource in a full time capacity and there is no Gender Unit within the Agency. Such a Unit would provide support for the Gender Focal Point in carrying out her job functions as it relates to gender integration. Furthermore, MoWA proposes to establish a Gender Unit in each government ministry and agency in fiscal year 2008-2009. While NEPA may not be in a position to establish and maintain a fully functional Gender Unit, it should establish a cross-cutting Gender Working Group with representatives from NEPA's six divisions. With technical support from BSP/NEPA, MoWA, AWN and other collaborators, the Gender Working Group should take responsibility and be held accountable for meeting the gender-related targets established for the Agency by the Office of the President.

Further, with regard to personnel recruitment for NEPA and in order to promote recruitment of female staff and to ensure equity in staff recruitment, BSP can support NEPA by tapping into existing networks and contacts such as the USAID sponsored Advancing Afghan Agriculture Alliance (A4) program at Kabul University and the AWN. These networks are powerful resources that can be tapped into to recruit women into professional, technical positions and to seek new recruits in the provinces who speak relevant languages.

Subtask 1.4: Assist NEPA to Develop Procedures and Rules Required to Fulfill Its Mandate

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Assist NEPA with the design of content for a New Employee Orientation Workshop, including a session on gender awareness. ▪ Work with NEPA to design delivery mechanisms for delivering the New Employee Orientation Workshop. 	<ul style="list-style-type: none"> ▪ At least 30% of existing employees have received New Employee Orientation workshop within the first six months of the 2008 fiscal year. ▪ At least 30% of new hires have received new employees have received New Employee Orientation Workshop within three months of their hire date.

Although the “NEPA Gender Action Planning Workshop” was held in February, not all NEPA employees, including those in the more remote provinces, were able to attend. To this end, a New Employee Orientation Workshop should be developed for all NEPA employees, covering general topics such as the Environmental Law and NEPA’s organizational structure as well as topics more specific to gender. BSP/NEPA should play a key role in identifying the topics to be covered in the New Employee Orientation Workshop, based on the needs identified in the program’s Capacity Building Plan. Such a workshop would send a strong signal to all employees regarding NEPA’s commitment to achieving its environmental protection mandates along with its gender mainstreaming mandates. This workshop could be offered once per quarter for new and existing staff and scheduled in coordination with other employee gatherings to reduce costs. Once the curriculum is standardized for such a New Employee Orientation Workshop, the delivery of this type of workshop should be a limited burden on NEPA staff and provide strong benefit by getting all employees in the agency on the same page. An alternative for delivering this training would be to videotape it and to distribute it to the provincial offices on DVD.

Subtask 1.5: Assist in Establishing a “Green Environment” Technical Oversight Office

The gender integration recommendations offered under Subtask 1.2 support this subtask as well.

Subtask 1.6: Develop and Deliver Short Training Courses and Regional Study Tours

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Collect and maintain gender disaggregated data on the participants of BSP/NEPA-sponsored seminars, workshops, training courses, and study tours¹. 	<ul style="list-style-type: none"> ▪ Gender disaggregated data presented in 100% of reports to USAID regarding the participants in BSP/NEPA-sponsored seminars, workshops, training courses and study tours.

In order to promote equity in professional development and skills acquisition, BSP/NEPA can monitor the participation of men and women by gathering gender disaggregated data on

¹ *Nota bene* from ECODIT Team Leader: this is standard practice, and a USAID contractual obligation

participants as well as employ proactive measure to ensure that women are aware of training opportunities.

Subtask 1.7: Assist in Selecting Two Candidates for Scholarships for Master’s Program in Environmental Assessment

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Collect and maintain gender disaggregated data on the applicants and recipients of scholarships and present these data in relevant reports to USAID² 	<ul style="list-style-type: none"> ▪ Gender disaggregated data presented in 100% of reports to USAID regarding the applicants and recipients of scholarships.

As with subtask 1.6, BSP/NEPA can contribute to gender and equity by ensuring that both men and women have access to scholarship opportunities and are encouraged to apply.

3.2 TASK 2: NATIONAL COORDINATION OF ENVIRONMENTAL PROGRAMS

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Seek out members of the National Coordination of Environmental Programs (NCEP) committee who represent programs benefitting women and other vulnerable groups 	<ul style="list-style-type: none"> ▪ Number of NCEP members committed representing programs benefitting gender and vulnerable groups

This coordination committee will be strategic in ensuring that programs are benefitting previously marginalized groups such as women and other vulnerable populations. It is critical that the committee represents the voice of these groups.

3.3 TASK 3: PUBLIC OUTREACH AND EDUCATION

In order for NEPA to provide appropriate guidance to the public, developers, and other ministries and agencies of the government on the Environmental Law, policies and regulations, it will need to develop effective public awareness and environmental education messages and materials.

During an interview with a representative of AWN, feedback was received about the environmental protection campaigns and messages that had previously been facilitated in Kabul as follows: “They were ineffective because these campaigns spoke of tree planting and a “green” city in the distant future, rather than focusing on the immediate “brown” issues—such as air and water contamination and solid waste--affecting the health and wellbeing of women and vulnerable groups today.” This individual also recommended involving AWN in public outreach message development to focus on what women and men can do now to improve their health and sanitation as well as the environment.

² See footnote on previous page.

Subtask 3.1 Assess Communications Needs

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Identify specific audiences in communications needs assessments using a variety of social variables (men, women, rural, urban, ethnicity, age, and socio-economic status). ▪ Provide training to a select number of staff from the Division for Research, Policy and Information who work on the NEPA magazine and environmental education materials on developing gender-and equity sensitive language and messages 	<ul style="list-style-type: none"> ▪ By the end of 2008, 100% of communications plans designed will include specific messages and means of communication to reach diverse audiences with a special focus on women and other vulnerable groups.

Subtask 3.2: Establish an Information Resource Center at NEPA

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Compile resources on how to design, implement and monitor gender sensitive communication and environmental education campaigns with a special focus on resources relevant to the cultural context of Afghanistan. 	<ul style="list-style-type: none"> ▪ Gender resources compiled and accessible.

Subtask 3.3: Support the Production of Publications and Multi-Media Outreach

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Work with NEPA to develop messages and identify means of communication (radio, television, newspaper, posters, curriculum) to reach diverse audiences defined in communication needs assessment ▪ Work with NEPA to implement communication programs to reach the target audiences identified in the communication needs assessment ▪ Encourage NEPA to engage mullahs, mosques and other influential leaders and institutions in gender –sensitive public information campaigns on the environment 	<p>By June 2010, 100% of BSP/NEPA’s portion of the communication plans for NEPA implemented with specific messages and means of communication to reach diverse audiences with a special focus on women and other vulnerable groups</p>

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Encourage NEPA to include at least one gender-sensitive article in each issue of the NEPA magazine based on the messages and recommendations laid out in the communications plan ▪ Promote the use of gender-sensitive language throughout every issue of the NEPA magazine 	NEPA monthly magazine will include gender-sensitive articles and language in its issues

Subtask 3.4: Work with NEPA to Improve Environmental Education

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Promote the use of gender and equity-sensitive language and messages throughout environmental education activities in accordance with the recommendations from the communications assessment 	NEPA's environmental education activities include gender-sensitive articles and language

Subtask 3.5: Train NEPA and other Stakeholders on Environmental Public Education and Outreach

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ During the communications assessment, train a select number of staff from the Division of Research, Policy and Information who work on environmental education materials on developing gender- and equity-sensitive language and messages 	NEPA's environmental education materials include gender-sensitive articles and language

3.4 TASK 4: ENVIRONMENTAL REGULATION AND FINANCING

Subtask 4.1: Regulation

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Train select staff in NEPA's Division of Research, Policy and Information to prepare gender- and equity-sensitive policies and regulations including: use of gender-sensitive language, requiring gender-disaggregated reporting for consultation processes, and suggesting gender analysis, when appropriate. 	By June of 2010, new policies and regulatory frameworks conform to the constitutional provisions on non-discrimination and gender equality

<ul style="list-style-type: none"> ▪ Train two division staff to conduct gender and equity audits on policies and regulations ▪ Encourage the NEPA Gender Unit to conduct non-discrimination compliance audits as part of standard review process for environmental impact assessments and statements including the review of gender- and equity-related elements. 	
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3.5 TASK 5: COMMUNITY BASED RESOURCE MANAGEMENT

NEPA is responsible for monitoring community-based natural resource management projects both within and outside protected areas. The NEPA Division Natural Heritage Protection is responsible for the agency's activities regarding the sustainable use and management of natural resources and the protection of valuable natural environments and biological diversity. The division has particular responsibility for issues concerning area protection, nature conservation and land management, wildlife management and the protection of wetlands, lakes and watercourses.

Subtask 5.1: Design the Community Based Natural Resource Management Small Grants Program and Establish an Advisory Committee

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Ensure that the advisory committee for the small grants program includes members with gender analysis expertise ▪ Seek members of the small grants program advisory committee who represent women's organizations and those of other vulnerable groups ▪ Develop selection criteria for the small grants program ensuring equitable distribution of benefits to women and other vulnerable groups 	<p>By the end of 2008, BSP's small grants program includes measures to target women and marginalized groups</p> <p>Selection criteria developed.</p>

Subtask 5.2: Prepare and Issue Requests for Applications

ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Advertise applications for the small grants program through the AWN and other women's networks and those of other vulnerable groups 	<p>By the end of 2008, the applications for the small grants program advertised through AWN and other women's networks and those of other vulnerable groups</p>

Subtask 5.3: Award Grants and Build NGO Capacity

The gender integration recommendations offered under Subtask 5.1 support this subtask as well as it relates to awarding grants.

Subtask 5.4: Monitor Grant Implementation and Build NEPA Capacity

ACTIVITIES	INDICATORS
▪ Develop indicators to measure the impact of the small grants program on women and other marginalized groups	By June of 2010, the small grants program demonstrate impact of the program on women and marginalized groups

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ANNEX A: Scope of Work for BSP/NEPA Gender Assessment

Position:	Gender and Equity in NRM Specialist
Expected Duration:	24 days Level of Effort
Proposed Candidate:	Angela S. Martin
Anticipated Period of Performance:	Approximately 05 – 31 January 2008 or as soon thereafter as practical
Purpose of Assignment:	To contribute to integration of gender and equity considerations relevant to Afghanistan into the overall implementation of BSP/NEPA
Deliverable(s):	<ol style="list-style-type: none"> 1. Technical report on results of a gender and equity baseline assessment; 2. Workshop with key NEPA and BSP/NEPA staff that produces an agreed set of goals, guidelines and indicators on gender and equity considerations relevant to biodiversity conservation and NRM in Afghanistan; and 3. A set of specific indicators related to gender and equity that form part of the BSP/NEPA performance monitoring plan.

Position Rationale and Program Contribution

The Biodiversity Support Program for NEPA (BSP/NEPA) is an activity being implemented under an agreement between the Islamic Republic of Afghanistan and the United States Agency for International Development (USAID). BSP/NEPA's purpose is to strengthen the National Environmental Protection Agency (NEPA) and its ability to implement its mandate under the new Environment Law passed by Parliament in early 2007. BSP/NEPA works with personnel of NEPA and those of other relevant ministries and other partners to improve environmental management capability and effectiveness in Afghanistan, including coordination and monitoring

of activities affecting the environment, public awareness of environmental issues as they relate to national development, regulation of activities affecting the environment, financing of NEPA operations, and monitoring of community-based management of natural resources.

One of the issues affecting, and affected by, the currently weak or ineffective environmental management in Afghanistan is the unequal participation of all citizens of the Islamic Republic of Afghanistan in the ongoing efforts to encourage and promote improved environmental management. This presently unequal participation, however, is not due to a lack of fundamental legal basis, which is stronger in Afghanistan than in many other countries. For example:

- The Constitution of Afghanistan in the first article of Chapter 2: “Fundamental Rights and Duties of Citizens” states that “The citizens of Afghanistan – whether man or woman – have equal rights and duties before the law” (Article 22; Ch. 2, Art. 1).
- The Environment Law which took effect upon its publication in the Official Gazette No. 912 (25 January 2007) recognizes that “Peace, sustainable development, environmental protection, conservation, and respect for human rights and fundamental freedoms are interdependent” under Article 5.1(3) *Fundamental Principles*.
- The Environment Law further details under Article 7. *Rights and duties of persons* the following rights and duties *inter alia* of “Every person”:
 - Legally use natural resources in accordance with customary traditions and practices which encourage community-based sustainable natural resource management;
 - Create and legally register civil society organizations which advocate sustainable management of natural resources and conservation and rehabilitation of the environment;
 - Have access to information...;
 - Participate in meetings, demonstrations, protests, marches and referenda relating to sustainable use of natural resources and conservation and rehabilitation of the environment

The Ministry of Women’s Affairs (MoWA) has similar encouragement of full participation by all citizenry of Afghanistan in public affairs. Yet the reality is that environmental management is viewed as a matter of serious discussion for men only. Despite the fact that women often bear the heaviest consequences of degradation of natural resources – through longer treks to collect water or fuelwood for example – their voices in decision-making about environmental management currently are under-represented.

Within this context, the BSP/NEPA task order contract of the Prosperity, Livelihoods, and Conserving Ecosystems (PLACE) Indefinite Quantity Contract requires the field implementation team to “work with NEPA to provide increased opportunities for women and disadvantaged groups to access and benefit from improved natural resource management and biodiversity conservation in a sustainable manner.”

Specifically, the team of ECODIT and dTS long- and short-term advisors are required to make efforts to mainstream gender and equity considerations “seamlessly into all stages and aspects” of implementation. Not only because it is a contractual requirement, but also because it is a critical foundation upon which any genuinely effective environmental management efforts must build, the initial short-term assignment of the task order is this assignment.

The purpose of this assignment is to begin integrating gender and equity considerations relevant to Afghanistan into the overall implementation of BSP/NEPA so that men, women, rural poor, and other individuals and groups most directly affecting natural resource management and affected by weak or ineffective management can become more active participants in improved NRM decision making.

This assignment contributes to fulfillment of Task Order clause C.2.2.g – Integrating Gender and Equity Considerations Relevant to Afghanistan, while also contributing toward Task a. Institutional Strengthening, deliverable A.1 – 25 Workshops; and a portion of the M&E plan required under clause F.6(a) of the task order.

Position Overview and Deliverables

The Gender & Equity in NRM Specialist from BSP/NEPA subcontractor Development & Training Services, Inc. (dTS) will work with the BSP/NEPA team, NEPA leaders and personnel, other partner organizations supporting NEPA or environmental management in Afghanistan, and others as appropriate to perform the following three general tasks:

1. Conduct a gender and equity baseline assessment to identify current gaps in promoting gender and equity considerations in using and managing natural resources;
2. Facilitate a workshop on gender and equity considerations relevant to biodiversity and natural resource management that results in an agreed set of goals, guidelines, and indicators; and
3. Formulate specific indicators related to gender and equity as part of the BSP/NEPA performance monitoring plan.

The position requires short-term, full-time service for a period of approximately 24 person-days LOE, including travel time, beginning on or about 05 January 2008 and concluding on or about 31st January 2008. The position is based in Kabul with some travel to selected partners within the city. No travel outside of Kabul is anticipated. The Gender & Equity in NRM Specialist will coordinate all efforts with and through the ECODIT BSP/NEPA Sr. Environment Advisor (Team Leader) and will report to the Team Leader for technical guidance and identification of priorities within this Scope of Work. Day-to-day operational matters, including travel logistics will be coordinated through the Operations Manager and his staff upon Team Leader approval of all actions requiring the commitment of BSP/NEPA funds.

The deliverables required from the Gender & Equity in NRM Specialist are the following:

1. A technical report of not more than 25 pages presenting the results of the Specialist's review of existing data on progress to date in promoting gender and equity considerations in using and managing natural resources in Afghanistan, supplemented by anecdotal information gathered from interviews and meetings with national and international partner organizations active in the field. The Specialist's review and report will form a baseline assessment that:

- a. Identifies current gaps in promoting gender and equity considerations in natural resource management decision-making and
 - b. Recommends specific actions or activities for BSP/NEPA and its partners that realistically will strengthen broader participation in NRM decision-making within the timeframe of the BSP/NEPA task order (presently due to expire on 30 June 2010).
2. A workshop of not more than three days facilitated by the Specialist and involving key NEPA staff, BSP/NEPA team members, and interested participants from other partner organizations. This workshop may include presenting the baseline assessment results or other information on gender and equity considerations relevant to biodiversity conservation and natural resource management in Afghanistan. The workshop will produce a set of gender and equity goals, guidelines, and indicators that all partners agree to follow in efforts to improve environmental management through broader participation in NRM decision-making.
 3. A set of specific indicators – perhaps a subset of the workshop outputs – that realistically can be incorporated into the overall BSP/NEPA performance monitoring plan. These indicators must fit the technical and financial abilities of the field team to regularly measure and report on.

Specific Tasks

As described above, the Gender & Equity in NRM Specialist will work with the BSP/NEPA team and others as appropriate to conduct a baseline assessment, facilitate a workshop on gender and equity considerations relevant to Afghanistan, and produce a set of goals, guidelines, and indicators for broader participation in NRM decision-making. The Specialist will perform the following specific tasks required to achieve this objective:

1. Meet with BSP/NEPA team – especially the Sr. Environment Advisor (Team Leader) and the Organizational Strengthening Specialist (Deputy Team Leader) – to review the Scope of Work, clarify any questions about the assignment, and develop a work plan that will lead to timely completion of the deliverables;
2. Review with the Organizational Strengthening Specialist and others as appropriate the programs of various organizations working in the environment and natural resources sector to identify which programs or organizations might provide information required for a baseline assessment;
3. Conduct discussions with the identified organizations to determine the current level of progress in promoting gender and equity considerations in use and management of natural resources and to identify gaps in current efforts that BSP/NEPA might be in a position to support filling;
4. Meet with key NEPA staff, and those of other government ministries or agencies, including tertiary education institutions, to assess current levels of understanding about the importance of broad-based participation in natural resource decision-making in the Afghan context;
5. Draft and submit for BSP/NEPA review Deliverable #1 above and revise as necessary;
6. Convene and facilitate a workshop with key personnel from BSP/NEPA, government agencies, and other relevant organizations to produce Deliverable #2 above;

7. Based on the agreed set of goals, guidelines, and indicators produced during the workshop, develop specific indicators for BSP/NEPA to incorporate into its performance monitoring plan that meet the criteria listed under Deliverable #3 above;
8. Circulate drafts of Deliverables #2 and #3 to the BSP/NEPA team, key NEPA personnel, USAID (if requested), and others as appropriate for comment and revise as needed; and
9. Adhere to all USAID and ECODIT policies, procedures, and regulations that apply to the specific circumstances of the Specialist's engagement under the BSP/NEPA task order, including security policies and procedures throughout the Specialist's time in Afghanistan.

Qualifications Required

The Gender & Equity in NRM Specialist must hold an advanced degree in a natural resource field and have demonstrated success in incorporating gender and equity indicators into USAID reporting requirements. The demonstrated ability to facilitate multi-cultural workshops on gender and equity issues is strongly desired. S/He must also be familiar with the relationships between gender and equity issues and biodiversity conservation, preferably based on field experience such as applied research, implementation or oversight of project interventions, or other fieldwork involving broad-based participation in natural resource decision-making in developing countries. Experience in an Islamic culture is desired but not required. The ability to write clear, concise technical reports suitable for presentation to USAID is required.

ANNEX B: Persons Contacted during BSP Gender Assessment

Note: All of the persons listed below were involved in either one-on-one interviews or focus groups held between January 12 and February 3, 2008 by Angela Martin, Gender and Natural Resource Specialist with dTS.

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Hossie Kabul Regional Office National Environmental Protection Agency	Sahida Kabul Regional Office National Environmental Protection Agency
Soraya Kabul Regional Office National Environmental Protection Agency	Hassina Kabul Regional Office National Environmental Protection Agency

ANNEX C: BSP Gender Action Planning Workshop Agenda**BIODIVERSITY SUPPORT PROGRAM (BSP)
National Environmental Protection Agency (NEPA)****AGENDA****NEPA Gender Action Planning Workshop**

Monday, February 4, 2008 and Tuesday, February 5, 2008

Pamir Conference Hall, Intercontinental Hotel, Kabul

Workshop objectives:

- Provide an overview of the national policy framework for integrating gender issues into the government ministries and agencies of Afghanistan, and
- Discuss recommendations for implementing a Gender Action Plan specifically for NEPA

Workshop Schedule:**February 4, 2008**

- 9:00—9:30 Participant Registration (tea/ coffee served)
- 9:30—10:00 Welcome/ Introductions
- Reciting Holy Quran
 - NEPA Statement by Engineer Dad Mohammad Baheer
 - Ministry of Women's Affairs Statement by Shah Jan Sarwary
- 10:00—12:00 Overview Presentation by Arifa Samadi and Nahid Wazin from Ministry of Women's Affairs
- Gender awareness
 - Gender and religion
 - Gender and national policies and laws
- 12:00—1:00 Lunch / Prayer
- 1:00—3:00 Small Group Discussions: Strategies and Indicators for NEPA Gender Action Plan
- Division for International Environmental Affairs
 - Division for Research, Policy and Information
 - Division for Implementation and Enforcement
 - Division for Natural Heritage Protection
 - Division for Environmental Management and Sustainable Development
 - Division for Human Resource and Finance

February 5, 2008

- 9:00—9:30 Participant Registration (tea/ coffee served)
- 9:30—10:00 Review of Material Covered on February 4, 2008
- 10:00—11:00 Overview Presentation by Angela Martin from Development & Training Services (dTS)
- Gender and the environment
- 11:00—12:00 Continuation of Small Group Discussions from February 4, 2008
- 12:00—1:00 Lunch / Prayer
- 1:00—3:00 Plenary of Results from Small Group Discussions: Strategies and Indicators for NEPA Gender Action Plan
- Division for International Environmental Affairs
 - Division for Research, Policy and Information
 - Division for Implementation and Enforcement
 - Division for Natural Heritage Protection
 - Division for Environmental Management and Sustainable Development
 - Division for Human Resources and Finance
- 2:45—3:00 Closing Remarks

ANNEX D: BSP Gender Action Planning Workshop Participants

Intercontinental Hotel, Kabul, Afghanistan, February 4-5, 2008

No.	Name of Participant	Organization
1	Mary Fontaine	U.S. Agency for International Development
2	Mohammad Aslam Amiri	U.S. Agency for International Development
3	Nadia Shahezad	U.S. Agency for International Development
4	Engineer Dad Moh. Bahir	National Environmental Protection Agency
5	Ahmad Shah Karim Olomi	National Environmental Protection Agency
6	Zahidullah Hamdard	National Environmental Protection Agency
7	Syed Mohammad Rahimi	National Environmental Protection Agency
8	Zabiullha Afroz	National Environmental Protection Agency
9	Salaman Shah Salari	National Environmental Protection Agency
10	Noor Mhommad	National Environmental Protection Agency
11	Nesor Ahmad Qayomi	National Environmental Protection Agency
12	Saduddin Shanawaz	National Environmental Protection Agency
13	Wahid Jalal	National Environmental Protection Agency
14	Hasan Amiri	National Environmental Protection Agency
15	Rafi Ghafor	National Environmental Protection Agency
16	Hammidullah Sahibi	National Environmental Protection Agency
17	Obaidullah	National Environmental Protection Agency
18	Latif Popal	National Environmental Protection Agency
19	Painda Mohammad	National Environmental Protection Agency
20	Abdul Qadir	National Environmental Protection Agency
21	Ghulam Nabi Khorami	National Environmental Protection Agency
22	Bashir Ahmad	National Environmental Protection Agency
23	Aminullah	National Environmental Protection Agency
24	Sona Ghafari	National Environmental Protection Agency
25	Sohaila Sadigi	National Environmental Protection Agency
26	Fahima Quiami	National Environmental Protection Agency
27	Najeeba Nazami	National Environmental Protection Agency
28	Lida Hoorikhial	National Environmental Protection Agency
29	Maleha Sahad	National Environmental Protection Agency
30	Shakila Khalily	National Environmental Protection Agency
31	Zakia Sarwary	National Environmental Protection Agency
32	Sima Mamzoori	National Environmental Protection Agency
33	Karima Safi	National Environmental Protection Agency
34	Samira Mahbat	National Environmental Protection Agency
35	Hossie	National Environmental Protection Agency
36	Aqila	National Environmental Protection Agency
37	Soraya	National Environmental Protection Agency
38	Sohaila	National Environmental Protection Agency
39	Gulalia	National Environmental Protection Agency
40	Sahida	National Environmental Protection Agency
41	Hassina	National Environmental Protection Agency

42	Zakia Hashami	National Environmental Protection Agency
43	Rafi Wafa Arifi	National Environmental Protection Agency
44	Diana Sadat	National Environmental Protection Agency
45	Arifa Samadi	Ministry of Women's Affairs
46	Nahid Wazin	Ministry of Women's Affairs
47	Madina Qasimi	Ministry of Women's Affairs
48	Shah Jan Sarwari	Ministry of Women's Affairs
49	Shakila	Ministry of Women's Affairs
50	Todd R Johnson	ECODIT
51	Maria Witz	ECODIT
52	Qaher Safi	ECODIT
53	Angela Martin	Development & Training Services, Inc. (dTS)
54	Afifa Azim	Afghan Women's Network
55	Leeda Yagubi	Afghan Women's Network
56	Abdul Wali Modaqiq	United Nations Environmental Program

ANNEX E: BSP Gender Action Planning Workshop Unedited Results

Intercontinental Hotel, Kabul, Afghanistan, February 4-5, 2008

This annex contains the unedited results of small group discussions for each of NEPA's six divisions during the Gender Action Planning Workshop.

Note: These are the unedited results of the workshop. In some cases, there are not logical connections between the proposed activities, gender-sensitive steps, and gender-sensitive indicators. However, the Biodiversity Support Program staff thought that it was important to include this unedited table in the Gender Assessment to show the baseline for NEPA staff understanding of how to integrate gender into their annual planning processes.

No.	Activity from work plan	What steps will you take to make the activity gender sensitive?	Gender-sensitive indicators for each activity
IMPLEMENTATION AND ENFORCEMENT DIVISION			
1	Monitor and control the implementation of the Environmental Law by governmental and social organizations	Coordinate with the government bodies and social organizations to reduce pollution with the cooperation of women's local councils. NEPA plans to explain the environmental law according to the level of comprehension of the local people.	Attract the cooperation of 3500 local councils in raising awareness about the environmental law in Kabul and in the provinces by the end of 2008
2	Monitor the activities of registered industrial factories which plan to obtain environmental licenses	Monitor the industrial factories and specify structural norms with a gender perspective during the licensing process	Increase to 30% the total percentage of women staff in factories by the end of 2008 (Note: During the plenary, it was agreed that this was beyond the mandate of NEPA and instead was within the mandate of the Ministry of Labor.)
3	Provide specific environmental guidelines to the relevant government and social organizations in order to tackle environmental problems	Prepare and provide guidelines on pollution control and implement them taking into consideration gender and women's participation	Implement 50% of the guidelines with families and worksites by the end of 2008
4	Establish local environmental councils in those provinces where they still have not been established	Establish local environmental councils in the provinces respecting gender and women's participation	Including 30% women in the structure of the councils by the end of 2008
5	Monitor and control drinking water sources and prevent them from being polluted	Include all citizens in drinking water protection programs including the active participation of women	50% of families participating in protection of the drinking water by the end of 2008
6	Control the destruction of natural resources (such as forests, biodiversity, and ground water sources)	Provide norms and regulations in order to stop deterioration of the natural resources with the cooperation of social institutions	50% of natural resources protected in 28 provinces by the end of 2008

No.	Activity from work plan	What steps will you take to make the activity gender sensitive?	Gender-sensitive indicators for each activity
7	Capacity building for division staff	Convene professional environmental courses and workshops in order to provide norms and regulations	Train 80% of staff in headquarters and provincial offices
8	Conduct gender audit and awareness programs	Train two staff members of the Implementation Division on gender issues to conduct gender audits of on-going activities	Gender audits conducted on 50% of projects in government and social organization by 2008
ENVIRONMENTAL MANAGEMENT AND SUSTAINABLE DEVELOPMENT DIVISION			
1	Convene meetings in order to evaluate environmental impact assessments (EIAs) with key ministries in Kabul and in the provinces	Invite ministries for environmental coordination meetings and take gender into consideration in these meetings.	50% men and 50% women invited to meetings (Note: The division has about 40% female staff now)
2	Advise the relevant bodies on the sustainable development in Kabul and the provinces taking into consideration the benefits for present and future generations	Take gender balance into consideration when convening meetings.	Gender shall be taken into consideration in 50% of the meetings for EIA and sustainable development projects (Note: NEPA's female staff have difficulties traveling to the provinces because of family dynamics.)
3	Monitor implementation of the law regarding sustainable development	Establish sustainable development monitoring processes (after EIAs are conducted) in which gender is taken into consideration and the monitoring staff is comprised of men and women.	Gender shall be taken into consideration in 30% of sustainable development monitoring and control activities. (Note: Gender balance is easier to obtain in Kabul than in the provinces because women have difficulties getting permission from their families to travel to the provinces.)
4	Enforce EIAs for urban development and road construction in Kabul and in the provinces	Make the proponents of projects seeking EIA approval include gender in the assessments	Women should comprise 30% of the total participants in EIA activities
5	Monitor registered factories	Advise factories on facilities and hygiene taking into consideration gender-specific needs	Women should comprise 30% of the factory staff (Note: During the plenary, it was agreed that this was beyond the mandate of NEPA.)
HUMAN RESOURCES AND FINANCE DIVISION			
1	Procure necessary equipment for training courses in Kabul and the provinces	Make sure training courses are accessible to men and women	Participants in training courses shall consist of 30% women and 70% men
2	Complete the procurement process for the new NEPA office in Kabul while	Hire female staff for 2008	Division staff should consist of 20-30% women (3 individuals instead of the one for 1386)

No.	Activity from work plan	What steps will you take to make the activity gender sensitive?	Gender-sensitive indicators for each activity
	following administrative and financial procedures		
3	Acquire financial support from external organizations who work on environmental issues and attract financial and technical support for all the divisions of NEPA	Take into consideration capacity building for women as well as men	30% of the present staff will be trained (women)
4	Convene courses for the capacity building of the staff in case we get financial support	We feel women staff should be trained more in capacity building, if we get the funding	30% of the present staff will be trained (women)
5	Fight against drugs, corruption and take gender equality into consideration when hiring new staff in the center and the provinces	Since drug is more cultivated in the southern provinces, women are more addicted so in order to make them aware we need to recruit and train women staff. Women can combat corruption against men.	30% of the present staff will be trained (women). 30% recruited for 2008. Attract cooperation of AWN while recruiting women in the environment.
INTERNATIONAL ENVIRONMENTAL AFFAIRS DIVISION			
1	Achieve membership in environmental conventions (CMS, RAMSAR)	Cooperate with relevant bodies regarding the process of the conventions including participation of men and women	50% men and 50% women participating in the process
2	Carry out capacity building exercises	Conduct training workshops and seminars with relevant bodies such as the Afghan Women's Network	50% men and 50% women participating in the process
3	Issue licenses for hazardous materials and non-hazardous materials (industrial) materials	Survey the process, collect evaluation reports, issue licenses, get permission from relevant bodies to transport this material with men and women participating in the process	100% of the plan will be implemented
4	Organize workshops, meetings and trips of local and international advisors to NEPA inside the country	Convene workshops and meetings conducted by advisors, seeking gender balance amongst the participants	100% of the workshops and meetings will be implemented
5	Attract technical and financial support to NEPA from international donors	Implement environmental programs in coordination with relevant environmental organizations, seeking gender balance amongst the participants	80% men and 20% women participating in the programs
NATURAL HERITAGE PROTECTION DIVISION			
1	Build awareness of the staff in Kabul and in the provinces	Raising awareness of the staff of the Kabul-based divisions and provinces taking gender into consideration	80% men and 20% women participating in the process
2	Conduct surveys of wetlands (in one	Determine the survey groups (including men and women) in	90% men and 10% women participating in the process

No.	Activity from work plan	What steps will you take to make the activity gender sensitive?	Gender-sensitive indicators for each activity
	province)	accordance with the international conventions. Collect the figures regarding biological, economical, cultural and physical resources. Monitor the areas (including Bandi-e-Amir) with women's participation in the process.	
3	Monitor the protected areas	Including women in the monitoring group (especially provincial staff)	50% men and 50% women participating in the process
4	Establish tree nurseries	Recruit local people to work in the tree nurseries including women from the local areas	50 % of local women working in the nurseries (Note: This division currently consists of 7 men and will have 9 new hires for 2008. Ideally, 3 or 4 of the new staff members will be women.)
RESEARCH, POLICY AND INFORMATION DIVISION			
1	Carry out public awareness activities	Publish quarterly magazine (4000 copies per quarter). Conduct interviews on women's roles in environmental activities. Conduct a public awareness campaign.	<ul style="list-style-type: none"> • One article on women and the environment included in each quarterly magazine • 12 T.V. interviews conducted with 25-30% explaining women's roles with environmental issues • One campaign conducted with participation of all female NEPA staff
2	Conduct capacity building exercises	Convene workshops for NEPA staff. Convene workshop for school teachers in Kabul and in the provinces. Convene workshops for government officials in Kabul and in the provinces.	<ul style="list-style-type: none"> • 10% all women of NEPA should participate • 50% of teachers in the workshops should be women • 50% of government officials in the workshops should be women
3	Coordinate joint efforts between relevant executive bodies regarding environmental activities	Follow up on convening coalition meetings. Establish environmental units in the other organizations.	<ul style="list-style-type: none"> • 4 coalition meetings held with authorized representatives of the Ministry of Women's Affairs • Women's councils involved in decision making meetings • Environmental units established in 5 ministries including the Ministry of Women's Affairs
4	Establish volunteer environmental associations	Work with women's councils. Contact all social and women's organizations.	<ul style="list-style-type: none"> • Voluntary men and women on the council (50% of volunteers should be women)
5	Design policies and standards on water, air, and solid waste	Design draft policies. Collect viewpoints and recommendations. Draft and finalize policies.	<ul style="list-style-type: none"> • Women's viewpoints and recommendations incorporated into policies, including those of

No.	Activity from work plan	What steps will you take to make the activity gender sensitive?	Gender-sensitive indicators for each activity
			<p>the Ministry of Women's Affairs, Afghan Women's Network and women's councils.</p> <ul style="list-style-type: none">• Implemenation of policies with men and women included. <p>(Note: Mullahs, schools and teachers would be involved along with AWN's youth committees which are already planting trees.)</p>

ANNEX F: Additional Online Resources for NEPA

The **Afghanistan Research and Evaluation Unit (AREU)** is an independent research organisation based in Kabul. AREU's mission is to conduct high-quality research that informs and influences policy and practice. AREU has conducted a number of studies on gender in Afghanistan. Visit <http://www.areu.org.af/index.php>

United Nations conferences and summits have underlined the contribution of women to sustainable development, with clear gender perspectives in environmental management incorporated. Visit <http://www.unifem.org>

'Gender and Environment' is IUCN's learning community dedicated to research, documentation, and exchanges of experiences that promote the mainstreaming of gender equity perspectives in the environmental management initiatives. Visit <http://www.genderandenvironment.org>

WEDO is an international advocacy organization that seeks to increase the power of women worldwide as policymakers at all levels to achieve economic and social justice, a healthy and peaceful planet, and human rights for all. Visit <http://www.wedo.org>

'Gender in the World Bank' is the World Bank's web site dedicated to integrating gender into its organization and activities. This page includes information on regional and thematic gender resources. Visit <http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTGENDER/0,,contentMDK:20260262~menuPK:489120~pagePK:210058~piPK:210062~theSitePK:336868,00.html>