

- ♦ the UN system should appoint a Principal Gender Adviser in the Office of the Resident Coordinator to coordinate the preparation of an overall gender action plan and to assist agencies to develop strategies for gender mainstreaming in all programmes;
- ♦ a Human Rights Adviser be appointed as quickly as possible in consultation with the Office of the High Commissioner for Human Rights, to work with the Resident Coordinator and in close collaboration with the Gender Adviser;
- ♦ time-bound targets to increase the recruitment and placement of women, particularly at senior levels, be set and monitored;
- ♦ gender training — targeted at both men and women — be a mandatory, continuous effort, and include technical support during the preparation and implementation of projects and programmes; training also be conducted in the areas of (a) Afghan history, politics, culture and language and, (b) team-building and interpersonal communication skills;
- ♦ the UN Population Fund (UNFPA) resume its activities on the ground in Afghanistan, given the high incidence of maternal mortality, the sizeable proportion of women's reproductive health problems and the widespread need for basic education in such areas as sanitation, health and child care, pre- and post-natal care;
- ♦ income-generation projects be integrated into overall programming, and include technical and entrepreneurial skills training;
- ♦ educated rural women be actively recruited through incentive programmes for education projects, including teaching and monitoring food distribution, for example;
- ♦ in the absence of any current system of rational long-term planning in any sector by local authorities, UN agencies assist the authorities to develop short- and long-term sectoral plans; and
- ♦ joint technical committees in all assistance sectors — especially health and education — be established and supported to encourage continuing dialogue with Afghan authorities and steps taken to ensure that gender and human rights are included as cross-cutting issues for each committee.

The Mission's proposed guidelines and indicators for implementing the principle-centred approach address such areas and issues as: equal and safe access for women and men to food, health care, water, taking into account local traditions; provision of services to women and adolescent girls in order to meet their reproductive health needs; availability of female staff/service providers to meet the needs of women and girls; participation of vulnerable communities (IDPs, women and men, refugees) in camp management; rehabilitation of socio-economic infrastructure, rural and urban; equal shares of humani-

tarian assistance to women and men; women's participation in identification and formulation of projects — in equal proportion and considered of equal value as men's direct participation in project implementation; steps to ensure that women benefit directly in food distribution, improved nutrition, improved personal health, education and so on; negotiation mechanisms, vis-à-vis the authorities, to promote gender issues including women's security, participation and benefits; conditionality on providing assistance to hospitals for men, as long as comparable quality services are closed to women; conditionality on building schools for boys if schooling for girls is not allowed; conditionality on providing assistance to training for men as long as women are denied access to similar training; and, reconciliation of the UN principles and human rights with the values derived from local traditions and Islamic teachings in order to address gender issues with local authorities and communities.

### **Resolution of the Commission on the Status of Women**

At its March 1998 session the Commission on the Status of Women (CSW) adopted by consensus a draft resolution (E/CN.6/1998/12, Draft Resolution I) on the situation of women and girls in Afghanistan. The CSW commended the resolution to the Economic and Social Council for adoption. The CSW, *inter alia*: expressed deep concern over continuing and substantiated reports of violations of the human rights of women and girls, including all forms of discrimination against them, particularly in areas under control of the Taliban; noted violations have included restrictions upon movement, denial of equal access of women to health care, prohibition of most forms of female employment, restrictions upon education for women and girls, the closing of girls' schools, and severe limitations upon the enrolment of females in institutions of higher education and upon their access to humanitarian assistance; welcomed the ongoing work of the Special Rapporteur of the Commission on Human Rights on the situation of human rights in Afghanistan and the focus given to violations of the human rights of women and girls, especially in territories under the control of the Taliban faction; also welcomed the Secretary-General's decision to send a gender mission to Afghanistan; noted the report of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women on her visit to Afghanistan in November 1997; expressed appreciation for the international community's support of, and solidarity with, the women and girls of Afghanistan; condemned the continuing violations of the human rights of women and girls, including all forms of discrimination against them, in all areas of Afghanistan; called upon all parties within Afghanistan to recognize, protect, promote and act in accordance with all human rights and fundamental freedoms, regardless of gender, ethnicity or religion, and to respect international humanitarian law; strongly urged all of the Afghan factions to end discriminatory policies and to recognize, protect and promote the equal rights and dignity of women and men, with special respect to