

It's Impossible to Break the Glass Ceiling if You Can't Get in the Door: Increasing Women's Workforce Participation in Afghanistan

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Life under the Taliban

Societal restrictions for women

Women's employment

Representation in government



Afghanistan Since 2001

Societal Changes

Legislative Reform

- Constitution of Afghanistan
- Convention on the Elimination of all forms of Discrimination against Women (CEDAW)
- National Action Plan for Women of Afghanistan (NAPWA)

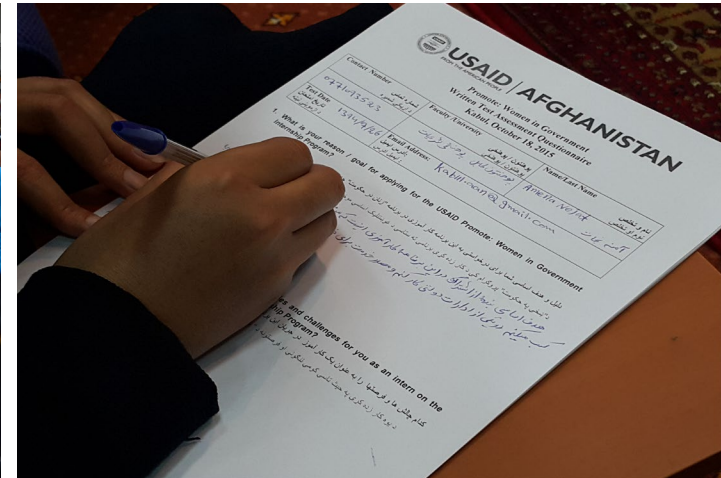
Afghan Governance



USAID Promote: Women in Government

Increase employment in the Afghan government

Develop and implement key policy reforms that empower women working in the government



Workplace Obstacles

Analysis and Recommendations Report

Analysis of the obstacles that limit women from working within the Afghan government, such as policy, regulations, culture, and inadequate infrastructure

Provides recommendations for establishing equitable work environments

Demonstrates progress over time



Workplace Obstacles

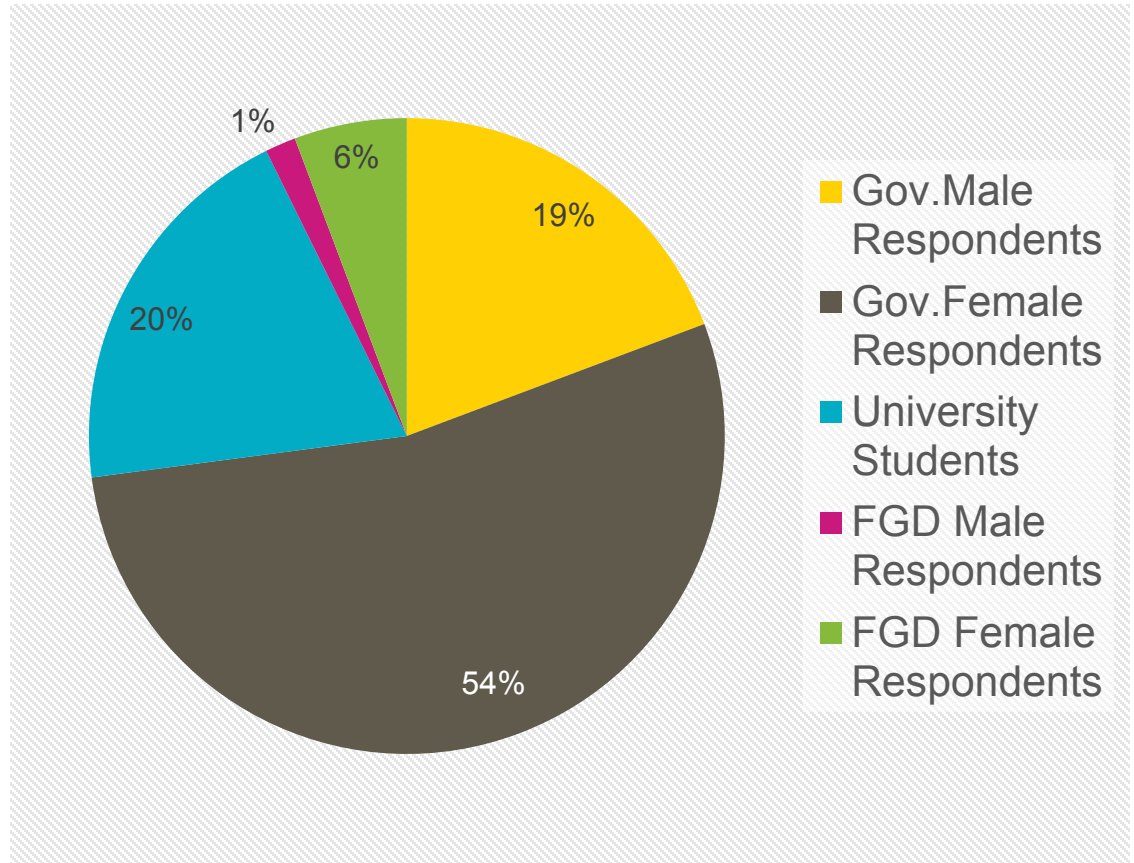
Analysis and Recommendations Report

Desk Review

Structured and
Semi-Structured
Interviews

Survey
Questionnaire

Focus Group
Discussions



Policy Obstacles

Existing Policies

- Anti-harassment Regulation
- Gender Equality Policy
- Merit-based appointment Policy and Procedures
- Training and Development Policy

Challenges for Policy Implementation

- Lack of Political Will
- Lack of awareness within line ministries and general public



Policy Recommendations

Progress key laws, regulations, and policies supporting women in the civil service

Amend existing recruitment policies/procedures

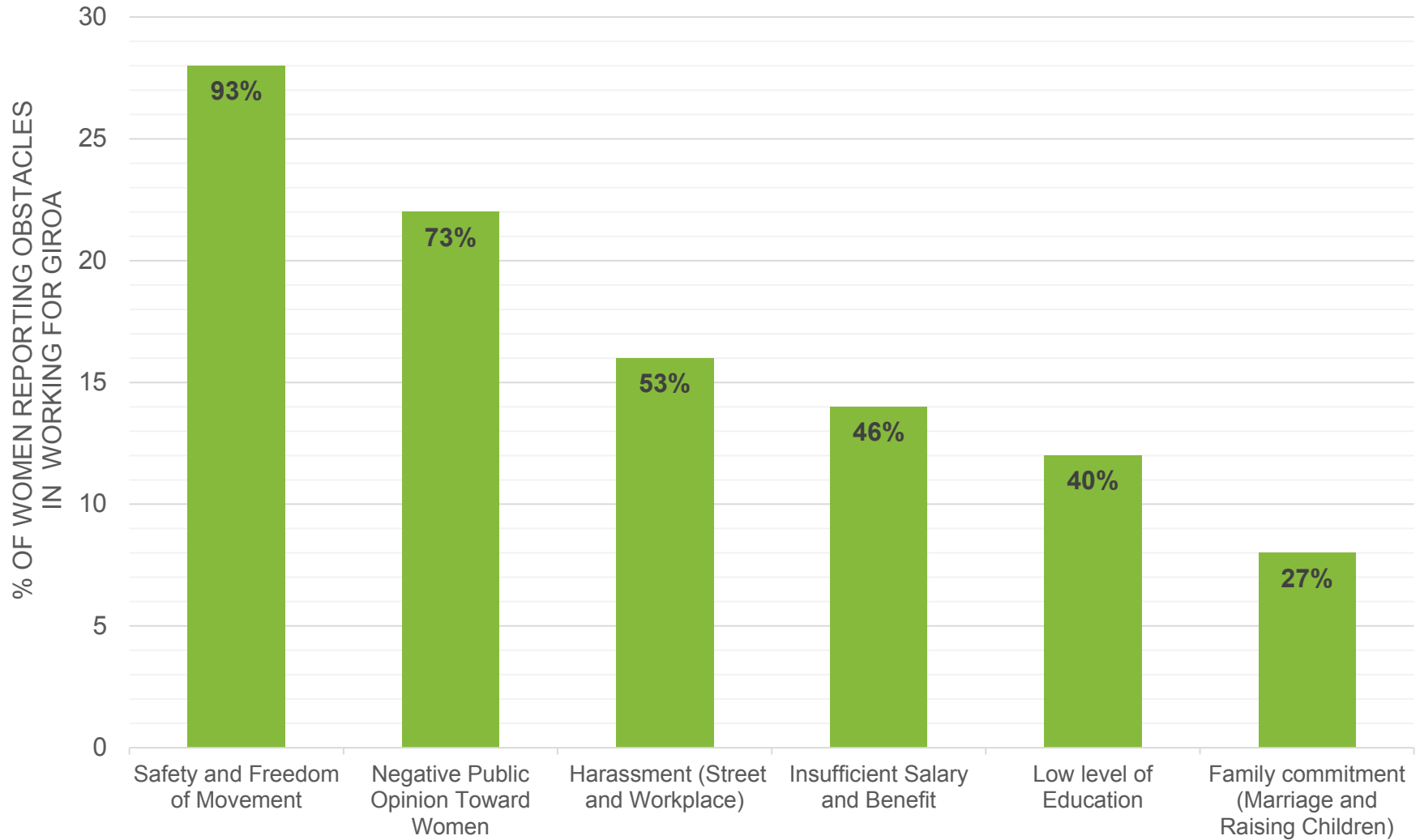
Develop anti-harassment guidelines

Health & Safety Policy

Leave & Flexible work hours



Cultural Obstacles



Cultural Recommendations

Public awareness campaign

- Broad-based messaging
- Communications campaign

Progress anti-harassment environment in workplaces

Involvement of donor community and CSOs

Cultural Improvements



Infrastructure Obstacles

Lack of Welfare
Facilities

Poor Working
Conditions

Lack of Safety and
Security Measures



Infrastructure Recommendations

Welfare Facilities

- Washrooms
- Prayers rooms
- Daycare

Health Issues/Working Conditions

- Safe drinking water
- Ventilation and heating systems

Safety & Security

- Safety measures and standards
- Enhanced security features
- Safety and security communications

Infrastructure Improvements



Group Discussion

1. How have other projects or programs addressed policy, cultural, and infrastructure obstacles to women's employment? Would these be useful in the Afghan context?
2. What are some useful methods to garner government buy-in to hire women?



Thank you!



