

Pakistan Delegation Policy Recommendations, April 2014

Objective 1: Increase the recruitment, retention, and professionalization of women in Pakistan’s police forces.

- a. **US Department of State, Bureau of International Narcotics and Law Enforcement Affairs (INL)** should:
 - i. Create and fund a pilot program, in coordination with local civil society organizations, which engages policewomen and university students in discussions about the importance of women in the forces and benefits of joining;
 - ii. Increase the advocacy capabilities of policewomen by funding training that propels them to push for improved services;
 - iii. Continue to evaluate and fund the reform of infrastructure and policies that hinder the retention of policewomen, including lack of office space, transportation, bathrooms, and flexible working hours;
 - iv. Build the capacity of female police to counter violent extremism by:
 1. Providing specialized training on tools to counter violent extremism;
 2. Developing skills for early warning response; and
 3. Ensuring they are adequately equipped.
 - v. Support women’s inclusion in community policing mechanisms and ensure these mechanisms are both gender-responsive and conflict-sensitive; and
 - vi. Fund programs to sensitize the police and other law enforcement agencies about the importance of inclusion and the effective role of men and women in countering violent extremism.
- b. **US Department of State, Office of Public Diplomacy and Public Affairs** and **INL** should support a sustained media campaign to enhance the profile of Pakistani policewomen in countering violent extremism.
- c. **US Department of State** should fund a capacity-building program for Pakistan’s Women’s Parliamentary Caucus with a focus on women’s inclusion in law enforcement.
- d. **US Congress** should:
 - i. Include in any extension of the “Enhanced Partnership with Pakistan Act,” or subsequent legislation, a specific authorization for funding the recruitment, retention, and professionalization of Pakistani policewomen, as well as inclusion of these efforts in any reporting requirements for the monitoring of US aid to Pakistan.
 - ii. Require a portion of law enforcement funding in future appropriations bills for Pakistan be utilized for the recruitment, retention, and professionalization of women in the Pakistani police forces and law enforcement agencies [see appropriations request language].

Objective 2: Strengthen women’s inclusion in mechanisms setting Pakistan’s strategic priorities, such as the National Internal Security Policy (NISP), the National Counter Terrorism Authority (NACTA), and all negotiations to end violent extremism.

- a. **US Department of State, Department of Defense, and Agency for International Development** should use the resumption of the US-Pakistan Strategic Dialogue to raise women’s full inclusion in security decision-making as a critical issue. For example, under the counterterrorism pillar, the US should emphasize the need for increased recruitment, retention, and professionalization of women in Pakistan’s police forces.
- b. The US should provide resources and technical assistance for the establishment of a national dialogue process in Pakistan—including multi-sectoral and geographically diverse representatives from every province—concerning the need for women’s inclusion in setting Pakistan’s national security policies. In preparation for a national dialogue process, the US should back an independent, Pakistani-led review of national security policies.
- c. The US should support a sustained media campaign that highlights the role of women in setting Pakistan’s national security policies.
- d. The US should encourage increased transparency in the establishment of Pakistan’s national security policies through capacity-building and technical assistance on peace and security issues for female members of the parliament.

Objective 3: Expand US support for, and promotion of, indigenous, women-led initiatives in Pakistan that aim to counter violent extremism.

- a. Through the new **Global Community Engagement and Resilience Fund (GCERF)**, ensure a strong process for transparency, including an institutionalized monitoring and evaluation system.
- b. The multi-stakeholder governing board of the GCERF should be comprised of a diverse group of representatives including at least one-third women with demonstrated expertise in countering violent extremism particularly from Pakistan.
- c. US representatives to the **Global Counterterrorism Forum** and relevant working groups, should:
 - i. Raise women’s contributions to countering violent extremism at the highest levels;
 - ii. Advocate for workshops and best practice guides to incorporate the role that women play in the civil society, security, and government sectors in improving the effectiveness of efforts to counter violent extremism and terrorism.
- d. To ensure coordination among international donors, the US Embassy in Islamabad should use the ongoing convenings of donor working groups focused on countering violent extremism in Pakistan for the purpose of:
 - i. Ensuring relevant societal and religious leaders are effectively included in initiatives;
 - ii. Mapping indigenous strategies; and
 - iii. Assessing programming effectiveness.

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