

Pakistani Women Leaders Countering Terrorism and Violent Extremism: Policy Recommendations

We are a group of Pakistani women leaders from the police, parliaments, and civil society concerned about the spread of violent extremism. We recognize the importance of women's leadership in combating this violence and are recommending the following to increase their inclusion within these efforts throughout Pakistan:

Objective 1: Increase women's recruitment, retention, promotion, and professionalization in the police forces.

1. **Members of Parliament** should table a resolution on policewomen's recruitment, retention, promotion, and professionalization in the police forces.
 - a. This resolution should:
 - i. recognize the Government of Pakistan's 10% recruitment quota for women in the police;
 - ii. call for an increase in the participation of women in the police forces across Pakistan by 5% in the next five years;
 - iii. establish a long-term goal of women, including minority women, representing at least 50% of the total police strength of Pakistan; and
 - iv. address the structural and societal challenges that have hindered policewomen's recruitment, retention, promotion, and professionalization.
 - b. The challenges highlighted in this resolution should include a lack of targeted recruitment campaigns, harassment in the forces against female personnel, and discriminatory promotion processes.
2. **Interior parliamentary standing committees** should hold formal meetings with several government institutions and groups on this issue to inform the introduction of legislation.
 - a. The legislation should address challenges and ensure a 5% target for policewomen's promotion is codified in law.
 - b. These institutions and groups should include: the Ministry of Interior, National Police Bureau, Inspector Generals of Police, civil society, and security sector and gender experts.
 - c. The purpose of these meetings is to document and address the structural and societal challenges that have hindered the recruitment, retention, promotion, and professionalization of female police.
3. The **National Police Bureau** should establish an advisory group made up of female police, with representation from the chairpersons of the National Commission on the Status of Women and the Women's Parliamentarian Caucus, by the end of 2017 to increase the effectiveness of Pakistan's police forces overall.
 - a. This advisory group should be comprised of two policewomen from the higher and lower ranks of each province and other territories, with at least one minority policewoman represented, and the chairpersons of the National Commission and the Women's Parliamentary Caucus. The tenure for representatives on this group should be two years.

- b. This advisory group should make recommendations as to how to increase policewomen's recruitment, retention, promotion, and professionalization, as well as strengthen their security.
 - c. This advisory group should monitor and evaluate the implementation of security policies.
4. **International actors** and the **Ministry of Interior** should fund research on women police.
- a. This research should:
 - i. compile current statistics on the number and ranks of policewomen serving in police institutions;
 - ii. document stories and evaluate the impact of policewomen on the overall effectiveness of Pakistan's police forces in countering the threat of terrorism and violent extremism; and
 - iii. explore the challenges that have hindered policewomen's recruitment, retention, promotion, and professionalization.
 - b. This research should be used to inform the creation of a positive media campaign, including social media, to highlight the work and role of Pakistan's policewomen in securing the country.
5. **International actors** should work to increase policewomen's nominations for all police training opportunities they support.
- a. These opportunities should be expanded to include training aimed at enhancing the advocacy and policy development skills of policewomen.
 - b. To the extent possible, all international police training opportunities supported by international actors should be provided to women who have not been nominated for such opportunities in the past.
 - c. If women are not nominated by the National Police Bureau to participate in training opportunities supported by international actors, these actors should request the National Police Bureau submit in writing within one month an explanation of the reason for the lack of nominations.
6. **Chief Ministers** of all provinces should dedicate to policewomen at least 10% of all funding and grants provided to their police forces and commit to meet with women police and civil society groups at least twice per year.
- a. Chief Ministers should dedicate this support for the recruitment, retention, promotion, and professionalization of female police.
 - b. Chief Ministers should meet with policewomen and civil society groups at least twice per year. These meetings should be focused on hearing the participants' recommendations as to how to address the lack of women in the police forces particularly in senior leadership roles.
 - c. In addition to these regular meetings, Chief Ministers should appoint a focal point in their governments to follow-up on implementation of meeting outcomes and liaise regularly with the participants.

7. **Inspector Generals of Police** should establish a 5% yearly target for policewomen's promotion and ensure all police leadership in their forces are held accountable for meeting this target.
8. The **heads of police training institutions** should promote the increased participation of policewomen in all courses offered by training centers.
 - a. Aligned with the Government of Pakistan quota for policewomen, police training courses should be comprised of at least 10% women.
 - b. All police training centers should have adequate facilities and services for policewomen to facilitate their participation in training courses including female-only dormitories if needed, proper lavatories, and childcare services.
 - c. All options should be explored for holding police training courses in locations that can be more easily reached by female police personnel who are not posted in major cities (e.g. mobile training teams).

Objective 2: Increase women's participation in the design and implementation of the components of the National Action Plan, and any further national strategies developed to counter violent extremism and terrorism, within two years.

9. **Chief Ministers** of all provinces should appoint a civil society advisory board to regularly advise on implementation of the National Action Plan and any further security strategies on a local level.
10. The **Ministry of Interior** and **Inspector Generals of Police** should mandate all security personnel receive ongoing training on countering violent extremism, including community policing mechanisms, with a core component on gender integration.
11. **International actors** should provide funding to Pakistani civil society organizations to support the training of women in civil society (including media), security sectors, and parliaments on policy frameworks related to countering violent extremism and terrorism and advocacy skill-building.
12. The **Ministry of Interior** should ensure that women comprise at least 20% of the high-level positions within all institutions under its administration.
 - a. At least one senior management position should be assigned to a senior female official in the Ministry of Interior to attend all high-level meetings on the National Action Plan and advise on the representation of women at all top levels.