



Illustrations help convey the principles of the Afghan National Police Code of Conduct in a new booklet for police financed by the Law and Order Trust Fund for Afghanistan

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Tribute to Afghan policewomen, p.4

Police payroll officers connect in Kandahar

In March, police finance officers from three provinces met at Kandahar Provincial Police Headquarters for the latest round of training supporting the national roll-out of the new generation payroll system for the Afghan National Police.

The Web-based Electronic Payroll System (WEPS) will eventually connect all Provincial Police Headquarters to a platform in Kabul, streamlining salary payments for around 150,000 police. The technology enables real-time data entry by finance officers in the provinces, as part of improving the efficiency and accountability of the police payroll, one of the nation's largest government payrolls.

The international community finances the payroll for Afghan National Police personnel and Central Prisons Department guards – approximately US\$500 million annually – through the Law and Order Trust Fund for Afghanistan (LOTFA).

It was the second stage of WEPS training for finance officers from Uruzgan, Helmand and Kandahar provinces, and the first for their Kandahar-based counterparts from the Afghan National Civil Order Police (ANCOP).

The United Nations Development Programme (UNDP) is installing the networked payroll system on behalf of the Ministry of Interior Affairs (MoIA) - which administers the national police force - as well as providing technical and data entry training so finance officers can correctly enter police payroll data each month. UNDP has trained more than 2,200 officers to use WEPS and also provides help desk support for system installation and maintenance.

WEPS is fully operational in 14 provinces and partially functioning in six others. By mid-year, thanks to the recent training, it should also be operating in Uruzgan and Helmand provinces.

Internet connectivity and other issues, including damage to IT equipment caused by power failures and storms, stalled the WEPS roll-out in 2013. The existing microwave network is gradually being upgraded to fibre optic technology which it is hoped will improve internet reliability.

WEPS is an advanced version of a standalone Electronic Payroll System, in use for LOTFA since 2008.



A women's dressing room under construction at a central Kabul police station

Work in progress

Separate amenities for women will be completed at 18 police premises in Kabul Province in the coming months.

This follows a decision last year by MoIA to prioritize the construction of dedicated dressing rooms and bathrooms for women at police stations and police headquarters, as a tactic to retain female personnel by improving their safety and security at work.

Unlike their male colleagues, female officers tend not to wear their uniforms outside police premises, to reduce the risk of being attacked. For most policewomen, this has meant using the same change rooms at work as their male colleagues, which has left them vulnerable to abuse and led to privacy issues, especially where change rooms are not lockable.

UNDP has worked with police and MoIA officials to design extensions to police stations which accommodate a new dressing room, nursing area for mothers, a toilet, shower with a dedicated water supply, and septic tank.

At some locations, additional bathrooms for men are also being built. The new structures are lockable and designed to withstand earthquakes.

This solution has been funded by the Republic of Korea through LOTFA.



ANCOP Kandahar finance officer, Colonel Zabiullah, (left) and UNDP's Sayed Bawar Israr during the payroll system training in Kandahar Photo: S. Shahidzai/UNDP Afghanistan

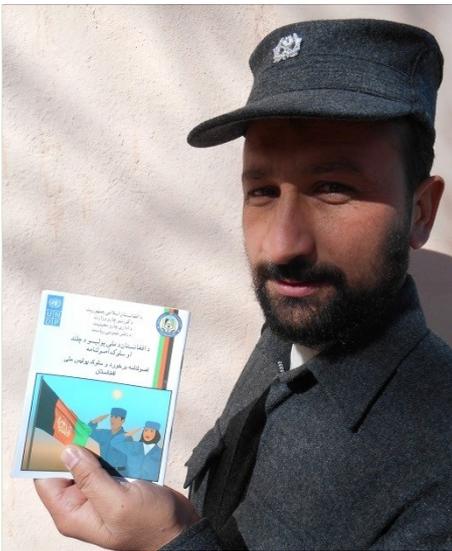


Photo: UNDP Afghanistan

“The important thing for me from the Code of Conduct training was that it reinforced the need to maintain a good relationship between the police and the community, to break down the wall between us,” said police officer Safiullah Stanikzai (above).

Code’s nine principles

1. The Rule of Law
2. Impartiality
3. Restraint in use of force
4. Responsibility
5. Confidentiality
6. Obedience to orders
7. Service to the community
8. Honesty
9. Discretion

Consistent with international policing standards, the code is enforceable by the government and code violations can have disciplinary consequences for police, while also giving them the right to appeal.

“The adoption of the Code of Conduct by the Afghan National Police force is yet another step towards professionalization within police and building trust between police and the public.”

Minister of Interior Affairs,
H.E. Mohammed Omer Daudzai

Collaboration promotes Code of Conduct

A new booklet containing Afghanistan’s police Code of Conduct is being distributed to Afghan National Police personnel around the country.

The illustrated pocket booklet and a poster in Dari and Pashto set out the code’s standards and nine basic principles guiding the behaviour of ANP male and female officers while they are on and off duty.

The poster is destined for display at police stations to raise community awareness of the code, which states that the public and police leadership maintain the right to expect the highest standards of policing.

It is part of joint efforts by MoIA and the international community to encourage the code’s full adoption, supported by LOTFA with funding from Italy and the Republic of Korea. The code is seen as a fundamental tool for modernizing the national police force and changing the mindset of police and communities.

“The Code of Conduct is another meaningful achievement in transforming the Afghan National Police into a more mature and civil-oriented authority that protects the Afghan people and the rights they deserve,” the Ambassador of the Republic of Korea to Afghanistan, H.E. Mr. Cha Young-cheol, said in a statement launching the booklet on 25 February.

UN agencies and other international partners have supported MoIA since 2011 to develop the code itself – a first for Afghanistan – and deliver training to police personnel. As of February 2014, a total of 10,393 personnel had attended the training, including 818 police Commanders. UNDP has also trained 200 Afghan National Police trainers to deliver a basic Code of Conduct course and briefed four police master trainers who have taken over the monitoring and evaluation of provincial training. As a result, ongoing training about the code is now nationally-led.

Collaboration to instill the code has also involved the UN Office on Drugs and Crime, the European Police Mission in Afghanistan (EUPOL), the German Police Project Team, the NATO Training Mission-Afghanistan/Combined Security Transition Command and the UN Assistance Mission in Afghanistan.

The Code of Conduct booklet and poster are available on the [UNDP website](#).



To assist illiterate Afghan police, illustrations in their Code of Conduct booklet show the behaviour expected of them

Tribute to policewomen on International Women's Day

The vital role of policewomen in Afghan society and the need to attract more women to join the Afghan National Police were common themes at two major events held to mark International Women's Day 2014 in Afghanistan.

More than 500 people, many of them police personnel, turned out to mark the occasion at MoIA headquarters in Kabul. Speaking at the event, co-organised by the ministry and UNDP, the Minister of Interior, H.E. Mohammed Omer Daudzai, praised the role of women in Afghan society and paid tribute to policewomen.

"Today we can reflect on the role of women in our society and be reminded of our achievements and faults in terms of how our national police are protecting women's rights and addressing violence against women," Minister Daudzai said.

"Our police are more capable than at any other time. Every day I see their commitment to protect our country. But there are women who died wearing their police clothes. We will remember them and respect their ambitions," he said.



Head of MoIA's Family Response Unit, Fazila Sahil, at the EUPOL event held on International Women's Day Photo: UNDP Afghanistan



Children perform at the Interior Affairs Ministry's celebration on 18 March Photo: Media Department/MoIA



Minister Daudzai presents an appreciation award to Lt Col Sediqua Photo: Media Department/MoIA

The event was supported by LOTFA, through which the international community funds the professionalization of policewomen as well as improvements to the police services available to Afghan women and girls.

This year's global theme was *Equality for Women is Progress for All*. Representing the National Assembly, Senator Dr Anarkali Kaur Honaryar spoke of the role models who are showing that Afghan women can have satisfying careers in the national police force.

"Women have many opportunities to work in different places and we see that there are more women being appointed to senior police roles. Today I'm proud to say women are taking these positions because we're capable and we're showing there is a role for us outside our houses," Senator Honaryar said.

Brigadier General Hekmat Shahi, the Head of MoIA's Gender, Human Rights and Children Directorate, was among the guest speakers at a celebration hosted by EUPOL on 8 March.

"Only by investing more time and resources in gender equality and women's empowerment can we fulfill the rights of all women and men, and create a more inclusive, sustainable and resilient future for Afghanistan," Brig Gen Shahi urged.



Female police personnel turned out in force to mark International Women's Day in Kabul Photo: Media Department/MoIA



Police Chief Superintendent Muslum Sayli, Turkish Embassy Kabul (left) and Col Muhammad Hamayoon Ainee, Afghanistan's Community Policing Directorate Chief, with 'Kanka', star of a Turkish Community Police road safety show for schools

Photo: Community Policing Branch/ Istanbul Police

Police chief paves way for women

In January, Colonel Jamila Bayaz became Afghanistan's first female district police chief.

Having earned respect during three decades of service with the Afghan National Police, she now runs one of Kabul's most important police districts which has close to 300 personnel, including eight women.

Col Bayaz was among the policewomen honoured at the MoIA International Women's Day event with an appreciation award and also featured in a global UNDP campaign highlighting "firsts" for women.

She is determined to encourage more capable Afghan women to pursue police careers.

"My message to all my Afghan sisters and to women all over the world is that they should fight against any inequality to gain whatever they believe are their rights from their perspective," Col Bayaz said.



Col Bayaz in a global UNDP campaign for International Women's Day 2014

Photo: UNDP Afghanistan

Turkey and Ireland inspire community-police partnerships

The search for suitable community-oriented policing models for Afghanistan took a group of senior Afghan government officials to Turkey and Ireland on a study tour earlier this year.

The learning exchange covered the theory and practice of community-oriented policing in Istanbul, Urfa and Ankara in Turkey, and in Limerick and Dublin in Ireland. The tour's objective was to inspire new community-police partnerships in Afghanistan through studying the success factors of community-oriented policing models in other countries, especially those which defy cultural boundaries.

The delegation was led by Colonel Muhammad Hamayoon Ainee, Chief of Afghanistan's Community Policing Directorate, and Brigadier General Hekmat Shahi, Head of the Gender, Human Rights and Children Directorate at MoIA, and included eight officials from MoIA and two from UNDP.

In Turkey, the agenda included discussions with community-oriented policing units and site visits, including watching a road safety stage show at an Istanbul school featuring a Turkish Community Police character named 'Kanka', which means 'close friend'. At a glass blowing factory, the group saw how collaboration between community-oriented police and businesses was offering vocational training for young people, including first-time offenders.

In Ireland, the delegation attended lectures at Limerick's Temple Moore Police college and learned how information reported to the Emergency Call Centre in Limerick is processed by Ireland's national police, Garda. The delegation also visited a local government social centre where young offenders who are under court probationary orders receive counselling and learn skills, such as carpentry.

In both countries, delegates were able to present their community policing ideas based on their Afghan perspective and receive feedback from skilled practitioners.

Sponsored via LOTFA, the study tour was arranged by UNDP, the Embassy of Turkey to Afghanistan, EUPOL and community-oriented policing units in each city.

A report will identify the Turkish and Irish concepts that could potentially be applied in Afghanistan.

More on LOTFA: Contributions from donor governments are used to: pay the salaries of Afghan National Police personnel and Central Prison Department guards; build vital police infrastructure; sponsor capacity development; further institutional reform of MoIA; support gender-responsive policing and the empowerment of female police personnel, and promote community-oriented policing.

LOTFA donor countries since the mechanism was created in 2002 are: Australia, Belgium, Canada, Czech Republic, Denmark, European Union, Finland, Germany, Hungary, Iceland, Ireland, Italy, Latvia, Poland, South Korea, Japan, Netherlands, Norway, Switzerland, the United Kingdom and the United States of America.

For more information about LOTFA:
UN Development Programme
Kabul, Afghanistan
Tel: +93 (0) 795 994 408
Email: infolotfa.af@undp.org

About MoIA: Afghanistan's Ministry of Interior Affairs oversees the Afghan National Police and leads efforts to improve the professionalism and strengthen the capacity of police so they can better serve their people and country. Its four deputy secretaries cover: security, administration and support, counter narcotics and policy and strategy.

About UNDP: UNDP partners with people at all levels of society to help build nations that can withstand crisis, and drive and sustain the kind of growth that improves the quality of life for everyone. On the ground in over 170 countries and territories, UNDP offers global perspective and local insight to help empower lives and build resilient nations.



Empowered lives.
Resilient nations.



Coordination meetings strengthen cooperation

Aligning the draft LOTFA work plan for 2014 with the government's vision for professionalising its national police force and reforms to the payroll process were the focus of the 18 February coordination meeting between MoIA and UNDP, held at the ministry's Kabul headquarters.

Chaired by the Deputy Minister Support, Mohammad Haidar Basir, the meeting was attended by representatives of each MoIA directorate and LOTFA project pillar, as part of efforts to strengthen dialogue and build cooperation.

LOTFA donors were also engaged in formulating the work plan at various regular briefings and bilateral discussions with UNDP and the government.

A stronger governance structure for LOTFA is in place for 2014 comprising a project board, steering committee, three technical working groups and monthly and bi-weekly donor meetings, as well as regular MoIA-UNDP coordination meetings.



Representatives of the ministry and UNDP at their February coordination meeting
Photo: Ali Haider Ahmadi/MoIA

Did you know?



To tackle extreme poverty in its many dimensions, eight Millennium Development Goals (MDGs) were adopted by world leaders in the year 2000, and set to be reached by 2015.

However, Afghanistan was embroiled in war and did not sign the Millennium Declaration until 2004. Taking full ownership of the global MDG framework, the country adapted it to their national development plans. Enhancing Security was added exclusively for Afghanistan as MDG 9.

Due to the late start for pursuing and tracking its MDGs, the government decided to extend its commitment of achievement to the year 2020. LOTFA contributes to the government's efforts to achieve MDG 9 and its specific target to reform, restructure and professionalize the Afghan National Police.

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