



Medica Afghanistan Position Paper

“Respect and Protection for Women's Dignity in Work Environment”

The Holy religion of Islam for the emancipation of human beings from corruption, cruelty, discrimination and justice has provided the commandments and practical plans and, as far as we are concerned, millions of people have enjoyed the holy teachings of this holy religion, but it is still seen that in some areas of life, in particular, with oppression and harassment, there are serious problems and challenges in the administration of their rights, including the right to work.

According to the article 48 of the constitution law, work is the right of every Afghan without any gender discrimination. And this is one of the basic responsibilities of the government, in order to establish a safe work environment, to take the necessary measures for every Afghan. One of the measures required by the Government's obligation under the Law on the Anti – Harassment of Women is the establishment of a committee on the prohibition of harassment in each institution. To prevent harassment of women and to follow such cases seriously.

In addition, under Article 24 of the Constitution, Liberty and human dignity are inviolable. The state shall respect and protect liberty as well as human dignity, and, in accordance with article 54 of the Constitution The state shall adopt necessary measures to attain the physical and spiritual health of the family, especially of the child and mother. However, it is evident that the provisions of the Islamic law and the constitution and other laws have no comparative aspect, and the woman is placed in the beleaguered (MOHRA) position and her rights and freedoms are violated.

Recently, through social media, news was published that brought major damage to women's dignity and women's rights. And it explicitly highlights violence based on the notion of corruption, and introduces the label of moral corruption and non-affluent environment to government and non-governmental agencies.

While according to the laws of the country, these acts are a crime and the perpetrator is obliged to be punished, and there is the need for a series of evidence and prove to escute the punishment. Those individuals who have been raised their voices against these acts hope that their goal is to protect the human dignity of women and the rights of women for empolyment, and to not inject negativity about women’s right of empolyment. The every day news and messages gives a negative impact on public mentality, as if all women who work in government departments and

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non-governmental agencies are faced with such a situation. They use provocative words of honor and cause men to prevent women from right to work.

This is really a matter of concern for us! And requires the government to take action as soon as possible to follow the issue. Every Afghan needs to know that all government and nongovernmental organizations are not accused of such a situation, if there are such a cases it must be taken seriously through judicial mechanisms. Otherwise, it will damage community perception about women's employment right. Afghan women and their families must be ensured about their protection of their self respect and dignity in work environment. In order to be able to contribute to development of our beloved country.

We defense lawyers, psycho social counselors and administrative staff of Medica Afghanistan, honestly and firmly committed ourselves to support women who are victim of violence, and we stand with the government to ensure elimination of violence against women. The news of sexual harassment in work environment has saddened us and we are extremely concerned. We do not reject or accept this news as women's rights advocates, but what we want is that this should be pursued as soon as possible very seriously, and the truth be revealed to the public. On the other hand, we are worried that these do not violate other women's image of integrity and piety. Such headlines should not deprive women of their right to work, they will not be spoiled, their human dignity will not be questioned, the woman who works in the office are honest to their jobs and finally the families will not fall apart and their children will not lose their supervisor.

Considering all of the above mentioned points, Medica Afghanistan declares its position to protect women's dignity and women's employment rights. And humbly requesting Mr. President Ashraf Ghani for his serious attention and his silence in this matter is unacceptable. We want to be ensured that our right of honor and dignity is protected and have safe work environment.