

**National Action Plan for France  
Implementation of the “Women, Peace and Security” resolutions of the  
United Nations Security Council**

**I INTRODUCTION**

**1. The “Women, Peace and Security” agenda: adoption and implementation of Resolutions 1325, 1820, 1888 and 1889.**

Women are affected by armed conflict in a number of ways: they may be both victims of violence and themselves combatants or members – voluntary or otherwise – of the armed forces. They may also potentially be actively involved in all phases of conflicts, and especially in the peace building, security sector reform (SSR) and disarmament, demobilisation and reintegration (DDR) processes, as well as in reconstruction and development policies.

On 31 October, the United Nations Security Council unanimously adopted Resolution 1325 on “Women, Peace and Security”. The resolution called for greater participation of women in conflict prevention, conflict resolution and peace building. It urged states to take the necessary steps to protect women before, during and after conflicts. It reaffirmed respect for the fundamental rights of women and girls and equal participation of women at all levels of decision-making processes as both objectives and essential instruments of conflict prevention, conflict resolution and peacebuilding.

Yet despite a major international effort to implement the recommendations of Resolution 1325, the level of violence against women, often used as an instrument of conflict and carried out systematically, remains extreme. Meanwhile, the participation of women in the peace negotiation and peace building processes and in the transitional justice, reconstruction and development processes remains insufficient.

This situation continues to call for greater international mobilisation. It is widely recognised and suggests that the protection mechanisms and the response provided, in particular by Peacekeeping Operations (PKO), continue to be inadequate and unsuitable despite the fact that this objective has been included as a central part of their mandate. It also highlights the advisability of and the need for developing new actions based on the normative arsenal and the recommendations of the United Nations Security Council – considerably reinforced since 2000 by the adoption of Resolutions 1820 (2008), 1888 (2009) and 1889 (2009) – and drawing on institutional mechanisms (particularly the Special Representative of the United Nations Secretary General on Sexual Violence in Conflict) and relevant international instruments (Convention on the Elimination of All Forms of Discrimination against Women (CEDEF/CEDAW, 1979), the platform for action of the Beijing Conference (1995), the Rome Statute of the International Criminal Court (1998) and the Millennium Development Goals (especially MDG 3 on gender equality and on autonomy (2000)). (see appended normative framework)

Moreover, it is necessary to recall at each stage in the drafting and implementation of protection measures that women do not constitute a homogeneous group. Their experience of armed conflicts and violence therefore calls for a differentiated response.

In 2004, the Security Council called on all Member States to draw up their own National Action Plans (NAP). The action plan set out here is a response to that appeal. Its purpose is to promote consistent implementation of the “Women, Peace and Security” resolutions in France’s international action. It

also takes account of work currently under way in the European Union and the United Nations, where indicators for monitoring implementation of Resolution 1325 are being adopted.<sup>1</sup>

This plan is being adopted in 2010, a year marked by the 15<sup>th</sup> anniversary of the Beijing Conference in conjunction with the 54<sup>th</sup> session of the Commission on the Status of Women (New York, 1-12 March 2010), and in which several major international events are taking place: ECOSOC High-Level Segment in June 2010 focused on the implementation of goals and commitments in regard to gender equality and the empowerment of women; Summit on the Millennium Development Goals on 20-22 September; 10<sup>th</sup> anniversary of UNSC Resolution 1325 in October 2010. France was actively involved in each of these events.

### **> Reminder of France's international and European engagement relating to the "Women, Peace and Security" issue**

France has worked within the United Nations Security Council to ensure that Peacekeeping Operations (PKO) mandates systematically include gender-specific content and explicitly refer to the aforementioned resolutions.

During the French presidency of the European Union in the second half of 2008, France made combating violence against women and promoting the role of women in conflict resolution and post-conflict reconstruction its Human Rights priority. In this context, France notably worked for the adoption of the EU Guidelines on Violence against Women and Girls and Combating all Forms of Discrimination against Them. It has since been involved in the regular updates of the strategic orientations required for their implementation, in conjunction with national and European Union diplomatic representations throughout the world.

This engagement also made it possible to formalise a European Union global approach to the implementation of UNSC Resolutions 1325 and 1820. As part of its critical role in the field of European defence policy, France also initiated a revision of the operational documents of the EU's ESDP missions with a view to including protection of women in conflict situations and promoting their role in post-crisis recovery<sup>2</sup>.

At the same time, France worked to secure the adoption of EU monitoring indicators for the implementation of the Beijing plan of action on "Women and Armed Conflict"<sup>3</sup>. Lastly, the EU recently adopted monitoring indicators for its global approach to Resolutions 1325 and 1820. France actively contributed to drawing up these indicators, working to ensure inclusion of access to international protection and a concrete indicator to assess EU representations to foster participation of women in peace processes and peace negotiations.

On 20 and 21 May 2010, France hosted an extraordinary meeting of the CEDAW/CEDEF Committee in Paris, which was attended by French members of parliament, representatives of the Office of the High Commissioner for Human Rights (OHCHR), representatives of Afghanistan (Ministry of Foreign Affairs, Independent National Commission for Human Rights, NGOs) and Haiti (United Nations Development Fund for Women (UNIFEM), NGOs APROSIFA and AFASDA), and representatives of the International Committee of the Red Cross and the Interparliamentary Union. The main part of the

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<sup>1</sup> At global level, the report of the United Nations Secretary-General of April 2010 (S/2010/173) proposes a set of implementation indicators.

<sup>2</sup> "EU Comprehensive Approach for the Implementation of UN Security Council Resolutions 1325 and 1820 on Women, Peace and Security", adopted by the Council of the European Union on 8 December 2008; updated operational document on the European Security and Defence Policy (ESDP) (3 December 2008, document 15782/3/08 REV 3)

<sup>3</sup> Conclusions of the EPSCO Council of 17 December 2008 on implementation by Member States and EU institutions of the Beijing action platform. See also the official report of the French presidency of the European Union on women and armed conflict, which is appended to the Council's conclusions (report drawn up by the NGO Adéquations).

meeting was devoted to the rights of women in crisis and post-conflict situations and to the issues of protection and the participation of women in decision-making processes. The present action plan is based on the work of the conference, which will also provide input for the discussions and contributions of the committee CEDAW/CEDEF in this field.

The French policy on promoting the rights of women and gender equality is an integral part of France's international commitments:

- it strives to fully implement the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW);

- it is based on the dual approach recommended by the Beijing Platform for Action:

\* specific approach: corrective measures designed to correct or offset inequality;

\* mainstreaming approach: systematic assessment, in every public decision, of the impact the decision may have on gender equality.

## II OBJECTIVES OF THE NATIONAL ACTION PLAN

The ability to draw up consistent and concerted policies and strategies on women and armed conflict and to effectively translate them into action that reinforces the protection of women and promotes their equal participation in decision-making processes depends on the consultation and governance mechanisms employed. This issue cuts across many ministries and administrations. It therefore calls for inter-ministerial and inter-institutional coordination and for involvement of all stakeholders in promoting a comprehensive strategy aimed at implementing the United Nations Security Council resolutions.

The purpose of this action plan is to meet these requirements. It is based on existing actions and actions now being developed and it takes on board many existing European objectives and indicators.

The action plan takes account of the expectations of civil society<sup>4</sup>, which was consulted as part of its drafting (the National Consultative Commission on Human Rights was asked to submit an opinion and will be closely involved in its implementation (see below)).

The action plan aims to foster, at international level, protection of women against all forms of violence, respect for their fundamental rights and their equal participation in decision-making processes regarding peace building, reconstruction and development.

The action plan is structured in four parts:

1. Protecting women against violence and working to ensure respect for their fundamental rights
2. Participation of women in managing conflict and post-conflict situations
3. Raising awareness of respect for women's rights in training programmes
4. Developing political and diplomatic action

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<sup>4</sup> See opinion of the French NCCHR (National Consultative Commission on Human Rights), issued on the occasion of the 15<sup>th</sup> anniversary of the Beijing World Conference on Women (item 6 on the protection of women in armed conflicts and their participation in the peace and post-conflict reconstruction processes).

## **1. PROTECTING WOMEN AGAINST VIOLENCE AND WORKING TO ENSURE RESPECT FOR THEIR FUNDAMENTAL RIGHTS**

General objective: To ensure that the rights of women are taken into account and effectively respected and to implement the specific protections that are needed to assist populations that are victims of armed conflict, especially refugee and internally displaced women and women in post-conflict situations.

### **Specific objectives:**

- a. To ensure that the personal situations of women victims of an armed conflict are taken into account in the procedure for gaining access to international protection outside their country of origin, on the basis of the relevant standards<sup>5</sup>.
- b. to provide, in cooperation with all the relevant European and international players, specific assistance to women victims of violence (physical, sexual and psychological) during conflict and post-conflict periods as part of humanitarian aid programmes, including access to health care (including sexual and reproductive) and psychological support.
- c. To ensure protection of women against all forms of violence during post-conflict periods, by strengthening coordination of development cooperation action and resources allocated to respect for the rights of women and girls and the promotion of gender equality.

## **2. PARTICIPATION OF WOMEN IN MANAGING CONFLICT AND POST-CONFLICT SITUATIONS**

**General objective: To work to foster direct and effective participation of women in peacekeeping and security efforts and in decision-making relating to the peace building and reconstruction process.**

### **Specific objectives:**

- a. To support the participation of women in the decision-making and policy-making processes relating to reconstruction in countries affected by international or domestic armed conflict or post-crisis situations, including processes relating to traditional justice, international criminal justice and the fight against impunity.
- b. To support civil society organisations working to promote gender equality and the empowerment of women and to strengthen women's equal participation in all decision-making processes.
- c. To foster greater direct participation of women in peacekeeping missions and reconstruction operations by encouraging their access to responsibilities within the civilian and military components and to senior positions in the chain of command.

The approach taken to guarantee reinforced presence of women in External Operations (OPEX)<sup>6</sup> will be *progressive*. It will, in particular, be based on overall inter-ministerial work consistent with the framework set out in the National Strategy for Civilian/Military Crisis Management and

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<sup>5</sup> Guidelines on international protection: Gender-related persecution within the context of Article 1A (2) of the 1951 Convention and/or its 1967 Protocol relating to the Status of Refugees, 2002, United Nations High Commissioner for Refugees, 2008.

<sup>6</sup> Following consultation of States, the Department of Peacekeeping Operations in the United Nations Secretariat has set an objective of 20% women in the police contingents by 2014. In France, the percentage of women in the domestic security forces is 14.4% in 2010 (steady increase since 2004 (10.7%)). Compared to this positive development at national level, the percentage of women in the contingents of police personnel deployed in external operations – excluding national mandates – remains very low (2.4%, compared to 5.4% when national operations are included).

implementation procedures, which will be defined in close coordination with the Task Force recently set up within the Ministry of Foreign and European Affairs (MAEE), together with the gender equality departments and focal points of the administrations involved.

It will in particular include a **communications component** and a **study of the prospects offered to women in terms of deployment opportunities and conditions**. It will also take account of the capacity of the reference UN and EU bodies to more frequently employ women as part of short-term expert assignments.

### **3. RAISING AWARENESS OF RESPECT FOR WOMEN'S RIGHTS IN TRAINING PROGRAMMES.**

**General objective: To include issues relating to respect for women's rights and protection against all forms of violence in peacekeeping, security and security system reform training. This commitment will be based on a partnership and multi-disciplinary approach using civil society expertise.**

**Specific objectives:**

**a. To include issues relating to respect for the rights of women and gender equality in existing peacekeeping<sup>7</sup> and security training.**

In addition to existing training in international humanitarian law standards, protection of civilians and conditions of deployment, **issues relating to the rights of women and girls and to gender equality will be included in support of a comprehensive effort to improve the training of personnel deployed in external missions**, in line with the security issues in the countries of deployment<sup>8</sup>. The training should make it possible to:

**Provide forces with a political, strategic and operational context and an interpretation of their mandate with regard to the inclusion of a gender equality perspective in the operational rules of engagement and intervention.**

**Reinforce codes of conduct and strict compliance by peacekeeping forces.** The first requirement targets the behaviour of the forces themselves in the area of operations. Any actions on their part constituting sexual exploitation and/or violence must be identified and sanctioned (in line with the EU's zero tolerance policy)<sup>9</sup>.

**Encourage a more comprehensive definition of the concept of security in the various mandates, in particular as regards the security and physical integrity of civilian populations, within the framework of the protection mandate.** This training should make it possible to define, within the framework of each mission, a response suitable to each type of violation, depending on its nature and scale, and to facilitate prevention of such violations and access to effective redress for women victims of violence.

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<sup>7</sup> Conclusions of the Council on the review of the implementation by EU Member States and institutions of the Beijing Action Platform, WOMEN AND ARMED CONFLICT, 2916<sup>th</sup> session of the EMPLOYMENT, SOCIAL POLICY, HEALTH AND CONSUMER AFFAIRS Council, Brussels, 17 December 2008.

<sup>8</sup> In the field of civilian operations, the UN and INTERPOL in February 2010 initiated work to prepare the adoption of an action plan relating to police participation in peacekeeping operations. This work illustrates the capacity-building effort, including the search for special technical expertise, aimed at improving the efficiency of operations.

<sup>9</sup> See "EU Comprehensive Approach for the Implementation of UN Security Council Resolutions 1325 and 1820 on Women, Peace and Security", adopted by the Council of the European Union on 8 December 2008

Identification of the required expertise will make it possible to adapt interventions and provide guidance for those responsible for training and the general staff of missions to ensure that **this issue is addressed in a crosscutting and explicit manner**.

Training available will include:

**-Pre-deployment training/operational briefings** as part of UN Peacekeeping Operations (PKO) and EU ESDP missions or any SSR intervention, for civilian (especially police) and military units. Training programmes must be specifically tailored to each mission, take account of the exact nature of its mandate, and be based on operational scenarios.

**-Training provided by the *Ecoles Nationales à Vocation régionale (ENVR, national schools with regional scope)***, training centres providing high-quality technical and operational training for security and defence force personnel of the host country and neighbouring countries<sup>10</sup>. Awareness raising relating to the role of women within the security forces will be included in the management training course.

On-line training will also be included.

**b. To systematically include awareness raising of respect for the rights of women and girls and gender equality in our action relating to security system reform (SSR), peacekeeping and security and support for transitional justice processes.**

- Include the issue of gender equality in all relevant processes relating to SSR, civilian and military crisis management operations, post-conflict management and transitional justice.

- Within this framework, encourage action to ensure respect for the rights of women and girls and to foster gender equality in disarmament, demobilisation and reintegration (DDR) programmes, particularly those relating to children associated with armed forces and groups.

**c. To provide technical and financial support to encourage French-speaking countries wishing to develop expertise in this field to do so, in partnership with the International Organisation of *La Francophonie* (OIF) and research/training centres.**

- **Draw up a synopsis of the various programmes relating to the protection of women and to violence against women** developed, in particular, by the International Organisation of *La Francophonie* (OIF) with a view to identifying possible synergies with the present action plan.

- **Support the dissemination of teaching materials and the development of a French-language training programme** to facilitate the inclusion of issues relating to women's rights and gender equality in awareness raising and training.

- **Raise awareness among domestic security attachés and military attachés of issues relating to respect for the rights of women and girls and gender equality** so as to facilitate the establishment of technical cooperation, especially in countries of UN and EU deployment and in countries in which France provides assistance for the implementation of security system reform processes.

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<sup>10</sup> ENVR centres train over 1,500 people every year on average, in fields that range from peacekeeping operations to domestic security, health care, mine clearing and administration. These schools drive regional integration and have become a key part of French cooperation policy. There are currently 15 ENVRs in eight African countries and one European country.

- Encourage States presenting candidates for the competitive examination for admission to French training establishments (ENVRs) to propose a significant proportion of women personnel.

**d. To foster education in non-violence, Human Rights and peace culture in schools.**

#### **4. DEVELOPING POLITICAL AND DIPLOMATIC ACTION**

**General objective: To maintain strong political and diplomatic involvement in implementing the “Women, Peace and Security” agenda, especially within the European Union and the Security Council.**

**Specific objectives:**

**a. To promote the adoption of civilian protection mandates in Peacekeeping Operations** with a view to improving prevention, combating violence against women and protecting victims.

**b. To systematically include women’s rights and gender equality in France’s bilateral and regional dialogues on security issues (particularly with the African Union and the other regional organisations).**

**c. To contribute to the development and implementation of European guidelines:** European Union guidelines on violence against women (evaluation and implementation of regional strategies and dialogue with third countries), monitoring of implementation indicators of the Beijing Action Platform on “Women and Armed Conflict” and the European Union’s “Women, Peace and Security” indicators (under development).

**d. To support, in compliance with competence criteria, the nomination and appointment** by the United Nations Secretary-General **of women as representatives and special envoys** in charge of missions and as Human Rights specialists employed in the field (as part of United Nations and European Union operations).

**e. To support the European Union’s fight against impunity and the policy of tolerance by maintaining active support for international criminal justice (and especially the work of the International Criminal Court).**

### **III NATIONAL ACTION PLAN FOLLOW-UP**

#### **1. Changes in the action plan**

The present action plan is a **living document**, in which **commitments cover a three-year period** starting from its adoption. The plan will be **regularly updated and monitored** with respect to implementation of the concrete commitments it contains.

#### **2. Regular meetings**

To this end, the following approach will be taken:

- **Half-yearly meetings of a steering committee**, bringing together all ministries and administrations concerned, **in addition to the regular meetings** required for the implementation of particular objectives contained in the action plan (restricted format).
- **A half-yearly meeting of civil society organisations**, to assess implementation of the action plan and update it. These half-yearly meetings will be organised in conjunction with the CNCDH (French national consultative commission on Human Rights). NGOs specialising in women's rights in the context of armed conflict that are not members of CNCDH will be included in the debate, and parliamentary women's rights and gender equality delegations will also be closely involved.

### **3. Exchange of best practices:**

In addition to national coordination and consultations, the possibility of exchanges of best practices with other States will be considered. These consultations will take place within the European Union framework (and in particular within the informal working group on women in armed conflict) and will involve third countries that have adopted, or begun to draw up, their own national action plan.

**4. Parliamentary oversight of implementation.** Implementation of the plan will be discussed in an annual report presented to the relevant Parliamentary committees.

### **5. Monitoring indicators**

The national action plan includes indicators defined within the framework of the European Union. These indicators will be regularly reviewed.

Note on the budget: Given the political and diplomatic nature of certain commitments and the fact that the present action plan makes it possible to coordinate existing policies and programmes, the action plan is not covered by an autonomous budget.

## **FRANCE'S TABLE OF COMMITMENTS**

France's table of commitments is a living document that will be reviewed and updated every year. It identifies the objectives and corresponding indicators as well as a timetable. The ministries and administrations in charge of overseeing implementation of the actions are also identified.

OBJECTIVES	CONCRETE COMMITMENTS AND CORRESPONDING INDICATORS	TIMETABLE	OVERSIGHT
<b>1. PROTECTING WOMEN AGAINST VIOLENCE AND WORKING TO ENSURE RESPECT OF THEIR FUNDAMENTAL RIGHTS</b>			
<p>a. To ensure that the personal situation of women victims of an armed conflict are taken into account in the procedure for gaining access to international protection outside their country of origin, on the basis of relevant standards</p> <p>b. To provide specific assistance to women victims of violence (physical, sexual and psychological) during conflict and post-conflict periods as part of humanitarian aid programmes, in cooperation with all competent European and international players, including access to health care – including sexual and reproductive – and psychological support.</p> <p>c. To ensure the protection of women against all forms of violence during post-conflict periods, thanks to reinforced coordination of the action taken and resources allocated as part of development</p>	<p>&gt; Include the guidelines of the United Nations High Commissioner for Refugees (UNHCR) on protecting women refugees in existing training of personnel responsible for examining requests for asylum and other forms of protection</p> <p>&gt; Track European Union Indicator F (see annex)</p> <p>&gt; Reinforce effective coverage of needs relating to access to health care, including sexual and reproductive, for women in humanitarian aid programmes, based on work under way in the competent institutions (UE-DG ECHO, OCHA, ICRC, United Nations Action Against Sexual Violence in Conflict, UN.Action, IASC Gender Standby Capacity (GenCap)).</p> <p>&gt; Ongoing promotion of provisions on the protection of civilians in international humanitarian law based on European Union guidelines, and in parallel implementation of a zero tolerance policy with respect to sexual violence in external operations (policy provided for in the EU comprehensive approach to implementing Resolutions 1325 and 1820).</p> <p>&gt; Fund and implement targeted programmes, and in particular:</p> <ul style="list-style-type: none"> <li>- Themed programmes (i.e Priority Solidarity Fund on violence against women).</li> <li>- Programmes overseen by international organisations and agencies (i.e programme supporting access to justice for women victims of violence in Afghanistan funded by the French Foreign Ministry and overseen by UNIFEM 2010-2013).</li> </ul>	<p>2010-2013</p> <p>2010-2013</p> <p>2010-2013</p> <p>2010-2013</p> <p>2010-2013</p> <p>2010-2013</p>	<p>Ministry of Immigration, Integration, National Identity and Co-Development</p> <p>OFPRA In coordination with MAEE</p> <p>MAEE NUOI/H Crisis centre DGM</p> <p>MAEE DEFENCE INTERIOR</p> <p>MAEE NUOI/H Crisis centre DGM JUSTICE</p>

<p><b>cooperation to respect for the rights of women and girls and the promotion of gender equality.</b></p>	<p>- Other programmes in support of French and international NGO projects (i.e. as part of calls for Human Rights initiatives).</p> <p><b>&gt; Track European Indicator B (See annex)</b></p>	<p>2010-2013</p>	<p>MAEE/DGM (BPM/CIV) In consultation with NUOI/H AFD</p>
<p><b>2. PARTICIPATION OF WOMEN IN MANAGING CONFLICT AND POST-CONFLICT SITUATIONS</b></p>			
<p><b>a. To ensure support for the participation of women in the decision-making and political processes relating to the reconstruction of countries affected by international or domestic armed conflict or post-crisis situations, including processes relating to traditional justice, international criminal justice and the struggle against impunity.</b></p>	<p><b>&gt; Fund targeted programmes providing support for:</b></p> <ul style="list-style-type: none"> <li>- participation of women in peace building and post-conflict reconstruction</li> <li>- NGOs working to support gender equality and the empowerment of women</li> <li>- UNIFEM</li> </ul> <p><b>&gt; Track European Union Indicator D (see annex)</b></p>	<p>2010-2013</p> <p>2010-2013</p>	<p>MAEE/DGM (BPM/CIV) NUOI/H AFD</p> <p>NUOI/H</p>
<p><b>b. To ensure support for civil society organisations working for gender equality, empowerment of women and strengthening of women's equal participation in all decision-making</b></p>	<p><b>&gt; Fund and implement targeted programmes, and in particular:</b></p> <p>Themed programmes (i.e Priority Solidarity Fund on violence against women).</p> <ul style="list-style-type: none"> <li>- Programmes overseen by international organisations and agencies (i.e programme supporting access to justice for women victims of violence in Afghanistan funded by the French Foreign Ministry and overseen by UNIFEM 2010-2013).</li> </ul> <p>- Other programmes in support of French and</p>	<p>2010-2013</p>	<p>MAEE/DGM NUOI/H</p> <p>MAEE/DGM (BPM/CIV) NUOI/H AFD</p>

<p>processes.</p> <p><b>c. To encourage reinforced direct participation of women in peace-keeping missions and reconstruction operations by encouraging their access to responsibilities within the civilian and military components and to high-ranking positions in the chain of command.</b></p>	<p>international NGO projects (i.e. as part of calls for Human Rights initiatives).</p> <p>&gt; <b>Track the inclusion of relevant EU guidelines in actions supported by the European Instrument for Democracy and Human Rights (EIDHR).</b></p> <p>&gt; <b>Evaluate funding (in total amount and as a percentage of cooperation programmes) allocated by France in countries affected by armed conflict or post-conflict situations to support gender equality</b> (tracking of EU Indicator 3, for example)</p> <p>&gt; <b>Perform surveys of women members of the armed forces and domestic security forces</b>, to identify and implement measures facilitating their participation in External Operations (in addition to the existing studies carried out by the HR Department of the Ministry of Defence)</p> <p>&gt; <b>Identify and utilise available communication resources to promote the participation of women in External Operations.</b></p> <p>&gt; <b>Track EU Indicator D.g</b> based on existing statistical tools (HR Department of the Ministry of Defence)</p>	<p>1<sup>st</sup> quarter 2011</p> <p>1<sup>st</sup> quarter 2011</p> <p>2010-2013</p>	<p>MAEE/DGM NUOI/H</p> <p>MAEE/NUOI/H DEFENCE (Oversight)</p> <p>In conjunction with INTERIOR JUSTICE</p> <p>LABOUR DEFENCE MAEE/NUOI/H</p> <p>Idem</p> <p>Idem</p>
<p><b>3. RAISING AWARENESS OF WOMEN'S RIGHTS IN TRAINING PROGRAMMES</b></p>			
<p><b>a. To include issues relating to respect for women's rights and protection against all forms of violence in training</b></p>	<p>&gt; <b>Designate and create focal points</b> within the various ministries involved</p> <p>&gt; <b>Identify targeted training:</b> Draw up a precise list and timetable for 2011/2012 of training courses that should include a segment on</p>	<p>2010- 2011</p> <p>Début 2011</p>	<p>Cross-cutting</p> <p>MAEE (Civilian Crisis Management)</p>

<p><b>relating to peace keeping<sup>11</sup> and security</b></p> <p><b>b. To systematically include awareness raising of respect for the rights of women and girls and gender equality in our action relating to security system reform (SSR), peacekeeping and security and support for transitional justice processes.</b></p>	<p>gender equality and include Resolutions 1325 and 1820 and/or assess the degree of inclusion in existing training modules.</p>		<p>Task force), coordinating with gender equality focal points MAEE (NUOI/H DGM)</p>
	<p>&gt; <b>Designate and create focal points</b> based on existing tools funded by France</p>	Fin 2010	<p>DEFENCE INTERIOR MAEE JUSTICE</p>
	<p>&gt; <b>Identify targeted training:</b> Draw up a precise list and timetable for 2011/2012 of training courses that should include a segment on gender equality and include Resolutions 1325 and 1820 and/or assess the degree of inclusion in existing training modules.</p> <p>In particular:</p> <ul style="list-style-type: none"> <li>- information meetings for future cooperation workers in the Security and Defence Cooperation Directorate</li> <li>- training of future defence and domestic security attachés prior to their departure to a diplomatic mission.</li> <li>- training scheduled in the MAEE on the concepts, principles and procedures governing implementation of Security System Reform (SSR)</li> </ul>	1 <sup>st</sup> quarter 2011	<p>DEFENCE INTERIOR MAEE JUSTICE</p>
		regular	MAEE/DCSD
		regular	DEFENCE/ INTERIOR
	<p>&gt; <b>Inform and mobilise the diplomatic network about France's action on the issue and its inclusion in existing programmes</b></p> <ul style="list-style-type: none"> <li>- Dissemination of information on the gender equality issue in SSR as part of the Domestic Security Attaché Symposium</li> <li>- Inclusion of the issue in the instructions / action plan given to Ambassadors to ensure that it is also included in the mission of defence and domestic security attachés as well as cooperation personnel assigned to high-level advisory posts.</li> </ul>	September 2010	MAEE
		From September 2010	MAEE
		2010-2013 Annual	INTERIOR SCTIP
	<p>&gt; <b>Publish and disseminate through the Ministry of Foreign and European Affairs a cooperation action fact sheet on gender equality,</b> as an internal and external communication tool.</p>	2010-2013	MAEE/NUOI
	<p>&gt; <b>Carry out a study in partnership with UNICEF</b> on the gender dimension and the impact of</p>	Fin 2010 September	MAEE/DGM

<sup>11</sup> Conclusions of the Council on the review of the implementation by EU Member States and institutions of the Beijing Action Platform, WOMEN AND ARMED CONFLICT, 2916<sup>th</sup> session of the EMPLOYMENT, SOCIAL POLICY, HEALTH AND CONSUMER AFFAIRS Council, Brussels, 17 December 2008.

<p><b>c. To provide technical and financial support to encourage French-speaking countries wishing to develop expertise in this field to do so, in partnership with the International Organisation of La Francophonie (OIF) and research/training centres.</b></p>	<p>DDR programmes, in connection with the action taken by French cooperation since 2008 (cooperation attachés based in Sudan and the DRC) (under consideration)</p>	2010	in conjunction with MAEE/NUOI/H
	<p>&gt; <b>Disseminate the conclusions and operational recommendations</b> as part of future Ministerial Forums on the follow-up to the Paris Commitments in New York and on the occasion of broader support for strengthening DDR commitments targeting children.</p>	2010-2011	MAEE/DGM MAEE/NUOI/H
	<p>&gt; <b>Regularly track the proportion</b> (number and percentage) of men and women receiving specific gender equality training among:</p> <ul style="list-style-type: none"> <li>▶ diplomatic personnel, as well as civilian and military defence personnel employed by France</li> <li>▶ French personnel participating in UN Peacekeeping Operations (PKO) and ESDP missions, including military and police personnel</li> </ul>	Annual	MAEE/NUOI/H
	<p>&gt; <b>Track the European Union D.g Indicator (see annex).</b></p>	2010-2013	MAEE in consultation with DEFENCE INTERIOR
	<p>&gt; <b>Provide financial support</b> for the dissemination of the teaching materials drawn up by the Centre for the Democratic Control of Armed Forces</p>		
	<p>&gt; <b>Support the development of a French-language training programme</b> on the DCAF (2010-2011) instrument in Mali and Senegal.</p>		
	<p>&gt; <b>Compile a synopsis of the various programmes</b> on the protection of women and violence against women, particularly those developed by the International Organisation of Francophonie (OIF), including programmes on transitional justice and international criminal justice, <b>and identify possible synergies with the present action plan.</b></p>	Fin 2010	MAEE/NUOI/H DGM
	<p>&gt; <b>Raise awareness of issues relating to gender equality within the network of domestic security attachés (ASI)</b>, and in particular in countries of UN and EU deployment and countries in which France provides assistance in implementing security system reform, so as to facilitate the introduction of technical cooperation actions.</p>	2010-2011	MAEE/NUOI/H
	<p>&gt; <b>Take action on cooperation trainees /</b> to encourage countries presenting candidates for the competitive examination for admission to</p>	From 2011	MAEE/NUOI/H OIF JUSTICE

<p><b>d. To foster education in non-violence, Human Rights and peace culture in schools through a multi-disciplinary approach and specific training</b></p>	<p>French training establishments (ENVRs) to propose a significant proportion of women personnel.</p>	2010-2013	INTERIOR
	<p>&gt; Include general non-violence, gender equality and Human Rights education in the legal and social civics curricula (middle schools and high schools) history and geography curricula “citizenship training programmes” and defence and security studies, in conjunction with the Institut des Hautes Etudes de Défense Nationale (I.H.E.D.N., national defence college)</p>	2010-2013	MAEE DCMS in conjunction with DCAF activities in Mali and Senegal
		2010-2013	NATIONAL EDUCATION DEFENCE
<p><b>4. DEVELOPING POLITICAL AND DIPLOMATIC ACTION</b></p>			
<p><b>a. To promote the adoption of civilian protection mandates in Peacekeeping Operations</b> with a view to improving prevention, combating violence against women and protecting victims. Annual report</p> <p><b>b. To systematically include women’s rights and gender equality in France’s bilateral and regional dialogues on security issues (particularly with the African Union and the other regional organisations).</b> Annual Report</p> <p><b>Track the European Union C.b Indicator (see annex)</b></p> <p><b>c. To contribute to the development and implementation of European guidelines:</b> European Union guidelines on violence against women (evaluation and implementation of regional strategies and dialogue with third countries), monitoring of implementation indicators of the Beijing Action Platform on “Women and Armed Conflict” and the European Union’s “Women, Peace and Security” indicators. Annual Report</p> <p><b>d. To support, in compliance with competence criteria, the</b></p>		2010-2013	MAEE/NUOI
		2010-2013	MAEE/NUOI in conjunction with DGM DEFENCE INTERIOR JUSTICE
		2010-2013	MAEE/NUOI in conjunction with DGM
		2010-2013	MAEE/NUOI

<p><b>nomination and appointment</b> by the United Nations Secretary-General <b>of women as representatives and special envoys</b> in charge of missions and as Human Rights specialists employed in the field (as part of United Nations and European Union operations). Annual Report</p> <p>e. <b>To support the European Union’s fight against impunity</b> and the policy of tolerance by maintaining active support for international criminal justice (and especially the work of the International Criminal Court). Annual Report</p>	2010-2013	MAEE/NUOI JUSTICE
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**ANNEX: NORMATIVE REFERENCE FRAMEWORK**

**INTERNATIONAL INSTRUMENTS**

Resolutions:

**S/RES/1325 (2000)**

Resolution 1325 (2000) on “Women, Peace and Security” is a basic resolution on the rights of women in armed conflict situations. It affirms, in particular:

- the important role of women in the prevention and resolution of conflicts and peace building, and calls for greater participation of women in decision-making concerning conflict prevention and resolution
- the need to mainstream a gender perspective into peacekeeping operations
- that all parties to armed conflict must respect fully international law applicable to the rights and protection of women and girls.

**S/RES/1820 (2008)**

Resolution 1820 (2008) calls for combating sexual violence in armed conflict, which tends to be used as a tactic of war. It notes that sexual violence may constitute a war crime, a crime against humanity or a constitutive act with respect to genocide. It urges States to end impunity for such acts and calls on them to ensure that all victims of sexual violence, particularly women and girls, have equal protection under the law and equal access to justice .

**S/RES/1888 (2009)**

Resolution 1888 is part of the follow-up to Resolution 1820 on sexual violence in armed conflict. It recalls the responsibility of States to end impunity and prosecute those responsible for sexual violence in armed conflict and expresses the Security Council’s intention to ensure that resolutions to establish or renew peacekeeping mandates contain specific provisions to protect women and children from rape and other forms of sexual violence.

**S/RES/1889 (2009)**

As part of the follow-up to Resolution 1325, Security Council Resolution 1889 for the first time contains demanding provisions on the health needs of women victims of rape or other forms of sexual violence, particularly in terms of sexual and reproductive health.

International legal instruments:

- Convention on the Elimination of All Forms of Discrimination Against Women, 1979
- Convention on the Rights of the Child (1989) and its Optional Protocol on the Involvement of Children in Armed Conflict
- Universal Declaration of Human Rights (Paris Conference, 1948)
- International Covenant on Civil and Political Rights (1966)
- International Covenant on Economic, Social and Cultural Rights (1966)
- International Convention on the Elimination of All Forms of Racial Discrimination (1969, 4<sup>th</sup> January)

Convention Against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment (1987, 26<sup>th</sup> June)

Convention for the Protection of Human Rights and Fundamental Freedoms (1953)

European Consensus on Humanitarian Aid (2007, 18<sup>th</sup> December)

Convention Relating to the Status of Refugees (1951)

4<sup>th</sup> Convention relative to the Protection of Civilian Persons in Time of War (1949)

Beijing Declaration and Platform for Action (Fourth World Conference on Women, 1995)

Guidelines on International Protection: gender-related persecution within the context of Article 1A(2) of the 1951 Convention on the Status of Refugees and/or its 1967 Protocol, HCR/GIP/02/01, 7 May 2002 HRC

Guiding Principles on Internally Displaced Persons (1998)

Guidelines for Gender-based Violence Interventions in Humanitarian Settings, United Nations Inter-Agency Standing Committee

Protocol Additional to the Geneva Conventions of 12 August 1949 and Relating to the Protection of Victims of International Armed Conflicts (Protocol I), (1977, 8<sup>th</sup> June)

Protocol Additional to the Geneva Conventions of 12 August 1949 and Relating to the Protection of Victims of Non International Armed Conflicts (Protocol II), (1977, 8<sup>th</sup> June)

#### **EUROPEAN INSTRUMENTS**

EU Guidelines on Violence Against Women and Girls and Combating All Forms of Discrimination Against Them (2008)

EU Guidelines on Children and Armed Conflict ( 2003, revised in 2008)

EU Guidelines on Promoting Compliance with International Humanitarian Law

Conclusions of the Council on the review of the implementation by EU Member States and institutions of the Beijing Action Platform, WOMEN AND ARMED CONFLICT, 2916th session of the EMPLOYMENT, SOCIAL POLICY, HEALTH AND CONSUMER AFFAIRS Council, Brussels, 17 December 2008

Conclusions of the Council on Promoting Gender Equality and Gender Mainstreaming in Crisis Management (2006)

Conclusions of the Council on Gender Equality and Women's Empowerment in Development Cooperation (14 May 2007)

#### **INTERNATIONAL AND EUROPEAN REFERENCE INDICATORS**

- Global indicators on the implementation of UN Security Council Resolution 1325 (Report of the United Nations Secretary-General of 6 April 2010)
  - Indicators for the comprehensive approach to the EU implementation of Resolutions 1325 and 1820 (2010).
- A. Action at country and regional level:  
Number of partner countries with whom the EU is engaged in supporting actions on furthering women, peace and security and/or the development and implementation of national action plans or other national policies to implement the UNSC resolutions on women, peace and security

- B. Integrating WPS into EU priority sectors:  
A number of projects or programmes in specific sectors – notably SSR, DDR, Human Rights, civil society, health and education, humanitarian aid and development cooperation – implemented in fragile, conflict or post conflict countries that significantly contribute to gender equality and women’s empowerment
- total amount of this funding and its percentage of co-operation programmes in each country.
  - quantity and percentage of total funding of EU projects and programmes in the specific sectors mentioned above.
- C. Political support and cooperation with other international actors
- a. Number of national action plans and other strategic instruments in the Member States
  - b. Number and type of joint initiatives and joint programmes at global, regional and national levels with the UN and other international organisations such as NATO, OSCE, the African Union and the World Bank,
- D. Women’s participation
- a. Number and percentage of women mediators and negotiators, and women’s civil society groups in formal and informal peace negotiations supported by the EU
  - b. Number and percentage of women mediators and negotiators in formal and informal peace negotiations.
  - c. Number and percentage of women mediators and negotiators in formal and informal peace negotiations who represent women’s civil society groups.
  - d. Where feasible, this indicator should be complemented by descriptions of the impact that women’s participation has had on the outcome.
  - e. EU activities in support of women’s participation in peace negotiations
  - f. Number and type of meetings of EU delegations, EU Member States’ embassies and CSDP missions with women’s groups and/or NGOs dealing with “Women, Peace and Security”
    - i. Quality of this interaction.
  - g. Proportion of women and men among heads of diplomatic missions and EC delegations and staff participating in UN peacekeeping operations and CSDP missions at all levels, including military and police staff
- E. Common Security and Defence Policy (CSDP):
- a. Proportion of men and women trained specifically in gender equality among diplomatic staff, civilian and military staff employed by Member States and Community institutions and among military and police staff participating in peacekeeping operations and CSDP missions.
    - A minimum of four hours of training is required
    - Good practices should be described to complement the indicator.
  - b. Number and percentage of CSDP missions and operations with mandates and planning documents that include clear reference to gender/women, peace and security issues
  - c. Number of cases of sexual abuse or exploitation by CSDP staff investigated and acted upon
- F. International protection.  
Proportion (number and percentage) and country of origin of female and male asylum seekers who have obtained the status of refugee, or benefit from subsidiary protection.
- Indicators relating to the implementation by the EU of the Beijing Platform for Action on “Women and Armed Conflict” (2008)

## **ANNEX II – MINISTRIES AND ADMINISTRATIONS INVOLVED IN THE NATIONAL ACTION PLAN**

### **MINISTRY OF FOREIGN AND EUROPEAN AFFAIRS (MAEE)**

- > Directorate of United Nations, international organisations, Human Rights and *Francophonie* ( NUOI)
- Department of Human Rights and Humanitarian Affairs
- Department of Political Affairs

**> General Directorate of Global Affairs, Development and Partnerships (DGM)**

- Department of Health and Human Development
- Department of Global Public Goods
- Democratic Governance Mission

**> General Directorate of Political and Security Affairs**

- Multilateral and Sectoral Affairs Unit
- > Directorate of Relations with Civil Society
- > Crisis Centre

**MINISTRY OF JUSTICE AND FREEDOMS**

- >Department of Cooperation – European and International Affairs

**MINISTRY OF DEFENCE**

- > Directorate of Strategic Affairs
- > Defense Staff

**MINISTRY OF THE INTERIOR**

- > Bureau of International and European Affairs
- > General Directorate of the *Gendarmerie nationale* (military police)
- > General Directorate of the National Police
- Department of International Technical Police Cooperation (*SCTIP*)
- Office of International Police Missions

**MINISTRY OF NATIONAL EDUCATION**

- >Directorate of European and International Affairs and of Cooperation (DREIC)
- Department of Community and Multilateral Affairs

**MINISTRY OF LABOUR**

- General Directorate of Social Cohesion
- Women’s Rights and Equality Department

**MINISTRY OF IMMIGRATION, INTEGRATION, NATIONAL IDENTITY AND SOLIDARITY DEVELOPMENT.**

- > Asylum Seekers Department

**FRENCH OFFICE FOR THE PROTECTION OF REFUGEES AND STATELESS PERSONS (OFPRA)**

**FRENCH AGENCY FOR DEVELOPMENT (AFD)**

**INTERNATIONAL ORGANIZATION OF FRANCOPHONIE**