Implementing UNSCR 1325 in the Asia-Pacific Region

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Countries: Australia, Timor-Leste, Fiji and Sri Lanka
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Abstract[1]

In 2009, the Australian Agency for International Development's (AusAID) Gender
Policy and Coordination Section commissioned research on 'Women, Peace and
Security in AusAID Partner Countries: Analysis of the United Nations Security
Council Resolution 1325' (UNSCR 1325).[2] This paper, based on the findings from
this research project: (a) documents what has been done to advance UNSCR 1325
in three AusAID partner countries; (b) evaluates some remaining challenges for
AusAID (and donor agencies); and (c) highlights some best practices and
transferable lessons on how to advance women's leadership and decision-making
in conflict resolution, peacemaking and peacebuilding.[3]

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[1] Please note that this paper is written in a policy brief format and thus is not referenced as an academic article.
Porter and Mundkur are in the process of publishing the full analysis. Please contact Elisabeth Porter for details.

[2] Porter and Mundkur had in-depth interviews in Timor-Leste and in Fiji and Mundkur interviewed Sri Lankans
whilst in India. Porter, Mundkur and Every contributed to different sections of the analytical report. While our
recommended actions are largely addressed to AusAID, the funders of this project, they have ramifications for
other donor organisations and government departments in Australia and elsewhere.

[3] See Porter, E. 2007, *Peacebuilding. Women in International perspective* (London and New York: Routledge).
http://www.routledge.com/books/details/9780415479738/

Contextualising UNSCR 1325

UNSCR 1325 and 1820 and the more recent resolutions 1888/1889 reflect a rights-based approach to protection with a focus on prevention of violence. They raise concerns over obstacles that inhibit the active and meaningful participation of women in the prevention and resolution of conflicts and participation in post-conflict public life in situations that emerge:

> as a result of violence and intimidation, lack of security and lack of rule of law, cultural discrimination and stigmatisation, including the rise of extremist or fanatical views on women, and socio-economic factors including the lack of access to education, and in this respect, recognising that the marginalisation of women can delay or undermine the achievement of durable peace, security and reconciliation.

> (UNSCR 1889, paragraph 8, p. 2)

We can say that UNSCR 1325, 1820, 1888, 1889 focus on:

- Protecting women and girls from violence;
- Ensuring gender perspectives in training and peacekeeping; and
- Increasing participation of women in decision-making and peace processes.

Protecting women and girls from violence

Ensuring effective protection for women and girls involves a three pronged approach that provides reprieve from continued violation of human rights, access to justice and also addresses structural inequities with the aim of preventing conflicts. Examples of measures taken to ensure effective protection include the use of de-militarised or buffer zones to deliver necessary services (e.g. Days of Tranquility in Afghanistan); support for justice sector reform such as training law enforcement officials (police, lawyers, judges), making traditional justice systems gender-responsive (e.g. PNG, Fiji); development of early warning systems that are sensitive to gender issues and integrate sex-based indicators (e.g. Solomon Islands); and increasing the number of women in peacekeeping roles (e.g. India's all women contingent to Liberia).

Despite these efforts, the failure to recognise UNSCR 1325 as a binding international law; the absence of any penalties or sanctions for repeated violations of UNSCR 1325, 1820, 1888/1889; the lack of a cohesive vision on implementing protection; the lack of adequate resources and organisational capacity; and the under-exploration of the role of civilian peacekeeping has hindered the effective implementation of UNSCR 1325 and its associated resolutions.

BOX 1: Recommended Actions for Australia

- Develop and implement a **National Action Plan** (NAP) for 1325 which clearly articulates a rights-based framework for protection and includes a clear accountability structure for the Australian Civilian Corps, Private Defence Contractors, Australian Defence Forces, Australian Federal Police and Peacekeeping Forces;
- Incorporate a **rights-based framework for protection** into humanitarian aid policy;
- Develop a **holistic approach to capacity-building** within AusAID, partner agencies and national, state and local authorities, and in communities on protecting women and girls from violence;
- Adopt **gender-sensitive, inclusive language** when developing protection strategies, programs or projects; and
- Explore the potential of developing the **capacity of local communities** in nonviolent civilian peacekeeping within the Responsibility to Protect (R2P, 2006) framework.

Ensuring gender perspectives in training and peacekeeping

Women and peacekeeping directives under UNSCR 1325 are twofold. On the one hand, they focus on women's equal participation in peacekeeping. On the other, they aim to create peacekeeping forces that are aware of the relationship between gender equality and peace and act to support it through national training programs on gender sensitivity for peacekeeping personnel, both military and civilian. Thus member states are called to action in two ways:

- **Internally**— ensure gender equity within peacekeeping contingents through providing troops and personnel teams that are gender-balanced and increasing financial, technical and logistical support for gender-sensitive training efforts on the national level; and
- **External**ly—support UN and regional efforts to incorporate 1325 into peacekeeping through increased financial, technical and logistical support of UNIFEM, UNICEF and the UNHCR.

Examples of actions taken by countries to ensure gender perspectives in training and peacekeeping include:

Internal

- Adopting a whole-of-government approach to National Actions Plans on 1325 (e.g. Austria's NAP was jointly developed by the Federal Ministry for European and International Affairs, the Federal Ministry for Health, Family and Youth, the Federal Ministry of the Interior, the Federal Ministry of Justice, the Federal Chancellery, the Federal Ministry of Defence and the Austrian Development Agency, with extensive consultations with civil society individuals and organisations and is implemented and monitored by a cross-Ministry working group, which includes civil society members and commits all these Ministries to targets for women's inclusion).
- Prioritising gender training for senior officials in order to institutionalise best practice (e.g. the Swedish Armed Forces have a Gender Coaching Program which provides senior officials with one-to-one training with gender experts).
- Promoting the recruitment, retention and promotion of women (e.g. in Germany women comprise two thirds of the staff of the Centre for International Peace Operations; and Jordan's Public Security Directorate provides a special observer course on peacekeeping for policewomen).
- Building political will around UNSCR 1325 and related resolutions through regular public, as well as interdepartmental dialogue on 1325 and peacekeeping (e.g. South Africa's annual Department of Defence and Gender Conference assesses progress achieved and challenges experienced in the implementation of the Department's

Gender Mainstreaming Strategy; and likewise, India's National Conference for Women in Police, Argentina's First Regional Workshop for the Development of a Gender Policy in the Framework of Peacekeeping Operations).

External

- Engaging with the **local community** as part of in-mission training (e.g. in Eritrea, in-mission gender training created a dialogue between peacekeeping personnel and the local men and women).
- Building women's peacekeeping capacity and gender-responsive peacekeeping training in partner countries (e.g. a/ The Training for Peace Project funded by Norwegian Ministry of Foreign Affairs in partnership with the African Centre for the Constructive Resolution of Disputes (ACCORD); and b/ PASPA (*Parténariat Stratégique pour la Paix*), a strategic partnership between Austria, ECOWAS and the public office '*Bonne Gouvernance'* in Burkina Faso).

According to the 2007 Senate inquiry into Australia's Peacekeeping Operations, progress in integrating gender into peacekeeping in Australia has been hindered, among other things, by the lack of coordination and coherence across the different government and non-government actors in Australian peacekeeping and in terms of the implementation of 1325; it has also suffered from a lack of understanding among peacekeepers on the gendered nature of conflict and a tendency to see women as passive victims who experience conflict and security in the same way as men.

> **BOX 2: Recommended Actions for Australia**
>
> Develop and implement a National Action Plan in relation to peacekeeping that includes:
> - a **review** of all national policies and regulations that inform peacekeeping to ensure they are aligned with global charters on women's rights and gender equality;
> - collection of **sex-disaggregated data** and gender statistics relevant to peacekeeping;
> - establishment of **Gender Units** or **Gender Champions** within the Australian Defence Force (ADF), Australian Federal Police (AFP) and

BOX 2 (contd): Recommended Actions for Australia

Department of Foreign Affairs and Trade (DFAT) to support the recruitment and deployment of women;

Develop a **pre-deployment training plan** based on a fundamental review of existing training approaches to ensure:

- Incorporation of complementary **training** to address language barriers, cultural sensitivity, civic responsibility, human rights and gender-awareness;
- Engagement of nationally available **gender expertise** in the Office of Women and women's NGOs to support pre-deployment training;
- Provision of **foundation skills** to women military and police officers to enhance their selection for peacekeeping; and
- Regular **reviews of gender training outcomes**, including post-mission debriefs, to identify and remedy gaps in training and other support needs.

Develop a **national policy on the recruitment and deployment of women** that includes the following targets:

- Establishment of **specialised units** within military and police personnel offices to oversee the recruitment and deployment of women;
- **Research** on factors that enhance the recruitment, retention and deployment of women;
- Promotion of **women in leadership positions** in national forces and peacekeeping and nomination of **women for senior civilian peacekeeping** positions;
- Development of **national public information strategies** that promote women's recruitment;
- Adequate provision of **welfare services** and **recreational facilities** to contingents deployed to peacekeeping; and
- Clear and transparen**t codes of conduct.**

Support partner countries to:

- **Build capacity** for gender-sensitive peacekeeping in partner countries;
- **Research and document** gender issues relating to peacekeeping; and
- Undertake **gender auditing** of contributions to peacekeeping operations.

Increasing participation of women in decision-making and peace processes

Women's leadership is integral to nation-building, but whilst grassroots women's peace activism has been instrumental in bringing an end to armed conflict and in rebuilding peace and security in the post-conflict environment, women rarely are included in formal negotiations. UNIFEM's report (2009) titled *Women's participation in peace negotiations: connections between presence and influence*[4] notes that only one woman was included in the Colombian peace negotiations and none at the Dayton Peace Talks ending the conflict in Bosnia and Herzegovina. The report's review of 21 major peace processes since 1992 shows how seriously women are under-represented:

- Only 2.4% of signatories of the peace agreements were women;
- No women have been appointed chief or lead peace mediators in UN-sponsored peace talks (although in some talks, women have joined a team of mediators);
- Women's participation in negotiating delegations averaged 5.9%.

Ensuring effective participation of women and girls will involve **transforming socio-economic constraints** that keep women from participating in these processes; **enabling proportional and equitable representation** of women in political and peace processes; and **transforming political processes** that stymie women's efforts towards change once they are in leadership positions.

In order to increase the participation of women in decision-making and peace processes, many countries have focussed on **addressing the challenges** faced by the poorest and most marginalised women in realising their rights and participating in all public decision-making processes through innovative information dissemination and awareness-raising (e.g. Naya Adhyaya in Nepal using street theatre). Others have looked at **empowering local women** through developing skills and networks (e.g. International Women's Tribune Centre, Uganda Media Women's Association, local women's groups and community radio, producing a radio soap opera on sexual and gender-based violence) and

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[4] This is a research-in-progress document, being conducted by Anne Marie Goetz.

facilitating their voices to be heard in formal spaces (e.g. Afghan Women's Summit for Democracy, a two-day Women's Roundtable, with Afghan women and donors and heads of UN agencies).

Still others have zeroed in on addressing inequity in political processes through **instigating constitutional and electoral reform** calling for women's quotas (e.g. higher participation of women in Rwanda, Morocco, Jordan, Tunisia and Sudan, as compared with Egypt, Lebanon and Syria, is attributed to their use of a quota system); **supporting women's electoral groups** (e.g. Women for Prosperity in Cambodia); **supporting women to develop organisational and leadership capacities** and **awareness of human-rights through international instruments** such as UNSCR 1325, fundraising skills and skills in conflict resolution (e.g. *Mahila Shanti Sena* in India provides training workshops which involve lectures, discussions and role-playing on the status and rights of women, barriers to women's advancement and the identification of solutions); and **building women's networks** (e.g. Liberia, Timor-Leste and Ireland's cross-learning initiative on UNSCR 1325; Isis Women's International Cross-Cultural Exchange, beginning in Geneva, Switzerland, and moving to Uganda in 1993 to benefit from African women's peacebuilding experience and to share this knowledge with the world).

However, gaps remain. The **lack of knowledge** of UNSCR 1325 and what it means for women is a significant barrier to it being used as an effective tool. The continued **exclusion** from political, legal and judicial institutions and from formal peace processes coupled with the significant **lack of resources** to enable women's organisations to change political institutions results in systematic exclusion of women from decision-making. The **lack of experience, education and confidence** to fulfill their roles when women are elected or nominated to decision-making positions and the **lack of networks** are the biggest barriers for women in the traditionally male areas of decision-making and peace processes.

> **BOX 3: Recommended Actions for Australia**
> - Support the **translation** UNSCR 1325, 1820, 1888 and 1889 (as well as CEDAW, and the Beijing Platform for Action) and explain what it means for women in local languages and dialects; and
> - Establish **mentoring programs** for women in the Asia-Pacific.

BOX 3 (contd): Recommended Actions for Australia

Support women's political participation by:

- Funding **meetings between women** from the Asia-Pacific, with high profile politicians, NGOs and the UN; women's attendance at **peace negotiations**; **dialogue between women's groups;**
- Technical and financial support for the development of **women's manifestos** – policy priorities agreed to by women to be presented to political parties prior to election that call on parties to reflect women's demands in their campaign platforms;
- Provide technical and financial support for **training and education** of women in politics, governance, lobbying and activism;
- Strongly advocate and support initiatives calling for a **quota system for political representation**; and
- Fund resources for women on **governance, constitution-making and the parliamentary system.**

Support programs that facilitate **women's leadership:**
- **Long-term funding** for groups to educate women seeking to be elected and participate in peace processes, to establish office space, run a successful campaign and to mentor and support women who are elected;
- Support programs that address the **four Cs** of confidence, culture, childcare and cash; and
- Bring together women from countries with quotas systems and those still campaigning for quotas to network, **share strategies** and information.

Why are UNSC Resolutions 1325, 1820, 1888, 1889 important for Australia?

It is very difficult to progress gender equality and the empowerment of women in communities affected by conflict.

(Stephen Smith, Minister for Foreign Affairs,
International Women's Day, 9 March 2010)

The experiences of insecurity often differ for men and women, and women are vastly under-represented in all decision-making processes on peace issues. AusAID's work is primarily in developing countries that have a low gross national income and rate low on the Human Development Index. Over three quarters of Australia's bilateral aid programs operate in countries that are experiencing, recovering from or vulnerable to conflict.[5] Therefore the effectiveness of bilateral aid depends on the capacity to enhance human security, especially for women and girls. Conflict is a central reason for fragility; it reverses development gains and can cause poverty which then increases the risk of provoking further violent conflict.

In addition, as the Department for Foreign Affairs and Trade's (DFAT) website[6] points out, Australia has been actively involved in UN and other multilateral peacekeeping operations since 1947. Australia is ranked 12th highest among all UN Members in terms of its financial contributions to UN peacekeeping operations. Thus, Australia is strategically placed to ensure that gender equality and women rights are integrated into all conflict resolution and post-conflict reconstruction initiatives. This involvement with security issues will continue to increase as the country seeks a seat on the UN Security Council from 2013.

Working to implement UNSCR 1325 and subsequent resolutions 1820, 1888 and 1889 is one way that Australia can meet its obligations under: (a) the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW); (b) the International Covenant on Civil and Political Rights (ICCPR); (c) the International Covenant on Economic, Social and Cultural Rights (ICESCR); and (d) the Convention Against Torture (CAT) and work towards achieving targets set under the Beijing Platform for Action and the Millennium Development Goals (MDGs).

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[5] AusAID (June 2002) *Peace, Conflict and Development Policy*, Canberra, Australian Government, AusAID.
[6] http://www.dfat.gov.au/

Case Study: Timor Leste

'I wish I knew more about 1325 in Timor'.

(An Interviewee)

Conflict and gendered experiences of insecurity

Timor-Leste remains one of the poorest nations, ranking 162nd out of 182 countries in the UN Human Development Index (2009).[7] Women have lower levels of literacy than men, participate less in the formal workplace and usually are in lower-paid work. Cultural patriarchal norms affect women strongly, particularly early marriages, high numbers of children and a cultural acceptance of domestic violence as normal.

Implementation of UNSCR 1325

Timor-Leste has made progress towards implementing commitments made under UNSCR 1325 with the National Women's Congress identifying UNSCR 1325 as important (2008) and the Dili Declaration on 'Women, Peace and Security' urging implementation of 1325 and 1820. In addition, the Open Days on 1325 with UNMIT, UNIFEM, UNDP and civil society groups (2010) have raised the profile of this resolution amongst significant stakeholders. With the ratification of CEDAW and its Optional Protocol (2003); the declaration of 3 November as National Women's Day; the formation of a Committee on Poverty Reduction, Rural and Regional Development and Gender Equality (2007); and the establishment of the Gender Resource Centre in the National Parliament (2008), Timor-Leste is taking significant steps to ensure the implementation of 1325.

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[7] UNDP (2009) *Human Development Report* (New York: UNDP) http://hdr.undp.org/en/reports/global/hdr2009/ (Accessed 22 April 2010).

Snapshot of progress on protecting women and girls from violence

'Some of the men realised that the problem of gender is not male only but woman and man, we have to work with each other'.

(An advocate for men's participation in anti-violence initiatives)

Justice Sector reform has been given high priority in Timor-Leste. The Judicial System Monitoring Program (JSMP) which was established in April 2001 to monitor the processes of the Ad Hoc Human Rights Tribunal in Indonesia and the Special Panels for Serious Crimes in Timor-Leste has expanded its work to include court monitoring, judicial system analysis, legislative analysis, training the community on human rights, the law and the legal process, with a focus on cases of gender-based violence. The Women's Justice Unit (WJU) within the JSMP was formed in 2004 to monitor the treatment of women in the formal justice sector, but a backlog of legal cases in the JSMP means many of these cases do not make it to court and there are few Timorese Legal officers in the WJU (2010). In addition, a Justice Sector Support Facility has been created by a bilateral agreement between the governments of East Timor and Australia to support institutional and civil society initiatives to improve access to justice for women, men and children (AusAID $10million over 5 years, 2009-2013).

Remaining challenges

Women's access to justice continues to be an issue partly because the laws are in Portuguese and not the native language Tetum and because of the limited number of district courts. The national government has still not incorporated CEDAW provisions into national legislation and the Judicial Training Centre does not include information on implementing CEDAW or UNSCR 1325. Challenges of working with local, informal, indigenous justice systems and with new, formal procedures that revolve around the slow acceptance of international law on human rights has also contributed to limited access to justice for women. Culturally, amnesties have promoted a climate of impunity, women are discouraged from pursuing a lawsuit and violence against women is still seen as a family problem to be resolved at the family or village level not a crime.

BOX 4: Recommended Actions

- Donors need to be aware that the term 'gender equality' may not be well understood and that using the language of women's equality (and **human rights**) and men's equality may be more meaningful.
- Continue and intensify **training** to the *Policia Nacional de Timor-Leste* (PNTL) on the criminal code, specifically on domestic violence as a crime. This is supported by UN Police (UNPOL) and PNTL who, according to a Senior Gender Adviser, UNMIT, at a workshop conducted on 16 March 2009, *'recommended more confidence-building measures between the public and the PNTL with particular reference to domestic and gender-based violence cases...More legal literacy and socialisation of the laws were also recommended since it was evident that neither the police nor the public seem to know what exactly the law provided on violence.'*
- Fund women's participation in small businesses with the specific intent of **encouraging economic capacity** to increase empowerment and resist violence.
- Adopt recommendations in the **NGO Alternative Report to CEDAW** (2009) especially advocating and building capacity for the inclusion of UNSCR 1325, 1820, and 1888/89 into the Timor-Leste National Action Plan.
- Support the Judicial Training Centre to develop training curriculums that incorporate gender, women's rights, CEDAW, UNSCR 1325, 1820, and 1888/89 as well as develop specific **training on gender sensitivity and human rights**.
- Support and fund programs that **translate laws** into Tetun.
- Support local women lawyers who **respect traditional justice processes** and who advocate women's rights through the formal system.
- Offer **gender-sensitive training** to judges
- Give high level **support to women judge/s**.
- Send Australian legal interns to **mentor Timorese women lawyers** and legal officers and women working in the judicial arena.

> **BOX 4 (contd): Recommended Actions**
>
> - Ensure that women **understand laws on rights and equality**.
> - Increase work on raising awareness of women's rights to equality in the **districts**.
> - Make the traditional court system more **gender-responsive** through providing sustained training.

Snapshot of progress on ensuring gender perspectives in peacekeeping

The United Nations Transitional Administration in East Timor (UNTAET) was the first UN peacekeeping mission to integrate gender into its mandate and include a Gender Affairs Unit. Thus, gender mainstreaming and sensitisation workshops for UNTAET departments, peacekeeping forces, civilian police and the *Timor Loro S'ae Police Service* were conducted and policy analysis to inform mainstreaming of gender into justice systems, including Transitional Rules of Criminal Procedure, was undertaken. Mechanisms such as the Gender Focal Point (GFP) Network, and bi-monthly meetings with the East Timorese Women's Network to facilitate the gender mainstreaming process and share information were established. Other initiatives have included working with Civilian Police (CivPol) to establish a Vulnerable Persons Unit (VPU) to deal with victims of rape, domestic violence, as well as gender-related crimes and training for the Timorese police force on gender-based-violence and human rights by Office of the Secretary of State for Promotion of Equality (SEPI), UNIFEM and UN Population Fund's (UNFPA) UNIFEM's training on CEDAW principles to the peacekeeping mission. A significant initiative to mainstream gender has been UNPOL reclassification of rape offences as sexual offences.

Remaining Challenges

There is a need to deploy additional officers to UNMIT with training and experience dealing with gender-based crimes and there need to be continued efforts to address gender-based violence at all levels through training of all PNTL

and UNPOL on the special needs of women and investigative techniques for gender-based crimes.

BOX 5: Recommended Actions

Strongly support the following recommendations made by UNMIT:
- increasing the **number of police women in DPKO** field presences;
- promoting and increasing the representation of women **police officers in senior leadership and decision-making positions** in UNPOL and PNTL; and
- achieving gender balance at all levels of the UNPOL and PNTL.

In addition:
- Support relevant stakeholders to undertake a comprehensive analysis of **training-needs** to help plan future training;
- Support the development of standard **training packages** for police that include training on human rights, Convention on the Rights of the Child (CRC), CEDAW, and UNSCR 1325, 1820 1888/89; and
- Support the development of **specialist courses** on CEDAW, UNSCR 1325, 1820 1888/89, gender-sensitive interviewing techniques and recording evidence as a priority for all officers currently placed within the VPU

<u>Snapshot of progress on increasing women's participation in decision-making</u>

> *'I think probably, one of the strengths of 1325 is arguing for women's participation in the decision-making process – I don't really see that's happening at all'.*

> (A researcher)

Several initiatives have been undertaken to increase the participation of women in decision-making. These include voter education materials targeted at women voters, Timorese women NGOs monitoring political party manifestos to assess commitments to women's rights and gender equality; workshops to raise awareness about women's rights for potential candidates to the Legislative

Elections and the women's wing of political parties; the development and adoption of the Women's Political Platform and the establishment of the Women's Parliamentarian's Caucus (2007) which works across parties to further gender equality, approve the government's gender budget statements and initiate awareness-raising and capacity-development activities.

The Presidential and Parliamentary elections held in April and June 2007, where there were a record number of women participating in the polls, is often highlighted as a success story. '*The high incidence of women voting was largely due to a systematic voter education program targeting potential women voters. Some best practices in electoral processes were documented*' (UNMIT 2007).[8] UNMIT, UNIFEM and UNDP took lead roles in this program which included Timorese women's NGOs monitoring political party manifestoes to assess commitments to women's rights and gender equality, supporting women in political parties and raising awareness about women's rights. The rules and procedures governing the 2007 elections gave priority in the polling lines to pregnant women and sick, physically challenged and elderly persons. Given the high fertility rate in this country this priority facilitated the polling process for many women, so that 47 per cent of voters were women in an 81 per cent turnout of registered voters.

Remaining challenges

The challenges that remain to be addressed are the small numbers of women in leadership positions and the lack of training for women who serve in public administration. The 'prevalence of a patriarchal ideology in the State party' (CEDAW/C/TLS/CO/1) means that very few women are given the opportunity to participate at the decision-making level. Overall, women's lack of information about their rights, the interconnections between patriarchy and poverty, the lack of recognition for informal peace and reconciliation work, poor communications and the underdeveloped capacity for effective political representation mean that women continue to be excluded from decision-making systems and processes.

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[8] UNMIT (2007) 'Gender Affairs Unit Quarterly Report, July-September 2007, Executive Summary', http://unmit.unmissions.org/Default.aspx?tabid=434 (Accessed 19 April 2010).

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BOX 6: Recommended Actions

- Pay specific attention needs to both the **CEDAW Report** and to the recommendations made in the **NGO Alternative Report**.
- Assist in the **implementation** of the recommendations in the NGOs Alternative Report to CEDAW (2009) especially recommendations on: (1) training programs for women interested in working in public administration; (2) leadership and capacity-building program for elected women on understanding how governments work; and (3) confidence-building, awareness-raising and public education campaigns to promote women's leadership for rural and urban women.

A UNIFEM and SEPI Gender and Development Specialist, advises that four main areas need to be addressed:
- capacity-building of SEPI itself (its human resources);
- the capacity to influence legislation and policy;
- strengthening the gender mainstreaming mechanisms – like the gender focal points in the districts; and
- need for a good communication strategy to the general public.

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Snapshot of the progress on engendering peace and security

In June 2010, UNMIT, UNIFEM, UNDP and civil society partners organised Open Days on 1325 with women working in peacebuilding initiatives. Seen as a best practice, this initiative brought together representatives from three post-conflict societies - Northern Ireland, Timor-Leste and Liberia - to share models and experiences that might inform national action plan processes. The initiative reflects a strong partnership model where the initial scoping exercises explored what each country was doing around 1325. The first meeting held in Belfast discussed participation in the political process and brought together actors from national government, local government and civil society. There were open sessions at the start with high level officials, academics and those with expertise. The second meeting in Dili, December 2009 focused on protection with a third

meeting in Liberia, April 2010 focusing on gender perspectives in peace-making, peacekeeping and peacebuilding. Each country was able to identify and share a range of recommendations.

Remaining challenges

One of the biggest challenges in engendering peace and security lies in **measuring and evaluating progress**. As an interviewee from UNMIT suggested, '*In this whole process there is no comprehensive monitoring and reporting framework that has been developed. There isn't any monitoring, let alone, evaluation or assessment. There are very few baseline studies and information from which to measure progress*'. The need for greater aid harmonisation and consultation with women's organisations working in Timor-Leste was also highlighted: '*The donors we love are the ones who come in and say, "mate you are doing a fantastic job, I'm going to try and get you some more funding to do this". The donors sit down and talk with us to understand the significant challenges*'.

BOX 7: Recommended Actions

- Support a participatory applied research project on developing gender-sensitive indicators for monitoring and evaluating projects that focus on engendering peace and security. This project would: involve civil society, including women's organisations, village councils, traditional representatives and organisations dealing with security sector issues to respond to local understandings of human security;
- Recognise the different security and justice needs of men and women, girls and boys of different social backgrounds;
- Analyse how gender roles and role expectations affect the work of members of the security forces;
- Use these inputs to further develop security sector policies and institutions that adequately address the security needs of the whole of the population; and
- Engage civil society organisations and the general public and civic education programs clarifying the respective roles of different security sector as well as other state institutions and citizens' rights vis-à-vis these institutions.

Case Study: Fiji

Conflict and gendered experiences of insecurity

Fiji has seen four coups in the last two decades and the resulting instability and insecurity have impacted the lives of women in Fiji in many ways:
- Women have been targets of sexual abuse;
- Women have endured economic insecurity from loss of jobs in tourism;
- Women have suffered from human rights violations.

Implementation of UNSCR 1325

While Fiji does not have a national action plan on UNSCR 1325, some aspects of the resolution have been incorporated into the national context through the National Women's Action Plan, the establishment of the Women, Peace and Security Coordinating Committee (WPS Fiji CC), comprising government and NGO participants, and commitments made to the Pacific Plan.

More recent events that have influenced Fiji's response include:
- 2006 Pacific Regional Workshop on Gender Peace and Security;
- 2007 Regional Women, Peace and Human Security consultations;
- Work being currently undertaken, with support from UNDP's Pacific Centre, with the Pacific Island Forum Secretariat.

Snapshot on the progress on protecting women and girls from violence

> *'We face trauma of years of coups on the whole community, and in particular on women human rights defenders ourselves. Each subsequent coup sees still more of us targeted in subtle and overt ways'.*

> (fem'TALK 1325 reporter)

AusAID's 2008 report *'Violence against women in Melanesia and East Timor'*[9] presents a comprehensive picture on the progress made in protecting women and girls from violence in Fiji. These include initiatives such as the government's No-Drop Policy, creation of the Sexual Offences Units within the police force, the establishment of Welfare/Employment Services Unit within the police force, the creation of the Inter-Agency Task Force on Violence against Women, the Ministry of Women's pilot on a violence‑free community in Fiji and reviewing the school curriculum on family life education to explore entry points to raise awareness about gender‑based violence and its consequences.

Remaining Challenges

A significant challenge facing Fiji (and other countries) is building a comprehensive rights based framework to protecting women and girls from violence that links UNSCR 1325, 1820, 1888/1889 and CEDAW. Many women's organisations have welcomed the efforts being made to stop sexual vilence especially in times for conflict, however such efforst need to been linked to the broader priorites outlined in UNSCR 1325.

Some of the other challenges outlined in AusAID's 'Violence against women in Melanesia and East Timor' report include difficulties accessing the formal, largely urban based justice system, continued reliance on gender-insensitive traditional justice systems inconsistent implementation of the No Drop policy and insensitive attitudes of the police.[10]

There is a need to focus on the prevention side of protection. While safe houses need continued funding, it is also important to direct attention towards (a) mental health issues that arise as a result of violence (for both women and men who are victims and perpetrators) and (b) conflict transformation.

[9] AusAID (2008) *Violence Against Women in Melanesia and East Timor. Building on the Global and Regional Promising Approaches*, Canberra, AusAID, Australian Government.
[10] ibid

> **BOX 8: Recommended Actions**
>
> - Create a diagrammatic FACTSHEET (translated into Fijian and Hindustani) that maps the links between UNSCR 1325, 1820, 1888/89, CEDAW and regional commitments.
> - Support cross-institutional education programs between Australian Universities and the University of the South Pacific to build capacity around gender-sensitive mediation, conflict transformation and healing.

Snapshot of progress in ensuring gender perspectives in peacekeeping

> *'It should not only be about Parliament ...The military is an institution and somehow, women's organisations, have to find a way to influence it'.*
> (Women's rights activist)

Women from Fiji have played active roles in UN Peacekeeping missions. In 2004, six women were deployed to the UN Assistance Mission in Iraq (UNAMI) creating history in the Republic of Fiji Military Forces (RFMF) as being the most number of women to be deployed to any one peacekeeping duty. Women have also been deployed in overseas peace and security operations in Cambodia, Croatia, Kosovo and the Solomon Islands.[11]

Efforts to engage with the military have taken the form of capacity-building around gender issues and challenging dominant masculinity within the armed forces.

Remaining Challenges

The need to provide soldiers and police with access to trauma counselling and stress management as means to prevent violence cannot be over emphasised. The challenge facing countries like Fiji, and those in post-conflict situations is reintegration of ex-armed forces personnel. There is limited information available on the inclusion of gender perspectives in peacekeeping in Fiji. However, as a troop contributing nation to UN peacekeeping missions, issues raised in the Final

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[11] http://www.un.org/News/Press/docs/2003/sc7908.doc.htm

report of the Policy Dialogue to Review Strategies for Enhancing Gender Balance Among Uniformed Personnel In Peacekeeping Missions, are of significance to the country.

BOX 9: Recommended Actions

- Continued support to organisations like the Pacific Centre for Peacebuilding who work with the military and ex-military personnel on trauma and stress management; and
- Support organisations to extend their services to ex-armed forces personnel working for private military and security contractors.

<u>Snapshot on the progress on increasing the participation of women in decision-making</u>

The women's movement in Fiji has played a significant role in shaping the country's political history (anti-nuclear movement, peace vigils). Reflecting the acknowledgement in the Women's Plan of Action 1999-2008 that there is a need for gender balanced decision-making, in the 2006 elections all major political parties made commitments to set aside a significant percentage of seats for women. Other initiatives that seek to promote women's leadership include: the Bottom up Governance Leadership Program (a Pacific region program including Fiji) by the Foundation for Development Cooperation funded by the United Nations Democracy Fund (UNDEF) other partners include University of the South Pacific and TorqAID and UNIFEM's Women in Politics programme.

Remaining Challenges

The need to have women's voices heard in the formal spaces and not just informal ones emerged as a critical issue for women's participation in decision making. Part of the challenge in accessing formal spaces is capacity to understand how those spaces work and having the skills to work in those spaces. While there is a need for women's access to formal spaces, their participation in these spaces is often buttressed by dialogues and discussions that take place outside formal

spaces. There is need for a **dialogue space** where non-political leaders, including women, with different (often opposing) political views can discuss critical issues. There is also a need for encouraging a dialogue that seeks to bridge and **heal the fissures** within the **women's movement**.

Promoting **young women's leadership** is another priority**.** This perception that

> **BOX 10: Recommended Actions**
>
> - Provide resources and financial support to Dialogue Fiji;
> - Assist Dialogue Fiji in its aim to start developing a national reconciliation commission; and
> - Provide support for discussions around a national truth/reconciliation commission.
> - Facilitate a 'transparent and honest dialogue' which aims to begin the process of healing the divisions within the women's movement, and is facilitated by someone who is respected and trusted by a wide range of women's organisations.

young women lack the space to build and demonstrate their capacity for leadership and hence remain an untapped potential is reiterated many organisations.

> **BOX 11: Recommended Actions**
>
> - Continue to support initiatives that build young women's leadership capacities; and
> - Integrate a young women's programme as a component of any project focusing on increasing women's participation in decision-making;
> - Provide resources and financial support to young women to attend national, regional and international dialogues. For instance, support the Fiji Women's Rights Movement to attend the UPR processes (Universal Periodic Report Review);

BOX 11 (contd): Recommended Actions

- Set up (or build into an existing programme) a mentoring project for young women – a Future Leaders Programme with three inter-related components: training, mentoring and networking; and
- Insist that organisations receiving funding from AusAID and other key donors must demonstrate succession planning which includes a young women's leadership component.

It is widely acknowledged that something needs to be done to promote women's political participation. The manifestos of political parties emphasise the need increase the number of women members of parliament, however, they have little to say about how they plan to accomplish this goal.

BOX 12: Recommended Actions

- Strongly advocate and support initiatives calling for an affirmative action policy for women in both houses of Parliament;
- Fund initiatives that build the capacity of women (and provide ongoing support) to fulfill their role once elected to office;
- Strongly advocate and support initiatives to develop a special fund to support women candidates to cover the costs of campaigning;
- Support women's organisations to work with political parties to develop concrete plans to build a pool of women candidates;
- Support civic education campaigns and programs for women;
- Fund/initiate an applied research project (in the Asia-Pacific Region) that focuses on unpacking best practices in engaging men in promoting gender equity; and
- Support women's organisations to work with political parties to unpack and deconstruct ideas around culture, cultural practices and gender roles.

Snapshot of progress on engendering peace and security

'You can't have security if women are not given equal rights'.
(Member Pacific Conference of Churches)

Engendering peace and security is seen as simultaneously a bottom-up and top-down process at the heart of which lies transforming existing structures to address the root causes of conflict. The key focus in Fiji has been bridging the bottom up and top down processes so that they work in tandem. The contribution made by the WPS Fiji CC and the National Council of Women Fiji to the National Security and Defence Review in 2003 is an excellent illustration of best practice in engaging with security sector reforms. In their submission women's organisations raised critical issues regarding the manner in which the review had been conducted, who had been consulted, issues that were identified as security threats and the manner in which 1325 was being incorporated into the review and reform process.[12]

Remaining Challenges

Although peace and civic education have been recognised as a need and a tool to prevent conflict, persuading significant government stakeholders, accessing funding and building the capacity of trainers has proved to be big challenges

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BOX 13: Recommended Actions

- Build an inventory of curriculum and training materials on peace education; and
- Provide funding for projects that seek to adapt the above materials for the Fijian context.

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[12] Rolls Sharon Bhagwan (2009) Gender and security sector reform: Existing Good Practice in Gender and Security Sector Oversight Paper for the United Nations Development Programme (UNDP) Pacific Centre
Pacific Islands Forum Secretariat (PIFS)

Linking the work of women's organisations with formal decision-making spaces needs to be given priority. This requires strategic thinking and planning

> **BOX 14: Recommended Actions**
>
> - Build the capacity of women's organisations to understand how formal decision-making processes work;
> - Dedicate funds to facilitate the participation of women's organisations in consultations/dialogues;
> - Promote and advocate for the implementation of recommendations listed in the outcomes document following the 2006 Gender, Conflict Peace and Security Regional Workshop; and
> - Support initiatives that enable civil society to better engage with the media.

Project –based funding for initiatives that are by their very nature long-term in approach makes for ineffective use of donor funds and poor outcomes. It is important for donors to recognise that organisations have receive a significant amount of funding over a sustained period could act as gatekeepers (a) averse to partnering and (b) stifling smaller organisations.

> **BOX 15: Recommended Actions**
>
> - Adopt a programmatic view - establish a Women, Peace and Security Fund. Initiate a consultative process with women's organisations to: (a) identify priority areas; and (b) identify potential collaborations between organisations; and
> - Create a balance between responsive, strategic and project-based funding.

There is an urgent need to support **links between local and regional mechanisms.**

Case Study: Sri Lanka

'We make a distinction between post-war and post-conflict. We can say that the armed conflict between the Sri Lankan Army and the LTTE is over. So in that sense we are in a post-war scenario. But that doesn't mean we are in a post-conflict context. Conflict still exists and will continue to exist until we can make sure that human rights are not violated'.

(Member, National Peace Council of Sri Lanka)

Conflict and gendered experiences of insecurity

The conflict in Sri Lanka dates back to 1980s. It is difficult to put a figure to the number of people who have been impacted by this conflict. While most casualties have been men, as survivors, women and children have been left to deal with the death, abduction of male family members, displacement, loss of livelihoods, restrictions on mobility as well as sexual violence and abuse.

Implementation of UNSCR 1325
While there is no national action plan, according to NGOs, issues raised in UNSCR 1325 are to be incorporated into the 'Women and Conflict' section in the national government's five-year NAP for women but the progress is unclear.

Snapshot of progress in Protecting women and girls from violence

> *'The biggest challenge facing us is the attitude of the police and other law enforcement people (like the judiciary)'.*

<div align="right">(Women's rights advocate)</div>

The focus in the recent years has been on facilitating women's access to justice through amendments to the penal code, strengthening Women and Children's Desks in police stations and pilot projects to establish gender-based violence centres in hospitals.

Remaining Challenges

There are significant gaps in the amendments made to the penal code and in some instances there is a lack of consistency. Structural and institutional barriers to accessing justice such as inadequate resourcing of the Women and Children's Desks set up in police stations, and the adversarial nature of the legal system which is hostile to women, make it difficult for women to access justice. This difficulty is compounded by the lack of awareness among women regarding their rights and the lack of comprehensive data on the extent and nature of the problem with respect to violent acts committed against women. Finally, the psychological impact of conflict is not being addressed adequately.

BOX 17: Recommended Actions

- Support and build the capacity of women's and legal aid organisations to better advocate for legal reforms commitments;
- Support programs on raising awareness on women's rights;
- Institute a comprehensive justice sector reform project which adopts a holistic approach to protection addressing critical procedural, attitudinal and capacity issues;
- Support the initiation of a sustainable data collection project which brings together relevant stakeholders with the aim of building a national database on violence against women;

> **BOX 17 (contd): Recommended Actions**
>
> - Support the development of a mental health and well-being programme for women and girls with a special focus on the North and East;
> - Build the capacity of organisations like Women in Need and Survivors Associated; and
> - Support and advocate for the establishment of multi-disciplinary women's crisis centres.

Snapshot of progress on ensuring gender perspectives in peacekeeping

Women's groups have been campaigning, since the early 1980s, for a negotiated political solution (e.g. Women's Peace Memorandum). The Sub Committee for Gender Issues (SGI) was established as part of Sri Lanka Monitoring Mission (SLMM) and is often cited as an example of integrating gender into a peacekeeping mission. More recently, the Institute for Human Rights, Sri Lanka, conducted basic training for the Sri Lanka armed forces on international protocols on women and children in armed conflict, conflict resolution and conflict resolution mechanisms.

Remaining Challenges

Many women's groups point out that there is a need to end impunity and to enable women to play an active role in peacekeeping.

> **BOX 18: Recommended Actions**
>
> - Strongly advocate for the inclusion of women on the Commission on the Lessons Learnt and Reconciliation;
> - Support women's organisations and women's legal aid organisations to draft gender-sensitive terms of reference for the Commission and advocate the exclusion of amnesty to those who have committed acts of violence against women;
> - Support organisations advocating the inclusion of women in UN peacekeeping missions; and
> - Support and fund organisations to work in partnership with the Women's Corp to build the latter's understanding of issues relating to women, peace and security.

Snapshot of progress on increasing participation of women in decision-making

'There is a consciousness about the fact that women need to be better represented in the larger political process'.

(Member National Peace Council of Sri Lanka)

Many NGOs are actively advocating an affirmative action policy (30 per cent quota for women) to promote women's political participation. This is supported by training and capacity-building projects on women's leadership for grassroot level women and by a media advocacy strategy focusing on low level of women's representation in decision-making.

Remaining Challenges

Most women's organisations cite the lack of financial resources to contest elections and the lack of political will to push for an affirmative action policy as reasons behind the low participation of women in decision-making. In addition, violence in politics and the lack of support for women candidates compounds the problem.

BOX 19: Recommended Actions

- Partner and support women's organisations to set up a non-partisan Election Fund for prospective women candidates;
- Support and fund projects that focus on building the capacity of women and their organisations to advocate an affirmative action policy;
- Support and fund women's organisations to work with political parties to nominate women candidates, establish transparent and accountable nomination procedures;
- Develop targeted and culturally-sensitive training and capacity— building programs that focus on building practical skills;
- Support women's groups to lobby the government to ensure the implementation of effective measures to prevent and control election related violence,
- Develop targeted civic education programs on governance and democracy; and
- Create space for young women's leadership.

Snapshot of progress on Engendering Peace and Security

> *'Peace means more than just the absence of war. You can't have peace without security which is more than just physical security, it's also about things like food and the future'.*

(A Women's rights advocate)

Attempts to engender peace and security include the establishment of the Secretariat for Coordinating the Peace Process, peace education programs for adults and children run by several NGOS, inter-racial dialogues that have been supported by many donor agencies and capacity-building efforts encouraging women to negotiate peace and challenge dominant war discourse. In addition, many NGOs are focussing on issues related to the reintegration and resetllement of internally displaced persons (IDP) - men, women and children.

Remaining Challenges

The proliferation of small arms has resulted in increased violence in communities with women being specifically targeted. The lack of a clear direction and coordination between multiple stakeholders with respect to Security Sector Reform (SSR) and Disarmament, Demobilisation and Reintegration (DDR) has resulted in critical issues such as those affecting IDPs and refugees being left unaddressed.

BOX 20: Recommended Actions
- Support women's organisations to work with the Police in developing community-based initiatives aimed at controlling the proliferation of small arms;
- Support a national forum for women's organisations to share their knowledge and experience of working on peace and security;
- Continue to support women's organisations to develop effective messages on reconciliation through projects such as 'Voices for Reconciliation' and explore platforms offered by online technologies;
- Support women's organisations to continue holding community dialogues cultural exchange programs and awareness campaigns on reconciliation;

BOX 20 (contd): Recommended Actions

- Support the development of gender-sensitive peace education programs at all levels;
- Support women's organisations to advocate for increased participation of IDP women in reconciliation efforts;
- Initiate a collaborative applied research project on using women's narratives to better inform policy and projects on the resettlement and reintegration of IDP and refugees;
- Be cognizant that gender analysis is not just about sex disaggregated data, as looking at intersectionality and other social factors and locations is equally significant; indeed, the most important question in gender analysis should be – **which men and women, boys and girls are we talking about?**;
- Support women's organisations to advocate for gender-responsive reconstruction programs that includes education, training and employment for female ex/combatants;
- Support women's organisations to develop community sensitisation programs to enable the reintegration of female combatants into civilian life;
- Support a forum that brings together women's organisations to strategise on how they can respond to militarisation;
- Adopt a programmatic view - establish a Women, Peace and Security Fund. Initiate a consultative process with women's organisations to: (a) identify priority areas; and (b) identify potential collaborations between organisations; and
- Create a balance between responsive, strategic and project-based funding.

Conclusion: Lessons Learned

There is wisdom in offering the advice that donor agencies should decide whether to work:

- *'Around conflict* - since conflict is disruptive, cease donor aid work in the area until stability is restored, but continue with diplomatic actions to bring about peace;
- *In conflict* - recognise conflict-related risks and ensure that donor aid does no harm;
- *On Conflict* - recognise the link between development and conflict and ensure that all donor aid programs have an explicit focus on preventing and mitigating conflict through a broad-based human security approach'.[13]

Contextual analysis is important - '*understanding*' is as important as '*doing.*'
In undertaking contextual analysis, avoid: (a) exclusively using a narrow group of informants usually based in capital cities who speak English and have received funding in the past from donors; and (b) working in isolation from other donors, international NGOs and multilateral organizations.

Adopt a human security approach
Implementing UNSCR 1325 is not exclusively a women's issue, but a human security issue that requires **leadership from both women and men**. Implementation and leadership requires developing a system-wide, coherent policy on women, peace and security that links in with gender equality frameworks (CEDAW, Beijing Platform for Action, MDGs) and ensures greater coordination across all sectors.

Develop multi-disciplinary teams to inform donor policy on human security.
Since there is a complex web of factors and triggers for conflict, bringing diverse stakeholders to the table will provide nuanced inputs for policy decisions.

Investing in cross-learning initiatives, building and supporting local, national and regional networks are important.

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[13] Goodhand, Jonathan and Atkinson, Philippa (2001) *Conflict and Aid: Enhancing the Peacebuilding Impact of International Engagement A Synthesis of Findings from Afghanistan, Liberia and Sri Lanka*, 7. Online http://www.conflictsensitivity.org/node/20

Such programs not only contribute to sustainability, but allow for the development of dynamic systems that can track conflict over time, identifying patterns and trends.

Flexible funding modalities are needed
Strive for greater balance between:

- *responsive* (support for one-off, or niche activities, well-suited for testing, developing or piloting new or innovative approaches);
- *strategic* (programmatic view that takes a longer term view, including core funding for organisations); and
- *project-based* funding.

Customising policy and funding to suit the context demonstrates equity—not everyone needs to be treated the same.

Accountability mechanisms across all levels must be established
The accountability mechanisms for UNSCR 1325, 1820, 1888 and 1889 are sorely lacking. While the UN Secretary-General's indicators are a step in the right direction, and UNIFEM is analysing the indicators further, these MUST be adapted to the local context if they are to be meaningful. Look beyond static indicators and constraining log frames as monitoring and evaluation tools. Explore the use of alternative ways of collecting information on progress and challenges. Donors should open themselves up for assessment as well from government and non-government partners.

Think more strategically about capacity-building
There is no clear accepted definition of what constitutes capacity-building. However, everyone agrees that it is more than just training. A pragmatic approach is to ask:

- What capabilities are need to make a meaningful contribution and why?
- What is the state and effectiveness of current capabilities?
- What capabilities do we need to improve and what is the most effective way to improve them?[14]

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[14] Morgan, Peter (2006) 'The Concept of Capacity, European Centre for Development and Policy Management', Online http://www.ecdpm.org

Work in partnership with diverse stakeholders to answer the above questions.

Resourcing is an important issue
Provide resources for women, peace and security work. Ensure that an Australian national action plan has an adequate budget, resources and staff. Leadership of organisations, departments, divisions and entities need to step up and take responsibility for the incorporation of gender issues on women, peace and security into policies and programs, not dump this responsibility onto small under-resourced gender units.

Continue to emphasise the link between sexual violence and insecurity BUT remember that UNSCR 1325 is also about peacebuilding.
Many official political statements on 1325 within Australia and internationally emphasise the link between sexual violence and the broader conflict. This is important, but there is an urgent need to connect this link to peacebuilding activities in resolving conflict and in preventing violence.

Be aware that donor funding can create gatekeepers or new power dynamics.
However unintentional, sustained funding to a few organisations creates gatekeepers or new local elites who may stifle innovation, prevent smaller organisations from accessing funding, or become proprietary over issues.

A women, peace and security research and advocacy group
Drawing on the expertise of academics and existing organisations working on women, peace and security issues in the region, establish a research and advocacy group along the lines of the Gender Action for Peace and Security UK (GAPS)[15] to serve as a resource and support to policymakers and practitioners engaged in promoting peace and security within Australia and the region.

UNSCR 1325 Champions
Invest in building political will to implement UNSCR 1325. This means encouraging high profile men to champion the urgency of addressing women's peace and

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[15] http://www.gaps-uk.org/

security as a **security issue**. To do this, policies need to speak a language that resonates with men and women and that is culturally adaptable to a wide variety of people.

Enabling women's effective participation in decision-making and peace processes involves more than just capacity-building

Equal and effective participation requires reforms to create an enabling environment that supports the participation of all women from different cultural, social, economic and geographic backgrounds. It is not only about equal representation, but **effective participation**: ensuring that women are able to fulfill their roles well once they are in decision-making positions.

Inter-departmental working groups and task forces on gender and peacekeeping are necessary

Following the Austrian model, in the interests of cohesion, shared responsibility and ownership, inter-departmental working groups and taskforces which include civil society members/organisations should be tasked with:

- developing an Australian national action plan on 1325;
- developing a national policy on the recruitment and deployment of women that includes numerical targets;
- developing a pre-deployment training plan based on a fundamental review of existing training approaches;
- ensuring that national policies guiding participation in peacekeeping are gender-responsive;
- engaging in public, as well as intra-governmental, dialogue on 1325 and peacekeeping, to start the process of transforming the language of peacekeeping to incorporate human security; and
- monitoring and evaluation of integrating gender in peacekeeping.

WEB-BASED RESOURCES ON 1325 (used for this project)

- **Women Watch**: *Information and Resources on Gender Equality and Empowerment of Women*. This is the central gateway to information and resources on promoting gender equality and empowerment through UN

system. This includes Inter-Agency Task Force on Women, Peace and Security (2006) Inventory of *United Nations Resources on Women, Peace and Security,* New York: Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI).

www.un.org/womenwatch/osagi/

This inventory and the electronic version of most of the resources are available on the website. It has sections on: (DDR); Gender--based violence; Humanitarian response; Peace Operations.

 www.un.org/womenwatch/feature/wps

- **PeaceWomen**: This is the site of Women's International League for Peace and Freedom (WILPF) and monitors the implementation of 1325.

www.peacewomen.org/

- **WomenWarPeace** is the UNIFEM portal on women, peace and security. It seeks to consolidate data on the impact of armed conflict on women and girls.

www.womenwarpeace.org/

- **UN-INSTRAW** (UN international Research and Training Institute for the Advancement of Women.) The Gender, Peace and Security section seeks to do promote: the implementation of 1325; the inclusion of a gender perspective in all SSR processes; and more effective gender training and capacity-building for SS personnel.

www.un-instraw.org/en/gps/general/gender-peace-and-security.html.

- **Women, Peace and Security** is an NGO Working Group strategically positioned in New York. Its partnership members include Amnesty International; Consortium on Gender, Security and Human Rights; Femmes Africa Solidarité; Global Action to Prevent War; Global Justice Centre; Hague Appeal for Peace; Human Rights Watch; International Action network on Small Arms; International Alert; International Rescue Committee; International Women's Program at the Open Society Institute;

International Women's Tribune Centre; United Methodist Women's Division; Women's Refugee Commission; Women's Action for New Directions; Women's International League for Peace and Freedom www.womenpeacesecurity.org

Web-Based Publications on <u>Women, Peace and Security</u> of particular significance to this project include:

- INSTRAW (2005) *Women and Armed Conflict: New Challenges. Beijing at 10: Pushing Policy into Practice*. This provides a global review of the implementation of the Beijing Platform for Action, highlights could practices, priority areas and recommendations for future action.

    www.un-instraw.org/en/images/stories/Beijing/womenandarmedconflict.pdf

- UNIFEM (2004) *Women, Peace and Security: UNIFEM supporting implementation of Security Council Resolution 1325.* This resource highlights UNIFEM's programs and advocacy on women peace and security in translating 1325, Beijing Platform for Action and CEDAW into action.

    www.womenwarpeace.org/supporting1325.pdf

- ACCORD and UNIFEM (2003) *Conflict Trends: Women, Peace and Security.* In analysing why women are at risk in conflict and highlighting achievements in mainstreaming gender perspectives at decision-making levels, this resource explains setbacks in post-conflict recovery dewy cheeked the exclusion of women from peace processes.

    www.accord.org.za/ct/2003-3.htm

- United Nations, Secretary-General (2002) *Women, Peace and Security: Study submitted to be Secretary-General pursuant to Security Council resolution 1325.* This review of gender perspectives in peace processes and operations includes recommendations for concrete actions that build on resolution 1325.

    www.un.org/womenwatch/daw/public/eWPS.pdf

- UNIFEM (2002) *Women, War, Peace: The Independent Experts' Assessment*. In focusing on voices of women in conflict areas and their experiences in building peace, this document explains why women need to play a central part in peace negotiations and reconstruction and offers key recommendations to protect and empower women.

  www.unifem.org/resources/item_detail.php?ProductID-17

Web-Based Publications on <u>Peace negotiations</u> of particular significance to this project include:

- UNIFEM (2005) *Securing the Peace: Guiding the International Community Towards Women's Effective Participation throughout Peace Processes*. This document provides concrete recommendations to: 1/ support women's effective participation at all stages of a peace process; 2/ promote gender-sensitive peace negotiations and agreements; and 3/ encourage the mainstreaming of a gender perspective throughout the implementation of peace accords.

  www.womenwarpeace.org/issues/peaceprocess/Securing_the_Peace.pdf

Web-Based Publications on <u>Post-Conflict reconstruction</u> of particular significance to this project include:

- DAW, UNICEF, UNDP, UNFPA, UNIFEM (2005) *Resource Guide for Gender Theme Groups.* This document provides practical guidance to UN groups on incorporating gender equality and women's empowerment issues, including work on MDGs.

  www.unifem.org/resources/item-detail.php?ProductID=32

- ILO (2003) *Gender in crisis response: A Guide to the Gender-Poverty-Employment Link*. Specific recommendations to integrate gender analysis in to the design, implementation, monitoring and evaluation of post-crisis employment projects are made.

www.ilo.org/public/english/employment/reconc/crisis/downlaod/gender3.pdf

- UNDP (2002) *Gender Approaches in Conflict and Post-Conflict Situations*. The emphasis on mainstreaming a gender perspective in recovery activities looks at challenges and opportunities for women's human rights and gender equality in institutional framework.

  www.undp.org/women/docs/gendermanualfinalBCPR.pdf

- Gender Action for Peace and Security (GAPS) (2009) *Global Monitoring Checklist on Women, Peace and Security*, London: GAPS. GAPS is a research and advocacy organisation that seeks to bridge gaps between the realities of women's lives in conflict and post-conflict regions and those UK decision-makers and practitioners who work on peace and security. GAPS takes practical examples of women's contribution to peace and reconstruction and offers strategic ways to implement UNSCR 1325.

  Their 'Global Monitoring Checklist on Women, Peace and security' is a pilot project that collates information on implementing UN SCR 1325. The checklist examines 5 'conflict countries where the UK government is engaged through domestic policy, direct military action, peace building or humanitarian and development assistance' (GAPS 2009:11), namely Afghanistan, the DRC, Nepal, Northern Ireland and Sri Lanka. www.gaps.uk.org