

---

**DESIGNING AN ACTION PLAN TO GUIDE IMPLEMENTATION OF UN SECURITY COUNCIL  
RESOLUTION 1325 IN THE DEPARTMENT OF PEACEKEEPING OPERATIONS**

---

***Background:***

Since the adoption of UN Security Council Resolution 1325 on Women, Peace and Security, DPKO has made some positive strides towards the incorporation of gender perspectives in peacekeeping operations. Nevertheless, there is still significant work to be done, particularly in terms of equipping staff with the conceptual and practical knowledge and tools to fully integrate gender perspectives into their peacekeeping functions.

In 2004, the Security Council requested that all UN entities develop action plans for the implementation of Resolution 1325, and to present a UN System-wide Action Plan to the Council in October 2005. This request was also echoed by the Special Committee on Peacekeeping in February 2005. The recently-adopted gender policy statement of DPKO's Under-Secretary General underlines the development of an Action Plan as one of the important components of the Department's overall programme strategy for mainstreaming gender in peacekeeping operations.

***Objective:***

The Action Plan will outline a detailed work programme for individual Offices of DPKO, which will be consolidated into a Department-wide programme, with clear objectives, activities, goals and targets for mainstreaming gender in all functional areas of peacekeeping, in accordance with the provisions of SCR 1325.

***Progress to date:***

Under the coordination of DPKO's Gender Advisor, and in collaboration with OHRM and the Office of the Special Advisor on Gender Equality and the Advancement of Women, the services of three experienced gender consultants have been contracted to facilitate the process for designing the Action Plan.

In May 2005, initial discussions between DPKO's Gender Advisor and the different Offices of the Department were undertaken in order to review the overall programme objectives, and the process and criteria for the selection of staff who would participate in this process. It was concluded that staff from all functions and all levels, including senior management, will participate in the workshops. On June 23<sup>rd</sup>, the USG's Gender Policy Statement was formally presented by the Gender Advisor to DPKO staff in a Town Hall meeting. Recently, a week-long needs-assessment process was undertaken, during which the 3 consultants selected to work with the Gender Advisor met with DPKO staff individually and in groups. The needs assessment served as an opportunity for the consultants to review the gender dimension of DPKO's work, as well as to identify resources and information that will best support staff efforts to integrate the mandate of SCR1325 into their work.

***Next Steps:***

This autumn will see the organisation of five 2-day workshops for staff of the Department, which will be designed to respond to the gaps identified through the needs assessment phase, and tailored to the specific functions and needs of each Office. A pilot workshop will be held in advance of the five workshops in order to fine-tune the content and the structure of the subsequent workshops. As an outcome of the workshops, each office will elaborate a work plan for implementation of SCR 1325, which will feed into the broader Action Plan.

***Outcomes:***

The work plans of each individual office will be consolidated and finalized into a Departmental Action Plan. The implementation and follow up of the Action Plan will be closely monitored and evaluated by the Department's Gender Unit. The individual office's efforts to reach the goals and targets set forth in the Action Plan, will be monitored and evaluated as part of the regular follow up and reporting on SCR 1325.