



NORWEGIAN MINISTRY  
OF FOREIGN AFFAIRS

Action Plan  
March 2006

## The Norwegian Government's Action Plan for the Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security




## Policy declaration

In its policy platform, the Government has committed itself to intensifying Norway's efforts to promote a more just world. The implementation of UN Security Council Resolution 1325 (2000) on women, peace and security is part of this commitment. This action plan has been drawn up by the Ministry of Foreign Affairs, the Ministry of Defence, the Ministry of Justice and the Police and the Ministry of Children and Equality. It is part of our endeavour to promote global security, peace and justice. The Government will intensify its efforts both to increase women's participation in civil and military peace operations, peacemaking and peace-building, and to enhance the protection of the human rights of women in conflict areas. Norway will pursue a policy that promotes gender equality at home and in a global context.



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## Introduction

In October 2000, the UN Security Council adopted Resolution 1325 on women, peace and security (hereinafter Resolution 1325). This was the first time in the UN's history that the Security Council adopted a resolution on issues concerning women's roles and experiences in armed conflicts. A characteristic of most of today's conflicts is that the civilian population is the object of widespread and systematic attacks. Women and children constitute a majority of the civilian population, and are therefore particularly affected. At the same time, an increasing number of women and girls are participating as combatants, either voluntarily or involuntarily. Despite this, women's experiences in conflict situations are marginalised to an unacceptable degree, and their roles and contributions to conflict resolution overlooked. Today, women are often not included in forums where decisions concerning peace and security are made, whether at local, national or international level.

The mandates of peace operations have expanded and changed. Conflict prevention, crisis management and post-conflict reconstruction, as well as the establishment of rights-based governance and implementation of humanitarian and human rights norms are all elements of most peace operations today. Resolution 1325 deals with these elements from a gender perspective. War and conflict affect women, men, boys and girls in different ways. A gender perspective must be applied in order to recognise the equal rights and human dignity of all people. Peace, democracy and development can only be sustained if people's experience, knowledge and resources are utilised and their needs are safeguarded, regardless of gender.

As women's participation is necessary for securing lasting peace, Resolution 1325 recognises the need for women to participate on equal terms with men, at all levels and in all roles, to promote peace and security.

The responsibility for implementing Resolution 1325 rests largely with UN Member States, through measures at national level, through contributions to the UN's efforts to promote peace and security, and through bilateral peace initiatives in countries affected by conflict. Through this action plan we will strengthen, coordinate and systematise Norwegian efforts to promote international peace,



Left: Norwegian soldiers preparing for a transport operation in Kabul. There is an urgent need to recruit more women peacekeepers, for example in order to facilitate dialogue with the civilian population.

Right: A group of Afghan women with their school books. Norway will support measures that safeguard women's rights, needs and priorities in post-conflict situations.

Photos: Torgeir Haugaard (left) and Bente Bjercke (right).

security and democracy. We will work for the increased participation and representation of women in local and international peace-building processes. We will seek to increase the recruitment of women to peace operations run by international organisations such as the UN, NATO, the EU and the OSCE. We will intensify our efforts to safeguard women's right to protection in conflict situations. The Government will cooperate with national and international NGOs in implementing these important objectives.

The action plan will be a living document. It marks the beginning of a process, and will be revised regularly in cooperation with relevant national authorities and other interested actors.

### International efforts and peace operations

Resolution 1325 "urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management and resolution of conflict". Member States are also requested to incorporate "training guidelines and materials on the protection, rights

and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peacebuilding measures" into "their national training programmes for military and civilian police personnel in preparation for deployment".

In these areas, the Government will give priority to the following measures:

### National measures

#### Representation, participation and recruitment

- Norway will, in cooperation with other countries, work actively to ensure that Resolution 1325 is followed up in all relevant international forums, including the UN, NATO, the Organisation for Security and Co-operation in Europe (OSCE), the European Union (EU) and the African Union (AU).
- The proportion of women in the armed forces and the police will be increased. The responsibility for this lies with the leaders directly responsible for recruitment.
- At least 25 per cent of the students attending military officer training schools will be women.
- From 2006, women will be invited to enlist for national service on a voluntary basis.
- More women will be recruited for civilian positions in peace operations.
- The Norwegian Police University College will continue its successful efforts to recruit more women students for basic training (women students made up 37 per cent of the autumn 2005 intake).
- The Ministry of Justice and the Police has a particular responsibility for recruiting women to the Crisis Response Pool, which includes personnel from the entire judicial system.
- Measures to promote Norwegian women leaders as candidates for international military and civilian positions will be implemented in relevant ministries.
- Norway will compile a list of potential Norwegian women candidates for positions in international organisations.

#### Training and education

- The Ministry of Defence and the Ministry of Justice and the Police will give the Norwegian Police University College and Norwegian military schools and training institutions the task of integrating

issues related to women, peace and security into basic and specialised training programmes.

- Before deployment on international operations, Norwegian personnel will be trained to deal with mission-specific situations. The Ministry of Defence and the Ministry of Justice and the Police will be responsible for ensuring that personnel receive such training. Training will include an introduction to the UN Codes of Conduct and the NATO Policy on Combating Trafficking in Human Beings.
- All Norwegian personnel will also receive instruction in international law, particularly in international humanitarian law and international human rights, including those related to gender-based violence, sexual violence and trafficking in human beings.
- Personnel in the Crisis Response Pool, the Emergency Preparedness Forces (NORSTAFF) and the Norwegian Resource Bank for Democracy and Human Rights (NORDEM) will also be included in training and awareness-raising on gender issues and Resolution 1325. The Ministry of Justice and the Police and the Ministry of Foreign Affairs have a particular responsibility for implementation in this area.
- The quality and content of existing training materials are to be reviewed to ensure that they are in accordance with Resolution 1325.
- Gender perspectives must be integrated into all exercises for international missions.
- The Ministry of Defence and the Norwegian armed forces must integrate gender perspectives into the planning of all international activities, including all operational plans for international operations.

#### NGOs

- NGOs will be required, where relevant, to integrate gender perspectives into their projects, programme applications and reporting in order to be eligible for funding from the Ministry of Foreign Affairs/ the Norwegian Agency for Development Cooperation (Norad). This can be done, for example, by reporting on cooperation with local women's networks and organisations.
- The Ministry of Foreign Affairs/Norad will attach particular importance to NGOs' efforts to recruit more women to international positions, and to training of the NGOs' own personnel on issues relevant to Resolution 1325.
- NGOs working on projects funded by the Ministry of Foreign Affairs/ Norad should develop their own codes of conduct for their employees.

## Multilateral cooperation (the UN system, NATO, OSCE, EU and AU)

### Representation, participation and recruitment

#### The UN

- Norway will, as a member of the governing bodies of the UN and other multilateral organisations, seek to ensure that the organisations themselves integrate a more comprehensive and active approach to gender justice and gender equality into all their activities and allocate resources for this purpose.
- Norway will seek to ensure that all relevant Security Council resolutions and mandates for peace operations clearly specify how the various measures affect both women and men. Norway will also seek to ensure that women participate in all of the Security Council's missions, and that these missions establish a dialogue with local women and locally-based women's organisations.
- Reports of Security Council missions must include a gender perspective.
- Norway will seek to ensure that gender issues are incorporated more thoroughly and consistently into the Secretary-General's reports to the Security Council.
- Norway will support UN recruitment processes to ensure that more women are appointed to higher positions in peace operations, and will actively promote strong candidates for such positions. It is particularly important to appoint more women as Special Representatives of the Secretary-General (SRSG).
- Norway will continue to support the gender advisers at the UN Department of Peacekeeping Operations (DPKO) and seek to ensure that issues relating to gender and conflict are better integrated into the DPKO's working routines, training programmes and recruitment efforts.
- Norway will work to increase the number of gender advisers, and to ensure stronger and more integrated gender units in UN field operations, including in management positions. Norway will seek to ensure that these positions are financed through the regular budgets.
- Norway will seek to ensure that a gender perspective is taken into account in the UN's integrated missions.
- Norway will actively support the DPKO's efforts to mobilise police resources for peace operations. There is a particular





*Dialogue with women in conflict areas is essential for gaining a complete picture of the situation.  
UN Secretary-General Kofi Annan in conversation with internally displaced persons in a camp in Sudan.*

need for women police investigators who are trained to handle sensitive information about sexual abuse. There is also a need for personnel who have experience in investigating sexual abuse and gender-based violence in war and armed conflict.

#### NATO

- Norway will seek to increase the proportion of women participating in NATO-led peace-support operations, particularly in areas where this is important because of local religious and cultural factors.
- Norway will seek to ensure that the NATO Policy on Combating Trafficking in Human Beings is fully implemented in all Member States and Partner States.

#### The OSCE

- Norway will seek to increase the number of women participating in missions of the OSCE.
- Norway will maintain its strong engagement in efforts to integrate a gender perspective into the work of the OSCE.
- Norway will seek to ensure that the Member States follow up the resolution adopted at the Ministerial Council in Ljubljana in 2005, which prohibits OSCE personnel from becoming involved in activities that could promote trafficking in human beings.

#### The EU

- Norway will, in its relations with the EU Presidency and the individual EU Member States, stress the importance of integrating a gender perspective into all aspects of crisis management operations.
- Norway will seek to ensure that Norwegian participation in crisis management operations led by the EU contributes to the implementation of Resolution 1325.

#### The AU

- Norway will support the AU Secretariat in building its competence as regards the implementation of Resolution 1325. In cooperation with the AU's security policy mechanisms, Norway will support the integration of gender perspectives into all measures and documents. This will be particularly important in the efforts to establish the African Standby Force (ASF).

## Training and education

### The UN

- Norway will promote the integration of women's legal rights into the criminal justice system through the training of judges, prosecutors, lawyers and other judicial personnel involved in UN operations.

### NATO:

- Norway will seek to ensure that NATO's efforts to combat trafficking in human beings are continued and intensified, with particular emphasis on operational measures in the field. This will be important in relation to Member States and Partner States that have insufficient national legislation on trafficking in human beings.
- Norway will actively follow up NATO's decision that all personnel (civil and military) in NATO-led operations must have completed relevant training and an awareness-raising programme on the subject of trafficking in human beings. This applies particularly to the Alliance's training modules on combating trafficking in human beings.

### The OSCE

- Through the Office for Democratic Institutions and Human Rights (ODIHR) and the OSCE missions, Norway will promote projects in countries in the OSCE area to improve women's competence and enhance their opportunities to participate in peace efforts. Norway has particular expertise in institution building within the judicial sector.

### The AU

- The Ministry of Foreign Affairs will strengthen the integration of a gender perspective into the activities of the Training for Peace programme relating to the training of African civilian personnel and police for deployment in AU peace operations.
- The Ministry of Foreign Affairs will seek to ensure that more women complete training through the Training for Peace programme with a view to ensuring a better recruitment basis among African women for AU peace operations.

## Conflict prevention, mediation, peacebuilding

Resolution 1325 reaffirms *“the important role of women in the prevention and resolution of conflicts and in peace-building, and [stresses] the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution”*.

Integration of a gender perspective into peace processes will strengthen women's political, economic and social participation and give them more control over their own lives. At the same time, women's participation will enhance the prospects of building a lasting, stable peace within a democratic framework.

Norway will seek to enhance women's opportunities for political participation and to ensure gender balance in the creation of state institutions, including in the justice and security sectors.

### National measures

- Norway will implement measures designed to encourage more women to be facilitators and mediators in peace and reconciliation processes, and will promote a more even gender balance among its own participants in peace and reconciliation processes.
- A gender perspective will be integrated into all instructions that are drawn up for delegations and committees.
- Norwegian personnel in peacekeeping contingents, field trips and other delegations that are involved before, during or after conflicts will comprise both women and men. A larger proportion of women is necessary, for example, in order to cooperate with and consult larger numbers of local women.
- Norway will ensure women's participation and integration of gender perspectives into measures and processes for religious dialogue at the national and the international level.
- The Ministry of Foreign Affairs will intensify its cooperation with research institutions that integrate gender perspectives into their work on peace and conflict resolution. Research institutions will be encouraged to give priority to gender in their programmes and projects.





*Voting in Afghanistan. Women's participation in political decision-making processes is an essential basis for democratic development. Photo: © Lana Slezic/Panos Pictures*

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### **Bilateral cooperation in peace and reconciliation processes**

- In cases where Norway is involved as a facilitator in negotiations, or is directly involved in peace processes, efforts will be made to increase the proportion of women in negotiating delegations and other activities in connection with such negotiations.
- Norway will give financial support to measures aimed at ensuring women's participation and representation in specific peace processes. In cases where women do not participate directly in peace negotiations, Norway will support special measures to ensure that women's rights, needs and priorities are safeguarded.
- Priority will be given to women's role as political actors in peace-building and democratisation efforts. Training will be provided on ways to secure women's democratic rights, including voting rights and equal opportunities to stand as candidates for public office.
- Measures will be implemented to involve local women, women's organisations and networks and any other groups where there

is a high proportion of women, in all areas of conflict prevention, conflict resolution and peacebuilding.

- Norway will maintain regular contact with locally-based women's groups and will support formal and informal meetings for women and their networks in conflict areas.
- Norway will put gender issues on the agenda when peace agreements are being drawn up, and will play an active role in ensuring that women's rights are specifically and effectively safeguarded in the implementation of these agreements.
- Norway will seek to ensure that women are represented in the monitoring mechanisms that are established in connection with various peace agreements.
- Norway will help to strengthen and build up the judicial sector in countries undergoing post-conflict reconstruction. In this context, priority will be given to measures to ensure that women have real, non-discriminatory access to the judicial system.

### **Multilateral cooperation**

The UN system

- Norway will seek to ensure that a gender perspective is integrated into all aspects of the UN Peacebuilding Commission's work, and that the need for continuity in the transition from military to political operations is met.
- Norway will propose a review of the organisation of gender and gender-equality issues in the UN, and suggest that this review should become part of the discussion on reform of the UN's operational activities.
- Norway will support UN efforts to develop a more systematic method of consulting local women leaders and local women's networks and organisations at an early stage of peace processes.
- Norway will support local UN measures to increase women's representation in nomination processes for elections at all levels.
- Norway will work actively to strengthen implementation of Resolution 1325 in UN special agencies, funds and programmes, for example by supporting training and awareness-raising measures.
- Norway will establish a close dialogue with the UN Development Programme (UNDP) on Resolution 1325, both bilaterally and through the donor group Friends of the Bureau for Conflict Prevention and Recovery (BCPR).



A UN representative in conversation with colleagues in the field. There are very few women in high-level positions in UN peace operations. Photo: © Sven Torfinn/Panos Pictures

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- Norway will work actively through boards and trust funds to ensure that the World Bank gives higher priority to issues relating to gender and peacebuilding.
- Norway will seek to strengthen the position of the Group of Friends of Resolution 1325 and its work for more proactive and result-oriented measures.
- A gender perspective must be included in all disarmament, demobilisation and reintegration (DDR) measures that Norway is contributing to in countries emerging from conflict. This is to include cooperation with local women's networks and other local organisations in which women are represented. Such DDR measures must target both women who are combatants or former combatants and women who are otherwise affiliated with combatant groups. The position of women as next-of-kin and the closest social network of combatants must also be taken into consideration.
- Where Norway is involved in security sector reform and arms control measures, the difference between women and men in terms of vulnerability must be taken into consideration.



Left: Norway will help to strengthen and build up the judicial sector in countries undergoing post-conflict reconstruction. It is particularly important to ensure that women have access to the judicial system. Right: Combatants in Liberia. More and more women and girls are participating as combatants, either voluntarily or involuntarily.

Photos: © Giacomo Pirozzi/Panos Pictures (left) and © Teun Voeten/Panos Pictures (right)

#### NATO

- Norway will seek to ensure that the Alliance's support for security sector reform underpins the development of stable civil societies and safeguards the political, economic, and social rights of women and children.
- Norway will seek to ensure a clearer focus on gender issues in its dialogue with NATO Member States and Partner States.

#### The OSCE

- Norway will continue to actively promote the implementation of the OSCE Action Plan for the Promotion of Gender Equality, which at the last Ministerial Council was extended to include Resolution 1325.
- Norway will seek to ensure that women are included in the peace processes that are under way in a number of OSCE Member States in the Balkans and the Commonwealth of Independent States (CIS).



## Protection and human rights

Resolution 1325 requests “*all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, especially as civilians*”. The resolution further requests “*all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict*”. The resolution emphasises “*the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls*”.

Norway will seek to strengthen the focus on human rights protection in conflict and post-conflict situations and in peace processes. This applies particularly to protection of women and efforts to enhance their opportunities to participate actively in conflict prevention and peace processes.

### National measures

- The Ministry of Foreign Affairs, the Ministry of Defence and the Ministry of Justice and the Police will strengthen their organisational competence in regard to gender perspectives on human rights and armed conflict.
- The Government will continue its strict enforcement of guidelines and codes of conduct intended to prevent sexual exploitation and abuse by Norwegian personnel engaged in operations abroad.
- Norway will provide more training on the NATO Policy on Combating Trafficking in Human Beings and the UN’s zero tolerance policy for sexual exploitation and abuse before personnel are deployed on international operations. Any breaches will be reported and those responsible will be liable to prosecution and punishment under national legislation.

### Multilateral cooperation

- Norway will seek to ensure that the international community intervenes to prevent genocide, ethnic cleansing, and war crimes



*Women and children queuing for water. There is an urgent need to strengthen protection of refugees and internally displaced persons against abuse and violence. Photo: © Betty Press/Panos Pictures*

against humanity. International implementation of the principle of “responsibility to protect” requires special efforts to combat gender-based and sexual violence. Norway will therefore combat impunity for international crimes such as rape and other forms of gender-based and sexual violence.

- Norway will seek to safeguard women’s right to participation and their right to equal and non-discriminatory protection under the law. This will be done, for example, by supporting efforts to establish local, national and international mechanisms for human rights monitoring and protection.
- The rebuilding of judicial systems requires active efforts to promote women’s participation and to ensure that they in reality enjoy the same protection under the law as men. Norway will seek to ensure that gender perspectives are incorporated into rule of law initiatives during post-conflict reconstruction, and will intensify efforts to ensure the genuine implementation of the

principle of non-discrimination in such situations. Strengthening the willingness and capacity of the police and the judicial system to protect women is an important aspect of this work.

- Non-discrimination, women's rights and genuine participation are also central principles of transitional justice efforts, including post-conflict criminal justice accountability, vetting programmes and reconciliation initiatives. Norway will support initiatives that strengthen the position of women in transition phases and processes.
- Norway will support the zero tolerance policy of the UN Secretary-General in relation to sexual abuse committed by UN personnel, and will help to establish better internal controls with a view to developing more effective prevention measures, better investigation capacity and greater capacity for penal measures. This will include improving the UN's internal auditing in this area as well as working to ensure that troop-contributing countries commit themselves to prosecuting offenders.
- Norway will promote the implementation of the international rules for combating trafficking in human beings (the UN Palermo Protocol) both by troop-contributing countries and by countries hosting peacekeeping operations.
- Norway will work internationally to ensure that a gender perspective, efforts to combat abuse and efforts to combat trafficking in human beings are integrated into all operational plans for peacekeeping operations and peace agreements (cf. the NATO Policy on Combating Trafficking in Human Beings).
- Norway will actively follow up NATO's decision that all personnel (civilian and military) in NATO-led operations must have completed relevant training and an awareness-raising programme on the subject of trafficking in human beings.
- Norway will support projects in conflict areas that are designed to protect women and girls against sexual violence, including trafficking in human beings, and that assist in the rehabilitation and reintegration of victims of such violence.
- Norway will continue to support the work of the UN High Commissioner for Refugees (UNHCR) with refugees and internally displaced persons, especially measures to ensure that they are protected in camps, both from external threats and from internal violence in the camps, including domestic violence. Particular attention must be paid to measures to support traumatised women and girls.

- The ministries will strengthen their cooperation with research institutions that work on women's human rights and need for protection, and will encourage these institutions to give priority to gender perspectives in their programmes and projects.

## Follow-up, revision and cooperation

- The authorities' work on the action plan will be carried out by the relevant ministries and directorates, which will develop their own guidelines for implementation and reporting.
- Each ministry and each responsible unit will appoint a person to coordinate the follow-up of the plan. The overall responsibility lies with the Ministry of Foreign Affairs.
- A consultative body will be set up consisting of an inter-ministerial working group, relevant directorates, research institutions and NGOs. This body will meet twice a year to exchange information, knowledge and experience of ongoing projects.
- All training materials will be evaluated regularly.
- The action plan will be evaluated once a year in connection with the UN anniversary of Resolution 1325 in October. The evaluation will be drawn up by the Ministry of Foreign Affairs and will be based on reports from the relevant ministries, which must be completed by 15 September. The annual evaluation will provide an opportunity for revisions, changes and additions. The action plan and the annual evaluations will be published. Standard criteria for the ministries' reports will be developed.



## Resolution 1325 (2000)

Adopted by the Security Council at its 4213th meeting, on 31 October 2000

*The Security Council,*

*Recalling* its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and *recalling also* the statement of its President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC/6816),

*Recalling also* the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict,

*Bearing in mind* the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

*Expressing* concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and *recognizing* the consequent impact this has on durable peace and reconciliation,

*Reaffirming* the important role of women in the prevention and resolution of conflicts and in peace-building, and *stressing* the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution,

*Reaffirming also* the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts,

*Emphasizing* the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls,

*Recognizing* the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard *noting* the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in

Multidimensional Peace Support Operations (S/2000/693),

*Recognizing also* the importance of the recommendation contained in the statement of its President to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in conflict situations,

*Recognizing* that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security,

*Noting* the need to consolidate data on the impact of armed conflict on women and girls,

1. *Urges* Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;

2. *Encourages* the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decision-making levels in conflict resolution and peace processes;

3. *Urges* the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard *calls on* Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;

4. *Further urges* the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;

5. *Expresses* its willingness to incorporate a gender perspective into peacekeeping operations, and *urges* the Secretary-General to ensure that, where appropriate, field operations include a gender component;

6. *Requests* the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace-building measures, *invites* Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment, and *further requests* the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;

7. *Urges* Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies;

8. *Calls on* all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia:

(a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;

(b) Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;



(c) Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;

9. *Calls upon* all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;

10. *Calls on* all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;

11. *Emphasizes* the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard *stresses* the need to exclude these crimes, where feasible from amnesty provisions;

12. *Calls upon* all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;

13. *Encourages* all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants;

14. *Reaffirms* its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;

15. *Expresses* its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;

16. *Invites* the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, and *further invites* him to submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;

17. *Requests* the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;

18. *Decides* to remain actively seized of the matter.



*Ellen Johnson Sirleaf celebrates her victory in Liberia's presidential election in January 2006.  
Photo: Seyllou/AFP*

**This action plan was drawn up by the Ministry of Foreign Affairs in cooperation with the Ministry of Defence, the Ministry of Justice and the Police and the Ministry of Children and Equality.**

Cover photos:

**Front cover:** *A woman voting in the presidential election in Liberia. Women's participation in peace processes enhances the prospects of building a lasting and stable peace. Photo: © Tim A Hetherington/Panos Pictures*

**Back cover:** *UN peacekeeper in Burundi. Resolution 1325 is based on the need for women to participate on an equal footing with men at all levels to secure lasting peace. The photo is from the UN's mission in Burundi. Photo: UN archives*

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