

United Nations Development Fund for Women (UNIFEM)

What is the name of your organization

UNIFEM

Does your organization have any field presence?

Yes

Please give the names of the units of your entity that contribute to the implementation of the Action Plan. (Max 300 words)

UNIFEM thematic and geographic sections contribute to the implementation of the Action Plan through their headquarters and sub-regional programming. These sections include: Human Rights Economic and Security Rights Governance, Peace and Security Africa Asia Pacific and Arab States Eastern Europe and the Commonwealth of Independent States Latin America and the Caribbean

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Area of Action A. Conflict prevention and early warning

Progress and results At Headquarters

In line with other development agencies, UNIFEM devoted resources to the collation and analysis of information for the purposes of enhancing conflict prevention efforts. In particular, UNIFEM developed a web-based WomenWarPeace Portal in recognition of the need to generate information and documentation on women peace and security issues as noted in the UNSC 1325. The portal provides information on: • Ways conflict affects women and girls; • UN policy environment and developments; • Non-UN initiatives and information sources. • Women's peacemaking and peacebuilding initiatives A.3. UNIFEM participated in an OSCE/ODIHR Consultative Meeting on Women's Rights and Early Warning held in Vienna, Austria where experiences and lessons learned were shared by a variety of actors.

Progress and results In the Field

A.2. UNIFEM supported the International Women's Tribune Center (IWTC) to organize peace building cyber-dialogues which provided a platform for women's organizations to contribute to the 5 year review of SCR1325 bringing the voices and views of women on issues of peace and security to the attention of government officials at the national and international levels as well as gender and peace advocates at the international level. UNIFEM supported an evaluation of the implementation of the Resolution 1325 at the regional level (Africa) level, in collaboration with the Centre for Conflict Resolution based in Cape Town. UN, government and Civil Society as well as regional body representatives analyzed the way resolution 1325 is implemented and made recommendations to enhance its applications in different countries. UNIFEM has sustained technical and financial support towards gender mainstreaming of the International Conference on Peace, Security, Democracy and Development for the Great Lakes Region (IC-GLR) process, through the office of the UN Secretary General. Through UNIFEM support a technical experts meeting on gender was held beginning 2005 to review all the draft projects, programmes and protocols for the IC-GLR. UNIFEM also sustained support of a gender expert to the OSRSG-GLR, in addition to UNIFEM staff participation in the technical thematic group meetings, the Regional Preparatory meetings and the Regional Inter-Ministerial meetings. As key results of this effort, all the 4 priority areas in governance, economic development and humanitarian affairs have integrated gender either at project level or activity level. In addition, a Protocol on Women's Rights and SGBV has been adopted at a technical level and are awaiting endorsement by the Heads of State during the Summit planned for 2006. UNIFEM has remained highly engaged in the processes resulting in one protocol on women and SGBV as well as 3 projects being included in the final set of protocols, programmes and projects to be approved by the Heads of State and Government in 2006. The SRSG specially requested UNIFEM to work with his office to document this experience as a best practice in implementing UN Security Council Resolution 1325 at a regional level. The Gender Advisor in the SRSG's office made a presentation on this experience during a DPA workshop on 1325 that involved all UN missions on the ground around the world. In Southern Caucasus region extensive work has been carried out to increase understanding among National Women's Machineries, and the women's organizations around the importance of anchoring larger international legal frameworks (CEDAW, UNSCR 1325) to national policies and processes – in particular, to the PRSP and MDG processes. Upon the request of national networks, UNIFEM is developing a module which illustrates linkages between CEDAW and UNSCR 1325, and illustrates how both can support the realization of gender equality UNIFEM has worked extensively to better link the three Southern Caucasus women/peace networks to relevant international organizations – and to increase recognition of the networks' role as technical experts in the areas of women's human rights and conflict resolution/prevention skills. Southern Caucasus Regional Coalition – Women for Peace – was created to create a safe space for information exchange among the three UNIFEM-supported national women's peace networks, and supports the development of regional advocacy messages and materials A.3. In the field, UNIFEM completed the implementation of three pilot projects on gender-sensitive early warning indicators, yielding particularly good results in the case of Solomon Islands. This project, entitled 'Monitoring Peace and Conflict using Gendered Early Warning

Indicators', was launched in January 2005. It has developed a set of gender-sensitive conflict early warning indicators, and piloted a system for the collection, analysis and dissemination of early warning data, with the aim of creating a more responsive policy and programming environment for gender-sensitive conflict prevention, and for supporting the role of women and men in peace building. Gender-sensitive indicator data was collected using three types of survey, as well as structural data, a media scan and community focus groups. Male and female responses are disaggregated to highlight any differences between women's and men's perspectives of conflict and peace issues. The first gendered early warning report was released in August 2005, and the second report was released in December 2005; both have been strongly supported by government, NGOs and other donors as a diagnostic and strategizing tool to prevent further conflict. An overview of the methodology and lessons from the project is available.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

A.3. Through its Early Warning pilot projects, UNIFEM gained valuable lessons learned including the need to develop and gather: - Gender-sensitive early warning indicators, which ensure data is collected on topics relevant to gender issues in conflict and peace building; - Sex-disaggregated early warning data, such that men's responses and women's to the gender-sensitive indicators are highlighted; this strategy prompted in-depth analysis of gender issues where there were differences in men's and women's responses; - Women and men involved in data collection, analysis and development of response options, such that they play active roles in conflict prevention and peace building at the grassroots and national levels, and such that these processes are shaped by adequate attention to gender issues.

Gaps and challenges At Headquarters

A.2. The WomeWarpeace Portal has succeeded in shaping the field of Women, Peace and Security but has been unable to stay at the frontier of research and analysis due to capacity issues. In order to ensure that information presented on the WomenWarPeace Portal is up to date and relevant to both policy-makers and civil society groups, UNIFEM will seek to engage in two levels of outreach: user outreach and resource outreach. User outreach: With the enhanced capability of the new Portal technology, UNIFEM will be able to develop periodic newsletters, subscriber features, enhance the timeliness of content and more closely reflect work undertaken in UNIFEM regional offices. Resource outreach: UNIFEM has begun to consider developing a network of interested partners to create a WomenWarPeace consortium. Such a consortium will improve both the timeliness and quality of information available on the Portal.

Gaps and challenges In the Field

A.3. Through the experience of the Early Warning projects, UNIFEM was able to identify challenges in several areas including: •Achieving action on early warning reports: The overall challenge for the project was to facilitate real conflict prevention action in response to the early warning reports, a challenge common to most conflict

early warning systems. UNIFEM worked towards this through collaboratively developing appropriate and realistic response options, effective advocacy with key actors over the legitimacy of early warning data and systems, and assisting them to integrate findings from the report into their planning and programming.

- Communication and transport: The biggest day-to-day challenge related to the remote and isolated nature of many communities in the Solomon Islands, as well as the lack of communications technologies, and the unreliable nature of air and boat travel in the country. For communities outside of Honiara, communication relied on radio contact, and these were not always reliable; in Honiara, very few people had phones, so messages were passed from person to person. Boat, plane and road transport is also often cancelled or delayed. These factors made planning a difficult process, and also hindered the possibility of collecting more frequent and timely early warning data.
- Logistics of working in areas of unrest: Known 'hotspots' were selected as communities for the project, as this is where tensions often first arise. In one community, the recent emergence of a new militant group and a firearms incident led to a travel ban in the area for UN staff. UNIFEM staff were therefore unable to visit the community to collect data. This challenge was eventually overcome through the local project field monitors conducting the surveys, but due to the communication and transport factors outlined above, this caused a significant delay in the project.
- Ensuring security for project participants: This was a critical issue, and was addressed by approaching the communities through locally respected organizations (SICA and the NPC), holding a session on risk during the training workshop so that participants could raise their own concerns and risk-mitigating strategies, providing identification tags to participants, and establishing an emergency response mechanism via the NPC's VHF radio.

Please describe any activities not included in the Action Plan

Area of Action B. Peacemaking and peacebuilding

Progress and results At Headquarters

B. Peacemaking and peacebuilding B.1. Women's inclusion in formal and informal peace-making and peace negotiations and capacity building; support provided to national implementation plans for 1325 and enhanced reporting on CEDAW and implementation of national action plans (BPfA) in selected countries B.2. Engendered TORs, gender specific briefing materials, preparation of gender sensitive checklists. Guidelines; views and perspectives of local women incorporated in reports and recommendations (in the work of the SC and its visits to conflict areas) B.3. Gender specific information to feed into the negotiations and advocacy (in needs assessments and other negotiation processes) At Headquarters B.1. and B.3. UNIFEM Headquarters and UNIFEM's Nairobi office used the lessons learned in Haiti, Iraq and Liberia to support a structured and sustained methodology of gender mainstreaming in the Sudan JAM. These included: a) Attachment of gender experts on a permanent basis for the duration of the JAM to the central coordination offices. b) Development of a comprehensive checklist drawn from UNIFEM internal resources in various countries but evolving as a field based initiative with consistent

backstopping from UNIFEMHQ, c) Inclusion of a costing element for gender equality and women empowerment actions in order to ensure that resources could also flow to actions for women's human rights.

Progress and results In the Field

B.1. The Transitional Federal Government of Somalia has embarked on a post conflict needs assessment. The United Nations and the World Bank prioritized gender and human rights in the Joint Needs Assessment (JNA) with UNIFEM providing technical leadership to the process, drawing from its experiences in Sudan, Liberia and other countries emerging from conflict. The JNA acknowledged the role UNIFEM played in facilitating Somali women in the IGAD-facilitated Peace and Reconciliation Conference for Somalia, which resulted in 34 women sitting at the peace table and the adoption of affirmative action in the transition Charter. It also builds on UNIFEM positive experience and results in the Sudan To further support the participation of Somali women, UNIFEM intends to organize with IGAD and the government of Sweden a high-level Expert Group Meeting of Somali women to develop a coherent national women's agenda for peace and development. The signing of the Comprehensive Peace Agreement (CPA) for Sudan on 9 January 2005 is a landmark event. However, women's participation in the peace negotiations has been marginal and very few women are aware of the content of the agreement and its protocols, and yet these instruments form the framework of reconstruction, development and reintegration in the next six years. UNIFEM facilitated the participation of 20 women from the 3 Darfurs at the AU led Abuja peace talks. The women's participation was provided a quasi legal status which allowed for them to officially interface with the AU mediation team, the delegates and other partners as "gender expert support team". This innovation enabled the women of Darfur to be the bridge for reconciliation especially as the developed and adopted a common women's position paper that was formally presented to the parties. In El Salvador, UNIFEM is supporting efforts to increase women's participation in peace-building through strengthening their understanding of how political and economic policy decisions are made and influenced, as well as their knowledge of economic policy-making during the post-conflict period. B.3. In the Somalia Joint Needs Assessment, UNIFEM placed emphasis on a) principle of effective participation of Somali women, b) application of rights based approach to the JNA and gender based results based planning, c) costing for gender equality and women's rights as well as e) accountability of the JNA team leaders through a participatory monitoring and Evaluation process. To guide the above, UNIFEM produced a Methodology Note, Gender Mainstreaming checklist and the guidance application note to cluster leader. The JNA Coordinating team adopted these instruments during the first partners' retreat. Key results to-date include I) inclusion of female gender experts to the JNA national experts team, b) appointment of women as zonal co-coordinators, c) inclusion of specific gender and human rights issues in the draft cluster analysis. The UN-World Bank Joint Assessment Mission (JAM) for Sudan has been a very critical activity in preparing the priority actions with costing for the eight clusters. The CCG adopted a gender mainstreaming approach in which UNIFEM provided technical leadership. The JAM report formed the basis of the Donors Conference held in April 2005 under the leadership of the Government of Norway.

Lessons learned and good practices At Headquarters

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Gaps and challenges At Headquarters

B.1., B.2., B.3. Conflict mediation and peace negotiations are delicate processes coordinated by the DPA (unless the DPKO has already been active in situ), with close follow-up by the Security Council and the Secretary General. The Executive Committee for Peace and Security performs an oversight and monitoring role. UNIFEM does not have a formal role in any of these processes but it has sought to participate more actively and would welcome membership in the ECPS. UNIFEM regrets that efforts to include women in peace negotiations and conflict mediation, let alone downstream activities like DDR processes, setting up interim administrations, re-drafting constitutions, etc, sometimes still require considerable pressure and negotiation, and often do not begin until well after these processes are already underway. Women were excluded from the peace negotiations in Sudan, for instance, in spite of the efforts of UNIFEM and others to seek their inclusion, and in spite of women's role in the conflict both as combatants and survivors. For women to participate meaningfully in these processes, their inclusion from the start must be an essential element of initial mediation efforts, and for this reason UNIFEM continues to seek participation in ECHA and other efforts to coordinate these processes.

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action C. Peacekeeping operations

Progress and results At Headquarters

C.2. UNIFEM has continued to participate as a member of the UNDG-ECHA transition group, informing policy decisions and reporting processes to ensure that gender issues and women's rights are adequately reflected in policy directives.

Progress and results In the Field

C.2. ECOWAS has adopted a strategy developing 3 centers of military excellence that would be mandated to prepare troops for the proposed West African Standing Force, a rapid reaction force for peace-keeping and peace enforcement duties in the sub-region. Nigeria's War College hosts senior army officers from Africa, and has hosted the DPKO training of trainers programme for peacekeepers – a programme in which UNIFEM has provided technical support to ensure that gender is mainstreamed.

C.4. UNIFEM in Sierra Leone continues to provide advice on issues of gender, human rights and HIV/AIDS. Through its Gender and HIV/AIDS Expert posted in Freetown, UNIFEM continued to mainstream a gender dimension into the Sierra Leone National HIV/AIDS Programme. UNIFEM is also collaborating with the International Rescue Commission (IRC), the Sierra Leone Law Reform Commission, UNICEF and the Ministry of Social Welfare Gender and Children's Affairs to bring about reforms in laws that discriminate against women and impinge on their rights. A focus of the work has been strengthening collaboration between government departments and women's organizations working on HIV/AIDS. To this end, the government agency responsible for HIV prevention contracted a local NGO to provide training on HIV/AIDS for a Government Commission on rehabilitation and resettlement in post conflict Sierra Leone. In partnership with the International Centre for Migration and Health (ICMH) and with support from UNFPA, UNIFEM conducted a study to examine the knowledge, attitudes, behaviour and practices that increase or decrease women's vulnerabilities to HIV/AIDS in three districts in Sierra Leone, and the gender and human rights attitudes that account for the higher HIV prevalence rates among women in Sierra Leone. UNIFEM also contributed to capacity building efforts through two workshops in Freetown this year on HIV/AIDS prevention and gender awareness for the UN Mission for Sierra Leone peacekeepers. To improve coordination and information sharing on gender issues amongst UN agencies in Sierra Leone, a UN Gender Theme Group has been established that is chaired by UNIFEM.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

C.4. To improve the quality and reporting of information on HIV/AIDS and gender in the media, UNIFEM helped establish a media resource centre in Freetown on gender, human rights and HIV/AIDS issues. This was coupled with a gender and HIV/AIDS training course developed and then provided to the national Media Commission.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action D. Humanitarian response

Progress and results At Headquarters

D.4. At the Headquarters level, UNIFEM participated in two processes to develop guidelines on mainstreaming gender in humanitarian operations in 2005. As part of the Inter-Agency Standing Committee Taskforce Gender and Humanitarian Affairs, UNIFEM helped develop the “Guidelines for Gender-based Violence Interventions in Humanitarian Settings: Focusing on Prevention of and Response to Sexual Violence in Emergencies” as well as the drafting of the “IASC Gender Handbook: Different Needs - Equal Opportunities”. UNIFEM continues to be engaged in ongoing meetings and consultations of the Inter-Agency Standing Committee Taskforce on Gender and Humanitarian Affairs.

Progress and results In the Field

D.4. Through the 2005 Consolidated Appeals process, UNIFEM requested over \$5 million for programming in nine countries and regions, either independently or in partnership with other agencies. As of 25 January, UNIFEM secured over \$800,000 to support work in four countries, including partial funding through CAPS in the OPT, Liberia, DRC, and Somalia. Proposals which await pledges include regional programmes in the Great Lakes and West Africa, and country level projects in Burundi, Zimbabwe, and Nepal. In addition to country and project-level advocacy for greater gender inclusion in the CAP, work has been undertaken at the headquarters level to seek entry points for UNIFEM in global CAP processes. Through participation in the Inter-agency Standing Committee Taskforce on Gender and Humanitarian Assistance, UNIFEM has been able to make recommendations directly to the CAP office regarding further gender reviews of CAP documents and in-country training on how to mainstream gender into CAP appeals.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

D.4. UNIFEM, as a catalytic development fund, does not provide humanitarian services. Instead, through inter-agency collaboration and by dispatching technical experts to emergency settings around the world, the Fund has generated recommendations identified key national women’s groups and mobilized resources to strengthen the humanitarian response. One important example of UNIFEM’s work in this area is in Sierra Leone, where the Fund provides advice on issues of gender, human rights and HIV/AIDS as part of a collaborative, inter-agency programme in the context of a peacekeeping operation. This programme, which works to reduce women’s vulnerability to HIV/AIDS by both educating peacekeepers and

strengthening community programmes that target women, filled a major gap in the response of peacekeepers to HIV/AIDS and prompted Sierra Leone's National AIDS Secretariat to train its personnel on integrating gender and human rights in all programming, including military responses. The partnership with UNAIDS, UNFPA and DPKO in Sierra Leone has also become a best practice on addressing gender and HIV/AIDS in post-conflict reconstruction, and is now being replicated in Liberia, Angola and in the DRC.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action E. Post-conflict Reconstruction and Rehabilitation

Progress and results At Headquarters

E.7. UNIFEM continues to participate in the UNDG-ECHA group on Transition. UNIFEM advocated for stronger reporting and tracking of women's rights and resources allocated to women's participation and women's issues in Multi-Donor Trust Fund processes, particularly in light of the recent MDTF assessment. UNIFEM is an active advocate for representation of women's rights and issues in the Integrated Mission Planning Process (IMPP) and its related mandates.

Progress and results In the Field

E.7. Advocacy undertaken by UNIFEM and by its partners have resulted in policy changes and in enacting legislations that promote Women human rights in post conflict countries such as the Democratic Republic of Congo (DRC) as well as in relatively stable ones. It is through advocacy that UNIFEM was able to convince UN agencies in Niger and government in Senegal and DRC on the needs and issues raised by women's organizations, with regards to participation in post conflict reconstruction and election processes. Women organizations partners were able to influence major policy decision in Cote D'Ivoire, Casamance, through their engagement in constructive policy dialogue with national and local authorities. UNIFEM's work in collaboration with the Government of Burundi, partners, UN agencies and CSOs contributed to the increased participation of women in the creation of democratic institutions and frameworks, which permitted the engendering of the constitution and the electoral code. UNIFEM has opportunities and challenges in supporting new governance structures and newly elected women, dealing with issues of gender based violence, HIV/Aids, women's rights and the engendering of ongoing DDR initiatives. Since July 2003, UNIFEM has consulted with Iraqi women, UN agencies and NGOs on the ground to assess the immediate needs and priorities of women in Iraq. UNIFEM has continued to work in close partnership with Iraqi women and organizations at grassroots and decision-making levels to actively lobby with

different key players to ensure, recognize and secure women's vital role in the vital phases of Iraq's recovery and reconstruction. A significant result of UNIFEM's involvement in the UNDG Technical Working Group on Iraq was the mainstreaming of gender into the needs assessment process and the production of a gender checklist covering all fourteen sectors of the UN and World Bank joint assessment for Iraq in 2003. In 2004, UNIFEM acted as a broker between local women's groups and the UN system. UNIFEM arranged meetings with Iraqi women for Mr. Brahimi and Ms. Perelli so that women's concerns could be taken into account when establishing the transitional governing structures, and to set in motion the nomination of qualified female candidates to positions within those structures. UNIFEM and women's organizations followed up these meetings with initiatives to increase women's participation in the selection process. Nomination forms for both the Electoral Commission and the Interim Government were distributed among Iraqi women, public relations campaigns were undertaken to encourage women to nominate themselves for positions, and women received guidance in filling out and submitting the forms. The Sudan experience with the Joint Assessment Mission (JAM) informed UNIFEM's approach for the Joint Needs Assessment for Somalia. In the Sudan case, UNIFEM lobbied for inclusion in the process and came on board when the concept document had already been approved. In the Somalia case, the United Nations and the World Bank team leaders for JNA formally requested UNIFEM to be the team leader for human rights and gender as a cross cutting issue. This recognition has enabled UNIFEM to engage and negotiate at a much higher level for women's rights. Building on the experiences again of Liberia and Sudan, where despite the inclusion of gender in the analysis, the same did not flow easily into the results matrix, costing and aid modalities. In Somalia therefore, UNIFEM is placing more emphasis and scrutiny on cluster results, costing and financing modalities as indicators of mainstreaming human rights and gender. The Sudanese women's high level symposium was held at the donors' conference and the women were able to address the actual donors' conference. This is a positive precedent that UNIFEM is already lobbying for with respect to Somalia. However, in addition UNIFEM has received donor and IGAD commitment for an initial high level Expert Group Meeting of Somali women leaders to be held as part of the JNA and to be the forum for gender and rights auditing of the cluster results and costing proposals. UNIFEM also continues to build on its learning that such critical PCNA that is the interface between the peace negotiation, new governance institutions and resourcing for reconstruction demands UNIFEM staff to be personally involved as they can effectively negotiate on the mandate of the organisation, while consultants could undertake supportive technical assignment. UNIFEM was able to bring all Sudanese women together to develop a common agenda for peace and reconstruction building in the JAM process. This in itself was a peace building action. UNIFEM's continued inclusion of diversity of Sudanese women in key events was also a notable effort towards building bridges among different groups, but also fostering engagement between women in civil society and the government machineries responsible for gender equality and women's empowerment. UNIFEM contributed to mainstreaming of gender in the UNDAF for Uganda. Specific gender related outcomes and outputs in the results matrix for Uganda facilitated UNIFEM/UNDP joint programme development of sexual and gender based violence in Uganda. UNIFEM recruited a

gender expert based in Kampala whose presence has resulted in key programme actions for women's rights.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

As in other contexts, UNIFEM has developed the following best practices: 1. It is essential to engage women in peace processes at the earliest possible stage. 2. Flexible and creative efforts are required to address the specific obstacles facing women as they seek to engage in post-conflict governance processes. 3. Beyond the challenge of bringing greater numbers of women to the peace table and into leadership positions, it is critical to build the capacity of post-conflict governance institutions to promote gender equality. 4. There are several areas of post-conflict governance programming where support for women and the inclusion of a gender perspective is weak or nonexistent.

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action F. Disarmament, Demobilization and Reintegration

Progress and results At Headquarters

F.2. In July 2005, on the occasion of the Second Biennial Meeting of States (SBMS) in New York UNIFEM and the Centre for Humanitarian Dialogue (CHD) co-organized a panel event, entitled "Men, Women and Gun Violence: Options for Action."

Presentations were given under two thematic headings: 'gender analysis as a tool for understanding impacts and solutions for gun violence' and 'policy change for action'. UNIFEM continued to contribute to the development of the Integrated Disarmament, Demobilization and Reintegration Standards (IDDRS) as a member of the Inter-agency Working Group on DDR.

Progress and results In the Field

F.2. In Burundi UNIFEM worked at upstream level to engender policy but also worked on downstream to enhance capacity of women and sensitize them on the use of the policies. The work done and that is still being done on HIV, DDR, GBV is crucial for women in a post conflict country, as recommended by resolution 1325. Burundi also used experience of Rwanda on the engendering the electoral process: UNIFEM has facilitated experience sharing between Burundi and Rwanda women. Key strategies were used and tangible results were and are still being reached. In November 2005, the Multi-Country Demobilization and Reintegration Program

(MDRP) Secretariat and UNIFEM co-organized a consultation workshop in Kigali, Rwanda for approximately forty-five participants. The workshop was convened as part of the capacity building activities of the MDRP Technical Coordination Group (TCG). The workshop aimed at strengthening the MDRP-supported activities in the region and supporting the joint learning within the MDRP partnership. Participants included delegations from the national programmes of the seven active MDRP countries, namely Angola, Burundi, the Central African Republic, the Democratic Republic of the Congo, Republic of Congo, Rwanda and Uganda. NGO representatives from Angola, Burundi and Rwanda joined national delegations as did representatives from MONUC, ONUB, UNDP, UNICEF, UNIFEM and the MDRP Secretariat. A number of internationally recognized experts on issues associated with gender, DDR and masculinity also attended. The partnership with MDRP/WB and the National demobilization commission of Rwanda has responded to UNIFEM's strategic advice on Gender and Demobilization, which will be replicated in other countries. At the 12th discharge of ex-combatants UNIFEM was recognized by the President of the Demobilization commission in Rwanda during the discharge of 959 ex-combatants. Also the association of Female ex-combatants of Rwanda has been a very enriching experience for UNIFEM. Apart from providing a big stronghold for the female ex-combatants, the Ndabaga association has been partnered in the ICT project where they have excelled. This Association of female ex-combatants is one of its kinds in Africa and is providing lots of insights in gender and DDR processes.

Lessons learned and good practices At Headquarters

With regard to DDR programming, UNIFEM had the following specific recommendations:

- Supporting rigorous field-based research on masculinity, violence, and power relations within society and how these factors pertain to recruitment by fighting forces, ability to resist recruitment, demobilization, and reintegration;
- Drawing upon current gender research that looks at the populations involved in the armed conflict and in DDR programs to provide information on how to refine current programs to better address the needs of men and boys;
- Reviewing and adjusting current programming in light of the above research and findings.

Lessons learned and good practices In the Field

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Gaps and challenges At Headquarters

Gaps and challenges In the Field

F.2. Within the Central African sub-region, DDR and the implementation of Resolution 1325 remains a big challenge. Gender concerns are not well reflected in such programs and policies initiated in the sub region. New avenues of programming to support women combatants are being explored to effectively address gender concerns during wartime in relation to humanitarian interventions and the ensuing DDR processes as well as in the framework of the International conference on Great lakes as well.

Please describe any activities not included in the Action Plan

Area of Action G. Preventing and Responding to Gender-based Violence in Armed Conflict

Progress and results At Headquarters

G.2. UNIFEM is part of a Joint Partnership to tackle sexual violence in conflict and crisis situations around the world. This Joint Partnership builds on existing initiatives and will address not only the threat that sexual violence poses to life and livelihood of survivors, but also the longer-term impact on community and national development. The Joint Partnership will build on and strengthen existing collaboration within the United Nations on the issue, including guidelines developed by the Inter-Agency Standing Committee (IASC), the primary mechanism for inter-agency coordination of humanitarian assistance, that brings UN and non-UN humanitarian partners together, as well as the lessons and experience derived from the UN Trust Fund to Eliminate Violence against Women, which UNIFEM manages. It will be the first initiative to combat gender-based violence that includes joint UN and civil society governing structures and resource mobilization processes. This is intended to significantly enhance and deepen partnerships, linkages and resources at local, national, regional and global levels to eliminate violence and provide much-needed assistance to those threatened by such violence.

Progress and results In the Field

G.1. Following the 1994 Rwandan genocide, thousands of suspects were rounded up and put in prisons around the country to await trial. It is estimated that going by standards of modern judicial processes, it would take nearly 300 years to try all these cases. In the meantime, resources needed to keep the suspects in prisons are stretched beyond the limit. There are also debates as to whether the modern judicial system is amenable to the current circumstances where societal healing is so essential. The Gacaca has been considered as an appropriate alternative judicial process. The aim of UNIFEM peace and security programme is to ensure that Gacaca judges are aware of gender issues and concepts of reconciliation and peace building so that the trials are not prejudicial to women. UNIFEM has carried out an assessment to identify the gender dimensions of the Gacaca system. G.2. With the spotlight on GBV, in Colombia, Sierra Leone and the Democratic Republic of the Congo, UNIFEM is working with the UNCT and governments to promote enhanced protection for women. UNIFEM has also participated in development of model programmes in DRC to support GBV prevention and response, and in Sierra Leone to

address gender and HIV/AIDS. G.3. Women's organizations in Colombia have been part of the effort to convene a Truth and Reconciliation Commission to address the long history of conflict that has ravaged Colombian society. Since early 2004, UNIFEM has been working with its partners to replicate the Peruvian experience for a Colombian TRC. In March, two of UNIFEM's partners – Iniciativa de Mujeres por la Paz and Red Nacional de Mujeres – convened a gathering of women's NGOs to discuss truth, justice and reparations in the Colombian conflict and post-conflict, and to apply the experiences of Peruvian women to the Colombian context.

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners

Progress and results At Headquarters

N/A

Progress and results In the Field

N/A

Lessons learned and good practices At Headquarters

N/A

Lessons learned and good practices In the Field

N/A

Gaps and challenges At Headquarters

N/A

Gaps and challenges In the Field

N/A

Please describe any activities not included in the Action Plan

N/A

Coherence and Coordination

Policy Guidance: Do you have any internal policy documents providing guidance on implementation of SCR 1325?

Don't know

If yes, please describe:

Implementation of SCR 1325 has been the primary focus of the governance, peace and security section (GPS) of UNIFEM. The section has developed a global framework for peace and security which guides the work of our regional and country offices on issues of peacebuilding and post-conflict governance issues.

If not, please explain:

Programme Coordination: Is implementation of SCR 1325 reflected in substantive policy/project/funding design and management?

Don't know

If yes, please describe:

The work of the GPS section as well as our regional and country offices is guided by the Multi-year Funding Framework which includes outcomes on violence against women as well as women's participation in decision-making in times of peace as well as post-conflict.

If not, please explain:

Common-System Partners: Does your entity at Headquarters collaborate and coordinate with different UN entities?

Don't know

If yes, please describe:

UNIFEM is an active member of the Inter-Agency Task Force on Women Peace and Security chaired by OSAGI. As a member of this Task Force UNIFEM works closely with other UN entities on SCR 1325 implementation and follow up. We also participate in the work of the UNDG-ECHA transition group as well as the Inter-Agency Group on DDR and the Framework Team. In the field UNIFEM chairs the UNDG Gender Theme Group and is a member of the IASC Working Group on Gender.

Have any specific challenges been encountered?

Common-System Partners: Does your entity in the field collaborate and coordinate with different UN entities?

Don't know

If yes, please describe:

UNIFEM is an active member of the Inter-Agency Task Force on Women Peace and Security chaired by OSAGI. As a member of this Task Force UNIFEM works closely with other UN entities on SCR 1325 implementation and follow up. We also participate in the work of the UNDG-ECHA transition group as well as the Inter-Agency Group on DDR and the Framework Team. In the field UNIFEM chairs the UNDG Gender Theme Group and is a member of the IASC Working Group on Gender.

Have any specific challenges been encountered?

Collaboration and coordination with national and regional partners: Does your entity collaborate and coordinate with national and regional partners, including government actors and civil society?

Don't know

If yes, please describe:

Both at the HQ level and in the field UNIFEM works closely with Civil Society Actors particularly women's groups. UNIFEM provides capacity-building and resources to a number of women's groups. UNIFEM is also a trusted partner of national women's machineries.

Have any specific challenges been encountered?

Limited human capacity, resources, and uneven country-level representation hinder UNIFEM's ability to provide sustained support and follow up.

System-wide Coherence and Coordination: Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?

Don't know

If yes, please describe:

The development of a UN System-wide Action Plan on 1325 implementation has provided some degree of coordination and coherence for UN activities in the area of women, peace and security. Greater efforts are needed to ensure better reporting and monitoring of UN-system's implementation and activities on SCR 1325.

If not, please explain:

Accountability of managers and staff

Does your entity have mechanisms in place to ensure accountability for implementation of SCR 1325 among staff, in particular for senior managers?

Don't know

If yes, please describe:

UNIFEM's MYFF which includes outcomes on SCR 1325 implementation shapes workplans for most of senior staff and the management team. Annual reviews of staff serve as a benchmark of successful integration of institutional priorities into the results of each section's work.

Have any specific challenges been encountered?

Results-Based Management (RBM)

RBM Framework: Have provisions of SCR 1325 been integrated within Results-based Management Frameworks?

Don't know

If yes, please describe:

The work of the GPS section as well as our regional and country offices is guided by the Multi-year Funding Framework which includes outcomes on violence against women as well as women's participation in decision-making in times of peace as well as post-conflict.

If not, please explain:

Indicators: Have indicators to measure progress in implementing commitments under the action plan been established?

Don't know

If yes, please describe what indicators:

UNIFEM has recently hired a data analyst to develop institutional indicators on our MYFF and on drivers of women's empowerment more broadly.

Monitoring, Evaluation and Reporting

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity at Headquarters?

Don't know

If yes, please describe:

UNIFEM's MYFF which includes outcomes on SCR 1325 implementation shapes workplans for most of senior staff and the management team. Annual reviews of staff serve as a benchmark of successful integration of institutional priorities into the results of each section's work.

If not, please explain:

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity in the field?

Don't know

If yes, please describe:

UNIFEM's MYFF which includes outcomes on SCR 1325 implementation shapes workplans for most of senior staff and the management team. Annual reviews of staff serve as a benchmark of successful integration of institutional priorities into the results of each section's work.

If not, please explain:

Sex and age disaggregated data: Is sex and age disaggregated data collected on a routine basis?

Don't know

If yes, please describe:

Where appropriate sex and age disaggregated data is collected at the project level.

If not, please explain:

Reporting: Is information on gender issues and implementation of SCR1325 routinely included in official reporting?

Don't know

If yes, please describe:

The Strategic Results Framework regularly includes reporting on implementation of SCR 1325 and the work of the GPS section under the global framework for women, peace and security. Regular reports are also submitted to donors and UNIFEM's consultative committee as well as the UNDP/UNFPA Executive Board.

If not, please explain:

Capacity-Building

Training: Have any specific training programmes/modules/courses on SCR 1325 been developed as a special course/regular staff training/management/leadership or technical training?

Don't know

If yes, please describe:

UNIFEM has developed a number of training tools on women, peace and security issues both at HQ and field levels. Many of these have also been shared with our partners and are available on the WomenWarPeace portal.

If not, please explain:

What categories of staff are being trained? [Senior Management]

Yes

What categories of staff are being trained? [Professional Staff]

Yes

What categories of staff are being trained? [Technical Staff]

Yes

What categories of staff are being trained? [Uniformed personnel]

No

What categories of staff are being trained? [Support staff]

No

What categories of staff are being trained? [Other]

Tools and guidelines for implementation of SCR1325 Have specific tools, such as guidelines, checklists and/or instructions been developed to assist staff in implementing SCR 1325?

Don't know

What categories of staff? [Senior Management]

Yes

What categories of staff? [Professional Staff]

Yes

What categories of staff? [Technical Staff]

No

What categories of staff? [Uniformed personnel]

No

What categories of staff? [Support staff]

No

What categories of staff? [Other]

How are these tools used by staff at Headquarters? Describe briefly:

The tools are used in UNIFEM's regional and global Strategic Planning Workshops. They are also part of capacity-building missions of GPS to our regional and country level offices.

Have any specific challenges been encountered?

How are these tools used by staff in the field? Describe briefly:

The tools are used in UNIFEM's regional and global Strategic Planning Workshops. They are also part of capacity-building missions of GPS to our regional and country level offices.

Have any specific challenges been encountered?

Knowledge-management: Is there a system in place within your entity to collect and disseminate data and information on the implementation of SC1325, including good practice examples and lessons learned?

Don't know

If yes, please describe how information technology is used in that process.

GPS section has a knowledge management system which includes information collection and dissemination via the web-portal.

If yes, please describe how such data and information are used to improve the work of your entity on the implementation of SCR 1325.

In October 2003 UNIFEM established a web portal on women, war and peace to address the paucity of information and knowledge about the impact of conflict on women, noted by the Security Council in resolution 1325 (2000). Usage rates have varied since the launch of the portal, but have steadily increased. Usage peaked at 4.9 million hits in March 2005, following the CSW meetings. In October 2005, they remained close to that peak. In its brief time, the portal has become 'a go to' place for information on women peace and security issues. Although other sites are emerging with new information regarding WPS issues, the portal is still the only such comprehensive resource on the web. The Portal has carved out two particular strengths: it has name recognition among UNIFEM's natural constituency and it has collated a significant body of information related to women, peace and security.

Resource Allocation

Financial Resources: Have adequate financial resources been allocated towards your entity's implementation of commitments under the action plan?

Don't know

If yes, please describe [differentiate between RB and XB]:

The work of GPS section is supported both through the core budget of UNIFEM as well as through cost sharing and direct funding from donors.

If not, please explain:

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for Headquarters?

Don't know

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for the field?

Not applicable

If yes, please describe and specify level/s of staff:

If not, please explain:

How many other staff members are directly involved in implementation? Please indicate professional level.

Gender Balance: Have any specific initiatives been taken at Headquarters to achieve gender balance at all levels and all categories of staff?

Don't know

If yes, please describe:

Have any specific challenges been encountered?

Gender Balance: Have any specific initiatives been taken in the field to achieve gender balance at all levels and all categories of staff?

Not applicable

If yes, please describe:

Have any specific challenges been encountered?

What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007? You may choose to provide information in the following categories, or other information according to your priorities. Please be brief.

Coherence and Coordination, including interagency coordination

Accountability

Results-based Management

Monitoring, Evaluation and Reporting

Capacity-Building

Human and Financial Resource Allocation

Gender Balance

Other:

The Action Plan is a compilation of current and planned activities by 22 different UN system entities. The Inter-Agency Task Force has no monitoring system to ensure these actions are taken. No indicators have been developed to track progress and no measurement or data collection system has been agreed upon. A regular reporting mechanism that is tied to the Action Plan has yet to be developed. It is impossible therefore for the SC or any other intergovernmental body to hold any of the UN agencies involved accountable for implementing this Action Plan. The SG in January 26, 2006 noted that the High-Level Committee of the Chief Executive Board for Coordination will oversee the implementation of the UN System-Wide Action Plan. This is a step toward ensuring better monitoring of progress. However more needs to be done: regular monitoring with measurable indicators, including qualitative indicators; independent information systems to ensure an objective review of the entity's performance; performance measures and incentive systems that reward implementation of 1325 and impose sanctions for failures; and periodic reviews in which there is public deliberation on the standards of performance and consideration of corrective actions.

If your entity could do only two things to improve its own implementation of the Action Plan, what do you think would be most useful?

1. Greater capacity and wider geographic presence for UNIFEM's offices
2. Better knowledge management including stronger documentation of lessons learned

Are there any other comments you would like to make?

Do you have any suggestions for improving this questionnaire for use in subsequent years?

It would be helpful to have more time to complete the questionnaire in order to seek feedback from regional and country offices. The length of the questionnaire should be revisited in order to maximize the quality of responses.

