

Women, Peace and Security - YES!

Learning Pack

Module 1

The Women, Peace and Security Agenda



United Nations Entity for Gender Equality
and the Empowerment of Women



UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.

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UN Women, Timor-Leste 2014

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Module 1: The Women, Peace and Security Agenda



Key Message: Gender equality is a protected human right and, when achieved, can be transformative to societies emerging from armed conflict and violence.

Objective & Outcomes:

The objective of Module 1 is to provide participants with an introduction to the Women, Peace and Security Agenda and its application to the specific national context of Timor-Leste and its unique phase of development.

The outcomes of Module 1 are:

- ◆ Raised awareness of the specific ways women experience conflict and contribute to conflict-resolution and stability, especially within the Timor-Leste conflict
- ◆ Increased understanding of the WPS Agenda and its obligations on specific actors
- ◆ Deepened knowledge of the pillars of UN SCR 1325 and their overlap with CEDAW
- ◆ Enhanced in prioritizing women, peace and security issues for the development of a UN SCR 1325 National Action Plan

“It is now more dangerous to be a woman than to be a soldier in modern conflict.”

**-Maj. Gen. Patrick Cammaert,
former UN Peacekeeping Operation
commander in DR Congo**

Materials: Whiteboard, Flip Charts, Colored Markers, Handouts and Activity Sheets, Projector & Screen

WPS Learning Pack Supplemental Materials: Documentary on Women, Peace and Security in Timor-Leste (Video); Timor-Leste Fragility Assessment

Target Audience: Module 1 is intended for advanced participants from government and civil society who are already somewhat aware of and engaged in women, peace and security issues.

Participants should have a vested interest in implementing women, peace and security issues, either in a professional, technical or advocacy arena.

Preparations: Before the training, divide the training space into four areas, and mark each area with a UN SCR 1325 Pillar (Participation, Prevention, Protection, and Peacebuilding). The easiest way to do this is to have four tables, each with a piece of paper noting a WPS pillar taped in the middle. Participants can seat at will when first arriving, but note a change in seating arrangements as part of Activity 1.3.

Presentation 1.1 Women & Conflict (20-minutes)



Key Message: Experiences of armed conflict are different for men and women

In recent years, the face of war has changed dramatically, shifting from international to internal armed conflicts. The result has been a loss of distinction between the “war front” and the “home front,” with conflict zones increasingly subsuming schools, places of worship, markets, and residences. There are few safe havens, and civilians are often targeted for strategic attack. Indeed, in today’s wars, civilians—not combatants—are estimated to make up 80- to 90-percent of casualties as the result of war.

Experiences of armed conflict are gendered. Women and men largely play distinct roles during war. Men are more likely to be in combat and political leadership positions. Women and children make up the greatest share of the civilian population, the displaced and refugees. Because they play different roles, men and women also have different experiences during armed conflict, and the consequences of war may be quite distinct. The quote below, from the Timor-Leste conflict, is one way that women and men are seen to occupy different roles—and therefore have different experiences of—armed conflict:

“The strong male teenagers would join the army; the strong female teenagers would cook rations to be carried by Falintil who were fighting in the army front.”

- Madelana Bi Dau Soares, in *Secrecy: The Key to Independence*, Sequeira and Abrantes, APSC-TL (2012)



Ask participants: From their own knowledge and understanding, what are some of the different impacts of conflict on women?

Globally, some of the different consequences of armed conflict on women include:

- ◆ Increased levels of gender-based violence, including sexual violence as a tactic of war
- ◆ Increased migration and elevated risk of trafficking
- ◆ Destruction of infrastructure & vital systems, such as agricultural production, economic activity, household resources & basic services
- ◆ Systematic contamination or use of mines on land & in water resources, increasing the burden on women’s work, such as tilling, water & fuel collection, and cooking

Particular groups of women are affected more: women headed households, ex-combatants, returnees or internally displaced, minorities, and women with disabilities. Yet, most often the experiences of women in armed conflict, and their unique consequences, are neglected in peace and state building efforts in post-conflict scenarios.

Women are not simply victims during wartime. They are also active agents. Most notably, women are often charged with the economic subsistence, physical care and protection of the young, the elderly, the disabled, and the ill when men are in combat, in prison, killed or disappeared. Often times these activities are undertaken in the context of continual displacement and flight, and in many instances they call on women to take on new and untraditional roles.

Women often actively support one side or another of the conflict, enlisting as combatants, providing medical care, undertaking surveillance, collecting materials and supplies, and feeding armed groups, among many other tasks. In country and in the Diaspora, women have taken on leadership roles in political and human rights advocacy.

Activity 1.1: Women & Conflict in Timor-Leste (30-minutes)

1. Ask participants to work in pairs with the person sitting closest to them
2. One person in the pair will serve as note-taker, the other as presenter
3. Each pair will have 15 minutes to create a list of ways women contributed to the independence movement of Timor-Leste. The information can come from personal experience, from the activities of family members, or from other sources.
4. After 15 minutes, ask each pair to share one item on its list, requesting that pairs do not repeat items already shared with the group. Note responses on a whiteboard.
5. When all pairs have responded, ask if there are other items that should be included but were not mentioned
6. Cross-check the responses generated by the group with the list below as you continue the presentation.

Presentation 1.2: Women & Conflict in Timor-Leste (30 minutes)



Key Message: Women participated in and were impacted by the resistance movement in Timor-Leste

During the conflict in Timor-Leste, thousands of women were involved in the resistance movement, most taking on code names during the period of 1975-1999 to protect their identity from Indonesian security forces. They served as combatants, participated in civilian teams at base camps, and were active in the clandestine front in civilian communities. Many were members and held leadership positions in the People's Organization for Women of Timor (OPMT), and were trained (and trained others) in political ideology, human rights, and strategy.

From the activity above you will have identified some of women's contributions during the resistance movement in Timor-Leste. Below are some more sample responses. Timorese women's contributions to the resistance movement included:

- ◆ As combatants, performing ambushes, serving as look-outs, collecting weaponry and the killed after attacks
- ◆ Disassembling and cleaning rifles, laying traps and mines
- ◆ Learning and training others tactics on how to obstruct and evade the enemy while fleeing attacks
- ◆ Administering traditional remedies using herbal Timorese medicine to wounded combatants, overseeing and participating in health groups in the hamlets.
- ◆ Performing political consciousness-raising in the community, including about women's rights, gender equality, and non-discrimination
- ◆ Acting as spies, porters, and messengers
- ◆ Weaving, *tais* making, and other cultural activities that preserved the Timorese identity as a political act
- ◆ Establishing communal gardens and distributing food to fighters and isolated families in the jungle combat zones
- ◆ Organizing and participating in literacy classes
- ◆ Collecting and distributing clothing, fuel, materials and supplies for resistance fighters and their families
- ◆ Undertaking political advocacy and lobbying in Timor-Leste and around the globe to increase international and domestic pressure on the Indonesian government's policies
- ◆ Organizing and holding commemoration ceremonies for the missing, the dead and the disappeared

For more information on women's participation in the resistance movement, see ***'Secrecy: The Key to Independence: 'Better to have no title than to have no nation,'*** by Beba Sequeira and Laura S. Abrantes (Dili: APSC-TL, 2012)

Women experienced many of the same violations as their male counterparts, especially when caught as combatants or in combat zones. They also experienced distinct violations during the resistance period.



Ask participants: What are some of the impacts on women during the conflict?

- ◆ Women combatants were killed and wounded, captured and imprisoned by the enemy
- ◆ Both combatants and civilians died of hunger and illness during the famine years
- ◆ Women were imprisoned as collaborators, often with young children, either for their own activities or in association with the activities of their male relatives
- ◆ Women were interrogated and tortured, including through rape, sexual assault, sexual mutilation and intimidation
- ◆ Women were forced into marriages with enemy military personnel and as “bush wives”

Women have a vital role to play in all areas of peace and security—from conflict prevention, to post-conflict peace-building and recovery. To neglect their perspectives and experiences leads to uneven recovery efforts, negatively impacting the prospects of long-term peace and stability in Timor-Leste.



Distribute **Handout 1.2: Factsheet: Impact of Conflict & Post-Conflict Responses on Women** (30 minutes)

Allow participants 10-minutes to review the handout before opening a 20-minute general discussion with the following comment and question:



Ask participants: Women make distinct contributions, have unique experiences and hold different perspectives than men on peace and conflict issues. How does the handout demonstrate women’s under-representation, globally, from conflict resolution and management and post-conflict recovery processes? What impact might this have on recovery and development processes?

Presentation 1.3: The Women, Peace and Security Agenda (30 minutes)



Key Message: Stakeholders and actors to armed conflict have obligations under international standards for women, peace and security issues.

The United Nation's Women, Peace and Security Agenda is a toolbox of instruments meant to insure women's contributions and needs are recognized in peace and development processes.

On 31 October 2000, the United Nations (UN) Security Council unanimously adopted its first Resolution that specifically recognized women's under-valued & under-utilized contributions to conflict prevention, peacekeeping, conflict resolution & peacebuilding. UN Security Council 1325 was an historic moment in stressing the importance of women's equal and full participation as active agents in peace and security. In the years to follow, the Security Council passed a number of sister resolutions to further strengthen the imperative of including women's perspectives and concerns in mitigating, waging, managing and resolving armed conflict. Together, these Resolutions make up the Women, Peace and Security (WPS) agenda. The WPS agenda is "transformative" in that it seeks to address the root causes of armed conflict, including gender inequality, as a pre-requisite for long-term stability. Copies of the relevant UN Security Council Resolutions (1325, 1820, 1888, 1889, 1960, 2106, 2122) are included in the Annexes of the WPS Learning Pack.

Security Council Resolutions (SCR) are different from human rights treaties is that they do not need to be signed or ratified by a State Party. **SCRs are automatically binding on all UN Member States.**

Key actors responsible for the implementation of the Women, Peace and Security Agenda include:

- ◆ The United Nations and its agencies
- ◆ Member States and their national governments, including donors
- ◆ All parties involved in the armed conflict
- ◆ Civil society, especially women's groups

In national governments, Ministries of Defense, Interior, Justice, Economic and Social Development, Gender, Development and Foreign Affairs all have special duties in relation to implementation. Civil society, especially women's groups, also plays a central role in implementation through advocacy and service provision efforts. The WPS Agenda specifically calls on the UN, governments, donors and other supporters to consult with women's organizations and support their active participation in peace and development processes.



Distribute **Handout 1.3: Security Council Resolutions on Women, Peace and Security**

Activity 1.3: WPS Security Council Resolutions: Key Actors for Implementation (30 minutes)

1. Divide participants into small groups. Make sure each group has a copy of Handout 1.3 and Activity 1.3.
2. Ask each group to list key actors in Timor-Leste responsible for implementation of the WPS Agenda on the Activity Sheet. Encourage groups to be as specific as possible, listing Ministries and other institutions as they are known. Allow 20 minutes.
3. In plenary, make a list of key actors on the white board, noting those institutions most often mentioned. Compare responses to the table provided below.

Resolution	Key Actors in Timor-Leste
1325	UN Agencies and Peacekeepers; Government; Negotiators; Actors to the Conflict; Political Parties; Parliament; Donors; Humanitarian Assistance Agencies; Electoral Assistance and Bodies; National Human Rights Bodies
1820	Parties to the conflict; Security and Military Forces; Police; Ministries of Health and Justice; Negotiators; War Crimes Tribunals
1888	Donors, Humanitarian Assistance (including UN)
1889	Government, Ministries (Justice, Foreign Affairs, Social Solidarity), Secretaries of State (SEPI, SOSS)
1960	UN Agencies, Government, Security and Military Forces, Ministries of Health and Justice
2106	UN and its Agencies, Government, Military and Security Forces, Ministries of Health and Justice, Negotiators
2122	UN and its Agencies, Regional Organizations, Government, including Ministries of Planning, Commerce, Trade, Economics, Justice, Health, Military and Police

Presentation 1.4: UN SCR 1325: The Four Pillars (20 minutes)



Key Message: Women must be included in all aspects of peace and security decisions

As the first of the Security Council Resolutions on WPS, UN SCR 1325 is a foundational instrument. Often, it is used as short-hand for all of the WPS resolutions, as it planted the seed for each that came after. It is important for relevant actors to understand their obligations under UN SCR 1325. UN SCR 1325 includes 18 provisions for the inclusion of women in all aspects and at all levels of peace and security processes. Often, these provisions are organized under the four pillars, or 4 Ps, of women peace and security. They are defined below:

- ✓ **Participation:** for the Women, Peace and Security Agenda, participation refers to the meaningful engagement of women in all aspects and at all levels of decision-making in public and private spheres. To avoid “tokenism” (including only one or two women), a “critical mass” (see glossary) of women should be included to ensure influence and diversity of views.
- ✓ **Protection:** encompasses all activities that seek to achieve the full respect for the rights of the individual in international and national laws, including human-rights and humanitarian law. Protection from violence against women, in the community and in homes, is a priority for the WPS Agenda.
- ✓ **Prevention:** for the Women, Peace and Security Agenda usually refers to gender-based violence, including sexual violence committed as a tactic of war. Prevention entails a holistic and comprehensive intervention at the level of the individual, the family, the community, and the larger society in activities ranging from urgent responses for victims to prevent the recurrence of violence to establishing legal frameworks and changing social attitudes and behaviors that allow violence to take place.
- ✓ **Peacebuilding:** the set of activities aimed at preventing the relapse of conflict by strengthening national capacities and ownership at all levels for conflict mitigation and management so that peace is not simply the absence of war. Peacebuilding requires sustained and long-term engagement and can include monitoring ceasefires; demobilizing and reintegrating combatants; assisting the return of refugees and displaced persons; helping organize and monitor elections of a new government; supporting justice and security sector reform; enhancing human rights protections and fostering reconciliation after past crimes. The five priority areas of peacebuilding are: safety and security; political processes and inclusive dialogues; the provision of basic services; the restoration of core government functions; and economic revitalization, jobs and livelihoods.

A review of the pillars and provisions of UN SCR 1325 is included below for discussion with participants through interactive exchange. Write a pillar each on 4 sheets of flipchart paper. Ask participants to brainstorm topics under each of the four pillars, noting these on the appropriate sheet. Re-word and add to responses to cover the items in the matrix. Hang the flipchart sheets on the wall for easy reference throughout the rest of the training.

Review: Four Pillars of UN SCR 1325	
Pillar	Provisions
Participation <i>Women as decision-makers at all levels</i>	<input type="checkbox"/> Promote women's full participation in all aspects of peace and security processes, including as mediators and in peace negotiations, in crisis prevention and disaster risk mitigation planning <input type="checkbox"/> Put in place measures for the protection of & respect for women's human rights in the implementation of peace agreements and in constitutions/legislation <input type="checkbox"/> Increase representation of women at all levels of decision-making, including in elections and in governance
Protection <i>Responding to women's and girls' security needs</i>	<input type="checkbox"/> Recognize and address the unique impact of conflict on women and girls <input type="checkbox"/> Put in place security and justice responses to women's protection needs, especially as IDPs and refugees <input type="checkbox"/> Include a gender perspective as part of disarmament, demobilization & reintegration efforts <input type="checkbox"/> Protect women & girls from gender based violence: physical, sexual, psychological, economic, socio-cultural in conflict and post-conflict scenarios
Prevention <i>Preventing conflict and gender-based violence</i>	<input type="checkbox"/> Ensure gender-sensitivity in police and security sector reform <input type="checkbox"/> Ensure gender-sensitivity in justice sector reform, and the promotion of women's rights in informal community dispute resolution processes <input type="checkbox"/> Include and analyze gender-sensitive indicators in early warning conflict monitoring and other crisis monitoring tools <input type="checkbox"/> Ensure gender-sensitive disaster risk reduction planning
Peacebuilding <i>Establishing sustainable peace through inclusion and equality</i>	<input type="checkbox"/> Increase the participation of women in all areas of post-conflict planning, including economic recovery <input type="checkbox"/> Invest in women's empowerment and gender equality through Gender Responsive Budgeting <input type="checkbox"/> Include the specific violations committed against women in Transitional Justice efforts and through inclusive gender-sensitive reparations



Ask participants: How would they rank the pillars according to priority for the Timor-Leste context?

After the flipcharts are filled, open the floor to discussion, asking participants to rank the pillars from 1 to 4 in order of priority in the Timor-Leste context. Allow 10 minutes for this discussion, aiming to reach a consensus with reasoned debate.



Energizer: The Count Off: 1 to 4 (10 minutes) Have participants stand and shake out their hands. Remind participants that the Women, Peace and Security Agenda is transformative and requires change and new approaches. It means mixing things up.

Have participants count off from one to four, clapping the same amount of times as their number. Encourage the count to get faster, but not so fast that the count is disrupted. Ask participants to move their seat to the pillar corresponding to the rank of priority identified in the previous discussion. Adjust groups as needed to ensure balance in terms of gender, age, sector, levels of expertise, etc.

Activity 1.4: UN SCR 1325: Pillars and Key Actors (20 Minutes)

1. Work in four groups, assigning each group one of the four pillars if you have not already done earlier in the training. Provide each group with the sheet for Activity 1.4.
2. Ask each group to brainstorm key actors for their pillar. Allow 10 minutes.
3. Erase the white board.
4. In plenary, make a list of key actors by pillar on the white board, noting those institutions most often mentioned. If it does not already do so, make sure the list generated by the group includes the Ministries of Defense, Justice, Finance, Social Solidarity and Foreign Affairs, Secretary of States for Security and the Promotion of Equality, among others. Be prepared to keep the list written on the whiteboard for the rest of the Module.

Video 1.4: Documentary on Peace and Security for Women in Timor-Leste

(10 minutes for video; 20 minutes for plenary discussion)

Note: The video uses both English and Tetum, but does not have subtitles, which should be considered when deciding whether to use it. To introduce the video to participants, it is important to know your audience and their response to images that may provoke memories of trauma from the armed conflict in Timor-Leste. Encourage participants to exercise self-care as necessary, leaving the room or requesting the video be paused to allow time to process as a group. The video was produced by the UN Women office in Timor-Leste to raise awareness of the ways in which women experienced the conflict, as well as the many contributions women are making to recovery and reconstruction in Timor-Leste.

As participants watch the video, ask them to note how the four pillars of UN SCR 1325 (women's participation; prevention; protection; and peacebuilding) are addressed. After the video, facilitate a discussion in plenary. Prompt questions are provided below as guidance.



Ask participants:

1. How do the roles of girls and boys, men and women differ during the conflict? How does this lead to impacts so that women and men's experience of war may be very different?
2. How are women portrayed as agents of change, especially in post-conflict recovery and in rebuilding society?
3. What types of women are portrayed in the video? At what levels and sector of society? What traditional roles are used by women in untraditional ways? What new roles do women take on in conflict that expand traditional and cultural gender roles? (i.e., the video features women from the community, in the police, women in religious communities and the church, etc.)

Presentation 1.5: CEDAW and UN SCR 1325: Overlaps and Entry Points (30 minutes)ⁱ



Key Message: The obligations of CEDAW & UN SCR 1325 reinforce and extend each other

The WPS Agenda, and UN SCR 1325 in particular, is not a stand-alone obligation. Rather, it should be seen as a strengthening of other instruments to realize women’s human rights. For example, the Beijing Platform for Action (BPFA) in 1995 explicitly identifies “the effects of armed conflict on women” as one of the 12 critical areas of concern for gender equality.

The Convention on the Elimination of Discrimination against Women (CEDAW) is another human rights instrument that is closely aligned with the principles of UN SCR 1325. The government of Timor-Leste ratified CEDAW in 2003 without reservations, and acceded to the Optional Protocol the same year. The initial government report was submitted to the CEDAW Committee in 2009, and the combined second and third report was submitted in 2013. A copy of the full text of CEDAW in Tetum is included in this Learning Pack.



Ask participants: How many are familiar with CEDAW?

In October 2013, the CEDAW Committee adopted General Recommendation 30 (GR 30). General Recommendations are binding on State Parties to the Convention. In paragraph 26 of the recommendation, the Committee stresses “the need for a concerted and integrated approach that places the implementation of the Security Council agenda on women, peace and security into the broader framework of the implementation of the Convention and its Optional Protocol.”

The general recommendation provides authoritative guidance to States, and to some extent non-State actors, on how to use the CEDAW Convention to protect and promote women’s rights in conflict prevention, conflict and post-conflict situations. Implementation of UN SCR 1325 and its sister resolutions are also required to be included in regular CEDAW reports of the State. A copy of General Recommendation 30 is included in the Annexes of the WPS Learning Pack.

Remind participants that, under CEDAW, the promotion and protection of women’s rights is based on three main principles:

1. Substantive equality
2. Non-discrimination
3. State obligation

Taken together, these principles provide a comprehensive framework for achieving women’s political, economic, civic, social, and cultural rights. The definitions of the three basic principles are outlined below.

- ✓ **Substantive Equality:** Equality is experienced by women in their daily lives. Substantive equality looks beyond legal guarantees of equal treatment to measure the impact of interventions/laws. Gender analysis is used to examine the different outcomes of laws, policies, and programmes on women and men. These differences may be linked to social and cultural norms that perpetuate disadvantages and prevent women from enjoying their full rights and on equal status with men.
- ✓ **Non-discrimination:** CEDAW is the first human rights treaty to provide a comprehensive definition of “discrimination against women.” The definition is far-reaching and includes both intended (direct) discrimination and unintended (indirect) discrimination. Direct discrimination is any action that intentionally treats women as subordinate to men. Indirect discrimination is not intentional, but the action or inaction prevents women’s access to opportunity to exercise her full rights. This is especially true when laws or policies seem “gender neutral,” yet result in different impacts on men and women. Even if unintended, the government has the duty to eliminate all forms of discrimination that disadvantage women relative to men.

Here is an example of indirect discrimination: A government sets up a credit program with a requirement that only those who have graduated high school are qualified. Because women on average still have less education than men, the requirement will result in women having less access to credit offered through the program.

- ✓ **State Obligation:** By ratifying CEDAW, a government takes on the obligation to implement the Convention in national law and policy. This includes actions of the government as well as actions of private actors—from individuals, to families, to communities, to businesses, to religious institutions, to political parties, to cultural and social organizations—in short, in all areas of life. It is not enough for states to ensure gender equality in law and policy alone (although this is an important step); governments must also ensure that measures are taken that result in gender equality in the real life of women. To achieve this goal, states may introduce *temporary special measures* (TSMs), such as affirmative action and quotas, to accelerate the equal participation of women in all areas of life and at all levels of society.

The story below can be used for discussion with participants on the three basic principles of CEDAW.

A story:

Once there was a stork and a fox. The fox invited the stork for dinner. Dinner was served on a beautiful platter, but the stork with its long beak could not eat it. The next day, the stork invited the fox for dinner. Food was served in a long vase, so the fox with its short tongue could not eat it.

This story illustrates that sometimes, even when equal opportunity is made available (the food is served to both the fox and the stork), the outcome is not necessarily just or equitable (each animal's method of eating is not suitable for the other). Specific equity measures are therefore necessary to achieve equality.

How can this story be related to substantive equality, non-discrimination, and state obligations of CEDAW and gender equality in Timor-Leste?

Power point 1.5: CEDAW & UN SCR 1325 (30 minutes)

The Power point discusses the overlaps of CEDAW and UN SCR 1325 and how the two instruments help to reinforce and expand each other. Present the power point and then follow up with open discussion, stressing the following points:

- ◆ UN SCR 1325 affirms the essential role of women in preventing conflict and sustaining peace. When combining UN SCR 1325 with the principles of CEDAW, we realize that the discrimination, inequalities and violence that women experience during conflict does not arise solely out of the conditions of conflict. It is directly related to the situation of women during peacetime.
- ◆ SCR 1325 and CEDAW seek to ensure that women's experiences, needs and perspectives are incorporated into the political, legal and social decisions that determine whether durable peace, reconciliation and development are achieved. Used together can broaden, strengthen, and implement gender equality in the context of conflict, peacebuilding and post-conflict reconstruction. The detailed normative and operational guidance of CEDAW provides specific steps and concrete entry points to meet the obligations of UN SCR 1325. UN SCR 1325 stresses that international human rights law is also applicable during conflict and is central to peace and stability—armed conflict is not an “excuse” to delay implementation of CEDAW or the achievement of gender equality.



Distribute: **Handout 1.5: CEDAW & UN SCR 1325: Overlaps and Entry Points** (30 minutes)

The matrix below demonstrates some of the areas of synergy between CEDAW and UN SCR 1325, and how the two instruments are strengthened when used together. The matrix uses women’s political participation as an example; you can use Handout 1.3, CEDAW & UN SCR 1325: Overlaps and Entry Points, to create other examples from the articles of the Convention.

CEDAW & UN SCR 1325: A COMPARATIVE VIEW		
Element	CEDAW	UN SCR 1325
Type of instrument	Human Rights Treaty	Security Council Resolution
How brought into effect	Must be acceded to or ratified by State Party to have effect	Automatically binding on all UN Member States
Issues included	Covers the political, social, economic, cultural and civic rights of women	Covers the political, social, economic, cultural and civic rights of women in times of armed conflict and post-conflict
Reporting and Accountability	Governments must report to the CEDAW Committee on progress made toward gender equality every four years. The situation of women in armed conflict scenarios is required by the committee to be included.	Governments are urged by the Secretary-General to develop a National Action Plan on Women, Peace and Security, with indicators and budget
Responsible Actors	Governments and their ministries are obligated to implement the elements of CEDAW in public and private life, in business, education, religion, employment and family life. Civil society has a central role.	The UN, Member States and their national governments, donors and all actors of the conflict are obligated to implement the elements of UN SCR 1325. Civil society has a central role.
Implementation (an example of women’s political participation)	<p>CEDAW sets out concrete measures to ensure women’s equal opportunity and participation in political life:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Inclusion of women in formulating policy, laws, constitutions <input type="checkbox"/> Domesticating CEDAW into national policy, laws and constitutions <input type="checkbox"/> Representation of women at national and international levels of decision-making <input type="checkbox"/> Participation of women in voting <input type="checkbox"/> Eligibility of women for running in elections <input type="checkbox"/> Establishment of quotas and other temporary special measures to accelerate women’s political participation 	UN SCR 1325 calls on 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, and to 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.

Implementation of commitments on women, peace and security at the national level should also be grounded in human rights instruments, such as the CEDAW. Integrating women, peace and security issues into all ratified human rights treaty reporting, above and beyond CEDAW, strengthens accountability for implementation—in law and in women’s real lives—of the binding obligations of the WPS Agenda.

Presentation 1.6: Women, Peace and Security National Action Plansⁱⁱ **(30 minutes)**



**Key Message: UN SCR 1325 National Action Plans
are a tool for accountability**

Accountability to implementation of the WPS Security Council Resolutions is also strengthened through the development of national action plans on women, peace and security priorities. A National Action Plan (NAP) is a document that details the actions a government will accomplish, within a given time frame, to meet the obligations put forth in the WPS Agenda. The plan provides opportunity for governments, in collaboration with civil society and other stakeholders, to set priorities, benchmarks and milestones, as well as resources to achieve gender equality commitments within a specific national context and in its distinct phase of conflict, post-conflict, and recovery.

A WPS NAP has many advantages. Open discussion to brainstorm some ways NAPs can serve as an effective means WPS implementation. Write the answers on a whiteboard, and then clarify and solidify to include the following points:

- ◆ Raises national awareness about the Women, Peace and Security Agenda; the particular impacts on women of conflict, post-conflict and recovery processes; and the unique contributions of women to sustainable peace and development
- ◆ Integrates implementation of WPS goals into national priorities and development strategies, and encourages coordination and coherence across governmental sectors to meet these objectives
- ◆ Makes it easier to track aid spending of government, donors and the UN on gender-equality goals
- ◆ Makes it easier to monitor progress and short-comings in implementation in a transparent and inclusive approach, thereby enhancing accountability
- ◆ Builds a community of practice across sectors and areas of expertise to strengthen commitment and national ownership for implementation through coordinated advocacy and sharing of skills and knowledge

The approach to developing a NAP varies from context to context as it is aligned with other priority-setting activities of the government. Some countries have chosen to combine the entire WPS Agenda into a comprehensive NAP, while others focus on one or two of the Security Council Resolutions, most commonly UN SCR 1325. Whether a combined NAP or one focusing on a single resolution (such as UN SCR 1325), WPS implementation should be viewed as a whole government process, and NAPs should involve the national equivalents to the Ministries of Defense, Security, Justice, Economic and Social Development, Gender, Development and Foreign Affairs.

Open a discussion, using the list generated and written on the whiteboard for Activity 1.3, on which actors should be involved in the NAP development process in Timor-Leste.

To date, 44 countries have developed NAPs, and best practices have begun to emerge. Generally, the NAP process has involved four common steps:

1. Advocacy and awareness-raising to build political will and wide national ownership
2. The establishment of a consultative CSO-government platform for regular information-sharing and transparency, coordination and collaboration
3. A strategic and participatory assessment to identify priorities in the national context that responds to the specific stage of resiliency and development and the realities of women's daily lives.
4. An implementation strategy for monitoring and evaluation, with indicators and targets, baselines and benchmarks

Other past practices in developing a NAP as an effective means of aligning women, peace and security issues with national priorities include:

- ◆ Provisions for regular progress reports to Parliaments
- ◆ Scheduled audits and mechanisms for corrections
- ◆ Automatic measures for Ministry planning and budgeting
- ◆ Formal monitoring by civil society organizations

If based on a participatory planning and implementation process, a NAP can involve stakeholders from various areas—from donors to civil society, from the private to public sectors—and build wide-ranging, long-term commitment to reaching national gender-equality goals as a pre-requisite to reaching peacebuilding and statebuilding goals more generally.

Presentation 1.7: Developing a National Action Plan in Timor-Leste (30 minutes)



Key Message: Timor-Leste is developing a UN SCR 1325 National Action Plan based on national and community consultations in 2014

In 2013, the government of Timor-Leste initiated the development of a National Action Plan on UN SCR 1325, with the Secretary of State for Security leading the process through coordination and consultation with a variety of governmental and non-governmental stakeholders. The presentation introduces participants to the NAP development process, using specific examples from the Timor-Leste context.

NAPs vary across the world, yet a common structure has begun to develop. Key elements include:

1. Situation Analysis
2. Goals and Objectives Statement
3. Strategy and plan of action
4. Timeframe
5. Monitoring and Evaluation framework
6. Budget

A Situation Analysis should include an analysis of the conflict from a gendered perspective. The Analysis also should include a context assessment to identify gaps and potential activities to prioritize in the WPS NAP. To the extent possible, the situation analysis should build off of and respond to already developed national development strategies, plans and policies.



Ask Participants: Brainstorm the key areas to consider in a context assessment in preparation of a NAP. Create four flip chart sheets to create a list for each pillar: Protection, Prevention, Participation, and Peacebuilding. Use the list below to help generate ideas for possible responses, applied to the Timor-Leste context. Refer to the flipcharts with each of the 4 pillars as needed.

Participation

- ◆ Humanitarian and recovery programmes
- ◆ Conflict resolution negotiations (formal and informal) and peace agreements
- ◆ National contributions to peacekeeping personnel, uniformed and civilian
- ◆ The electoral mechanisms, including women's representation in political parties' after elections
- ◆ The rule of law and democratic governance institutions, including service delivery
- ◆ Governance reforms (anti-corruption measures, public service reform efforts)

Protection of the rights of women and girls

- ◆ The legislative, judiciary, and constitutional systems
- ◆ Systems for ensuring security and physical protection including training of security forces and recruitment of women to security forces
- ◆ Socio-economic rights protection and promotion (land, property, education, literacy, economic security, primary health)
- ◆ Addressing sexual violence and other forms of gender-based violence
- ◆ Maternal health and reproductive health provisions
- ◆ Addressing HIV and AIDS

Prevention

- ◆ Security sector reform with gender-specific requirements
- ◆ Justice reform with gender-specific requirements
- ◆ New peace culture based on women's contributions and built on gender equality
- ◆ Gender-sensitive conflict early warning and monitoring systems
- ◆ Education programmes in schools and other institutions on gender issues, peacebuilding and conflict resolution
- ◆ Awareness-raising among the general public on gendered security issues and the need for gender-sensitive crisis prevention

Peacebuilding

- ◆ Gender-sensitive post-conflict needs assessments
- ◆ Gender budget analysis in post-conflict spending to enable tracking of resources allocated to promote gender equality or women's empowerment
- ◆ Gender equality in the distribution of benefits resulting from peace, such as major post-conflict recovery investments in employment programmes or public basic services
- ◆ Effective inclusion of women ex-combatants or women associated with fighting forces in DDR programmes
- ◆ Gender-responsive transitional justice and reparations programmes



Energizer: The Shake Up: 1 to 4. (15 minutes)

Unlike the Count Off, the Shake Up is used to create groups by topic and interest, which is helpful to motivate learning that can be action oriented after the training.

Assign four tables according to one of the four pillars of the Women, Peace and Security Agenda: participation, protection, prevention, and peacebuilding. Ask participants to stand up and shake their hands out. Ask participants to collect their things and stand by the table of the pillar they most identify with—either through professional duties or personal interest. Once at the table, ask each group to discuss among themselves who should get a seat at the table and why.

For example, a police officer may be drawn to the protection table and say, “My job is to protect women from violence, I should have a seat at this table.” If the group agrees, that person can take a seat. There should only be 5 seats at the table, so decisions will need to be made as to who gets a seat if there are more people than seats.

Decisions should be by consensus, strategic and based on good reasons—what mix of people will have the best outcomes for the training for the group work at that table? Gender balance should also be a consideration, and the group is allowed to use a “temporary special measure” according to CEDAW in order to ensure women are represented in a critical mass at each table.

For those not given a seat, they should move to another table and present new reasons for taking a seat. For example, a male police officer is not given a seat at the protection table and so goes to the participation table, saying, “My job is protection, but it is hard for me to reach women because they do not participate in public life. I need help with women’s participation.”

There are two aims of the exercise: 1. To motivate learning through direct application; 2. To demonstrate that each of the four pillars are indeed inter-related and necessary. Provide a few minutes for introductions among the new group members before moving on with the training.

Activity 1.7: A Consultation on Priority Areas in Women, Peace and Security for Timor-Leste (60 minutes)

The objective of the activity is to encourage participants to identify priority areas of implementation of UN SCR 1325 through concrete actions with specific actors and timelines. The activity, therefore, can be used as a tool for consultations when setting priorities on what to include in the UN SCR 1325 NAP.

1. Break into 4 groups, assigning each group one of the four pillars. Provide each group with Activity Sheet 1.7.
2. Instruct each group to review and discuss the provisions for its pillar. After this discussion, each group will fill in the matrix, identifying areas of priority action, key actors and timelines to improve implementation on women, peace and security objectives for Timor-Leste. Each group should prepare its work on a flip chart paper and post it to the front of the room when finished. Allow 30 minutes to complete the matrix and prepare for presentation.
3. The matrix includes example responses in bold type. Go over one or two examples to ensure that participants understand each column. Note that specific actions, actors, targets and timelines are included in the examples. Encourage participants to do the same.
4. After 30 minutes, bring the groups to plenary to review the lists on the flip chart sheets, which should now be posted at the front of the room. Consolidate, refine and clarify as necessary priority areas of concern by pillar as part of a facilitated discussion, allowing time for open discussion. Allocate 30 minutes for this process.

Have More Time?

Conduct this activity as a World Café. After 30 minutes of completing the matrix, ask each group to designate two “hosts,” with the remainder of the group being “ambassadors.” Ask ambassadors to move to the next table, and hosts to remain at the table to explain the groups work on the matrix to visitors. Allow 10 minutes for this process, asking hosts to jot down ideas and feedback from visiting ambassadors. Repeat this process two to three more time, then call all groups back to their original tables. Allow 15 minutes for discussion on feedback provided to the host from visitors and lessons learned from ambassadors at other tables. In a 20-minute plenary, ask each group to present its final matrix of priority actions and key actors in the Timor-Leste context. (95 minutes).

Presentation 1.8: Setting Global-to-Local WPS Priorities for Timor-Leste (60 minutes)



Key Message: National Action Plans are based on the development context of the country

In 2013, the government of Timor-Leste, with support from UNDP, conducted a Fragility Assessment. Fragility Assessments are used as a development tool to assess levels of stability and resilience of a State, especially after crisis or armed conflict. Review the Fragility Assessment Matrix, below, with participants. (A copy of the Executive Summary of the Fragility Assessment, which includes the Matrix, is part of the WPS-YES! Learning Pack, included under as an Annex).

Fragility Assessment of Timor-Leste (February 2013)					
Peacebuilding & Statebuilding Goals (PSGs)	Stage 1: Crisis	Stage 2: Rebuild Reform	Stage 3: Transition	State 4: Transformation	Stage 5: Resilience
Legitimate Politics			3		
Security			3.5		
Justice		2			
Economic Foundation		2.5			
Revenues & Services			3		

Read the matrix with participants, pointing out that security ranks highest at 3.5, and justice weakest at 2, with need to still build and reform in this sector. “Resilience” refers to the ability of a State to manage conflict non-violently and without returning into crisis.



Ask participants:

Once the matrix and its rankings are understood by all participants, open the floor for the following questions, allocating 30 minutes:

1. How do women in Timor-Leste experience the stages of fragility differently than men according to PSGs? For example, women may hold less appointed seats in government, have less security from violence in the home, have less access to justice for violence committed against them, and may be in deeper levels of poverty as they support families as single heads of household.
2. How is Stage 4, Transformation, linked to gender equality commitments?
3. How do the PSGs align with the four pillars of UN SCR 1325? Do participants want to change the priority rankings of pillars established earlier in the training?
4. What specific actions identified in Activity 1.7 could be prioritized to strengthen PSG goals and accelerate movement from fragility to resilience of the country? Use the flip chart papers to focus discussion and refine priorities within the context of the Timor-Leste stages of fragility. For example, including women more fully in economic development schemes could do much to accelerate progress on PSG 4. What specific activities and targets should be undertaken to achieve other goals in line with WPS objectives?
5. Use a different color pen to validate responsible actors for each priority action on the flip chart. As needed, refine, clarify, eliminate or expand actors so they are as specific and targeted as possible.

Remind participants of how far they have come when closing Module 1: They have set women, peace and security priorities for Timor-Leste and have identified key stakeholders for implementation and change within a framework that provides for legal obligations of duty bearers. They are well on their way to understanding how to develop a NAP on UN SCR 1325 specifically tailored to the Timor-Leste context!

ⁱ Adapted from “What is CEDAW?” (UNIFEM)

ⁱⁱ For more information, and for the full list of Global Indicators for UN SCR 1325 implementation developed by the UN, see “Women and Peace and Security: Guidelines for National Implementation,” *UN Women Sourcebook on Women, Peace and Security*, included on the flash drive of the WPS Learning Pack.

Fact Sheet: Impact of Conflict & Post-Conflict Responses on Women

(Adapted from “Women and Peace and Security: Guidelines for National Implementation,” *UN Women Sourcebook on Women, Peace and Security*.)

MEDIATION AND PEACE PROCESSES

! Less than 8% of peace negotiators are women.¹

! Of 11 peace agreements signed in 2011 only 2 included particular provisions for women (Somalia, Yemen)

! Women participated in negotiation teams in 4 of 14 peace negotiations held under UN auspices in 2011. (Cyprus, Georgia, Guyana, Yemen)

! Organized sexual violence is often a tactic of war, yet just 17 of 585 post-1990 peace accords mention it.²

! Only 6 of 300 peace agreements mentioned sexual violence as a violation of ceasefires.³

JUSTICE AND SECURITY

! Only 3 of 15 judges (20%) on the International Court of Justice are women.⁴

! Sexual violence is the number one crime in Liberia. However, it would take roughly 10 years, working at the current capacity, to clear the backlog of sexual violence cases alone.⁵

! Only 1 in 3 cases reported to the police in the Kivus (eastern Democratic Republic of Congo) are investigated and only 1 in 4 in Ituri.⁶

! 250,000–500,000 women and girls were raped during the 1994 genocide in Rwanda.⁷

! 50,000–64,000 internally displaced women in Sierra Leone were sexually attacked by combatants.⁸

! In Chad, women make up 57% of refugees. On average, women make up 50% of refugees.⁹

POST-CONFLICT ELECTIONS

! In elections in 2011 in post-conflict countries with electoral gender quotas, women average 31% of Parliament. In those without quotas they represented only 7%.¹⁰

! A 6 country study by the International Foundation for Electoral Systems shows that female voters are 4 times likelier than men to be targeted for intimidation in transitional elections.¹¹

! In April 2011, Tunisia introduced an election parity legislation that enshrines the principle of 50-50 male-female parity in all lists of candidates for the Constituent Assembly elections.



! Only 6% of post-conflict spending is budgeted specifically to empower women or promote gender equality.¹²

! In many rural economies women spend up to 90% of their income on household consumption - compared to men who reinvest only 30–40% of their income¹³ - on the family's needs for education, health and nutrition. This injection of capital, and the harnessing of capacities, revives local markets and communities.

! If women had the same access to productive resources as men, they could increase yields on their farms by 20–30%.¹⁴

Endnotes

- 1 UN Women. (2010). *Women's Participation in Peace Negotiations: Connections between Presence and Influence*. In *UN Women Resources on Women, Peace and Security*. [Online]. Available from: http://www.unifem.org/materials/item_detail.php?ProductID=186.
- 2 Bell, C. & O'Rourke, C. (2010). *Peace Agreements or Piece of Paper? The Impact of UNSC Resolution on Peace Processes and Their Agreements*. In *International Comparative Law Quarterly*, 59. p. 941-980.
- 3 United Nations Development Fund for Women (part of UN Women) (2009). *New York*.
- 4 International Court of Justice. (2012). *Current Members* [Online]. Available from: <http://www.icj-cij.org/court/index.php?p1=1&p2=2&p3=1>.
- 5 United Nations. (2011). *Twenty-third Progress Report of the Secretary-General on the United Nations Mission in Liberia*. S/2011/497, para 35.
- 6 UNDP. (May 2011). *Access to Justice .Project Report on the DRC*.
- 7 United Nations (January 1996). *Report on the Situation of Human Rights in Rwanda submitted by Mr. René Degni-Segui, Special Rapporteur of the Commission on Human Rights, under paragraph 20 of the resolution S-3/1 of 25 May 1994, E/CN.4/1996/68, p. 7*.
- 8 Physicians for Human Rights. (2002). *War-Related Sexual Violence in Sierra Leone: A Population-Based Assessment*. [Online]. Available from: <http://physiciansforhumanrights.org/library/documents/reports/sexual-violence-sierra-leone.pdf>.
- 9 UNHCR's *Refugees and People in Refugee-like Situations (end-2010)*. The estimate is based on the available demographic data of 23 countries.
- 10 UN Women (May 2012) calculations based on Inter-Parliamentary Union data of countries with an issue with which the Security Council was seized between 1 January 2009 and 31 December 2011.
- 11 Bardall, G. (2011). *Breaking through the Mould: Understanding Gender & Electoral Violence*. In *IFES White Paper Series*. [Online]. Available from: http://www.ifes.org/Content/Publications/White-Papers/2011/~media/Files/Publications/White%20PaperReport/2011/Gender_and_Electoral_Violence_2011.pdf
- 12 UN Women. (2010). *What Women Want: Planning and Financing for Gender-Responsive Peacebuilding*. In *UN Women Resources on Women, Peace and Security*. [Online]. Available from: http://www.unifem.org/materials/item_detail.php?ProductID=186
- 13 Borges, P. (2007). *Women Empowered: Inspiring Change in the Emerging World*: Rizzoli International Publications, New York.
- 14 FAO. (2010). *The State of Food and Agriculture 2010-2011*. [Online]. Available from: <http://www.fao.org/docrep/013/i2050e/i2082e00.pdf>

**Summary of Security Council Resolutions on Women, Peace and Security:
Gender-Sensitive Peacemaking, Peacekeeping, Peacebuilding¹**

Year	Resolution	Elements
2000	1325	<ul style="list-style-type: none"> Acknowledges the importance of the participation of women and the inclusion of gender perspectives in peace negotiations, humanitarian planning, peacekeeping operations, post-conflict peacebuilding and governance.
2008	1820	<ul style="list-style-type: none"> The first Security Council Resolution to recognize sexual violence as a tactic of war, either when used systematically to achieve military or political ends, or when opportunistic and arising from cultures of impunity. Identifies sexual violence as a matter of international peace and security that requires a security response. Recognizes that sexual violence can increase situations of armed conflict, and impede the restoration of peace and security. Notes that rape and other forms of sexual violence can constitute a war crime, a crime against humanity, or contribute to acts with respect to genocide.
2009	1888	<ul style="list-style-type: none"> Strengthens resolution 1820 by establishing leadership, deploying expertise and improving coordination among stakeholders involved in addressing conflict-related sexual violence.
2009	1889	<ul style="list-style-type: none"> Stresses the need to strengthen the implementation and monitoring of resolution 1325. Calls for the establishment of global indicators, Reiterates the mandate for increasing women's participation and Reinforces calls for mainstreaming gender perspectives in all decision-making processes, especially in the early stages of post-conflict peacebuilding.
2010	1960	<ul style="list-style-type: none"> Provides an accountability system for stopping conflict-related sexual violence. Requests lists of perpetrators and annual reports on parties suspected of committing or being responsible for sexual violence. Stipulates strategic, coordinated and timely collection of information for and briefings to the Security Council on conflict-related sexual violence, and Calls for countries to establish specific time-bound commitments to address the issue.
2013	2106	<ul style="list-style-type: none"> Adds greater details to previous resolutions on this topic, reiterates that all actors, including not only the Security Council and parties to armed conflict, but all Member States and United Nations entities, must do more to implement previous resolutions and combat impunity for these crimes.
2013	2122	<ul style="list-style-type: none"> Sets in place stronger measures to enable women to participate in conflict resolution and recovery, and Puts the responsibility on the Security Council, the United Nations, regional organizations and Member States to dismantle the barriers, create the space, and provide seats at the table for women. Positions gender equality and women's empowerment as critical to international peace and security, underlining that women's economic empowerment greatly contributes to stabilizing societies emerging from conflict. Establishes a roadmap and calls for: <ul style="list-style-type: none"> the development and deployment of technical expertise for peacekeeping missions and UN mediation teams supporting peace talks; improved access to timely information and analysis on the impact of conflict on women and women's participation in conflict resolution; and strengthened commitments to consult or include women directly in peace talks. Sets out the need for humanitarian aid to ensure access to the full range of sexual and reproductive health services, including for pregnancies resulting from rape.

¹ Adapted from UN Women, *Peace and Security, Global Norms and Standards*. See more at: <http://www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards#sthash.MXJTN3NJ.dpuf>

WPS Security Council Resolutions: Key Actors for Implementation

Resolution	Elements	Key Actors
1325	Women's participation in peace negotiations, humanitarian planning, peacekeeping operations, post-conflict peacebuilding and governance.	
1820	Sexual violence as a tactic of war and a matter of international peace and security that necessitates a security response. Sexual violence prolongs violence and constitute a war crime, a crime against humanity, or a constitutive act with respect to genocide.	
1888	Strengthens resolution 1820 by establishing leadership, deploying expertise and improving coordination among stakeholders involved in addressing conflict-related sexual violence.	
1889	Strengthens the implementation and monitoring of resolution 1325 through global indicators, reiterates the need for women's increased participation, especially in recovery and early post-conflict.	
1960	Establishes the Office of the Special Representative to the Secretary-General on Sexual Violence in Conflict (SRSG). It calls for yearly updates with names of alleged perpetrators to the Secretary-General.	
2106	Reiterates that all actors, not only the Security Council and parties to armed conflict, but all Member States and United Nations entities, must do more to implement previous mandates and combat impunity.	
2122	Requires the Security Council, the United Nations, regional organizations and Member States to provide seats for women at decision-making and negotiation tables. Stresses gender equality is pre-requisite to international peace and security, and that women's economic empowerment helps to stabilize post-conflict societies. Stresses the need for women's health services post-conflict and for gender-responsive transitional justice and reparations mechanisms.	

UN Security Resolution 1325: Pillars & Key Actors

Pillar	Provisions	Key Actors
Participation	<ul style="list-style-type: none"> <input type="checkbox"/> Promote women's full participation in all aspects of peace and security processes, including as mediators and in peace negotiations <input type="checkbox"/> Put in place measures for the protection of & respect for women's human rights in the implementation of peace agreements and in constitutions/legislation <input type="checkbox"/> Increase representation of women at all levels of decision-making, including in elections and in governance 	
Protection	<ul style="list-style-type: none"> <input type="checkbox"/> Recognize and address the unique impact of conflict on women and girls <input type="checkbox"/> Put in place security and justice responses to women's protection needs, especially as IDPs and refugees <input type="checkbox"/> Include a gender perspective as part of disarmament, demobilization & reintegration efforts <p>Protect women & girls from gender based violence: physical, sexual, psychological, and economic in conflict and post-conflict scenarios</p>	
Prevention	<ul style="list-style-type: none"> <input type="checkbox"/> Ensure gender-sensitivity in police and security sector reform <input type="checkbox"/> Ensure gender-sensitivity in justice sector reform, and the promotion of women's rights in informal community dispute resolution processes <input type="checkbox"/> Include and analyze gender-sensitive indicators in early warning conflict monitoring and other crisis monitoring tools <input type="checkbox"/> Ensure gender-sensitive disaster risk reduction planning 	
Peacebuilding	<ul style="list-style-type: none"> <input type="checkbox"/> Increase the participation of women in all areas of post-conflict planning, including economic recovery <input type="checkbox"/> Invest in women's empowerment and gender equality through Gender Responsive Budgeting <input type="checkbox"/> Include the specific violations committed against women in Transitional Justice efforts and through inclusive gender-sensitive reparations 	

MODULE 1: Power point 1.5: CEDAW & UN SCR 1325

<h3>Liga RKS ONU 1325 no CEDAW ba Timor-Leste</h3> <p>UN Women Timor-Leste</p>	<h3>CEDAW no RKS 1325</h3> <ul style="list-style-type: none">➤ Impaktu boot liu wainhira padraun rua ne'e la'o hamutuk➤ Avansa igualdade jeneru iha situasaun konflitu no post-konflitu
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<h3>CEDAW & RKS 1325: Direitu feto iha konflitu</h3> <ul style="list-style-type: none">➤ Buka atu aseguara katak feto sira nia esperiénsia, nesidade no perspektiva sira inklui iha desisaun politika, legal no sosial➤ Determina se karik pás duravel, rekonsiliaun no dezvoltimentu bele alkansa	<h3>CEDAW no RKS 1325</h3> <ul style="list-style-type: none">➤ bele habelar/haluan, hametin no operasionaliza igualdade jéneru➤ iha kontestu konflitu, harii pás no mos rekonstrusaun pós-konflitu nian
--	--

<h3>Tamba sa RKS & CEDAW importante?</h3> <ul style="list-style-type: none">➤ RKS komitmentu husi ONU no nasaun membru sira➤ Estadu membru sira tenki obedese /hakruuk no implementa➤ Estadu membru sira atu involve feto iha aspetu hotu-hotu harii no hametin pás➤ CEDAW tratadu internasional ba direitus humanus➤ Estadu iha obrigasaun atu inkorpora iha lei nasional hanesan standar ideal ba feto nia direitu	<h3>CEDAW & RKS 1325</h3> <ul style="list-style-type: none">➤ fahe agenda komun ba igualdade jéneru nian➤ buka atu garante katak feto nia esperiénsia, nesidade no perspetiva inklui iha desizaun política, legal no sosial nian➤ determina pás nebe justu no rohan laek➤ apela ba igualdade jeneru (HVHF inklui proteje feto husi VBJ) no➤ fo/aumenta protesau refujiadu & IDP sira)
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MODULE 1: Power point 1.5: CEDAW & UN SCR 1325

Agenda komún ba igualdade jéneru

- Partisipasaun iha foti desizaun (nivel hotu-hotu):
 - ✓ area hotu-hotu iha negosiasaun pás nian,
 - ✓ ajustamentu (settlement),
 - ✓ reforma seitor seguransa,
 - ✓ DDR (desmobilizasaun, disarmamentu , repatriasaun)
 - ✓ rekonsiliaun no prosesu rekuperasaun



Agenda komún ba igualdade jéneru

- Partisipasaun fetu no perspektiva iha justisa no reforma legislativu (inklui halakon impunidade ba violencia)
- Igualdade iha lei nia oin,
- protesau liu husi regra no lei/direitu
- fetu sira nia esperiensa ho diskriminasaun sistematika durante moris
(tempu konflitu no pás)



RKS 1325 habelar aplikasaun CEDAW nian

- Habelar CEDAW ba estadu ne'ebe involve iha konflitu maski sedauk ratifika CEDAW
- Ultrapasa/grupu governasaun ba grupu sira hotu ne'ebe involve iha konflitu hanesan grupu armadus independente, milisia no paramilitar sira.
- Dedika ba kontestu manutensaun pás nian no papel ONU nian no komunidade internasional.



CEDAW & RKS 1325

- Normas detailadus no
- Guia operacional CEDAW nian fornese pasu spesifiku no pontu de entrada konkreta atu kumpri obrigasaun RKS1325
- CEDAW esplika diskriminasaun hasoru fetu no oinsa halakon
 - difini medidas atu halakon diskriminasaun
 - lei internasional ba direitus humanus aplikavel durante konflitu no prinsipal ba pás no estabilidade (la hein to'o pás atu implementa)



CEDAW & RKS 1325

- Funu no konflitu internal la remata ho asina akordu pás nian
- Persiza medidas atu estabelese governasaun diak.
Ne'ebé: inklusivu, transparente no responsavel



CEDAW & RKS 1325 iha Timor-Leste

- Faze pós-konflitu: konsolida pás/faze desenvolvimentu
- Constituissaun Artigu 17: igualdade fetu no mane (vida familia, kultural, sosial, ekonomika no politika)
- Ratifikasaun CEDAW
- Eleisaun (lei eleitoral, quota fetu, sst.)
- LKVD promulga & implementa
- Esbosu Lei
 - Reparasaun vitima
 - Igualdade jéneru



MODULE 1: Power point 1.5: CEDAW & UN SCR 1325

CEDAW & RKS 1325 iha Timor-Leste: Partisipasaun

- Kampaña politiku, votasaun (47% votante)
- Parlamentu 25 (38%)
- Governu 9/55 (4.5%)
- Chefe suku 11/442 (~2%)
- Setor seguransa PNTL #575/2,574 (18%) ; F-FDTL #174/1,647 (9.5%)
- Mediator nasional fetu #10/20
- Justisa fetu (prokurador, defensória & juis) (16/62)
- Diplomata (Ambassador) fetu 5
- Membreu Komité CEDAW 1



CEDAW & RKS 1325 iha Timor-Leste

- Kontribui ba operasaun manutensaun pás (# fetu sei menus)
- Lider komunitariu fetu menus
- Partisipasaun iha resolusaun konfliktu sei menus
- Mekanismu no strategia ba iguladade jéneru
- Grupu servisu jéneru se dauk metin
- Prevalensia VBJ sei maka'as



CEDAW & RKS 1325: Feto nia Partisipasaun

- 1325: Hasae fetu nia partisipasaun iha foti desisaun iha kontestu konfliktu no pós-konfliktu nian

CEDAW difini medidas konkretas

- Inclusaun fetu iha formula politika
 - Representasaun iha foti desisaun
 - Partisipasaun iha votasaun
 - Eligibilidade iha eleisaun
 - Legaliza quotas no medidas temporariu seluk



CEDAW & RKS 1325: Monitorizasaun no halo relatoriu

- Situasaun spesífiku fetu sira nian
- Impaktu programa no politika sira kona ba halakon diskriminasaun kontra fetu
- Involve makina fetu no seluk hanesan defesa, seguransa/interior no justisa



CEDAW and SCR 1325 : Monitoriza no halo relatoriu

Rekomendasaun komité CEDAW inklui:

- Involve iha negosiasaun pás (Georgia)
- Igaldade jéneru iha implementasaun akordu pás nian (Burundi)
- Medidas spesial – quota atu promove fetu sira nia partisipasaun polítika (Armenia)
- Apoiu ba refujiadu no IDP sira (Azerbaijan)
- Monitorizasaun ba forsa seguransa no polísia - suspeitu /autor sira lori ba justisa tamba violensia kontra fetu (Sri Lanka)



Rekomendasaun Komité CEDAW

Sesaun 42 (2008) Myanmar:

Ejiji parte estadu nian atu halakon violensia seksual, prosekuta no fo pena ba perpatrador/ autór sira inklui pesoal militar.



HANDOUT 1.5: CEDAW & UN SCR 1325: Overlaps and Entry Points

UN SCR 1325 ARTICLE	UN SCR 1325 RESPONSIBLE PARTY	CEDAW ARTICLE/GENERAL RECOMMENDATIONS
<p>1. Urges Member States to <i>ensure increased representation</i> of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict</p>	<p>Governments of member states</p>	<p>Art. 7, 8/Gen. Rec. 23: Use special measures, such as quotas and reserved seats, to ensure at least a critical mass of 30-35% of women in political processes at national and international levels.</p> <p>Art. 3, 4: Use measures, such as increased resources, special training and education, and other steps to compensate for past discrimination and accelerate women’s equality in practice.</p> <p>Art. 5: Take special measures to eliminate social and cultural patterns of conduct that disadvantage women</p> <p>Gen. Rec. 3/23: Initiate public education and information campaigns targeted at stereotypes and prejudices that discourage women’s involvement in political and public life.</p> <p>Art. 7/Gen. Rec. 23/Gen. Rec. 30: Consult with women’s groups on the development and implementation of all policy and programming.</p> <p>Gen. Rec. 30: Include women in negotiation and mediation activities as delegates, including at senior levels; ensure that legislative, executive, administrative and other regulatory instruments do not restrict women’s participation in the prevention, management and resolution of conflicts and ensure women’s equal representation at all decision-making levels in national institutions and mechanisms, including in the armed forces, police, justice institutions and the transitional justice mechanisms (judicial and non-judicial) dealing with crimes committed during the conflict. Reinforce and support women’s formal and informal conflict prevention efforts.</p> <p>Also, see 1325 Article 8, below</p>
<p>2. Encourages the Secretary-General to implement his strategic plan of action (A/49/587) calling for an <i>increase in the participation</i> of women at decision-making levels in conflict</p>	<p>Secretary-General and UN system</p>	<p>See 1325 Article 1, above</p>

resolution and peace processes		
<p>3. Urges the Secretary-General to <u>appoint more women as special representatives and envoys</u> 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</p>	<p>Secretary-General and UN system; Governments of member states to put forward candidates for high-level posts</p>	<p>See 1325 Article 1, above</p>
<p>4. Further urges the Secretary-General to seek to <u>expand the role and contribution of women in United Nations field-based operations</u>, and especially among military observers, civilian police, human rights and humanitarian personnel</p>	<p>Secretary-General and UN system, field-based UN agencies, especially where women are traditionally under-represented</p>	<p>See 1325 Art. 1, above</p> <p>Art. 8/Gen. Rec. 23: Ensure the presence of a critical mass of women at all levels and in all areas of international affairs, including economic and military matters, in both multilateral and bilateral diplomacy and in official delegations to international and regional conferences.</p> <p>Gen. Rec. 23: Use legal and other measures, including special temporary measures; take specific measures to ensure better gender balance in membership of all United Nations bodies; collect data on percentage of women in Foreign Service of engaged in international representation, including membership in government delegations to international conferences and nominations for peace keeping or conflict resolution roles and seniority in the relevant sector.</p> <p>Gen. Rec. 30: Use gender-sensitive practices (e.g. use of female police officers) in the investigation of violations during and after conflict, among others.</p>
<p>5. Expresses its willingness to <u>incorporate a gender perspective into peacekeeping operations</u> and urges the Secretary-General to ensure that, where appropriate, <u>field operations include a gender component</u></p>	<p>Secretary-General and UN system, across sectors and phases of conflict</p>	<p>See 1325 Art. 1 and 4, above</p>

<p>6. Requests the Secretary-General to provide to Member <u>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</u>, 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</p>	<p>Secretary-General and UN system, military and civilian peacekeeping personnel; member states, their governments, military and civilian support to peacekeeping operations</p>	<p>See 1325 Art. 1 and 4, above</p>
<p>7. Urges Member States to increase their voluntary <u>financial, technical and logistical support for gender-sensitive training efforts</u>, including those undertaken by relevant funds and programmes, inter alia, the United Nations Entity for Gender Equality and Women's Empowerment and United Nations Children's Fund, and by the United Nations High</p>	<p>Member states and governments (in support of) UN Women, UNICEF, UNHCR</p>	<p>See 1325 Art. 1 and 4, above</p>

<p>Commissioner for Refugees and other relevant bodies</p>		
<p>8. <i><u>Calls</u></i> on all actors involved, <i><u>when negotiating and implementing peace agreements, to adopt a gender perspective</u></i>, including, inter alia: (a) The special needs of women and girls during <i><u>repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction</u></i>; (b) Measures that <i><u>support local women's peace initiatives and indigenous processes</u></i> for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements; (c) Measures that ensure the <i><u>protection of and respect for human rights of women and girls</u></i>, particularly as they relate to the <i><u>constitution, the electoral system, the police and the judiciary</u></i></p>	<p>All actors involved in <i><u>negotiating and implementing</u></i> peace agreements and across spectrum to recovery, reconstruction, development</p>	<p>See 1325 Articles 1 and 11</p> <p>Art. 15: Legislate women's equality with men before the law, including equal rights and capacities to conclude contracts and administer property.</p> <p>Art. 16: Ensure equality between women and men in marriage and family life.</p> <p>Art. 13: Ensure women and men equality in all areas of economic and social life.</p> <p>Art. 11: Eliminate discrimination in employment.</p> <p>Art. 14: Take into account particular problems faced by rural women, including their roles in economic survival of their families; ensure rural women in particular obtain all types of training and education, formal and non-formal, including literacy; ensure women enjoy adequate living conditions, especially in relation to housing, sanitation, water supply, transportation and communication; ensure women are treated equally in land reform and resettlement schemes, access to credit and loans and technology; ensure rural women have equal access to health services, including reproductive health; ensure rural women's right to participate in the elaboration and implementation of development planning at all levels and in community activities.</p> <p>Art. 7: Ensure women's right to participate in the formulation of government policy and its implementation.</p> <p>Art. 10: Eliminate discrimination against women to ensure equal rights between women and men in education.</p> <p>Art. 12: Eliminate discrimination against women in health care, including access to family planning and reproductive health services.</p> <p>Gen. Rec. 6: Establish or strengthen a national women's machinery, including institutions and procedures, to provide advice on the impact on women of governmental policies, monitor the situation</p>

		<p>of women and formulate policies and strategies to eliminate discrimination; place women’s machinery at a high-level of government and provide with adequate resources and authority; support gender mainstreaming throughout government departments.</p> <p>Gen. Rec. 18: Implement special measures to ensure that women with disabilities have equal access to health services.</p> <p>Gen. Rec. 24: Ensure health services are sensitive to the needs of women with disabilities and respectful of their human rights and dignity; incorporate a gender perspective in health care policy and engage in broad consultation with women’s groups.</p> <p>Gen. Rec. 30: Ensure gender equality in constitutional reform and other legislative reforms; ensure transitional justice mechanisms guarantee women’s access to justice; recognize the particular disadvantages that women face in claiming their right to inheritance and land in post-conflict contexts; Ensure women’s equal participation in all stages of disarmament, demobilization; promote women’s political rights, including running for office and voting.</p>
<p>9. <i>Calls</i> upon all parties to armed conflict to <u>respect fully international law applicable to the rights and protection of women and girls as civilians</u>, in particular the obligations applicable to them under the <u>Geneva Conventions</u> of 1949 and the Additional Protocols thereto of 1977, the <u>Refugee Convention</u> of 1951 and the Protocol thereto of 1967, the Convention Security Council - 5 - Press Release SC/6942 4213th Meeting (PM) 31 October 2000 on the <u>Elimination of All Forms of Discrimination against Women</u> of 1979 and the</p>	<p>All parties to the armed conflict (armed forces, insurgencies, militias)</p> <p>Host countries of refugees</p> <p>States who have ratified CEDAW and Optional Protocol, CRC and two Optional Protocols</p> <p>States who have</p>	<p>Gen. Rec. 30: In all crisis situations, whether non-international or international armed conflict, public emergencies or foreign occupation or other situations of concern, such as political strife, women’s rights are guaranteed by an international law regime that consists of complementary protections under the Convention and international humanitarian, refugee and criminal law.</p>

<p>Optional Protocol thereto of 1999 and the United Nations <i>Convention on the Rights of the Child</i> of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the <i>Rome Statute</i> of the International Criminal Court</p>	<p>signed onto Rome Statute</p>	
<p>10. <i>Calls</i> on all parties to armed conflict to take special measures to <u>protect women and girls from gender-based violence</u>, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict</p>	<p>All parties to the armed conflict (armed forces, insurgencies, militias)</p>	<p>See 1325 Article 1 above.</p> <p>Also, see 1325 Article 11, below.</p> <p>Gen. Rec. 19: Collect data on extent, causes, effects of violence and effective measures to prevent and eliminated violence</p> <p>Gen. Rec. 19: Take all legal and other measures necessary to provide effective protection of women against gender-based violence, including legislation which incorporates penal sanctions, protective measures such as shelters and counseling, and preventative measures.</p> <p>Gen. Rec. 30: Establish early warning systems and adopt gender-specific security measures to prevent the escalation of gender-based violence and other violations of women’s rights; address the gendered impact of international transfers of arms, especially small and illicit arms; adopt a comprehensive gender-sensitive and rights-based migration policy that ensures that women and girls coming from conflict-affected areas are not subject to trafficking.</p>
<p>11. <i>Emphasizes</i> the responsibility of all States to put an <u>end to impunity</u> and to prosecute those responsible for genocide, crimes against humanity, war crimes including those relating to sexual violence against women and girls, and in this regard, stresses the</p>	<p>All states’ governments</p> <p>All actors involved in <i>negotiating</i> and <i>implementing</i> peace agreements</p>	<p>See 1325 Article 8 above.</p> <p>Art. 15/Gen. Rec. 21: Ensure equal access to justice.</p> <p>Gen. Rec. 19: Provide protective measures for victims of violence and those at risk, including accessibility for rural women and those in isolated communities; take preventative and punitive measures to overcome trafficking and sexual exploitation; implement gender-sensitive training on violence against women for judicial and law enforcement officers and public officials.</p>

<p>need to exclude these crimes, where feasible from amnesty provisions</p>	<p>Justice sector</p>	<p>Gen. Rec. 30: Ensure women's and girls' access to justice; adopt gender-sensitive investigative procedures to address sexual and gender-based violence; conduct gender-sensitive training and adopt codes of conduct and protocols for the police, the military, including peacekeepers; build the capacity of the judiciary, including in the context of transitional justice mechanisms to ensure their independence, impartiality and integrity.</p>
<p>12. <i>Calls</i> upon all parties to armed conflict to <u><i>respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls</i></u>, including in their design, and recalls its resolution 1208 (1998) of 19 November 1998</p>	<p>All parties to armed conflict National police and military personnel</p>	<p>Gen. Rec. 24: Give special attention to the health needs and rights of women belonging to vulnerable and disadvantaged groups, including refugees and IDPs, girls and elder women; provide adequate protection and health services, including trauma treatment and counseling, for women trapped in situations of armed conflict and women refugees; provide sexual health information and services to women and girls, including those who have been trafficked.</p> <p>Article 12: Ensure appropriate services for pregnancy, confinement and post-natal period; ensure adequate nutrition during pregnancy and lactation.</p> <p>Gen. Rec. 15: Pay special attention to the rights and needs of women and children, and to the factors relating to the reproductive role of women and their subordinate positions in societies which make them especially vulnerable to HIV/AIDS; disseminate information on HIV/AIDS, especially in women and children, and the effects on them.</p> <p>Gen. Rec. 30: Address the specific risks and particular needs of different groups of internally displaced and refugee women, subjected to multiple and intersecting forms of discrimination, including women with disabilities, older women, girls, widows, women who head households, pregnant women, women living with HIV/AIDS, rural women, indigenous women, women belonging to ethnic, national, sexual or religious minorities, and women human rights defenders.</p>
<p>13. <i>Encourages</i> all those involved in the <u><i>planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants</i></u> and to take into account the needs of their dependants</p>	<p>All those involved in planning and implementing DDR</p>	<p>See 1325 Article 8, above</p>

<p>14. Reaffirms its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, <u>to give consideration to their potential impact on the civilian population</u>, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions</p>	<p>Security Council, member states</p>	<p>See 1325 Art. 12, above</p>
<p>15. Expresses its willingness to ensure that <u>Security Council missions take into account gender considerations and the rights of women</u>, including through consultation with local and international women's groups</p>	<p>Security Council, member states, observers and others involved in mission</p>	<p>See 1325 Article 1, above Also, see 1325 Article 8, above</p>
<p>16. Invites the Secretary-General to <u>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</u>, 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</p>	<p>Secretary-General, Security Council, member states</p>	<p><i>Women, War and Peace: The Independent Experts' Assessment on the Impact of Armed Conflict on Women and Women's Role in Peace-building</i> © [2002] UNIFEM</p>
<p>17. Requests the Secretary-General, where appropriate, to include in</p>	<p>Secretary-General, UN field and</p>	<p>See 1325 Art. 4, above</p>

<p>his reporting to the Security Council, <i>progress on gender mainstreaming throughout peacekeeping missions</i> and all other aspects relating to women and girls</p>	<p>peacekeeping missions</p>	
<p>18. <i>Decides to remain actively seized of the matter</i></p>	<p>Security Council, General Assembly</p>	

Consultation on Priority Areas on Women, Peace and Security in Timor-Leste

Instructions: Discuss with your group the provisions of UN SCR 1325 under your assigned pillar. Fill in the matrix for your pillar, providing concrete actions for specific actors by a certain deadline. The answers in bold are only examples. Feel free to add, revise and prioritize according to the assessment of your group.

Timing: You have 30 minutes to complete this activity. Please be prepared after that time to present the results to the full group.

Participation Key Message: Women as decision-makers at all levels				
Provision of UN SCR 1325	What Action Has Been Taken?	What Action is Still Needed?	By Which Actor(s)?	How and When?
Women's full participation in peace and security processes, including as mediators and in peace negotiations and in crisis prevention and recovery	Ex: Establishment of community mediators to resolve disputes before escalating to violence	Ex: Recruit more women to serve in the role	Ex: SoSS, MSS; NGOs	Ex. Increase local women mediators by 10% by 2015
Measures for the protection of and respect for women's human rights in the implementation of peace agreements and in constitutions and legislation				
Increase representation of women at all levels of decision-making, including in elections and in governance	Ex: Women's quota in Parliament	Ex: Promote women to run for local elections as part of decentralization	Ex: Decentralization; local officials	Ex. Begin leadership training in 2014 to increase women's participation as candidates in next local elections
Other?				

Protection

Key Message: Responding to women's and girls' security needs builds a more peaceful society

Provision of UN SCR 1325	What Action Has Been Taken?	What Action is Still Needed?	By Which Actor(s)?	How and When?
Security and justice responses to women's protection needs, especially as IDPs and refugees	Ex: Establishment of VPU	Ex: Reach into local communities is challenged by few human and other resources	Ex: SOSS, PNTL	Ex: Increase resources to increase reach of VPU in communities by 30% in five years
Gender-sensitive disarmament, demobilization & reintegration efforts				
Protection of women & girls from gender based violence: physical, sexual, psychological, economic, socio-cultural in conflict, post-conflict and crisis scenarios				
Other?				

Prevention: Preventing Violent Conflict and Violence against Women

Provision of UN SCR 1325	What Action Has Been Taken?	What Action is Still Needed?	By Which Actor(s)?	How and When?
Gender-sensitive police and security sector reform	Ex: Gender Unit in PNTL	Ex: Still too few women in police, especially at higher ranks	Ex: SOSS, PNTL	Ex: Increase recruitment of female officers to 30% by 2020
Gender-sensitive justice sector reform, and the promotion of women's rights in informal community dispute resolution processes				
Gender-sensitive indicators integrated in early warning conflict monitoring and other crisis monitoring tools				
Gender-sensitive disaster risk reduction planning				
Other?				

Peacebuilding: Establishing Sustainable Peace through Inclusion and Equality

Provision of UN SCR 1325	What Action Has Been Taken?	What Action is Still Needed?	By Which Actor(s)?	How and When?
Participation of women in all areas of post-conflict and crisis-prevention planning, including economic recovery				
Gender Responsive Budgeting earmarks investments for women’s empowerment and inclusion				
Specific violations committed against women in Transitional Justice efforts and through inclusive gender-sensitive reparations				
Other?				