

The post-conflict period presents a unique opportunity to reshape societies and reverse long-standing cultural and institutional gender-based discrimination. During the post-conflict transition period, gender advisers work with mission staff — civilian and uniformed — as well as counterpart institutions in host countries, providing practical guidance on strategies for addressing the specific needs of men and women.

**G**ender Advisers in peacekeeping missions are staff members responsible for supporting the implementation of Security Council resolution 1325. By incorporating innovative strategies for advancing the rights of women in these societies, gender units play a critical role in guiding staff working in the different functional areas of UN peacekeeping, including disarmament, demobilization and reintegration (DDR), police, military, mine action, human rights, elections and rule of law. They also provide capacity-building and training support to counterpart institutions in government and civil society in host countries.

Practical examples of the way in which Gender Advisers work to support implementation of Security Council resolution 1325 include:

**Training** staff to integrate a gender perspective into the various functional areas of peacekeeping, responding to the special needs of women in the host country and supporting measures for preventing and responding to gender-based violence;

**Advising** senior management on strategies for integrating gender perspectives into policy- and decision-making;

**Working** with DDR units to ensure that the special needs of women are taken into consideration (for example, by advocating for the revision of the eligibility criteria to ensure the inclusion of women associated with fighting forces in the process, ensuring separate and secure quarters for women in demobilization camps and giving women opportunities for creating livelihoods for themselves and their families);

**Advocating** for the increased participation of women in political decision-making processes, either at the early nation-building phase by working to include gender concerns into constitutional review processes, or at later stages by promoting the increased participation of women in political campaigns and elections;

**Forming** partnerships with local women's groups, NGOs and civil society organizations and providing them with resources to implement training and project activities in support of gender mainstreaming, as well as undertaking regular consultations with these groups and working to integrate their concerns into policy-making processes within the mission;

**Advocating** for greater participation of women in all functional areas of peacekeeping;

**Assisting** government counterparts to integrate gender perspectives into all aspects of the transition process.



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