

2008-2009 UN SYSTEM-WIDE ACTION PLAN ON SECURITY COUNCIL RESOLUTION 1325 (2000) ON WOMEN, PEACE AND SECURITY

PURPOSE

The purpose of this template is to collect information from UN entities for the 2008-2009 UN system-wide action plan to report to the Security Council on the implementation of SCR 1325. In accordance with the recommendations of the Secretary General report on women, peace and security (S/2006/77) the action plan has been re-conceptualized into results-based programming, monitoring and reporting tool. The 2008-2009 UN system-wide action plan will be presented in the 2007 report of the Secretary-General to the Security Council.

GENERAL INSTRUCTIONS

Please indicate some general information about your entity in the section below. After this, please report one initiative per page, providing the appropriate information including the output and related indicators, as well as the various activities and different locations (global, regional, country levels) where the initiative is planned. You should allow for approximately ten minutes for completing the information for each initiative. To complete the template, type your responses in the grey text boxes, which will expand as needed. Further, feel free to attach any additional information. Also, please note that this format allows you to report on 15 initiatives, should you need to report on more please submit a separate file.

ACCOMPANYING INFORMATION

Accompanying this template are two annexes. The first one contains detailed instructions on how to fill this template and the second one contains a list of suggested indicators.

DEADLINE FOR SUBMISSION: 30 June 2007

COMMENTS?

We would be grateful to receive your feedback! Tell us if you found this template useful and send us any comments and suggestions you may have for improving it by sending an email to ianwge-wps@un.org.

Please indicate the following general information and the total number of initiatives submitted in this format.

UN Entity				CONTACT INFORMATION	
United Nations Mine Action Service				Name:	Shelley Inglis
				Title:	Policy Coordination Officer
Total Budget of UN Entity (US\$)		Total # initiatives submitted:	5	Phone:	
				Email:	inglis@un.org

A. IDENTIFICATION OF THE INITIATIVE

[1] TITLE	[4] THEMATIC AREAS
Gender Equality in Mine Action: Annual Workshop (1 per year)	Please see instructions for definitions and select one (or more if needed) <input type="checkbox"/> PREVENTION <input checked="" type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input checked="" type="checkbox"/> RELIEF & RECOVERY <input checked="" type="checkbox"/> NORMATIVE
[2] BRIEF DESCRIPTION Please provide a description of your main activities	
The Annual Workshop on Gender Equality in Mine Action engages UN-mine action programme managers, technical advisors, and national staff in the planning of concrete initiatives and the development of gender sensitive Action Plans to advance gender equality in their programmes.	
[3] MAIN PARTNERS Please list the main partners of this initiative	
DPKO, ODA, UNDP, UNICEF, UNOPS, OCHA, OSAGI, OHCHR, UNHCR, FAO, WFP, WHO and World Bank	

B. INITIATIVE RESULTS STATEMENTS AND INDICATORS

[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS		
Six Un Managed And Supported Mine Action Programmes Adopt And Implement Action Plans That Contain Strategic Activities And Indicators Of Achievement To Ensure Operationalization		
[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?		
4-6 Country Programmes Take Into Account The Impact Of Mines On Women And Girls In The Design Of Initiatives And Workplans, And Seek To Ensure Women And Girls Benefit From Mine Action Activities And From Employment Opportunities Provided By Mine Action Programmes.		
[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT	Source	Baseline
Number Of Action Plans Adopted And Approved For Implementation, And Specific Steps Undertaken To Implement The Action Plans	Workshop Summary And Evaluation	By End Of 2007, 4-6 Action Plans Adopted And Implemented; Specific Steps Taken By Jordan And Afghanistan Programme
Amount Of Funds Provided By Donors For Additional Costs Incurred As A Result Of The Gender Sensitive Action Plans.	Voluntary Trust Fund Tracking	US\$45,000 Contribution To Afghanistan Programme
Programme Reporting Reflects Gender Sensitive Action Plan Strategies And Activities	Evaluation/Reports	2007 Reports

C. ABOUT THE INITIATIVE Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date Please specify month and year										
UN managed and supported programmes (to be identified)	September 2008 and September 2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		US\$50,000 per each workshop, and resources for implementation depending on the needs of the programme	N/A

A. IDENTIFICATION OF THE INITIATIVE

[1] TITLE	[4] THEMATIC AREAS
Inter-Agency Coordination Group in Mine Action: Steering Committee on Gender and Mine Action	Please see instructions for definitions and select one (or more if needed) <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input type="checkbox"/> RELIEF & RECOVERY <input checked="" type="checkbox"/> NORMATIVE
[2] BRIEF DESCRIPTION Please provide a description of your main activities	
The Steering Committee, comprised of gender focal persons of the Inter-Agency Coordination Group in Mine Action, is the principal coordination body that leads inter-agency efforts to promote and enhance gender equality and gender balance in mine action programmes.	
[3] MAIN PARTNERS Please list the main partners of this initiative	
DPKO, ODA, UNDP, UNICEF, UNOPS, OCHA, OSAGI, OHCHR, UNHCR, FAO, WFP, WHO and World Bank	

B. INITIATIVE RESULTS STATEMENTS AND INDICATORS

[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS		
All United Nations Gender And Mine Action Activities Are Well Resourced, Coordinated And Coherent.		
[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?		
The Steering Committee Ensures Effective Coordination And Advocacy To Advance The Provisions Of Scr 1325 In The Mine Action Context. It Ensures That Mine Action Policy Framework, Strategies And Workplans Promote And Advance The Implementation Of Scr 1325 In Mine Action		
[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT	Source	Baseline
Amount Of Funds Raised To Support Gender In Mine Action Initiatives	Voluntary Trust Fund Tracking	US\$85,399 raised in 2006 and US\$90,130 raised in 2007
Number Of Meetings And Participation Level	Meeting Minutes	End Of 2007 Records
Number of times senior level officers raise/discuss gender issues in mine action	News sources, Reports, Speeches, Statements, etc.	End Of 2007 Records

C. ABOUT THE INITIATIVE Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date Please specify month and year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
HQ	2008-2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	N/A	Staff Resources	N/A
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

A. IDENTIFICATION OF THE INITIATIVE

[1] TITLE	[4] THEMATIC AREAS
Headquarter Support to Field Programmes in Gender Mainstreaming	Please see instructions for definitions and select one (or more if needed) <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input checked="" type="checkbox"/> PROTECTION <input type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
[2] BRIEF DESCRIPTION Please provide a description of your main activities	
To provide support to all field programmes in the operationalization of the UN Gender Guidelines in mine action and the impact assessment tools, and the implementation of the action plans developed at the annual workshops. Support will be tailored to the programme's specific needs and will include, but not limited to: the development of training materials, recruitment of staff and experts, development of country-specific indicators, and funding.	
[3] MAIN PARTNERS Please list the main partners of this initiative	
N/A	

B. INITIATIVE RESULTS STATEMENTS AND INDICATORS

[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS
 Field Programme Reports And Evaluations Include Gender Sensitive Analysis, Including Sex-Disaggregated Data; Field Staff Is Equipped To Address Gender Issues In Mine Action Activities; The Assessment Of Impact Engages Women And Girls In All Stages; Field Programmes Have A Gender Focal Point Who Coordinates All Activities Concerning Gender Equality And Gender Balance; Enhanced Efforts And Capacity To Reduce The Risk Posed By Landmines And Erws On Women And Girls And Promote The Full Enjoyment Of Their Human Rights

[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?
 This Initiative Will Ensure That The Experiences And Needs Of Women And Girls Are Integrated In Mine Action Activities. And The Impact Of Landmines/Erws On Women And Girls Should Be Reduced By Enhancing Freedom Of Movement And Enjoyment Of Economic, Social And Cultural Rights.

[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT	Source	Baseline
Extent Of Sex-Disaggregated Data (Women Employed And Women Benefiting From Mine Action Activities)	Reports, Evaluations, Impact Assessment	End Of 2007 Reports Of Data
Number Of Trainings Conducted And Number Of Staff Trained On Gender Issues In Mine Action Level Of Satisfaction Of Trainees.	Reports	
Amount Of Funding Solicited For Gender Initiatives In The Field	Voluntary Trust Fund Tracking	Us\$50,000

C. ABOUT THE INITIATIVE Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date Please specify month and year								PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Global	January 2008- December 2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Staff resources	
Afghanistan	January 2008- December 2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Will depend on needs of each programme	
Sudan	January 2008- December 2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Will depend on needs of each programme	

A. IDENTIFICATION OF THE INITIATIVE

[1] TITLE	[4] THEMATIC AREAS
The Development of gender sensitive Impact Assessment Tool(s)	Please see instructions for definitions and select one (or more if needed) <ul style="list-style-type: none"> <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input type="checkbox"/> RELIEF & RECOVERY <input checked="" type="checkbox"/> NORMATIVE
[2] BRIEF DESCRIPTION Please provide a description of your main activities	
A consultant will conduct a desk review of existing tools used in the field to prioritise mine action tasks and to measure the impact of mine action on beneficiary communities, to determine whether they are gender sensitive. Based on the findings, model tools and adoption guidelines will be developed and shared at a validation workshop with mine action field programmes.	
[3] MAIN PARTNERS Please list the main partners of this initiative	
DPKO, ODA, UNDP, UNICEF, UNOPS, OCHA, OSAGI, OHCHR, UNHCR, FAO, WFP, WHO and World Bank	

B. INITIATIVE RESULTS STATEMENTS AND INDICATORS

[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS		
Development, Adoption And Operationalization Of Gender Sensitive Impact Assessment Tools For Mine Action Programmes.		
[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?		
Impact Assessment Tool(S) Will Provide A Guidance Framework For Mine Action Programmes To Assess Post-Clearance Impact Of Their Activities On Women, Girls, Men And Boys. Implementation Of The Tools Should Result In Improving The Situation Of Women And Girls In Mine Or Ewr Affected Areas And Ensuring That Women And Girls' Views Are Taken Into Account In The Assessment Of Mine Clearance Programmes.		
[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT		
Tools Validated Based On Field Practitioner Experience	Source: Validation Workshop	Baseline: N/A
Number Of Field Programmes Engaged In Validating The Tools	Source: Validation Workshop	Baseline: N/A
The Number Of Women And Girls Engaged In The Desk Review Process	Source: Research Reports And Analysis	Baseline: N/A

C. ABOUT THE INITIATIVE Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date Please specify month and year								PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Global	December 2007 to March 2008	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		US\$80,000 (\$30,000 Consultant Cost; \$20,000 additional consultant cost for implementation phase; and, \$30,000 for Validation Workshop	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

A. IDENTIFICATION OF THE INITIATIVE

[1] TITLE	[4] THEMATIC AREAS
Impact Assessment Tool(s) Implementation	Please see instructions for definitions and select one (or more if needed) <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input checked="" type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
[2] BRIEF DESCRIPTION Please provide a description of your main activities	
Upon validation and adoption by field programmes, new proposals will be developed to support specific country programme efforts to utilize the tools in their impact assessment activities. This will include, but not limited to, the development of country specific tools and assistance with resource mobilization.	
[3] MAIN PARTNERS Please list the main partners of this initiative	
DPKO, ODA, UNDP, UNICEF, UNOPS, OCHA, OSAGI, OHCHR, UNHCR, FAO, WFP, WHO and World Bank	

B. INITIATIVE RESULTS STATEMENTS AND INDICATORS

[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS		
Increased Assessment Of Pre-And-Post-Clearance Impact Of Mine Action Activities On Women And Girls		
[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?		
The Impact Assessment Tools Aim To Measure The Impact Of Mine Action Activities On The Beneficiary Communities. The Assessments Will Take Into Account The Different Needs And Priorities Of Women, Girs, Men And Boys, And Will Promote Equal Access To Cleared Agricultural Land, Health Services, Schools, Water Facilities, And Housing.		
[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT	Source	Baseline
Number Of Programmes Using The Tools And Number Of Reports That Reflect Gender Considerations In Their Analysis And Recommendations	Reports	1 (Lebanon Programme)
Number Of Women Conducting And Participating In The Impact Assessment Missions	Reports	1 Report From Lebanon
Number Of Women And Girls Who Have Access To Land, Health Services And Education In Mine Affected Communities	Reports/Evaluations	

C. ABOUT THE INITIATIVE Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date Please specify month and year								PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Global	April 2008 to December 2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		Staff resources (may need temporary additional staff- USD 15,000)	
Countries with UN managed and supported mine action programmes	April 2008 to December 2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		Will depend on each programme	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

A. IDENTIFICATION OF THE INITIATIVE

[1] TITLE	[4] THEMATIC AREAS
Finalize gender audit of core mine action documents and tools	Please see instructions for definitions and select one (or more if needed) <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input type="checkbox"/> RELIEF & RECOVERY <input checked="" type="checkbox"/> NORMATIVE
[2] BRIEF DESCRIPTION Please provide a description of your main activities	
The document audit involves the following activities: identification of tools critical to conducting, monitoring, reporting and evaluating mine action activities; identification of staff for the audit based on 2 criteria, substantive and gender expertise; and development of a table mapping out the document, the person responsible for the audit, the expected results to be achieved using the audited documents, and the entity responsible for ensuring that the outcome was indeed gender-sensitive.	
[3] MAIN PARTNERS Please list the main partners of this initiative	
DPKO, ODA, UNDP, UNICEF, UNOPS, OCHA, OSAGI, OHCHR, UNHCR, FAO, WFP, WHO and World Bank	

B. INITIATIVE RESULTS STATEMENTS AND INDICATORS

[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS
 Modified Imas Data Entry And Reporting Fields; Modified Strategic Planning And Workplan Templates; Modified Imas Guidance For The Design And Implementation Of Gender Sensitive Mine Risk Education; Include Clear Language On Gender Issues In All Agreements, Contracts And Grants With Implementing Partners, Unops Contract Template And Implementing Partner Reporting Requirements; Integrate Gender Considerations Into Unops Sample Interview Questions And Panel Guidelines; Integrate Gender Considerations In All Field Programme Monthly, Quarterly Reviews And Annual Reporting Templates; E-Mine Reflects Gender Perspectives And Gender Issues In Mine Action

[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?
 The Document Audit Institutionalizes Gender In Documents Used At Hq And In The Field. Use Of The Audited Documents Should Ensure That Gender Considerations Are Reflected In All Mine Action Routine Planning And Activities, Including Human Resource Policies And Practices. For Example, This Would Mean That Mine Action Initiatives Such As Surveying, Assessment Missions And Programmes Are Planned, Conducted, Monitored And Evaluated In A Gender Sensitive Fashion.

[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT	Source	Baseline
Number Of Gender Audit Tools And Documents	2007 Table Of Audited Documents	11 Audited Documents As Of End Of 2007
Number Of Mine Action Reports That Contain Data, Information And Progress Related To Gender Issues And Where Appropriate, Disaggregated Data Produced	Field Reports, Portofolio, Annual Reports, Assessment Mission Reports, Evaluation Reports, Etc.	End Of 2007 Records
Number Of Field Workplans That Contain Gender Elements	Field Reports	N/A

C. ABOUT THE INITIATIVE Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
									SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date Please specify month and year	Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
HQ	January 2008 to December 2009	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Staff Resources (may need additional temporary staff resources \$15,000)	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

A. IDENTIFICATION OF THE INITIATIVE

[1] TITLE	[4] THEMATIC AREAS
Human Resource Policy and Practice: Good Practice Guidelines	Please see instructions for definitions and select one (or more if needed) <input type="checkbox"/> PREVENTION <input checked="" type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
[2] BRIEF DESCRIPTION Please provide a description of your main activities	
A consultant will review gender sensitive human resource policies and practices in key field programmes (e.g. Afghanistan and Cambodia) and produce a "Gender Balance Good practice Guide" documenting gender friendly practices and initiatives of significant impact. The guide will be used as a resource by implementing partners, national authorities and donors to proactively develop innovative activities to enhance women's participation in mine action programmes and decision-making.	
[3] MAIN PARTNERS Please list the main partners of this initiative	
DPKO, ODA, UNDP, UNICEF, UNOPS, OCHA, OSAGI, OHCHR, UNHCR, FAO, WFP, WHO and World Bank	

B. INITIATIVE RESULTS STATEMENTS AND INDICATORS

[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS		
Develop And Disseminate "Gender Balance Good Practice Guide" To Mine Action Programmes In The Field		
[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?		
The Guide Aims To Support And Promote Women's Active And Meaningful Engagement In Formal And Informal Decision-Making Processes In Mine Action. It Enhances Efforts To Recruit Women For Employment And It Seeks To Assist Programme Managers And Directors To Create Gender Friendly Work Environments		
[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT		
	Source	Baseline
Number Of Field Programmes That Receive And Meaningfully Use The Resource	Reports	N/A
Number Of Policies Promoting Women Friendly Work Environment In The Field	Reports	N/A
Number Of National And International Women Staff In The Field	Annual Reports	2006: 55 National Staff (11%) and 20 International staff (24%), and 2007 upcoming report data

C. ABOUT THE INITIATIVE Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date Please specify month and year								PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Global	January 2008 - December 2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		UN\$35,000	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

A. IDENTIFICATION OF THE INITIATIVE

[1] TITLE	[4] THEMATIC AREAS
	Please see instructions for definitions and select one (or more if needed)
[2] BRIEF DESCRIPTION Please provide a description of your main activities	<input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
[3] MAIN PARTNERS Please list the main partners of this initiative	

B. INITIATIVE RESULTS STATEMENTS AND INDICATORS

[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS		
[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?		
[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT	Source	Baseline

C. ABOUT THE INITIATIVE Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date	Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
	PLEASE SPECIFY								Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available	
	Please specify month and year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
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ANNEX I. DETAILED INSTRUCTIONS

The template consists of three sections:

- Section A: Identification of the initiative
- Section B: Initiative results statements and indicators
- Section C: About the initiative

Completion of all three sections of this template follows the results chain from a higher goal in the thematic areas for the implementation of SCR 1325 through outputs to strategies/activities.

Section A. Identification of the initiative

This section requests information on the actions to be taken or to be performed through which UN entity is intended to produce specific outputs. In the boxes in this section, entities are requested to provide: 1) a brief title of the initiative; 2) a short narrative description; 3) information on main partners; and 4) indicate which of the five thematic area/or areas the initiative aims at: Prevention; Participation; Protection; Relief and Recovery; or Normative. Broad definition of the thematic areas together with examples are provided below to facilitate identification of thematic areas. We encourage marking more than one area only when considered strictly necessary. If the initiative is a joint effort by several entities or a coordinating mechanism, please provide the full name (s) of the coordination mechanism and entities involved.

¹ PREVENTION

- Ensure that all conflict prevention activities and strategies integrate a gender perspective and involve women.
- Develop effective gender-sensitive early warning mechanisms and institutions
- Strengthen and amplify efforts to prevent violence against women, including sexual and other forms of gender-based violence and exploitation and abuse.

Examples:

- Initiatives that seek to increase funds, including through CAP and CERF processes, for the prevention of violence against women
- Initiatives that seek to end impunity through support of prosecutions and investigations
- Initiatives that activities that address root causes of tensions and violence, i.e. natural resource exploitation, social marginalization, unemployment, etc.

² PROTECTION

- Strengthen and amplify efforts to secure the safety, physical or mental health, well-being, economic security, and/or dignity of women and girls.
- Promote and safeguard human rights, including the political, economic, social, and/or cultural rights of women.
- Ensure that legal and institutional reform and institutions promote gender equality and appropriately address the needs and priorities of women, especially in post-conflict processes.

Examples:

- Initiatives that seek to enhance capacity regarding how peacekeeping forces address sexual violence
- Initiatives that seek to create human-rights based processes in post-conflict societies

³ PARTICIPATION

- Promote and support women's active and meaningful participation and representation in formal and informal decision-making and programmes, including in programme planning, design, and evaluation.
- Improve efforts to reach out to and consult with local and international women's rights groups/organizations.
- Enhance efforts to recruit and appoint women to senior positions in the UN, including SRSGs and RCs and in peacekeeping forces, including military, police, and civilian personnel.

Examples:

- initiatives that seek to broker women's participation in formal peace negotiations
- initiatives that seek to create safe spaces for women and women's groups to discuss, to organize etc.

4 RELIEF AND RECOVERY

- Ensure that all relief and recovery efforts ensure equal access to services and take into account the different needs and priorities of women, girls, men, and boys.
- Ensure that women and girls have equal access to aid distribution mechanisms and that goods and services are distributed in a gender-sensitive manner

Examples:

- initiatives to ensure that the consolidated appeals process and emergency, recovery and rehabilitation response policies include a gender analysis
- initiatives to provide psychosocial services to rape survivors

5 NORMATIVE

- Ensure the development of policy framework to advance the implementation of SCR 1325
- Promote effective coordination and awareness-raising for the full implementation of SCR 1325.

Examples:

- Initiatives that seek to promote and support the development of action plans/policies/strategies for the implementation of SCR 1325
- Initiatives that seek to promote accountability to SCR 1325 at the highest decision-making levels in the UN
- Initiatives that seek to promote UN inter-agency coordination with a view to create joint capacity and accountability
- Initiatives that seek to raise awareness of the provisions of SCR 1325

Section B. Initiative results statements and indicators

In this section entities are requested to place their reported initiative (s) in a Results Based Management (RBM) framework and provide information on:

- **Output/expected accomplishments:** This refers to the products and services which results from the completion of planned activities within a specific initiative
- **Indicator of output/expected achievement:** Please provide indicators for the reported initiatives. You can list both qualitative and quantitative indicators that will allow the verification of changes produced by the initiative relative to what has been planned. Make sure that output indicators measure the output statements. Please refer to Annex 2 for the list of suggested indicators.
- **Source.** Please provide information about the data sources for your selected indicator
- **Baseline:** Please provide baseline data against which progress can be measured. The baseline might be defined on the basis of the results achieved by each entity through implementation of 2006-2007 action plan.

Section C. About the initiative.

This section requests more specific information on the initiative.

- **Where?** Indicate where the initiative will be implemented – HQ, global, region, country. Please specify name of region (s) or country (ies). [NOTE: If the same initiative will be implemented in several countries or regions, please use one template for the initiative but list all the relevant locations]
- **When?** Indicate the time-frame of the initiative. Please be as specific as possible, e.g. instead of reporting “ongoing,” provide information of start and end dates and/or frequency.

- **How?** Each initiative should be categorized according to five broad categories: policy development; advocacy; capacity building; partnerships/networking and provision of goods and services. For analytical purposes the category ‘capacity building’ has been divided into three sub-categories: ‘training’, ‘guidelines’ and ‘other capacity building’. The box below explains these categories.

POLICY DEVELOPMENT

The development of policy directives or codes of conduct, including for project design, reporting, monitoring and evaluation. This would also involve policies for all levels and categories of staff outlining roles and responsibilities as well as more general external policies to guide efforts by external partners or other actors.

Examples:

- Development of departmental policy frameworks on gender mainstreaming in the area of peace and security
- Development of a departmental action plan for integrating a gender perspective into its work

ADVOCACY

Raising awareness, including through education, media and outreach (including websites) and information campaigns about SCR 1325 in general or about particular issues dealt with in the resolution. This would also involve promoting issues, approaches or strategies for the implementation of SCR 1325 in internal or external fora – including through statements, in official meetings and public events.

Examples:

- Promotion of the inclusion of a gender perspective in entity reporting through meeting interventions
- Development of gender sensitive public information materials

CAPACITY-BUILDING

This includes training; the design and implementation of guidelines; and other initiatives which build human and/or institutional capacity for implementation of SCR 1325. Capacity-building initiatives can be both internal to the UN and external such as the building of capacity of national or local government institutions or personnel or that of civil society to implement the resolution.

Examples:

- Provision of systematic gender training to all levels and categories of UN staff
- Appointment of and support to gender advisors/ technical experts in the UN system at HQ and field levels
- Provision of training and technical support to regional and national actors to ensure that women’s rights and gender perspectives are fully incorporated in legal reform, security sector reform
- Provision of technical and financial support to women’s group, networks and peace initiatives at the national level.

PARTNERSHIP AND NETWORKING

This includes initiatives whose focus is to develop and strengthen partnerships or networks for the implementation of SCR 1325. These can be both internal and external to the UN.

Examples:

- Strengthening of partnerships with civil society actors to implement projects on women, peace and security
- Development or support of partnerships and networks at all levels of government for implementation efforts
- Develop/strengthen inter-agency collaboration and coordination among UN entities in specific areas of 1325 work

PROVISION OF GOODS AND SERVICES

This will include initiatives that will ensure equal access to and use of goods and services.

Examples:

- Access to productive resources and capital
- Provision of food, shelter, fuel, medical supplies
- Access to and provision of legal or medical services

- **Estimated resources (US\$).** To allow for an improved analysis of actual resources available for implementation of SCR 1325, entities are requested to provide information on resources available for implementation of their initiatives. Entities are requested to indicate: a) spending period, b) total budget for the initiative and c) amount earmarked for women (if specific information is available). If the initiative is being implemented in more than one location, please provide information on resource allocation by location, if information is available.

ANNEX 2. LIST OF SUGGESTED INDICATORS FOR THEMATIC AREAS¹

PREVENTION

- Number of gender-sensitive early warning mechanisms
- Number of policies/programmes on prevention of GBV
- Incidence of rape [see below protection – incidence of violence]

PROTECTION

- Number of relevant international treaties ratified
- Number of judicial and non-judicial accountability mechanisms established
- Number of cases where truth and reconciliation mechanisms deal with GBV
- Number of policies/programmes promoting equal rights
- Incidence of violence against women
- Number of reports on GBV
- Extent of prosecution for those responsible for genocide, crimes against humanity and war crimes.
- Number of cases brought before court by female victims of violence
- Number of SEA focal points appointed at country office
- Percentage of entities with procedures of investigation and monitoring mechanisms in place
- Percentage of cases where alleged misconduct is investigated.

PARTICIPATION

- Ratio of women/men participating in XX or Percentage of women/men in XX [e.g. camp management committees], chairing XX etc
- Number of consultations with women's organizations
- Percentage of SRSGs, Envoys, RCs appointed that are women [Increase in women's representation in mission leadership appointments, military participation etc – DPKO indicator]
- Number of food distribution and asset-creation committees where at least half of the 'executive level' members are women
- Number of meetings with women's organizations systematically included in SC missions [DPA indicator]
- Increased participation of women in peacetalks/political life [DPKO indicator]

RELIEF AND RECOVERY

- Number of women and men of all ages who receive information about/and have opportunity to comment on assistance programmes
- Number of targeted activities focused on the specific constraints facing women and girls as a percentage of the [total] reconstruction budget.

NORMATIVE

- Number of policies [action plans/programmes] in place
- Implementation rate of policies/Extent of development/implementation of [policies/programmes etc]
- Extent of gender mainstreaming in XX [e.g. gender perspective integrated in TORs for SC missions]

¹ For more detailed information about indicators please refer to the paper prepared by Tony Beck on behalf of the Task Force on women, peace and security :Performance indicators for the update of the 2008-2009 UN System-wide action plan on implementation of SC resolution 1325 (2000), 21 March 2007; and Annex 1.