

# Department of Peacekeeping Operations (DPKO)

## Questionnaire on Implementation of the UN System-Wide Action Plan on Security Council Resolution 1325 (2000) on Women, Peace and Security

### Section A. Basic Information

**Welcome** to the Inter-Agency Questionnaire on the system-wide action plan to Implement Security Council Resolution 1325 (2000) on women, peace and security. The Security Council, in its presidential statement S/PRST/2005/52, endorsed the system-wide action plan and requested the Secretary-General to update, monitor and review its implementation and integration and report to the Security Council in October 2006.

You can find the full system-wide action plan in the Secretary-General's 2005 report on women, peace and security (S/2005/636). To access the plan [click here](#).

#### **Purpose**

The purpose of this questionnaire is to review and assess progress in implementing the system-wide action plan for Security Council resolution 1325, identify lessons learned and good practices, as well as gaps and challenges in order to develop mechanisms that will support and strengthen the implementation of resolution 1325. It is part of a three-step information-collection process that also includes interviews and focus group discussions. The outcomes of this process will be presented in the forthcoming report of the Secretary-General to the Security Council.

#### **Structure of the Questionnaire**

This questionnaire has three sections:

Section A requests background information of the respondent entity.

Section B requests information on the implementation of the entity's commitments under the system-wide action plan.

Section C requests information on current level of organisational capacity and seeks suggestions on how implementation of the provisions of Security Council resolution 1325 can be improved.

Specific instructions are given for each Section of the Questionnaire.

**Thank you for taking the time to complete it!**

**What is the name of your organization**

*Choose only one of the following*

- |                                 |                                 |                                  |                                     |
|---------------------------------|---------------------------------|----------------------------------|-------------------------------------|
| <input type="checkbox"/> DDA    | <input type="checkbox"/> ECA    | <input type="checkbox"/> ICTY    | <input type="checkbox"/> OHCHR      |
| <input type="checkbox"/> DESA   | <input type="checkbox"/> ECE    | <input type="checkbox"/> IFAD    | <input type="checkbox"/> OLA        |
| <input type="checkbox"/> DPA    | <input type="checkbox"/> ESCWA  | <input type="checkbox"/> ILO     | <input type="checkbox"/> OSAGI      |
| <input type="checkbox"/> DPI    | <input type="checkbox"/> FAO    | <input type="checkbox"/> INSTRAW | <input type="checkbox"/> OSRSG-CAAC |
| <input type="checkbox"/> DPKO   | <input type="checkbox"/> ICTR   | <input type="checkbox"/> OCHA    | <input type="checkbox"/> UN-Habitat |
| <input type="checkbox"/> UNAIDS | <input type="checkbox"/> UNFPA  | <input type="checkbox"/> UNITAR  | <input type="checkbox"/> WHO        |
| <input type="checkbox"/> UNDP   | <input type="checkbox"/> UNHCR  | <input type="checkbox"/> UNOPS   | <input type="checkbox"/> World Bank |
| <input type="checkbox"/> UNEP   | <input type="checkbox"/> UNICEF | <input type="checkbox"/> UNRWA   | <input type="checkbox"/> No answer  |
| <input type="checkbox"/> UNESCO | <input type="checkbox"/> UNICRI | <input type="checkbox"/> UNSSC   |                                     |
| <input type="checkbox"/> UNFIP  | <input type="checkbox"/> UNIFEM | <input type="checkbox"/> WFP     |                                     |

**Does your organization have any field presence?**

*Choose only one of the following*

- Yes  No  No answer

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

All offices of DPKO HQ (Office of the Under-Secretary-General, Office of Operations, Office of Mission Support, Military Division, Police Division and United Nations Mine Action Services.

All DPKO-led peacekeeping and peace support operations (UNAMA, ONUB, UNOCI, MONUC, MINUSTAH, UNMIK, UNMIL, UNIOSIL, UNMIS, UNIOTIL, MINURSO, UNFICYP, UNIFIL, UNDOF, UNMOGIP, UNTSO, UNMEE)

**Please provide name, e-mail and phone number of a designated contact person for follow-up questions.**

Name: Comfort Lamptey

Email: lampteyc@un.org

Phone Number: 917 367 5101

**Section B, Question 1**

## **Area of Action A. Conflict prevention and early warning**

### **Progress and results At Headquarters**

As concerns A1, DPKO has finalised a Department-wide Action Plan for implementing Security Council Resolution 1325 at Headquarters. The plan is framed around 3 broad goals instrumental to resolution 1325: policy guidance for peacekeeping missions to ensure that post-conflict transitions advance gender equality; operational support to guide gender mainstreaming in peacekeeping missions; and an increased number of women serving in peacekeeping missions. The implementation of the Plan will be monitored by DPKO through the use of qualitative and quantitative indicators of progress.

### **Progress and results In the Field**

Regarding A2, a Gender Funding Facility (GFF) was set up in 2005 with the aim of enhancing capacity development projects at the field level by providing funding to gender advisers for the development and management of projects and partnerships with national government counterparts, local women's organizations and UN partners. To date, the GFF has funded projects in 9 missions (UNAMSIL, MINUSTAH, MONUC, UNMIK, UNOCI, UNMIL, ONUB, UNOTIL and UNAMA). Most recent projects include support for the Office of Gender Equality of the Prime Minister's Office in Kosovo to assist in the elaboration of the Kosovo Programme on Gender Equality 2006-2026. In Afghanistan, funding has been provided for a project to encourage young women's participation in national development strategies through awareness raising and consultation of the National Action Plan for Women in Afghanistan (NAPWA).

In the Democratic Republic of Congo (MONUC), the GFF has funded a project to enhance gender awareness through capacity building for improved action by various actors in the transition and reconstruction process of the DRC. The project aims at sensitizing women on the contents of the draft Constitution and existing legal instruments, both local and international, which would help women better advocate for their rights. It is also aimed at encouraging women's participation in local politics and decision-making procedures, and especially encouraging women living in the frontier areas to actively participate in the implementation of the Dares-Salaam Declaration. Project.

The United Nations Stabilization Mission in Haiti (MINUSTAH) was also funded by the GFF to launch a project to build capacities of women's organizations through the network of its Gender Focal Points in the host country. The Gender Focal Points would monitor the progress made in mainstreaming gender at regional level.

Another project funded by the GFF was a project proposed by the United Nations Mission in Liberia (UNMIL) to build capacities of the Women's NGO Secretariat, which would help promote nationwide coordination with NGOs. Implementing the project would increase the Secretariat's capabilities to advocate for the protection and promotion of the rights of women and to disseminate information on gender issues to the decision-makers and the general public.

### **Lessons learned and good practices At Headquarters**

Regarding A4, DPKO has continued its efforts to building partnerships within and outside the UN system. Within this framework, and in collaboration with the Office of Human Resources Management (OHRM) and with the assistance of three expert consultants, DPKO undertook a series of workshops for staff from all functional offices and units of the department during the second half of 2005. Over 150 staff members participated in the six workshops convened in this regard.

Following the workshops, all six DPKO offices and divisions (Office of the Under-Secretary-General, Office of Operations, Office of Mission Support, Police Division, Military Division, UN Mine Action Services) finalized and presented their respective action plans for the implementation of Security Council Resolution 1325 to DPKO's Under-Secretary-General, at an Expanded Senior Management Team (E-SMT) meeting convened in March 2006. The meeting provided an opportunity for the leadership of DPKO to adopt a Global Action Plan and to agree on senior management's roles and responsibilities for implementing the plan.

The E-SMT agreed, amongst other things, to establish an Inter-Departmental Task Force to oversee implementation of the DPKO Action Plan. The Gender Task Force has since been meeting on a monthly basis to oversee the implementation of the Action Plan. The key lesson throughout this process of developing the Action Plan was the importance of seeking to build Senior Management ownership for the process. The E-SMT has requested to meet to review progress with the implementation of the Action Plan in October 2006.

### **Lessons learned and good practices In the Field**

Utilizing the network of Gender Focal Points could help decentralize a mission's efforts and ensure the integration of a gender perspective into all aspects of the mission's operations at regional levels, as shown by experience in Haiti (MINUSTAH).

### **Gaps and challenges At Headquarters**

Although a Department-wide Action Plan is now in place, building ownership and accountability for gender mainstreaming among all staff is an ongoing challenge. Measuring the results of gender mainstreaming activities of DPKO's Divisions and Offices is also challenging.

### **Gaps and challenges In the Field**

In the final reports of two evaluations commissioned by DPKO to assess the impact of gender mainstreaming in two peacekeeping missions (UNTAET and UNMISSET in Timor-Leste and UNAMSIL in Sierra Leone), it was highlighted that the UN Country Teams had limited capacity in assuming gender mainstreaming responsibilities from the

peacekeeping missions. Other more general challenges emphasized in the reports included lack of awareness among mission staff of the mission's gender mainstreaming activities, lack of political will of local authorities and the complexities of the local social and economic contexts which impede the mission's efforts to effectively mainstream gender.

**Please describe any activities not included in the Action Plan**

## Section B, Question 2

### **Area of Action B. Peacemaking and peacebuilding**

#### **Progress and results At Headquarters**

With regard to B4, DPKO produced a progress report on gender mainstreaming in peacekeeping operations, which documents the progress and challenges related to gender mainstreaming in peacekeeping operations, as called for in the resolution. The report is directed at a wide range of stakeholders, namely peacekeeping personnel, UN Member States and UN partners, as well as regional organizations and non-governmental organizations. The report has been distributed to these stakeholders, with the aim of imparting a consolidated overview of how gender mainstreaming objectives are being translated into action in UN peacekeeping operations.

#### **Progress and results In the Field**

Concerning B1, gender units, working with electoral assistance divisions, electoral commissions and UN partners, have supported training to develop the leadership capacities of women standing in elections. In this regard, the ONUB gender unit provided training to 136 potential women candidates in senate, parliamentary and commune elections and 406 candidates in Colline elections in Burundi, while gender units in Haiti and Liberia trained 50 and 30 women candidates across party lines, respectively. In Haiti, a network called Women Candidates for Winning the Elections was established following the training support programmes.

The gender unit in MONUC has worked with UNDP to support the Independent Electoral Commission in providing training to women leaders and potential candidates, and also collaborated with the National Democratic Institute and the United States Agency for International Development to train over 600 parliamentarians, predominantly male, as part an effort to integrate gender perspectives into the legislative process. Training activities were also initiated for officers of the national police of the Democratic Republic of the Congo who have responsibility for electoral security.

Also, the advocacy and support of gender units in the drafting of constitutions in the United Nations Assistance Mission in Afghanistan (UNAMA), MONUC and ONUB

were instrumental in ensuring constitutional guarantees for women's equal rights. In Afghanistan and Burundi, guarantees of quotas for women running for elected office were enshrined in the new Constitutions. In Burundi, 30 per cent of seats in the national parliament, senate and government were assigned to women, while in Afghanistan, 25 per cent of Lower House and 17 per cent of Upper House seats were reserved for women.

Regarding B3, partnerships between gender units, electoral assistance divisions and public information offices, on the one hand, and women's organizations, government counterparts and UN agencies including UNIFEM and UNDP, on the other, have ensured the strong involvement of women in registration processes and in preparing potential women candidates to run for office. In MONUC and MINUSTAH, gender units facilitated meetings between women's representatives and the Special Representative of the Secretary-General to discuss how the mission could help women overcome barriers to their participation in the elections. The Office of the Special Representative in ONUB and the Political Affairs Division played particularly strong roles in advocating women's representation in all the decision-making mechanisms established to support the elections. Active support was provided by gender units to ensure wide-scale registration of women voters, and in ONUB, MONUC and UNMIL, partnerships with women's groups were initiated to ensure effective monitoring of the registration process. Record numbers of women registered to vote in all cases.

Regarding B3, the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) took the initiative to encourage women's participation in local politics and decision-making procedures. The Gender Office of MONUC convened a training session on Gender and Elections in March 2006. The session was organized in close collaboration with the Electoral Division and Political Affairs Section of the mission, the Association of Women Lawyers, and the Réseau Action Femme. 123 people including 11 men benefited from the training. The participants also included women leaders, female farmers, and small business women.

Also concerning B3, UNMIK's OGA has provided political advice, technical guidance and on-the-job training to the Division for Gender Equality within the Prime Minister's Office, the Inter-ministerial Working Group for the Achievement of Gender Equality, and Municipal Gender Officers. In addition, OGA has assisted the Prime Minister's Office in setting up the Office for Gender Equality, defining its priorities and boosting coordination with reserved areas in the field of gender mainstreaming.

In Kosovo, the SRSB has held quarterly meetings with Kosovo women leaders from all areas of society and communities. These discussions have brought to the table various issues of common concern, comprising problems faced by women's organizations and women leaders for their full participation in the current political process. The exchange of views has also included legislative and executive matters leading to the eradication of gender-based violence and trafficking in women.

Concerning B4, DPKO has organized several training activities for women. For example, UNMIL strongly advocated for the adoption of legal provisions to ensure a 30% representation of women on all political party lists. In a bid to provide women with the capacity to fill this quota, the Office of the Gender Adviser (OGA), together with the Ministry of Gender in Liberia, convened a workshop to develop a woman's manifesto for the elections, as well as an election strategy to strengthen the newly established Women's Political Forum, and to help implement the women's strategy. The OGA also provided UNMIL's Electoral Assistance Division with contact information of civil society women's constituencies in Liberia, in order to ensure that civic and voter education would reach women who otherwise would be marginalized.

In ONUB, as a sign of the mission's continued support to promotion of women's rights in Burundi, a joint ONUB team led by the Political Deputy Special Representative of the Secretary-General (PDSRSG) met with the newly appointed Minister of National Solidarity, Human Rights and Gender, shortly after the elections to sign an agreement to foster close working relationships aimed at strengthening the capacities of elected women officials, and to update and reform legislation relating to women with a particular focus on the Bill of Succession and marital law rights, rape and related sexual and gender-based violence legislation.

#### **Lessons learned and good practices At Headquarters**

Quarterly reports by gender advisers using a systematized format enables Headquarters to better capture lessons learned and good practices.

The Gender Unit has been collaborating closely with DPKO's Integrated Training Service to ensure the development of gender-specific training modules for use in the field.

#### **Lessons learned and good practices In the Field**

Given that gender mainstreaming is a cross-cutting issue, the promotion of gender mainstreaming throughout the mission remains useful and necessary in order to achieve the goal of gender equality.

Also, it is extremely important to ensure good coordination between the mission and national authorities. It is also important to coordinate the transitional process when a mission is phasing out. This should not be limited to transition coordination between the mission and the UN country team, but also between the Mission, UN country team and local authorities with whom the former two will be dealing with. It is vital to strengthen existing partnerships and to foster new ones. Partnerships should extend beyond national NGOs and CSOs focusing on women's and children's issues to include other bodies focusing on economic empowerment, development and other areas.

**Gaps and challenges At Headquarters**

There is a need for better communication between the Political Officers working on the planning of visits of Security Council members to missions and the gender team in DPKO to ensure that visiting teams are informed about gender issues in the countries visited.

**Gaps and challenges In the Field**

In UNMIL, guidelines were adopted to ensure that women represent 30 per cent of the candidates on political party lists, although the numbers of female candidates submitted by political parties in the end amounted to only 14 per cent.

Many national ministries do not have the financial and professional resources to contribute and/ or follow up on the mission's activities pertaining to the implementation of resolution 1325. Given that gender issues are given lesser priority, limited resources are therefore spent on other more "pressing" needs.

**Please describe any activities not included in the Action Plan****Section B, Question 3****Area of Action C. Peacekeeping operations****Progress and results At Headquarters**

Regarding C1, the Under-Secretary-General's policy statement on gender mainstreaming in peacekeeping operations has provided an important operational framework for the implementation of mandates provided by Member States and has laid the groundwork for the development of a fully fledged gender policy in peacekeeping. DPKO is currently implementing its policy statement of gender mainstreaming. It has designed a Department-wide Action Plan for the implementation of resolution 1325, developing guidelines for gender mainstreaming and creating and enhancing strategic partnerships. It is also ensuring the inclusion of sex-disaggregated data in all forms of monitoring and reporting including Secretary General's reports to the Security Council. DPKO is also taking measures to increase institutional support in view of improving the gender balance in human resources and enhancing the role/ capacities of Gender Advisers.

The policy statement has been disseminated to the field in order to ensure its implementation in all DPKO activities. DPKO's Gender Adviser has visited some missions to brief senior management and staff on the importance of the policy statement. Moreover, DPKO is preparing to transition the policy statement into a comprehensive policy on gender mainstreaming in peacekeeping.

Concerning C2, a gender specialist recruited by DPKO was deployed to be a part of the Darfur Planning Team. The assessment team sought to elaborate the framework for the eventual establishment of a peacekeeping mission in Darfur. The inclusion of a gender specialist ensured that gender perspectives were integrated in the planning process.

Regarding C2 and C5, DPKO is now ensures the inclusion of sex-disaggregated data in all forms of reporting. It has also developed partnerships with UNMAS and is a part of the steering group on gender and mine action. It has also collaborated with DPOK's DDR team in the development and finalization of the Integrated Disarmament, Demobilisation and Reintegration Standards (IDDRS) module on Women, Gender and DDR.

### **Progress and results In the Field**

Regarding C3, standard guidance on the structure and size of gender units in peacekeeping missions has been developed. Consultations are ongoing in DPKO to agree on the approach to guide gender mainstreaming in missions with no full-time gender advisers.

Gender Task Forces with representatives from different mission components exist in most peacekeeping missions, equipped with TORs that underline the role of the Task Forces in coordinating mission-wide gender mainstreaming activities.

Regarding C4, gender training modules have now been developed for generic, specialist and senior mission leaders. Following the finalization of draft modules prepared by two DPKO consultants, the gender unit together with DPKO's Integrated Training Services (ITS), convened a stakeholders review workshop in Namibia at end of June 2006. The workshop brought together representatives of Member States, various UN partners and several gender specialists to review the Standard Training Modules 2 and 3 for specialist and senior mission leaders respectively, as well as the Gender Resource Portfolio, which has been developed to build on the basic guidance contained in the Gender Resource Package for Peacekeeping Operations. The inputs provided by the specialists and participants for improving these modules have informed the finalization process. The modules will be piloted at training workshops for specialists and senior mission leaders in August 2006 and will be subsequently disseminated to Member States.

Regarding C5, DPKO commissioned an evaluation of gender mainstreaming activities in two peacekeeping missions (UNTAET and UNMISSET in Timor-Leste and UNAMSIL in Sierra Leone), which transitioned to political and integrated missions respectively in January 2006. This evaluation was the first of its kind and was intended to elaborate lessons learned as well as policy recommendations to guide future DPKO strategies on gender mainstreaming.

### **Lessons learned and good practices At Headquarters**

- A policy statement is a good first step to elaborating a full policy on gender mainstreaming and serves as an advocacy tool
- The inclusion of a gender expert in the initial assessment missions is an important initiative

### **Lessons learned and good practices In the Field**

Gender Task Forces provide an important mechanism to expand knowledge and build ownership for gender mainstreaming among different mission components.

### **Gaps and challenges At Headquarters**

Implementation of DPKO's gender mainstreaming strategy has been impeded by limited human resources

### **Gaps and challenges In the Field**

There is a need for a standardized approach to guide gender mainstreaming in peacekeeping operations.

The recent evaluations on gender mainstreaming in the peacekeeping missions in Timor-Leste and Sierra Leone highlighted the limited professional and financial resources of these gender units and drew attention to the need to ensure a well-formulated exit strategy for the gender component in peacekeeping missions as part of the transitional planning process. The reports noted that in both Timor-Leste and Sierra Leone, the inadequacy of the exit strategy had hampered the momentum, continuity and sustainability of the investments made by the peacekeeping missions in the follow-on political missions and underlined the need to build a common policy position through consultations with key UN agencies, including UNDP, UNIFEM and UNFPA, to inform future exit strategies. The reports are presently being disseminated internally and externally to key partners.

## **Please describe any activities not included in the Action Plan**

### **Section B, Question 5**

#### **Area of Action E. Post-conflict Reconstruction and Rehabilitation**

#### **Progress and results At Headquarters**

DPKO partnered with a number of Member States to undertake a Donor Review Mission to assess progress in the implementation of resolution 1325 in Peacekeeping Missions.

The Mine Action Service of DPKO has provided gender and mine action guidelines to support the work of mine action staff in the field. A steering group on gender and mine action also exists at Headquarters.

**Progress and results In the Field**

Regarding E2 and E3, MONUC has tried to ensure women's participation in the transition and reconstruction process of the Democratic Republic of the Congo. It launched the project to sensitize women on the contents of the draft Constitution and existing legal instruments so that they could advance their rights in post-conflict society. The mission organized two training sessions on gender and justice: in October 2005 in Kinshasa for 150 magistrates and lawyers of whom 74 were women; and in February 2006 in Kananga and Tshikapa for 111 magistrates and lawyers of whom 6 were women. The Gender Office collaborated with the Human Rights Section of the mission and civil society actors. The objective was to familiarize the lawyers with gender components in relevant human rights instruments, including resolution 1325, the Convention for the Elimination of All Forms of Discrimination against Women, the African Charter and its optional protocol, so that they could better dispense justice from a gender perspective.

UNMIL was funded through the Gender Funding Facility of DPKO Headquarters to take measures to raise awareness amongst women on their rights. The project included training community police on simplified laws, in order to support dissemination of simplified laws to the communities. This project is expected to increase awareness on women's rights amongst both women and men and to offer women access to legal aid.

The United Nations Office in Timor-Leste (UNOTIL) succeeded in producing a booklet in local language on women's rights guaranteed in Timor Leste's legislation. The nationwide distribution of the book is in progress, especially targeting women in rural areas. It is expected to inform local women of their legal rights and promote their participation in the 2007 national elections.

Gender Units in peacekeeping missions participate in regular meeting of the gender theme groups that derive from the UN country team.

**Lessons learned and good practices At Headquarters**

The Gender Unit at DPKO Headquarters continues to build strategic partnerships with Member States and UN partner organizations.

**Lessons learned and good practices In the Field**

These projects underline the importance of building the capacities of local partners. The experiences gained by local partners in order to ensure sustainability of the work supported by the peacekeeping mission.

**Gaps and challenges At Headquarters**

There is a need for enhanced capacity to ensure sustained back-stopping support to gender advisers in the field.

**Gaps and challenges In the Field**

UN Country Teams have varying degrees of capacity to address gender issues. This can some times hamper partnership and limit the scope and success of gender mainstreaming.

**Please describe any activities not included in the Action Plan****Section B, Question 6****Area of Action F. Disarmament, Demobilization and Reintegration****Progress and results At Headquarters**

Regarding F1 and F2 and in order to design gender sensitive DDR programmes, DPKO has set the following as objectives: developing policy on DDR and gender; addressing DDR and gender in DDR training; and collecting literature on gender in the web-based UN DDR Resource Centre. These objectives will be monitored by the inter-departmental task force and reported to DPKO's senior management team. The DPKO Gender Unit has also coordinated with its DDR Unit to help develop an Integrated Disarmament, Demobilisation and Reintegration Standards (IDDRS) module on Women, Gender and DDR. The module is currently being finalized. Finally, the IDDR Training Group is currently developing a training strategy which includes gender and DDR.

**Progress and results In the Field**

Regarding F1 and with the aim of implementing gender sensitive DDR programmes, peacekeeping missions are trying to strengthen the relationships between gender units and DDR units. Additional personnel in DDR units will be assigned to focus on gender aspects of DDR, and improving gender balance in DDR units is in progress.

The DDR programme in UNMIL was broadened to target not only those women who engaged in active combat, but also those women and girls who played support roles as cooks, sex slaves and porters during the conflict. A revision of the eligibility criteria ensured that women who presented either a weapon or at least 150 rounds of ammunition qualified for inclusion in the DDR programme. In addition, the mission, in collaboration with the Ministry of Gender and Development and women's organizations in Liberia, launched a strong public information campaign to encourage women and girls to come forward and participate in the programme. Over 21,000 women ended up qualifying for support, compared to the estimate of 2,000 during the assessment phase.

**Lessons learned and good practices At Headquarters**

Given the small size of the DDR team, it has been successful in carrying out effective advocacy at Headquarters level for the inclusion of gender perspectives into DDR activity.

**Lessons learned and good practices In the Field**

Women combatants are not the only females affected by armed conflict. DDR programmes should take into account other women who play secondary roles in the conflict.

**Gaps and challenges At Headquarters**

**Gaps and challenges In the Field**

The small size of the DDR team means that it has little capacity to ensure that gender perspectives are integrated into the activities on the field

**Please describe any activities not included in the Action Plan**

**Section B, Question 7**

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

**Please describe any activities not included in the Action Plan**

Regarding G2, gender units in peacekeeping missions are increasingly engaging in efforts to respond to the problem of gender-based violence, often within the framework of inter-agency mechanisms established at the country level. For example, in MINUSTAH, MONUC, UNMIL, UNMIS and ONUB, gender units are part of established UN interagency task forces that are coordinating system-wide initiatives to address gender-based violence, particularly sexual violence. Gender units are also supporting regional

and national initiatives to respond to the problem. In MONUC, the gender unit provided support for a regional conference on ending sexual violence, which was convened in Uvira with participants from the Democratic Republic of the Congo, Rwanda and Burundi. The gender unit in UNMIL is contributing to the implementation of a national campaign on violence against women in Liberia, which aims to facilitate the adoption of an amended rape bill and establish a fast-track court to prosecute rape cases.

Regarding G5, in Afghanistan for example, a presidential decree has resulted in the establishment of a task force on violence against women made up of national institutions, and UNAMA's gender unit is serving as a member of a coordinating cooperation commission that is working to expand the number of safe houses available to women victims of violence.

A collaborative effort is under-way between the gender unit in ONUB and the Ministry of Social Affairs and Women's Welfare to implement an action plan to stop sexual violence. ONUB's gender unit is also embarking on a project for victims of gender-based violence made up of female ex-combatants and women from the community at large.

To ensure that information and facts on gender-based violence, including trafficking, are reflected in the work of relevant standards implementation working groups, the UNMIK gender office is working to ensure the inclusion of inputs from women's organizations.

In Haiti, a programme initiative is under-way to engage men as partners to end violence against women in the south of the country, with the support of the male programme officer in MINUSTAH's gender unit.

In UNAMSIL, the gender adviser included modules on gender-based violence in training conducted for the national police and army. Moreover, increased collaboration in Sierra Leone between the police, national NGOs supporting victims of sexual violence and the judicial system is contributing to higher levels of reporting of gender-based violent crimes, and has also led to an unprecedented number of prosecutions of such crimes in the courts of law.

## Section B, Question 8

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

#### **Progress and results At Headquarters**

Regarding H1, DPKO has established Conduct and Discipline Teams (CDTs) in DPKO Headquarters and in eight peace operations, namely Burundi (ONUB), Democratic Republic of Congo (MONUC), Haiti (MINUSTAH), Cote d'Ivoire (ONUCI), Liberia (UNMIL), Sierra Leone (UNISIL), Sudan (UNMIS) and Timor-Leste (UNOTIL).

The CDTs have brought together personnel who had worked on these issues in isolation in the Military, Police and Civilian components of DPKO. The integration of these functions and the physical co-locating of the respective officers will facilitate development and implementation of consistent and coherent policies and procedures and will ensure coordinated analysis, implementation and oversight of all disciplinary mechanisms within DPKO.

Also regarding H1, the Headquarter CDT has conducted two policy and training workshops in Nairobi (December 2005) and Brindisi (January 2006) to provide guidance to sections of middle managers conduct and discipline officers, sexual exploitation and abuse focal points and trainers in the field, and to obtain feedback on conduct and discipline issues, particularly with respect to sexual exploitation and abuse.

The Headquarters CDT has drafted a Standard Operating Procedure document on its operation with respect to the reporting, monitoring, tracking and follow-up of all misconduct cases in peacekeeping missions. The SOP has been circulated for comment, and should be implemented shortly.

Also, UN staff is bound by the prohibitions against sexual exploitation and abuse in the Secretary-General's Bulletin ST/SGB/2003/13, Special Measures for Protection from Sexual Exploitation and Abuse (the 2003 Bulletin). These standards have been included in the appointment terms of UN Police, Military Observers and other experts on mission, and UN Volunteers. New clauses incorporating the standards into all consultant and contractor contracts have been approved by the Office of Legal Affairs and are in the process of being included in UN management information system for automatic generation with individual contracts system wide.

In addition, revised UN Staff Regulations have been approved by the General Assembly that specifically provides that sexual exploitation and abuse constitutes serious misconduct. This will prevent any UN appeal body from concluding that a particular proven breach of the standards was not a serious misconduct.

The ECPS/ ECHA Task Force, led by OCHA and DPKO has developed a draft Policy Statement and Comprehensive Strategy for Assistance and Support to Victims of Sexual Exploitation and Abuse by UN staff and related personnel. The documents are based on broad-based consultations within the Organization and with NGOs, Member States and other interested parties, and define which categories of persons should receive assistance and support and how it should be provided.

The document has been transmitted to the Secretary General for final discussions and forwarded to Member States in accordance with the provisions of the Summit Outcome Document. Pending approval of the document by the Special Committee, DPKO has instructed missions to refer any person alleging to have been sexually exploited or abused by UN peacekeeping personnel to existing medical and psycho-social services available in the host country, with costs to be covered from existing mission budgets.

Finally, the Secretary General appointed a panel of experts in criminal law to provide advice on how to ensure that staff and experts on mission would never be effectively exempt from the consequences of criminal acts committed at their duty station. The Panel submitted its report in March 2006.

### **Progress and results In the Field**

Regarding H1, guidance has been sent to all missions on measures to ensure compliance with UN standards of conduct on sexual exploitation and abuse in high risk areas, including requesting authorization from the Secretary General to institute stricter rules of conduct if required by special circumstances.

In addition, a Code of Conduct film for peacekeepers has been created with the support of the Department of Public Information and has been widely promulgated and well received in the field. Moreover, all DPKO training materials on HIV/ AIDS awareness were amended in 2005 to include the 2003 Bulletin standards, and guidance has been provided to peacekeeping operations on way in which the zero tolerance policy affects the implementation of HIV/ AIDS awareness. HIV/ AIDS advisers in missions are participating in training on sexual exploitation and abuse issues and the 2003 Bulletin standards as they relate to HIV/ AIDS awareness.

DPKO units have produced generic training materials on prevention of sexual exploitation and abuse, which are now a mandatory part of induction and pre-deployment programmes for all categories of peacekeeping personnel.

DPKO has established an interim web-based mechanism for authorized mission users to securely store and access allegations of misconduct. To complement the database, DPKO has launched a Community of Practice (COP) network of substantive experts in the field missions and at headquarters in the area of conduct and discipline. The network will allow practitioners to access a central repository of documents, web links, and network member profiles; exchange experiences and lessons learned; and post queries to the network and receive responses through a network facilitator. This will facilitate the exchange of information and materials between the field and headquarters to assist the development and dissemination of policy and best practices in conduct and discipline.

In addition to training, gender advisers have been collaborating with conduct and discipline units in missions. In MONUC, areas of collaboration particularly focus on the implementation of sustainable victim-support measures, whereas in MINUSTAH, the gender unit is supporting the Conduct and Discipline Unit to establish links with women's organizations in the host country.

Gender advisers also participate in sexual abuse and exploitation task forces and policy groups in Burundi (ONUB), Sierra Leone (UNAMSIL) and Cote d'Ivoire (UNOCI), while in Sudan (UNMIS), the gender adviser served as an interim focal point pending the appointment of a personnel conduct officer.

### **Lessons learned and good practices At Headquarters**

The setting up of Conduct and Discipline Teams both at Headquarters and in the field has not only increased awareness among personnel regarding protection from sexual exploitation and abuse but has also resulted in better coordination and communication between Headquarters and field missions on this topic.

### **Lessons learned and good practices In the Field**

In UNMIS, one of the good practices is the Force Commander's directives and reminders of the policies on conduct through the chain of command. Whenever repeated offences, such as an abusive language, are reported to him, he issues a reminder for all military commanders to share and discuss the matters with the personnel. This has worked as a good way to keep the mission staff aware of the determination of a senior management to address sexual exploitation and abuse.

### **Gaps and challenges At Headquarters**

Victims of sexual exploitation and abuse are not fully aware of their rights or of the procedure to report sexual exploitation and abuse, and when they are aware, may be reluctant to lodge a complaint against hierarchy. Rules protecting the victims should be made clear and disseminated widely.

### **Gaps and challenges In the Field**

Victims of sexual exploitation and abuse are not fully aware of their rights or of the procedure to report sexual exploitation and abuse. Poverty also pushes victims to engage in sexual activity in exchange for money.

## **Please describe any activities not included in the Action Plan**

### **Section C, Part I - Capacity Review**

This section seeks information on the organizational capacity of the UN system to implement SCR 1325. This is closely linked to the ability to effectively promote gender equality throughout all areas of work, including through gender mainstreaming as well as targeted measures to empower women and girls.

To enhance organizational capacity, attention needs to be paid to a number of elements: Coherence and Coordination, Accountability, Results-based Management, Monitoring, Evaluation and Reporting, Capacity-Building, Resource Allocation and Staffing.

Below you are asked to provide information on measures taken in these different areas.

### **Coherence and Coordination**

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

In March 2005, the Under-Secretary-General of DPKO issued a Gender Mainstreaming Policy Statement, which provided an important operational framework for the implementation of resolution 1325 and laid the groundwork for the development of a fully-fledged gender policy in peacekeeping.

If not, please explain:

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

In response to a request of the Policy Statement, DPKO has developed a Department-wide Action Plan, containing clear objectives, activities, goals and targets for mainstreaming gender in all functional areas of peacekeeping, in accordance with the provisions of SCR 1325.

In order to support capacity development projects at the field level, a Gender Funding Facility (GFF) has been established at Headquarters under the coordination of the DPKO Gender Adviser. Through the GFF, gender advisers in peacekeeping missions are expanding capacity development support and partnerships with women's organizations and other institutions to advance implementation of resolution 1325.

If not, please explain:

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

The Gender Unit of DPKO participates in the Taskforce on Women, Peace and Security at Headquarters. UNMAS chairs an inter-agency Steering Group in gender and mine-action.

Have any specific challenges been encountered?

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

*Choose only one of the following*

Yes       No       Don't know       Not applicable

If yes, please describe:

Gender units participate in meetings of the UN country team gender theme groups.

Have any specific challenges been encountered?

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

In view of the evolving partnership between DPKO and regional organizations aimed at strengthening collaboration in the arena of international peacekeeping, the Gender Unit has embarked on a strategy to ensure that future partnership frameworks between DPKO and regional organizations incorporate gender perspectives and ensure the full participation of women. In this regard, a panel discussion with representatives from the African Union (AU), the European Union (EU), and the Organization for Security and Cooperation in Europe (OSCE) was convened on 25 October 2005. The aim of the panel session was to undertake an assessment of the cooperation mechanisms that exist between the UN and regional organizations to guide implementation of resolution 1325; to review the effectiveness of existing mechanisms; and to appraise gaps and opportunities presented for strengthening these mechanisms to enhance implementation of resolution 1325.

Have any specific challenges been encountered?

**\*System-wide coherence and coordination:** Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?  
*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

The Taskforce on Women, Peace and Security is the main coordination mechanisms.

Have any specific challenges been encountered?

The Taskforce is largely an information-sharing mechanism, but there is a great deal of potential to transform it into a more proactive mechanism.

### **Accountability of managers and staff**

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

To give an example, the Department-wide Action Plan sets the objective of amending performance criteria of Force Commanders to include the implementation of SCR 1325.

Also, gender advisers in peacekeeping missions are accountable for reporting the implementation of SCR 1325 to DPKO Headquarters. They submit quarterly reports on gender mainstreaming activities in each mission, and report on projects funded through the Gender Funding Facility by submitting financial reports and financial substantive reports.

Have any specific challenges been encountered?

An effective accountability mechanism for the implementation of SCR 1325 is still a work in progress.

### **Results-Based Management (RBM)**

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

The results-based budgeting system of DPKO provides for integration of objectives related to SCR 1325.

If not, please explain:

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

***Choose only one of the following***

Yes       No       Don't know

If yes, please describe what indicators:

DPKO will monitor the implementation of its Action Plan by assessing developments related to the design of gender-sensitive policy guidance; the incorporation of gender perspectives in mission planning, evaluation and reporting mechanisms; the use of sex-disaggregated data in reporting; increased recruitment of women to uniformed and civilian functions in peacekeeping, particularly to senior management positions; and the allocation of budgets to facilitate gender mainstreaming activities.

### **Monitoring, Evaluation and Reporting**

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

***Choose only one of the following***

Yes       No       Don't know

If yes, please describe:

An Inter-departmental task force has been established under the coordination of the Department's Gender Adviser, to monitor the implementation of SCR 1325 and the DPKO Action Plan. The Task Force will report periodically on progress to DPKO's senior management team.

If not, please explain:

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

***Choose only one of the following***

Yes       No       Don't know       Not applicable

If yes, please describe:

Peacekeeping missions report the implementation of SCR 1325 through quarterly reporting of gender advisers and inputs into periodic reports of the Security Council.

If not, please explain:

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

The Department Action Plan sets the goal of including sex-disaggregated data in reporting and assessing peacekeeping operations. Sex-disaggregated data exists for personnel in the civilian, military and police divisions though this is not systematically incorporated into reporting requirements.

If not, please explain:

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

DPKO Action Plan sets the following as objectives: developing matrix in which gender is included as a subject for evaluation, feedback, and follow-up recommendations of peacekeeping operations; monitoring and reporting development and implementation of gender mainstreaming plans/programmes in peacekeeping operations; ensuring that the Secretary-General reports reflect progress on implementation of gender mainstreaming objectives; and making sure that Situation Centre analyses of conflict/crisis situations include women's roles in peacekeeping processes.

If not, please explain:

### **Capacity-Building**

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

training?

**Choose only one of the following**

- Yes       No       Don't know

If yes, please describe:

Gender and peacekeeping in training materials have been developed at 3 levels: generic, specialist and senior leadership. The specialist and senior leadership modules are being finalized to dissemination to missions and to Member States.

In October 2004, the Gender Resource Package for peacekeeping operations was launched as a basic guidance tool to support gender mainstreaming efforts. Printed in both English and French, it provides advice for addressing gender issues in most functional areas of peacekeeping. Gender Advisers are using the package as a training resource tool to support capacity development of mission staff and partners in missions including Côte d'Ivoire (UNOCI), Haiti (MINUSTAH) and Kosovo (UNMIK)

If not, please explain:

What categories of staff are being trained?

**Check any that apply**

- Senior Management  
 Professional Staff  
 Technical Staff  
 Uniformed personnel  
 Support staff

Other:

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

To date, specific guidelines exist for Mine Action and DDR staff.

What categories of staff?

**Check any that apply**

- Senior Management

- Professional Staff
  - Technical Staff
  - Uniformed personnel
  - Support staff
- Other:

How are these tools used by staff **at Headquarters**? Describe briefly:  
 Staff at Headquarters use this to monitor the quality of work in the field.

Have any specific challenges been encountered?

How are these tools used by staff **in the field**? Describe briefly:  
 Staff in the field use this to guide the integration of a gender perspective in their assigned field tasks.

Have any specific challenges been encountered?

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

***Choose only one of the following***

- Yes       No       Don't know

If yes, please describe how information technology is used in that process:  
 At the annual meeting of gender advisers and gender focal points in November 2005, a decision was taken to employ a phased approach in building up a Community of Practice on gender. The first part of this process will involve investing in an enhanced e-mail based list serve and a web-based database for storage and sharing of information.

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

## Resource Allocation

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

*Choose only one of the following*

Yes       No       Don't know

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

(RB)

Budgets are allocated for trainings at the field level as well as for mainstreaming gender in the work of different mission components, such as police, DDR. At Headquarters, activities for gender are budgeted for in the Support Account.

(XB)

With a grant from the Governments of Denmark, Germany, the Netherlands, Norway, Sweden, and the United Kingdom, the Gender Unit of DPKO has implemented the project "Gender Mainstreaming in United Nations Peacekeeping Operations." It includes producing the Department-wide Action Plan; revising the standard generic gender and peacekeeping training modules; commissioning periodic policy research and policy dialogues; and building strategic partnerships.

Through the Gender Funding Facility, which has been established at Headquarters, gender advisers in peacekeeping missions are carrying out the project to support capacity development of women's organizations and other institutions to advance the implementation of resolution 1325.

If not, please explain:

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

A gender adviser has been appointed to DPKO Headquarters to ensure that the policy-making framework and guidance provided to peacekeeping missions are gender-sensitive, to provide policy guidance and support to gender units, and to build a knowledge base of learning and best practices in the field of gender and peacekeeping. Gender focal points exist in all the offices at Headquarters.

If not, please explain:

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

*Choose only one of the following*

Yes       No       Don't know       Not applicable

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

Currently, we have 8 full-time gender advisers in multi-dimensional missions and focal points in all the traditional missions. In-mission, gender task forces include focal points from the other mission components.

If not, please explain:

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

Focal points in the mission components are generally technical/working level staff.

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

*Choose only one of the following*

Yes       No       Don't know

If yes, please describe:

In the Department-wide Action Plan, strategies for bolstering women's participation in peacekeeping include prioritizing the technical clearance of qualified female candidates seeking placement on personnel recruitment rosters (with special attention to managerial and senior level posts); urging Member States to put forward qualified female candidates for deployment; improving field infrastructure and conditions of service to make peacekeeping environments more supportive of women and family needs; and reviewing and identifying new forums to advertise vacancy announcements in order to reach a wider constituency of qualified women.

Have any specific challenges been encountered?

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

*Choose only one of the following*

Yes       No       Don't know       Not applicable

If yes, please describe:

Policies at Headquarters apply equally to the field.

Have any specific challenges been encountered?

**Section C, Part II - Improvement of the System-Wide Action Plan to Implement SCR 1325**

Please provide your thoughts on what more needs to be done to accelerate and strengthen implementation of SCR 1325 in the space provided.

Please be as specific as you can, e.g. rather than making a recommendation to “strengthen” any mechanism, please suggest exactly what needs to be put in place.

**What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007?**

You may choose to provide information in the following categories, or other information according to your priorities. Please be brief.

Coherence and Coordination, including interagency coordination:

Strengthening and galvanizing the work of the Taskforce on Women, Peace and Security so that it can actively guide and monitor the implementation of SCR 1325 at the field level

Accountability:

Sharing of good practices on what works as effective accountability mechanisms.

Results-based Management:

Monitoring, Evaluation and Reporting:

More proactive approach by Member States to ensure that reports of the Secretary-General to the Security Council reflect progress in the implementation of SCR 1325

Capacity-Building:

Human and Financial Resource Allocation:

Activities of gender units in peacekeeping missions should be funded through the peacekeeping budgets rather than through extra-budgetary funds.

Gender Balance:

Creative and innovative options are required to enhance gender balance at senior leadership levels and among uniformed personnel.

Other:

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

One is senior leaders taking ownership for the Plan and championing its implementation, and the other is expanding staff awareness of the relevance of a gender perspective to their work.

Are there any other comments you would like to make?

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

It needs to be streamlined and more focused.