

UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)

QUESTIONNAIRE

IMPLEMENTATION OF THE UN SYSTEM-WIDE ACTION PLAN ON SECURITY COUNCIL RESOLUTION 1325 (2000) ON WOMEN, PEACE AND SECURITY

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!

Instructions Section A

SECTION A. BASIC INFORMATION INSTRUCTIONS

Please respond to each of the following questions in the appropriate box.

1. Information about your Organization

- a. The name of your entity. UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)
(drop down menu of all acronyms) **NOTE: add category other**
- b. Does your entity have any field presence? **Yes/No** buttons
- c. Please give the names of the units of your entity that contribute to the implementation of the Action Plan (field for up to 300 words)

2. Contact information

- Please provide name, e-mail and phone number of a designated contact person for follow-up questions.(field for 30 words)

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Instructions Section B

SECTION B – PROGRESS REVIEW

INSTRUCTIONS

Below you are asked to provide information about eight of the 12 Areas of Action in the Action Plan (the other four are covered in Section C)

- Progress and results [change all below – delete highlights]
- Lessons learned and good practices
- Gaps and challenges

Under each Area of Action, provide information by objective as listed in the action plan if applicable (e.g. A1, C2, G5 as listed in the action plan)

Please also indicate if your entity has started additional activities in any of the Areas of Action. [ADD NEW BOX FOR THIS UNDER EACH ACTION AREA]

Questions Section B

Area of Action

QA1. Conflict prevention and early warning

Progress and results

At Headquarters

In the context of its efforts to promote conflict-sensitive approaches to development, UNDP has undertaken a gender review of its conflict analysis methodology, and is developing gender guidelines to ensure that a gender perspective is adequately integrated in all aspects of the conflict-related development analysis used at country level. In this context, UNDP is also finalizing a training package on conflict-sensitive development which will include a training module on gender and conflict.

In the Field

UNDP is working to enhance the integration of a gender perspective in conflict prevention and early warning, through a two-pronged approach, aimed at promoting women's participation and leadership in decision-making, and at integrating a gender perspective in conflict analysis and early warning processes.

For example, in Indonesia, UNDP has started implementation of the Women's Leadership and Peacebuilding Program in the provinces of Central Sulawesi, Maluku and North Maluku, which promotes full participation of women in conflict prevention and decision making through:

- Establishing Women's NGOs consultative mechanism and networking/forum to increase the role of women's NGOs in conflict prevention and peacebuilding process in the 3 provinces.
- Building the capacities on local women for leadership and peacebuilding
- Promote women's participation in decision making by facilitating the establishment of Networking among women's NGOs.

In Papua New Guinea, UNDP has incorporated a gender perspective in its Early Warning capacity building work, resulting in recommendations for conflict-sensitive development programming, which highlight the gender-specific challenges faced by women and girls, particularly with regard to protection and response to sexual violence.

In Sri Lanka, through a project that focused on developing local capacities for peace, UNDP has strengthened civil society organizations in particular women's grassroots organizations working in the area of peace building and conflict resolution.

In Sudan, UNDP focuses on conflict prevention at grass-root level through the promotion of conflict resolution models, the initiation of public debate on land issues and links to conflict, the establishment of the Community Development Fund for Conflict Prevention as well as the capacity building of civic unions, the mapping and demarcating of pastoral routes, the training of village development committees and research on issues i.e. land tenure issues and peace, conflict and development. Throughout these interventions, specific attention is paid to the active participation of women. In addition, UNDP's poverty reduction interventions focus on reaching out to poor women i.e. through the provision of vocational training to young women and men. As such, UNDP approaches unemployment for women and youth as a factor of conflict prevention.

At the national level UNDP, in close collaboration with the University of Khartoum and the Intergovernmental Authority on Development (IGAD) has taken the lead on facilitating a Sudanese-led debate on the appropriateness, the specifications and the institutional arrangements of an Early Warning System (EWS) for conflict prevention in Sudan. This has resulted in a semi-autonomous EWS institute at the University of Khartoum. Through this institute issues on women, peace and security will be addressed.

Lessons learned and good practices

At Headquarters

- UNDP is working with UNIFEM to validate the gender and conflict analysis guidelines with field practitioners, taking advantage of UNIFEM's work on gender and early warning. Pilot countries for gender-sensitive conflict analysis will be defined by 2006.

In the field

- Small grants funds combine flexibility with accountability, through which peace building funds can be specifically targeted towards women’s organizations
- In Sudan, after the signing of the CPA, there was an imminent need to respond to the rapidly changing political environment, in order to prevent set-backs. All over Sudan women have deeply felt the impact of conflict in their lives. This has made them strong supporters of conflict prevention and development initiatives. It has become evident that work on conflict prevention and transformation needs to be strongly linked to simultaneous interventions in the governance and rule of law sector, in particular regarding access to justice.

Gaps and challenges

At Headquarters

In the field

- The challenge is engaging women and politicians at the national level.

Repeat for:

B. Peacemaking and peacebuilding

Progress and results

At Headquarters

In the Field

In line with the UN system-wide action plan for implementation of SC Resolution 1325, presented in October 2005 as part of the SG report on Women, Peace and Security, UNDP has continued to work to promote women's leadership in post-conflict governance, including through women's organizations, and to promote the formulation of conducive legislative and institutional frameworks for women's protection, empowerment and participation to all decision-making processes in post-conflict societies.

In the Africa region, UNDP supported, in cooperation with Geneva Call, the organization of a regional Africa meeting of women involved with armed groups, held in Addis Ababa in November 2005. The workshop identified ways of strengthening understanding and observance of international humanitarian and human rights law by women leaders either presently or formerly associated with African armed opposition groups and their political wings. At the same time, the workshop contributed to African and international organizations' understanding of and ability to work with armed opposition groups to promote and uphold international humanitarian and human rights norms.

In Indonesia, UNDP has assigned a gender specialist to the country office crisis prevention and recovery unit, in order to mainstream gender into all peacebuilding-related work. In this context, UNDP has conducted gender thematic assessments in conflict-affected provinces, and has promoted women's political participation and decision making position through establishment of a Regional Forum on Women's Leadership and Peacebuilding and a series of capacity building training activities on negotiation, advocacy, and lobbying skills, gender training for legislative-executives and political parties, Women's public campaigns on women's political participation, gender-based violence and women's roles in peacebuilding.

In Afghanistan, in the context of its work in security sector reform, UNDP supports female officers within the Ministry of Interior to improve their leadership qualities, and trains them on issues of women's rights, as well as constitutional and international conventions related to Human Rights.

In Sudan, through its Rule of Law programme UNDP is strengthening accessible and accountable judiciary and law enforcement - both at the national, state and community level - as a means to solve disputes peacefully and equitably. Simultaneously, UNDP focuses on confidence building and augmenting communities' access to justice at the grass-roots level. Availability, affordability, and adequacy are the three major challenges faced by women when it comes to access to justice and legal aid - needs that are addressed by UNDP's Justice & Confidence Centres and legal aid networks throughout Sudan. In Darfur, UNDP Sudan is currently the only provider of legal aid. Our efforts to improve access to justice specifically target women. Legal awareness, obtained through training and awareness-raising, helps women understand they have valuable rights, such as protection from forced evictions, rape and torture, but remedies for violations of such rights often require the intervention of (female) paralegals and lawyers.

In addition, UNDP promotes good governance and equity in political participation through i.e. hands-on training on general gender and good governance concepts, tailored training packages for groups of women leaders, and specialised training for key government and civil society organisations. By doing so, UNDP raises the awareness of the Sudanese public of good governance principles and the importance of the political participation of women and is contributing to good governance structures based on partnerships between men and women in the political sphere. The activities improve the conditions for gender-sensitive policy reform/formulation on political participation and provide support to potential Sudanese women leaders and institutions impacting women's political participation.

In the Darfur, UNDP Rule of Law Programme is to strengthen the immediate protection of civilians by implementing activities aimed at obtaining full respect for the rights of the individual in accordance with human rights, humanitarian and refugee law. Our training and awareness-raising activities aim: to enhance the knowledge amongst government officials (including law-enforcement) of human rights norms and standards, and to ensure - in very practical terms - that these standards are upheld in their daily work; to build the capacity of local civil society to promote a culture conducive to respect for human rights; and, to foster meaningful dialogue between IDP communities and local authorities, and to engage the latter in pro-active protection activities suggested and needed by IDPs.

**Lessons learned and good practices
At Headquarters**

In the field

A number of lessons can be drawn from UNDP's capacity building efforts to enhance women's leadership in post-conflict situation, and their contribution to peacebuilding, for example:

- Women's leadership and capacity building for peacebuilding are not systematically well documented. Government, local and international NGOs, and donors should recognize and provide support for documentation on women's capacity building programme as part of their efforts in promoting women's leadership in peacebuilding.
- Strategic partnerships between government, NGOs (local and international), donors, private sector and civil society, including local traditional and religious leaders is one important element for the success of women's leadership and capacity building in the context of peacebuilding.
- A long term and high level of political will and commitment from all key stakeholders, including ongoing stable and committed institutional support and funding and resources, as well as men's support and participation is a crucial factor for the success of women's leadership and capacity building programmes.
- Women's Capacity building for peace-building must come from within communities and cannot be externally imposed and should begin at the local level before expanding. Employing localized training in indigenous languages and using ongoing consultation to develop and expand is also crucial.
- Capacity building needs to be linked to women's practical needs and strategic needs and should be targeted at all women from conflict-affected areas across all religions and ethnicities.
- Gender equality should be a central part of women's leadership, capacity building and peacebuilding programme and a foundation for sustainable peace.
- Special attention should be given to strengthening women's capacities in addressing violence against women and in developing and advancing a culture of non-violence. Training on such topics as voter and civic education, arms control campaigns, and communication networks should be offered to women in order to strengthen women's ability to speak publicly, develop platforms, raise money and understand the political process and structure of the peace process.
- Economic development and income generation for women in post-conflict environments is crucial as a means to promote women's leadership in family and community economic recovery in peacebuilding processes.
- Raising awareness among women's groups and organizations on key issues of economics, health, education, society and culture, law and politics, violence and security is fundamental to reaching a sustainable peace.
- Working with and developing capacities of youth, including young women and men for leadership is critical in order to build successive generations of peace-builders and to ensure their future economic security. .
- Networking among young women from situations of violent conflict is instrumental in the peace and reconciliation process. Thus, developing and supporting networks among women across all class, ethnic, religious and borders lines is crucial in order to create solidarity and partnership. This will open up future possibilities for women to promote their issues on a regional/ international level.
- Conduct research on basic conditions on what women need to rebuild their lives and create a roster of women professionals and experts in women's leadership and capacity building from different sectors of society whose expertise will serve national and international institutions is important.
- Working through strategic entry points such as the peace secretariats give access to policy makers, who themselves become the strongest advocate for women's participation in the peace process.
- UNDP has acknowledged that poor women in most segregated societies have good potential to challenge cultural boundaries strategically, if given opportunities and that they have great potential to manage resources and sustain their enterprises if adequately empowered with skills and knowledge.
- In the Sudan, the participation of women in our governance and rule of law trainings is above expectations, which is mainly achieved through a concentrated effort to establish partnerships with women's groups, including Women's Unions, Women and Youth Associations and women's NGOs.

Gaps and challenges At Headquarters

In the field

- Limited data/documentation on women's leadership and peacebuilding activities
- Lack of sustainable funding and resources for women's peacebuilding efforts
- Unstable security situations often disproportionately affect women's peace activism
- One of the challenges regarding women's role and participation in peacemaking and peace building is the fact that women remain marginalised in formal peace processes. For example in Sudan, women and men at the state and rural levels are often not actively engaged in peace building processes, due to the fact that most civil society initiatives are concentrated in the capital. Another concern is the need to upgrade basic participation and negotiation skills as well as knowledge on human and civic rights which is currently hampering many young men and women to get into public debates and advocacy on peace building.

C. Peacekeeping operations

D. Humanitarian response

E. Post-conflict Reconstruction and Rehabilitation

Progress and results

At Headquarters

UNDP has concluded a comprehensive gender review of its Bureau for Crisis Prevention and Recovery, which identified gaps and opportunities for a stronger contribution to the mandates of SC resolution 1325. This review will form the basis of a strategic planning process, leading to a multi-year gender strategy for the Bureau, which provides technical, policy and financial support to UNDP's activities in conflict prevention and recovery.

Furthermore, UNDP has developed a thematic paper on gender dimension of Parliaments in post-conflict situations and participated in the elaboration of the United Nations Gender Guidelines for Mine Action Programmes, which were published in March 2005. They provide practical examples of how to ensure gender-sensitized mine-action programming in the areas of clearance, mine-risk education, victim assistance, and advocacy. In the context of the inter-agency taskforce on gender and mine action, UNDP is contributing to the dissemination and implementation of the Guidelines. In particular, UNDP is working closely with the taskforce for the organization of a field implementation workshop to be held in Jordan in September 2006.

In the Field

UNDP has continued to advocate for the adoption of gender and human rights sensitive policies and programmes, and promote respect for the rule of law and strengthening of national institutions in post-conflict societies.

With support from UNDP, the Cambodia Mine Action Centre (CMAC) has developed procedures for planning of mine-action interventions that take into account gender related issues, such as female-headed households. CMAC has dedicated networks at the community level to community needs. These teams include female staff to reach and interact with women more effectively in a society largely dominated by men, especially in rural areas.

UNDP is using its extensive field presence to promote women's full participation in post-conflict reconstruction efforts and in longer-term development efforts in post-conflict settings. For example, in Aceh, Indonesia, UNDP is strengthening women's capacities to participate in the reconstruction and reintegration process, for both post-conflict and post-tsunami recovery. In particular, UNDP has placed a gender specialist in the Emergency response and Transitional recovery programme, and has conducted specific research on women's role in peacebuilding, and has supported the establishment of an Aceh-wide women's advocacy network composed by 24 women's organizations. conducted

In Afghanistan, UNDP supports the National Area-Based Development Programme (NABDP) to promote urgent recovery and longer-term development in priority areas while building the government of Afghanistan's capacity to lead and coordinate participatory approaches to development in all provinces. In this context, a Senior Women in Management programme was launched, through which women working for a range of ministries undertook a six-months training in specialized professional skills.

In the DRC UNDP has promoted concrete initiatives to support women's participation in reintegration/reconstruction process, improving gender knowledge in the CO and UN coordination System and ensuring the participation of women in peace-building, electoral process, reconstruction activities, human rights, poverty alleviation for victims of the conflict. Furthermore, UNDP has supported the Caucus of Congolese Women and has established a partnership with them for the implementation of initiative aimed to ensure the participation of women at electoral process, improving the active presence of women in the political party and ensuring gender concerns in the electoral and the political agenda.

UNDP Sri Lanka's Transition Programme has focused mainly on the Economic recovery of the conflict-affected areas of Sri Lanka, as a means to facilitate reconstruction, rehabilitation and re-integration.

Coordinated by UNDP and executed by UNIFEM the Programme for the enhancement of Rural Women's (PERWL) in Timor Leste is a three year programme to facilitate women's participation in building a social, political and legal framework for an independent Timor-Leste that is rights-based, socially inclusive and gender responsive. It is part of an integrated strategy focused on facilitating the capacity building of women leaders and groups at the national and local levels so that women can participate on an informed basis in the processes of nation building, including elections, establishment of local government and how to use nation building instruments at a local level. The Programme has three components: 1) the promotion of women's participation through transformative leadership and citizenship, 2) the development of materials and methods for capacity building of grassroots women to better understand the process of nation building and 3) the completion of a baseline study on the feminization of poverty.

In Timor Leste UNDP is leading a project titled 'Recovery, Employment and Stability Programme for Ex-combatants and Communities in Timor Leste' (RESPECT) which aimed to create short-term employment opportunities to 15,000 people and vocational training opportunities to 3,000 people in a post conflict setting. Beneficiaries included ex-combatants, widows, orphans, unemployed youth, and other vulnerable groups with indirect beneficiaries amounting to 300,000.

Lessons learned and good practices

At Headquarters

In the field

- Partnership with local women's NGOs and the use of participatory process in the development of recovery programmes is an important starting point for gender mainstreaming in post-conflict reconstruction.
- Economic recovery programs provide important entry points for women's empowerment and participation to reconstruction efforts.
- Support for coordinated conflict survivors' data collection process is crucial for the design of gender-sensitive programmes.
- Developing community-based projects and promoting key initiatives aiming at ensuring women voices and their access in recovery rehabilitations projects.
- Setting up specific methodologies to ensure gender analysis in order to assess needs and capacity for all component of the local population.
- The focus on strengthening collective action through income generation groups is considered a good practice, as re-integration into the society is facilitated.
- Ownership by the community for infrastructure is integral to any community infrastructure project and capacities for management and basic business skills of rural development societies and community based organizations is a key aspect of such projects.
- Continued follow up activities with women are essential for ensuring that trainings already carried out are not put to waste

Gaps and challenges

At Headquarters

In the field

- Traditional cultural practices can contribute to a restriction on women's political participation, limited access to public space and an increase in gender based violence, which all constitute a challenge for women's full participation in post-conflict reconstruction efforts
- A lot of effort is still needed to ensure that women are involved in implementation of the peace agreements, and that they are appropriately targeted through specific initiatives and support. Women are also lacking of access to formal and informal source of information, which are available to men.
- Lack of funding for women-focused programmes
- Security-related barriers against women's participation
- Weakness on interagency/coordination and strategic planning on the implementation of the multitude of recovery projects executed by different agencies can be a major constraint to effectively address gender issues systematically.

F. Disarmament, Demobilization and Reintegration

Progress and results

At Headquarters

UNDP has worked with UN system partners to finalize the IDDRS guidelines, which include a substantive module on women, gender and DDR, and will institutionalize a gender approach in all DDR initiatives.

In the Field

In the DRC, in order to build a more equitable environment through promoting sustainable projects that develop the skills of both men and women living in the aftermath of conflict, UNDP has ensured gender concerns in all aspects of DDR processes. Awareness campaign on gender and DDR have been realized and tools to ensure that gender analysis is taken into account in the DDR process have been adopted.

UNDP Sudan currently has several projects for disarmament and demobilization of special needs groups (SNGs) to meet the specific needs of women and children associated with armed forces and groups and disabled soldiers. Key services include feeding, clothing, civic education, medical, profiling and counseling, education, training and employment referral, transitional safety allowance, and training material.

UNDP promotes gender mainstreaming by ensuring that all programme elements in northern and southern DDR programmes are designed and implemented with consideration of needs of women and men, particularly ensuring equal access and involvement of women. The upcoming community security projects and peace reconciliation projects, for instance, will have gender components.

In South Sudan UNDP

- a) Supported the Southern Sudan DDR Commission (SSDDRC) to carry out assessments for the target groups identified in the Interim DDR Programme for Sudan (IDDRP) – Women Associate with Armed Forces and Groups (WAAFG) and disabled soldiers. As a result, several programme initiatives have been developed and implemented.
- b) Held two workshops on gender based violence for women's' associations to support preventive mechanisms and explore other ways in which the women's' associations can support the reintegration of WAAFG and other DDR beneficiaries.
- c) In collaboration with UNFPA has integrated HIV AIDS into the DDR program as part of the Integrated DDR Standards (IDDRS). As a result, there was a strategy paper developed for the SSDDRC which has been agreed upon in principle though its implementation. UNFPA has also agreed to second an IUNV to the DDR program to work specifically on HIV/AIDS and reproductive health issues within the UNDDR unit.
- d) Has organized a Gender and HIV/AIDS workshop for the SPLA in May 2006 to build on previous workshop that was to enable the SPLA develop a gendered policy for HIV/AIDS for the military. Furthermore, UNDP has organized follow up training for 33 SPLA change agents to increase awareness and prevention initiatives within the SPLA before formal DDR process begins.
- e) Has initiated a project on psychosocial support and counseling for disabled soldiers that has begun to address the high incidence of trauma related suicide and security threats to the communities. The project also targets the WAAFG, community leaders and women's' associations.

In North Sudan UNDP:

- f) Supported development of disabled ex-combatants strategy for the OAGs in consultation with the Northern Sudan DDR Commission (NSDDRC) staff.
- g) Supported the reintegration of OAG members aligned to the SAF.

Lessons learned and good practices

At Headquarters

In the field

- In the DRC, thanks the adoption of the gender approach in the DDR projects and technical tools to collect information in order to reach the women associated with armed groups, UNDP has considered needs of women and men in the orientation camps. The projects executed by UNDP have considered women associated with armed groups and dependents of former combatants within the reintegration process.
- In Sudan, UNDP has recognized the important role of gender specialists, which is why the UNDP DDR Unit has a gender focal point and support staff in the programming structure to ensure that gender-related projects are implemented effectively and that gender is also mainstreamed in other DDR projects. UNDP has learned that gender must be mainstreamed in the entire process of project cycle. UNDP DDR Unit is currently in the process of strengthening monitoring and evaluation of DDR programme with a strong emphasis on gender. Development of Information Management System (MIS) has been also gender sensitive by capturing female-specific information from WAAFG and dependants.

Gaps and challenges

At Headquarters

In the field

- In the DRC, the application of a very narrow military approach in the definition of the program's target group, i.e. to consider only those who have been in the front line and have actually handled a weapon, has shadowed thousands of women and girls involved in the war. In order to manage this constraint UNDP, in collaboration with MONUC and UNIFEM have started awareness campaign and promoted strategies to revise MDRP approach and budget in order to ensure gender concerns in the DDR national programme.

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

Progress and results

At Headquarters

In the Field

In post-conflict situations, UNDP works with other UN partners and with transitional institutions to support the emergence of accountable justice and security frameworks and institutions, which can provide adequate protection and redress for human rights abuses, including gender-based violence. In the context of its post-crisis recovery, poverty reduction and HIV/AIDS efforts, UNDP supports governments, civil society and community organizations to address the root causes of gender based violence, to respond to its direct consequences, and to end stigma and discrimination.

In Indonesia, UNDP has supported the drafting of a local law on domestic violence in post-conflict provinces, and is facilitating its finalization. UNDP is also planning to build upon its work on women's capacity building to advocate for the approval and implementation of the bill.

In Liberia UNDP is coordinating an UNMIL public information campaign on violence against women and girls; coordinating gender and sexual and gender based violence training for various partners working on the restructuring of the Armed Forces of Liberia; training 30 members of the human rights protection forum on gender and women's rights; building the capacity of the Association of Disabled Females International to engage in advocacy activities on their rights and access to opportunities.

Furthermore, UNDP has signed contracts with two national NGOs, the Zorzor District Women Care (ZODWOCA) and the Liberia Women Media Action Committee (LIWOMAC) to undertake mass awareness campaigns on sexual and gender based violence in two districts. In addition to creating mass awareness campaigns through their Newsletters, the NGOs monitor and report on sexual and gender based violence in the communities for redress.

In Timor Leste, UNDP's Justice Project has recently incorporated into the syllabus for the training of judges, prosecutors and public defenders in the judicial training centre two training modules one on CEDAW and another on Domestic Violence legislation.

In Sudan, Gender based Violence (GBV) emerged as a major concern which is repeatedly and regularly reported at inter-agency meetings but it has taken a lot of pressure for the government to acknowledge its existence. In order to better protect women against gender base violence UNDP has initiated a projects addressing GBV in Darfur. In addition, within the Capacity Building of AU forces project UNDP, in cooperation with UN OHCHR, UNMIS, UNFPA, UNICEF, and AMIS, is conducting training of trainers and sensitisation of the AU forces. In terms of GBV, these trainings focus on: definition of terms, forms of GBV, perpetrators of GBV, GBV in conflict with a particular reference to Darfur, prevention and responds, the mandate of AMIS and codes of conduct guarding AMIS and humanitarian workers. In Darfur, UNDP's efforts are to improve access to justice specifically target women. Legal awareness, obtained through training and awareness-raising, helps women understand they have valuable rights, such as protection from forced evictions, rape and torture, but remedies for violations of such rights often require the intervention of paralegals and lawyers. Availability, affordability, and adequacy are the three major challenges faced by women when it comes to access to justice and legal aid, and it is precisely these challenges that UNDP's Justice & Confidence Centres and Darfur Legal Aid Network aim to tackle.

Lessons learned and good practices At Headquarters

In the field

- Mobilizing men's groups for addressing issues such as gender-based violence and security continues to be difficult due to the lack of skilled male resources. Training of possible resources is not attempted in any project.
- The lack of trained facilitators makes it difficult to go deeper into challenges like domestic violence.

Gaps and challenges At Headquarters

In the field

- Violence cases are still underreported.
- Limited/lack of data and information, lessons learned and best practices including gender-legal experts at national and local level on drafting local law on domestic violence.
- Survivors of violence against women living in remote areas are hardly reached by para-legal/social-workers.
- Need for comprehensive national action plans to respond to gender-based violence in conflict situations and their integration in post-conflict transitional planning mechanisms.

H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners Progress and results

At Headquarters

- UNDP has disseminated the SG bulleting on SEA to all field staff
- UNDP has convened a sub-working group of the ECPS-ECHA taskforce on SEA, to develop an UN-wide awareness-raising video on sexual exploitation and abuse. It is expected the final version of the video will be launched by September 2006.
- UNDP is working closely with DPKO, UNICEF and OCHA to organize a high-level conference on SEA in November 2006, aimed at raising awareness and enhancing commitments to fight this problem in the work of UN and NGO communities.

In the Field

In Liberia, part of the staff has received briefings on the UN policy on sexual exploitation and abuse, as part of the UNMIL policy.

In view of the importance of in-house awareness raising, UNDP Sudan has successfully introduced the mandatory on-line course "UN Programme on the Prevention of Harassment, Sexual Harassment and Abuse Of Authority" to its personnel.

Lessons learned and good practices At Headquarters

In the field

Gaps and challenges At Headquarters

In the field

Instructions Section C Part I

SECTION C

PART I - CAPACITY REVIEW

INSTRUCTIONS

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.

Questions Section C Part I

Coherence and Coordination

Policy Guidance:

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

Yes/No/Do not know

If yes, please describe:

- The Bureau for Crisis Prevention and recovery has developed the booklet (with CD-rom) “Gender Approaches in conflict and post-conflict situations” and is finalizing the development of a training module on Gender and Conflict. Both the booklet and training modules have been used for training of both internal staff (UNDP HQ and country offices) as well as national counterparts.
- UNDP has developed and maintains a number of tools and training packages on gender mainstreaming, which, although not specific to SC Res 1325, provide the basis of gender knowledge essential to programming.

If not, please explain:

Programme Coordination:

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

Yes/No/Do not know

If yes, please describe:

- The Bureau for Crisis Prevention and Recovery has required an allocation of 10% of 2006 workplans for gender mainstreaming, and is exploring incentive systems and gender budgeting options for its funding sources for conflict prevention and recovery work, to ensure that an adequate proportion of funding is allocated for gender sensitive programs.

If not, please explain:

Common-System Partners:

Does your entity collaborate and coordinate with different UN entities? [HQ/in the field.](#)

Yes/No/Do not know

If yes, please describe:

- With regard to SC RES 1325, mostly with UNIFEM and DPKO

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?:

Yes/No/Do not know

If yes, please describe:

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?

Yes/No/Do not know

If yes, please describe:

If not, please explain:

Accountability of managers and staff

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

Yes/no/don't know

Please describe:

At the moment UNDP is establishing a 'gender compact' between the Administrator and Bureau Directors and between Bureau Directors and Resident Representatives/Resident Coordinators on specific annual programmatic and management deliverables on gender, *including gender concerns in conflict and post-conflict countries were appropriate (GAP 06-07).*

In addition, gender has been added as one of the components of staff Results and Competency Assessment (RCA). Furthermore, managers are recommended to dedicate one of the 5 core results of the individual RCA of staff members to gender, which in some offices has been made mandatory. Although this activity is not specific to the implementation of SCR 1325, where suitable it will link to several components of the action plan on 1325. For example, staff working in conflict and post-conflict areas will have to account for actions related to gender concerns in their particular situation.

The same is through for the UNDP institutional gender mainstreaming scorecard, which will be rolled out in the course of the year. This scorecard will establish a baseline and benchmarks for gender mainstreaming in all areas of work and will function as an accountability mechanism to assess future progress on gender mainstreaming.

Finally, the Director of the Bureau for Conflict prevention and recovery sits on the Administrator's Gender Steering and Implementation Committee. This Committee monitors and reviews UNDP's performance on gender mainstreaming and all bureaux Directors have to report on progress made on the gender action plan and the individual compacts. Subsequently, there is a Gender Task Force, which includes the Deputy Director of the Bureau for Conflict prevention and recovery.

Have any specific challenges been encountered?

The challenge with any accountability mechanisms is to create incentives and attach consequences to underperformance. This is an area that UNDP is still working on.

Results-Based Management (RBM)

RBM Framework:

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

Yes/No/Do not know

If yes, please describe:

- Requirements for gender mainstreaming have been incorporated in the UNDP scorecard, which constitutes the basis for evaluation of country offices (see section on accountability)

If not, please explain:

Indicators:

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

Yes/No/Do not know

If yes, please describe what indicators:

Monitoring, Evaluation and Reporting

Monitoring:

Has any monitoring mechanism for implementation of SCR 1325 been established within your entity? [HQ/In the field](#)

Yes/No/Do not know

If yes, please describe:

If not, please explain:

Sex and age disaggregated data:

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

Yes/No/Do not know

If yes, please describe:

If not, please explain:

Reporting:

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

Yes/No/Do not know

If yes, please describe:

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?

Yes/No/Do not know

If yes, please describe:

In 2005, UNDP has undertaken a significant effort to train its staff on gender mainstreaming, covering 45 country offices, 13 of which are in post-conflict contexts. It has also has trained all personnel of its Bureau for Crisis Prevention and Recovery on gender aspects of conflict prevention and post-conflict transformation.

UNDP has developed and launched a mandatory on-line training on gender mainstreaming, which includes a chapter on crisis prevention and recovery, where the provisions of SC Res 1325 are addressed.

The UNDP regional bureau for Africa has trained all its headquarter based CPAs and PA in gender analysis and mainstreaming and 3 dedicated staff members have been trained in systematic gender analysis in crisis prevention and recovery. Furthermore, a pilot project was undertaken with the country office in Cote d'Ivoire, consisting of gender mainstreaming training and methodologies for gender analysis in conflict and post conflict situations.

If not, please explain:

What categories of staff are being trained? All categories

Senior Management	[box]
Professional staff	[box]
Technical Staff	[box]
Uniformed personnel	[box]
Support staff	[box]
Other (please explain)	[box]

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?

Yes/No/Do not know.

Senior Management	[box]
Professional staff	[box]
Technical Staff	[box]
Uniformed personnel	[box]
Support staff	[box]
Other (please explain)	[box]

How are these tools used by staff? [HQ/In the field](#)
Describe briefly:

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?

Yes/No/Do not know.

If yes, please describe:

- How information technology is used in that process?
- 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?

Yes/No/Do not know

- At the moment, it is not possible to make any firm estimates of UNDP resources allocated to gender, and even more difficult to do soon specific allocations to gender and gender mainstreaming programming related to peace building activities. In fact, while it is possible to identify and quantify expenditures on programmes specifically targeted to "women" or "gender", this would not provide an accurate picture with regard to gender-sensitive peace building programmes which appropriately integrate gender equality objectives and gender mainstreaming concerns.

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

If not, please explain:

Human resources:

Has a gender unit/focal point/or focal points for follow-up been designated

Yes/No/Do not know HQ/In the field

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

If not, please explain:

- Both the UNDP Gender Team and the Bureau for Crisis Prevention and Recovery have been providing support to this process. No specific focal points has been designated for follow-up to implementation of SC Res 1325

How many other staff members are **directly** involved in implementation?

[Add box for number -they should also indicate professional level?]

Gender Balance:

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

Yes/No/Do not know HQ/In the field

If yes, please describe:

In September 2003, UNDP issued its third Gender Balance in Management Policy. For the first time a goal was set to reach gender balance (50/50) by 2010 across all categories of staff, positions and contract modality, irrespective of the type or durations of staff

appointment. In 2004 UNDP's Office of Human Resources launched the first UNDP Gender and Diversity Scorecard, a mechanism to track and monitor UNDP's progress in reaching the 50/50 gender balance goal.

To improve on its progress toward the 50/50 gender balance UNDP has taken several initiatives. For example, the Office of Human Resources is setting up a mentoring programme for women in the organization. This year UNDP will also be launching a publication titled: Gender in UNDP, which is a two part review of UNDP's approach and achievements in increasing the gender balance of its work force. Part one examines the impact of gender balance policies and Human Resources practice on gender equity in the organization. Part two looks at organizational values and culture and how they have informed and shaped practice in this area.

Have any specific challenges been encountered?:

As concluded in UNDP's Global Management Meeting, the gender and management policy still has areas of weakness: lack of uniformity in implementation, failure to adequately address the retention of women (especially at mid-career stage) and the need for more support for the advancement of women at top management levels.

Instructions Section C Part 2

SECTION C: Continued

PART II: IMPROVEMENT OF THE SYSTEM-WIDE ACTION PLAN TO IMPLEMENT SCR 1325.

INSTRUCTIONS.

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.

Questions Section C Part 2

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

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

Please be brief.

Coherence and Coordination, including interagency coordination

Accountability

Results-based Management

Monitoring, Evaluation and Reporting

Capacity-Building

Human and Financial Resource Allocation

Gender balance

Other

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

1.

2.

3. Are there any other comments you would like to make

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

We would appreciate receiving any background documents you feel may be useful to others. For example, if you have any tools that have proved effective, or training materials, we would like to receive a copy. After submitting your completed questionnaire you will be instructed how to upload these.

Thank you for completing the questionnaire.