



**Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)
Department of Economic and Social Affairs (DESA)
Economic Commission for Africa (ECA)**

**High-Level Policy Dialogue (HLPD) on National Implementation of Security Council
Resolution 1325 (2000) in Africa**

**Report of the High-Level Policy Dialogue
Addis Ababa, Ethiopia
6-8 February 2008**

Office of the Special Adviser on Gender Issues and Advancement of Women

Department of Economic and Social Affairs
United Nations, Room DC2 -1220, 2 UN Plaza
New York, NY 10017, USA
Fax No.: 1-212-963-1802
E-mail: osagi@un.org
Web site: <http://www.un.org/womenwatch>

Table of Contents

| | | |
|-------------|--|-----------|
| I. | Introduction | 5 |
| II | Executive Summary | 6 |
| III. | Conclusion and Recommendations | 7 |
| IV. | Organization of Work | 10 |
| | A. Participation | 10 |
| | B. Documentation | 10 |
| | C. Programme of Work | 10 |
| | D. Opening of the High-Level Policy Dialogue | 10 |
| V. | Summary of Presentations and Discussions | 12 |
| | A. Gender Dimension in War and Peace in Africa: Needs Assessment Report | 12 |
| | Discussion | 15 |
| | B. Theme I: National Implementation of Security Council Resolution 1325 (2000) During Armed Conflict | 16 |
| | a) Côte d'Ivoire | 17 |
| | b) Ethiopia | 17 |
| | c) Uganda | 17 |
| | d) Zambia | 18 |
| | Discussion | 20 |
| | C. Theme II: Mainstreaming Gender Justice and Gender Equality Goals in Post-Conflict Reconstruction Programmes at the National Level: Success and Challenges | 19 |
| | a) Sierra Leone | 19 |
| | b) Liberia | 20 |
| | c) South Africa | 20 |
| | d) Rwanda | 21 |
| | Discussions | 21 |
| | D. Theme III: Women's Participation in Peacebuilding Negotiations | 22 |

| | | |
|-------------|---|-----------|
| | a) Côte d'Ivoire | 22 |
| | b) Burundi | 22 |
| | c) Sudan | 23 |
| | d) The Democratic Republic of the Congo | 23 |
| | e) African Union | 24 |
| | Discussions | 24 |
| VI. | Training Course – Presentation and Demonstration | 25 |
| | Discussion | 26 |
| VII. | Annexes | 27 |
| | A. Annex I: List of Participants | 27 |
| | B. Annex II: Programme of Work | 38 |
| | C. Annex III: A Proposed Framework for a National Action Plan | 41 |
| | D. Annex IV: Index for Training Course | 44 |

Acronyms

| | |
|--------|---|
| CEDAW | Convention on the Elimination of All Forms of Discrimination against Women |
| CPA | Comprehensive Peace Agreement |
| DDR | Disarmament, Demobilization and Reintegration |
| DPKO | Department of Peacekeeping Operations |
| ECA | Economic Commission for Africa |
| ECOWAS | Economic Community of West African States |
| GBV | Gender-Based Violence |
| IGAD | Intergovernmental Authority for Development |
| OSAGI | Office of the Special Adviser on Gender Issues and the Advancement of Women |
| REC | Regional Economic Communities |
| RRR | Repatriation, Resettlement and Rehabilitation |
| SCR | Security Council Resolution |
| SGBV | Sexual and Gender-Based Violence |
| TRC | Truth and Reconciliation Commission |
| UAF | Urgent Action Fund |
| UN | United Nations |
| UNDP | United Nations Development Programme |
| UNFPA | United Nations Population Fund |
| UNICEF | United Nations Children's Fund |
| UNHCR | United Nations High Commission for Refugees |
| UNIFEM | United Nations Development Fund for Women |
| UNMIL | United Nations Mission in Liberia |
| WIPNET | Women's Peace Network |
| WIPSEN | Women's Peace and Security Network |

I. INTRODUCTION

1. Resolution 1325 (2000) which was unanimously adopted by the Security Council in October 2000 under the Presidency of Namibia, established legitimacy of women's and gender issues in the area of peace and security. It provides a blueprint for action on a variety of issues, including conflict prevention, peace negotiation, and post conflict reconstruction, and requests Member States and the United Nations system to take concrete measures to:

- Increase women's participation in conflict prevention and peace operations and support women's peace initiatives in conflict areas;
- Secure the participation of women in institutions and in decision-making in post-conflict situations and transition processes from conflict to peace;
- Strengthen the protection and the human rights of women and girls and their special needs in connection with war and conflict;
- Incorporate a gender perspective into activities to promote peace and security, and into humanitarian activities.

2. Security Council Resolution (SCR) 1325 (2000) focuses on situations before, during and after a conflict. It complements the broader work for gender equality, development and enjoyment of human rights by women and girls.

3. At the national level, it is the responsibility of Member States to ensure a coherent approach to the implementation of SCR 1325 (2000) and to mainstream a gender perspective in peace and security. It is important to link the implementation of Security Council Resolution 1325 (2000) to other global and regional instruments such as the Beijing Platform for Action, Regional Platforms for Action, the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), and the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa.

4. In keeping with the spirit and objectives of the resolution and realizing the importance of its implementation in Africa, the United Nations Office of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women, (DESA/OSAGI), through the sponsorship of Norway, undertook a project to strengthen the implementation of the resolution at the regional and national levels through awareness-raising and capacity-building. As part of this project, a High-Level Policy Dialogue (HLPD) on the National Implementation of Security Council Resolution 1325 (2000) in Africa was organized by OSAGI in collaboration with the Economic Commission for Africa (ECA) and hosted by ECA in Addis Ababa, Ethiopia, from 6 to 8 February 2008. Participants came from Ministries of Defence, Foreign Affairs, Justice and Women/Gender, as well as from parliaments.

5. The objective of the HLPD was to raise awareness among governments about the importance of national implementation of SCR 1325 (2000) and to build their capacities through a training workshop on the development of a national action plan. In addition, the

participants were expected to provide concrete and action-oriented recommendations to accelerate the implementation of SCR 1325 (2000) at the national level in Africa.

II. EXECUTIVE SUMMARY

6. At present, very few African Governments are working on developing national action plans for implementation of SCR 1325 (2000). This implies that the objectives set in SCR 1325 (2000) are not systematically being taken into account in policies, plans and activities relating to peace and security. As a result, women and girls, who always pay a heavy price in conflict situations, continue to be marginalized in all peace processes.

7. It is in this context that representatives from Ministries of Gender, Defense and Justice from 18 countries met in Addis Ababa and made presentations on their efforts to address the issues of women, peace and security in general and the implementation of SCR 1325 (2000) in particular. The discussion was organized around the following three themes:

- National implementation of SCR 1325 (2000) during armed conflict;
- Mainstreaming gender, justice and equality goals in post conflict reconstruction programmes at the national level: successes and challenges;
- Women's participation in peace building negotiations.

8. In addressing the first theme, the participants discussed their efforts toward national implementation of SCR 1325 (2000) during armed conflict. Countries mentioned their attempts to implement the resolution through increasing protection of women and girls from gender-based violence (GBV), capacity building for women, and national ratification of relevant conventions. In addition, some participants discussed their goals to increase the number of women in the military and integrate men in the implementation efforts. Many of the participants identified lack of resources, cultural barriers, and lack of capacities as challenges to full implementation. The participants concluded that countries should work to address root causes of socio-cultural barriers to women's participation, develop tools to mainstream gender in national policies, increase the participation of relevant ministries in implementation efforts, and increase resources dedicated to implementation.

9. As for the second theme, mainstreaming gender, justice and equality goals in post-conflict situations, the participants discussed the importance of addressing gender justice in legal reforms, including laws on domestic violence, land rights and divorce. Some countries discussed using public awareness campaigns to mainstream gender justice in post-conflict situations. The participants also emphasized the importance of governments partnering with civil society to reach more people. In conclusion, the participants agreed that accountability procedures should be adopted in order to make sure countries continued to work to implement SCR 1325 (2000) in post-conflict settings.

10. In conclusion to the discussion of theme three, women's participation in peace building negotiations, participants agreed that it was important to look beyond the

number of women, and focus on the capacities and quality of their participation. The importance of focusing on both micro and macro levels of women's participation in decision making was emphasized. It was agreed that countries would share experiences in the area of conflict in order to work toward establishing early warning mechanisms.

11. A training workshop conducted during the HLPD confirmed the importance of developing capacities of national governments to implement SCR 1325 (2000). In this regard an online training course is being finalized by the OSAGI/ECA in collaboration with the United Nations Institute for Training and Research Programme of Correspondence Instruction in Peacekeeping Operations (UNITAR-POCI) to help Member States develop national action plans for the implementation of the resolution. The draft course was distributed to all participants who had the opportunity to provide their comments and suggestions, which would be taken into account in finalizing the course. The course would target key stakeholders including gender machineries, other ministries, parliamentarians, central and local governments, civil society and NGOs.

III. CONCLUSIONS AND RECOMMENDATIONS

12. The HLPD on the National Implementation of SCR 1325 (2000) brought together many major stakeholders and established a road map to advance the national implementation process.

13. Participants agreed that many issues needed to be addressed in order to ensure the proper implementation of SCR 1325 (2000) at the national level. Among these issues were increased public awareness of the role of women in peace and security and increased capacity building and training for women. Participants underlined the importance of increasing the number of women peacekeepers. They were unanimous that without political will implementation of the resolution, supported in particular by an efficient mobilization of financial and human resources, would be elusive.

14. Participants underscored the need for governments to play a key role in mobilizing the efforts of all other major stakeholders towards the implementation of SCR 1325 (2000). In this regard, mechanisms for mandatory regular reporting by governments on SCR 1325 (2000) were called for. Participants acknowledged that governments should work to address the social and cultural aspects raised by SCR 1325 (2000). Some advocated that governments link the implementation of SCR 1325 (2000) to the Beijing Platform for Action. Finally, participants urged that governments take action to ensure that all line ministries establish effective gender desks.

15. The HLPD participants also recommended that ECA assist governments in the implementation of the resolution, in particular by providing training and establishing clear performance indicators for measuring implementation.

16. Plenary discussions were followed by group discussions, which focused on specific challenges to national implementation of SCR 1325 (2000) and

recommendations to enhance national implementation. Participants were divided into three working groups, all of which discussed the following issues:

- What steps should be taken to ensure coherent implementation of SCR 1325 (2000)?;
- How the participation of all key stakeholders in the implementation of SCR 1325 (2000) could be ensured?
- What should be the role of international and regional organizations, in particular ECA, in supporting the national implementation of SCR 1325 (2000)?
- What should be included in the potential training modules for SCR 1325 (2000)?

17. With regard to the steps that needed to be taken for a coherent implementation of SCR 1325 (2000), participants agreed that the resolution was very ambitious in its long-term objectives and called for a more coherent and prioritized implementation plan. In this connection, they identified the following entry points:

- Raise awareness of SCR 1325 (2000), address prevention, protection, and participation, with a special focus on conflict resolution and peace building. Awareness raising should include advocacy for legal and policy reforms as well as training for the executive branch, the legislature, civil society (including the women's movement), communities and development partners;
- With respect to the civil service, developing a cabinet memorandum from the Head of State to all relevant line ministries, departments and public institutions is critical;
- In countries undertaking constitutional reforms, the principles of SCR 1325 (2000) should be included;
- Develop National Action Plans and then mainstream them into national development plans and gender policies;
- Organize national consultative meetings and national conferences on women, peace and security issues;
- Use International Women's Day and the 16 Days of activism on violence against women as entry points;
- Obtain funding from the consolidated national budget to facilitate national implementation;
- Ensure accountability by developing an annual reporting mechanism.

18. To ensure that all key stakeholders participate in the implementation, the following were recommended:

- Undertake a stakeholder analysis at the national level, examine the potential roles and responsibilities of all key stakeholders regarding national implementation;
- Identify focal points in various governmental structures to disseminate information about national implementation of SCR 1325 (2000);
- Use community media, particularly community radio, to enhance participation of civil society in implementation;

- Organise forums for CBOs, NGOs and development partners;
- Organise workshops at all levels with all relevant line ministries, departments and public institutions (including the Ministries responsible for defence, finance, foreign affairs, gender, justice and security);
- Include SCR 1325 (2000) in all gender mainstreaming policies, programmes and activities;
- Include SCR 1325 (2000) in poverty reduction strategies;
- Ensure Heads of States articulate the resolution's importance in national addresses, International Women's Day and the 16 Days of Activism.

19. International and regional organizations were called upon to support national implementation of SCR 1325 (2000), {in particular, Regional Economic Commissions} as follows:

- Facilitate the development of regional protocols based on SCR 1325 (2000) which would be legally binding and set specific benchmarks for tracking their progress;
- Create regional plans of action concurrently with national action plans;
- Create and/or make use of existing early warning systems for conflict prevention in a gender responsive manner;
- Request the African Union (AU) to provide training on the implementation of SCR 1325 (2000) to a wide cross section of the population, including at the grass-roots level;
- Ensure the AU incorporates monitoring of implementation into reporting under the Solemn Declaration on Gender Equality in Africa;
- Ensure the United Nations plays a supportive role in providing capacity building for regional and national implementation, including the facilitation of monitoring and evaluation of the implementation;
- Align the implementation of SCR 1325 (2000) with existing gender equality instruments such as CEDAW and the Beijing Platform for Action.

20. Regarding the potential modules for the SCR 1325 (2000) training programme, the participants recommended that they should:

- Identify the responsibilities of all key stakeholders regarding the implementation of SCR 1325 (2000);
- Include local and culturally appropriate conflict-resolution methods rather than always importing conflict resolution methods;
- Focus also on measures and initiatives aimed at the prevention of conflicts;
- Provide examples of conflict resolution for different situations;

IV. ORGANIZATION OF WORK

A. Participation

21. The meeting was attended by 87 participants including 27 High-Level representatives from 18 countries of Africa, 7 High-Level representatives from the Regional Economic Communities, 22 observers from the countries, 6 observers from NGOs and 25 observers from UN entities (see Annex I: List of Participants).

B. Documentation

22. The documentation of the meeting consisted of:
- Gender Dimension in War and Peace in Africa: A Needs Assessment Report, prepared by consultants
 - Draft training course on national implementation of SCR 1325 (2000) prepared by OSAGI/UNITAR
 - Presentations by participants

C. Programme of Work

23. At its opening session on 6 February 2008, the meeting adopted the programme of work (see annex II).
- Opening of the meeting
 - Presentation and discussion of the needs assessment report
 - Presentations of the participants on the three topics
 - Training workshop on national implementation of SCR 1325 (2000)
 - Working groups on issues and recommendations
 - Concluding discussion on future implementation of SCR 1325 (2000)
 - Closing of the meeting

The meeting was conducted in English and French.

D. Opening of the High-Level Policy Dialogue

24. Ms. Thokozile Ruzvidzo, the Officer in Charge of the ECA African Centre for Gender and Social Development (ACGS) welcomed all participants and observers. She underscored the importance and timeliness of the meeting and outlined the objectives of the meeting which included:

- Increasing awareness of participants of SCR 1325 (2000);
- Mobilizing governments to take action to implement the resolution, including the development of national plans of action;
- Building capacity within the public sector to incorporate the resolution in its sectoral plans.

25. In opening the meeting, Mr. Abdoulie Janneh, United Nations Under-Secretary-General and Executive Secretary of ECA emphasized that this meeting was a result of close collaboration and partnership work carried out by the Office of the Special Adviser to the Secretary-General on Gender Issues and the Advancement of Women and the African Centre for Gender and Social Development of the Economic Commission for Africa.

26. He recalled Security Council Resolution 1325 (2000), which calls upon Member States, the United Nations System and all actors involved to ensure that the specific needs of women and girls are better taken into account in conflict prevention, management and resolution. He further mentioned that the implementation of Security Council Resolution 1325 (2000) at the national level is of high importance and relevance to Africa, a continent that currently faces numerous situations of armed violence and conflicts as a result of which women and girls pay a heavy price.

27. He further stressed the need for gender equality and women's empowerment in all areas of life; especially in peace building, bearing in mind the specific needs of women and girls. He stated that SCR 1325 (2000) puts emphasis on the prevention of conflicts and the protection of all civilians, especially women and girls. Almost eight years after the unanimous adoption of Security Council Resolution 1325 in October 2000, people dealing with issues of peace, security, gender equality and women's empowerment do not include this resolution in their activities. As a result, implementation of the resolution is minimal.

28. In her opening statement, Ms Rachel Mayanja, Assistant Secretary-General and Special Advisor on Gender Issues and the Advancement of Women noted that Africa has endured a number of conflicts that are a major source of devastation and human suffering that especially affect women and children. She pointed out that modern warfare has increasingly converted a woman's body into a battleground. When peace negotiations and later demobilization, disarmament and reconstruction begin, women invariably fade into the background. Failure to fully engage women in peace processes undermines prospects for a lasting peace. She informed the meeting that Resolution 1325 which was unanimously adopted by the Security Council in October 2000 under the presidency of Namibia, seeks to ensure that both conflict and post conflict peace-building and recovery incorporate women's participation so that the needs of men and women are taken into account. Despite arousing a great deal of interest among governments, civil society and the UN system, eight years since its adoption, SCR 1325 (2000) remains under-utilized and sometimes unknown in many countries. However, civil society organizations are applying this resolution creatively in their advocacy work.

29. Ms. Mayanja noted that HLPD gives participants an opportunity to explore how the UN system can assist governments to implement Resolution 1325 (2000). The purpose of the meeting was to raise awareness, gain enhanced acceptance of the resolution and to provide institutional capacity building to governments. In this regard, OSAGI was in the process of developing a training course for national implementation of Security Council Resolution 1325 (2000), which would enable policy makers to rethink

their perception of the role of women in peace and security and to assist them in integrating this new perspective in their daily work. She concluded by requesting participants to offer solutions, identify good practices and to share lessons learned.

30. The Minister of Women's Affairs of Ethiopia, Ms Hirut Dilebo in her opening remarks underlined the importance of the meeting and pointed to the fact that SCR 1325 (2000) was crucial for Africa, a continent facing a number of conflicts and post conflict challenges. She noted that SCR 1325 (2000) provided a real opportunity for women to be involved in conflict resolution, peace building and reconstruction and thanked the organizers of the meeting for offering an opportunity for discussion, sharing of experiences and capacity building that would lead to the development of action plans to implement the resolution.

31. In her opening remarks, the Minister of Women's Affairs of Senegal and Chairperson of ECA's Committee on Women and Development, Ms Ndiaye Awa, reminded the meeting of the mandate of the Women in Development Committee, which is to ensure, monitor and coordinate implementation of the United Nations and AU commitments that address promotion of gender equality and advancement of women. She also highlighted the importance of SCR 1325 (2000) especially for Africa battling with conflicts, wars and uprisings in which women and girls often pay a huge price. Giving the example of her country Senegal, she informed the meeting that women have played a crucial role in peace building.

V. SUMMARY OF PRESENTATIONS AND DISCUSSIONS

A. Gender dimension in war and peace in Africa: a needs assessment report:

32. The needs assessment was carried out by two consultants, Ms. Thelma Ekiyor and L. Muthoni Wanyeki, and presented by Ms. Thokozile Ruzvidzo, Officer-in-Charge of the ACGS.

33. The report provided a review of literature and explained the conceptual framework for the implementation of SCR 1325 (2000) - the so-called '3 Ps'¹- Prevention, Protection and Participation. This conceptual framework was developed by the NGO Working Group on Women, Peace and Security in preparation for two Security Council Working Roundtable Discussions. However, in practice the implementation of Resolution 1325 (2000) is not easily categorized in this manner.

34. The assessment was carried out through field visits, questionnaires and interviews. Responses were obtained from actors working in countries at different stages of conflict: countries experiencing open conflict; countries in post conflict reconstruction stages; and countries that play pivotal roles in peacemaking, peace building and peacekeeping across Africa.

¹ An explanation of the so-called '3Ps' framework is found in the section addressing conceptual and methodological difficulties in assessing implementation of Resolution 1325 and its impact to date.

35. The countries that participated in the assessment included Cote d'Ivoire, Burundi, DRC, Ghana, Kenya, Liberia, Mali, Senegal, Sierra Leone, Sudan, Uganda and Zimbabwe. Responses were also received from ECOWAS and IGAD. The questionnaires were structured around the following key themes:

- Awareness of the resolution;
- Usability and relevance;
- Implementation within intergovernmental institutions;
- Challenges encountered in the implementation of the resolution;
- Funding for 1325 (2000) related activities;
- Recommendations for development of a national action plan.

36. The findings of the needs assessment suggested that at the country level, awareness of the resolution varied depending on the level of conflict, e.g. awareness of the resolution was higher in DRC, Liberia and Sierra Leone especially among civil society actors. At the governmental level, awareness of the resolution was centered within national gender machinery. Among the Regional Economic Communities (RECs), awareness was highest in the gender units. UN gender advisors had played a critical role in raising awareness of the resolution.

37. With regards to usability and relevance, countries in open and post conflict situations were more successful in applying the resolution to advocate for women's inclusion in decision-making processes than countries with sporadic localized violent conflicts such as Nigeria, the Niger Delta, Northern Ghana, and the pastoralist communities of Ethiopia. The assessment found that difficulties were encountered in understanding the legal terminology of the resolution, such as contained in the preambular paragraphs that alluded to previous resolutions without providing adequate detail. Furthermore, terms like "peace building", "peacemaking" and "peacekeeping" presented conceptual challenges.

38. Nonetheless, the resolution was found to have been useful in:

- Including women in transitional justice processes e.g. in Sierra Leone, the implementation of the Truth and Reconciliation Commission (TRC) process in 2000 coincided with the adoption of resolution 1325 (2000). The Resolution strengthened the argument for the TRC process to be engendered and for the incorporation of a gender perspective into the Commission's investigation processes;
- Including women in peace talks. In Uganda for example, the resolution had been used as an advocacy tool for the involvement of women in peace talks between the government of Uganda and the Lord's Resistance Army. It was also used as a tool to train women about the importance of their involvement in peace processes;
- Addressing the proliferation of Small Arms and Light Weapons (SALW). For example in Senegal, MALAO has been using the Resolution to combat the spread of SALW in the Casamance region, which brought together local actors and

traditional women. It played a constructive role in the surrender and destruction of arms;

- Developing capacity building training for women on peace building by civil society organizations across the continent increased by using the resolution as an entry point;
- UNMIL used the resolution to organize specific outreach programmes to encourage women to join DDR processes. In Sierra Leone and Burundi, the resolution has become relevant to the countries' post conflict reconstruction processes.

39. At the regional level, there has been limited use of the resolution by RECs and the Resolution's complementarity with the African instruments, such as the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women, has not been properly examined. It was suggested that the UN agencies working in Africa need to support the implementation of African Protocol on the Rights of Women as an indigenous African instrument that legitimizes the usage and implementation of SCR 1325 (2000).

40. The resolution has been a catalyst for innovative community-based organizations initiatives:

- Femmes Africa Solidarite (FAS) used the resolution in the inter Congolese Dialogue;
- In DRC, organization "Synergy 1325", was formed specifically for advancing the implementation of the Resolution;
- Women in Peace and Security Network (WIPSEN) used the resolution as a tool to engender security sector reform;
- ISIS WICCE used the resolution to document women's experiences in peace building;

41. At the sub-regional level, the engendering process at the level of Regional Economic Communities and attempts to implement the resolution were slow. However, key developments occurred in SADC, ECOWAS, and IGAD, with IGAD being the most advanced in addressing the issues of women in peace and security. IGAD has taken significant steps to engender policies and programmes; e.g. a sub-regional framework at the Ministerial level was developed to fight violence against women. The IGAD early warning mechanism, which included gender sensitive indicators and gender/Early Warning Training Manual, was being developed in collaboration with the Gender Affairs Department of the organization.

42. The global commitment to implementing SCR 1325 (2000) has spread to United Nations missions across the continent. The United Nations Mission in Liberia (UNMIL) and women's groups used SCR 1325 (2000) in specific outreach initiatives to get women to participate in the Disarmament, Demobilisation and Reintegration (DDR). In Cote d'Ivoire, UN agencies in collaboration with NGOs operating in the country instituted a

gender equality programme for the country. In Rwanda, the Resolution was used to accommodate the specific needs of ex-women combatants.

43. The needs assessment report identifies the following key challenges to the implementation of SCR 1325 (2000) in Africa:

- Low level of awareness and mobilization towards the implementation of the resolution;
- Training workshops on the resolution do not address the issues of its implementation; there are no subsequent follow-ups to the training workshops;
- Lack of political will and commitment within state and male dominated institutions to implement the Resolution;
- Insufficient number of women participating in decision-making process related to peace and security;
- Protracted and violent conflicts and civil wars remain a threat to implementing the resolution;
- How to use the Resolution while addressing sexual and gender-based violence against women;
- Countries experiencing relative peace do not view the resolution as relevant to their contexts;
- Overcoming poor coordination among the various actors working on women, peace and security issues;
- Perception that the resolution is a tool only for women and it cannot be used by men;
- Shortage of funds to implement the resolution.

44. The needs assessment confirms the importance and urgency of the national implementation of SCR 1325 (2000) including through development of a national action plan. It emphasizes that the process of developing a national action plan had to be preceded by institutionalized political will and commitment to implement the plan. It further provides a framework for the development of a national action plan (see Annex III on page 42).

Discussion

45. After the presentation of the needs assessment, the discussion evolved around regional and national experiences in mainstreaming a gender perspective in peace and security and in efforts for the implementation of SCR 1325 (2000).

46. ECOWAS informed the meeting that it had finalized an Action Plan for the implementation of the Resolution. Liberia reported that scarcity of skilled human and physical resources had been a serious constraint despite the existing political will. DRC stated that there had been some progress in implementing some aspects of the Resolution and that the new Constitution contains an article on gender equality. However, challenges to the implementation of the Resolution persist, in particular the scarcity of funds. In addition, many institutions did not consider the Resolution as their concern.

Otherwise, the gender machinery was keen to carry out sensitization of communities to the Resolution.

47. Cameroon reported some progress, which included the protection of girls and women. Ghana informed the meeting that an Action Plan for implementing the Resolution was under preparation and training was being provided at various levels. Uganda reported that the Resolution was being implemented in the activities of parliament and government, while the judiciary remained largely gender insensitive.

48. The United Nations Development Fund for Women/Intergovernmental Authority for Development (UNIFEM/IGAD) cautioned the meeting not to lose sight of challenges and negative experiences in implementing the Resolution; citing the back tracking that took place in the case of the Somali Peace Process where IGAD had managed to use the Resolution but later the decision was made to follow the Clan system.

49. Addressing the issues of gender inequality, implementation of the Resolution in Sierra-Leone has encountered serious challenges, including scarcity of resources and low participation of women in decision-making positions. The wider involvement of NGOs in the work of gender machinery contributed to a certain progress towards the implementation of the Resolution. Tunisia reported that progress was being made with women making up 22 per cent of parliament, though there were still a number of challenges. It was underscored that political will was very important for achieving gender equality. Namibia informed the meeting that the country was participating in peace keeping and other areas of SCR 1325 (2000). Ethiopia stated that some aspects of the Resolution were being implemented such as women participating in peace keeping. Women make up 21 per cent of the Ethiopian parliament and there was a women's desk in the parliament.

50. South Africa proposed that the general framework of the report on Resolution 1325 (2000) should not be confined only to post Conflict situations, because gender based violence was a continuous/resilient problem partly due to the patriarchal systems and practices. It was also proposed that efforts should be made to domesticate the various international and African conventions/instruments and declarations. UN-ICTR proposed that units to look after victims of gender-based violence be established by the various national institutions such as schools, hospitals and courts. UNHCR informed the meeting that country reports prepared on post conflict situations took into account the perspective of the Resolution

B. Theme I: National Implementation of Security Council Resolution 1325 (2000) During Armed Conflict

51. This theme was addressed by the Representative of the Ministry of Gender of Cote d'Ivoire, the Representative of the Ministry of Defense of Ethiopia, the Minister of Gender of Uganda and the Minister of Gender of Zambia

Côte d'Ivoire

52. The process of applying SCR 1325 (2000) in Cote d'Ivoire included implementation of a project aimed at disseminating the resolution and elaborating a Plan of Action covering the following four strategic areas:

- Gender mainstreaming in national policies and programmes;
- Protection of women and girls against violence and FGM;
- Integrating men and women in post conflict recovery, rehabilitation and development programmes;
- Capacity building of women to participate in decision making;

53. The benefits and importance of social mobilization for the implementation of SCR 1325 (2000) were emphasized as well as networking among men and women working in the media and within civil society organization. However, there remained an urgent need to raise awareness for the protection of women and girls in conflict situation. The issues of resource mobilization, ownership of the Plan of Action and cultural barriers were listed as the main challenges in fully implementing the resolution. In conclusion, Resolution 1325 (2000) was identified as an appropriate tool to foster peace and development.

Ethiopia

54. Article 35 of the Constitution of Ethiopia gives equal protection to men and women. The institutional mechanisms that promote the gender equality agenda include Ministry of Women's Affairs at the federal level and the Bureau of Women's Affairs at the regional level. Besides these institutions, all federal government ministries have a department dealing with women's affairs including the Ministry of Defense which is part of the Inter-ministerial Committee on Women and Gender and works closely with the Ministry of Women's Affairs to protect civilians including women and children.

55. Women are represented at all levels of security, protection, and development. In addition, women are integrated in the armed forces; hence they are participating in such peacekeeping missions as Rwanda, Burundi and Somalia.

56. The Ministry of Defense also provides training sessions within the framework of the various international conventions.

57. The challenges identified to fully implement SCR 1325 (2000) are lack of resources and capacity.

Uganda

58. The implementation of Security Council Resolution 1325 (2000) is pertinent to Uganda, as it has gone through various conflicts. Uganda is committed to the promotion of gender equality and the empowerment of women and undertakes various efforts towards achieving these goals, including the ratification of relevant conventions; promotion of affirmative action programmes for women and girls; setting-up a framework to influence policy dialogue at the national level between the government and

civil society organizations, and involvement in the Juba Peace Talks to end rebel insurgency. In this connection, a national peace and recovery plan is being implemented with UNIFEM's support and the Ministry of Gender is engaged in capacity building activities for staff in the areas of gender and peace. A project on sexual and gender-based violence is also being implemented. A gender policy addressing issues of internal displacement is being put in place. Uganda is also focusing on rural women's agricultural productivity and is facilitating the financing of micro projects.

Zambia

59. Zambia recognizes the importance of promoting gender equality and the empowerment of women. Zambia has a national gender policy that is in accordance with major international documents, including CEDAW Convention, Beijing Platform for Action, SADC Declaration on Gender and Development and its Addendum on the eradication and prevention of gender-based violence against women and children. Zambia is promoting women's participation in decision-making. The Government is committed to raising the current 30 per cent women participation in decision-making positions and employment to 50 per cent in 2008.

60. With regard to the issues of peace and security, Zambia is not a post conflict country but it is host to thousands of refugees and displaced people from the neighboring countries. SCR 1325 (2000) is considered to be an important tool to address the issues of women in that area. Zambian women were given an opportunity to serve in peacekeeping missions. Since 2000, women were deployed as service personnel in various conflict regions. The number of women in the military is still very low due to the existing cultural stereotypes about the role of women in society. The Government is undertaking additional measures to address the issues of trafficking in human beings, especially in women and children.

Discussions

61. The discussion that followed emphasized the need to: address the root causes of socio-cultural barriers affecting the status of women, adopt a non-militaristic approach to conflict prevention, management and resolution, develop tools to mainstream gender in national policies and programmes, create awareness around SCR 1325 (2000) at the national level and translate the resolution into local languages. The vital participation of relevant national ministries for its implementation with allocation of adequate resources was also raised. It was thus observed that capacities towards the implementation of SCR 1325 (2000) have to be built and laws need to be reinforced to end impunity. It was noted that rural women had not received much attention in the implementation process of SCR 1325 (2000), and the equal access to land for women and men still remains a challenge.

C. Theme II: Mainstreaming Gender Justice and Gender Equality Goals in Post-Conflict Reconstruction Programmes at the National Level: Successes and Challenges

62. This theme was addressed by the Minister of Gender of Sierra Leone, the Minister of Gender of Liberia, Chief Director of the Gender Office in the Presidency Department of Foreign Affairs in South Africa, and the Representative of the Ministry of Justice in Rwanda.

Sierra Leone

63. Sierra Leone witnessed a decade long period of conflict that has been described as one of the most brutal wars in recent African history. Women and children paid an exceptionally heavy toll. With the beginning of reconciliation in 2000, the country formulated two policies on Gender Mainstreaming and the Advancement of Women that provided guidelines to mainstream gender concerns in national development processes in order to improve the social, legal, political and economic condition of marginalized groups, particularly women.

64. In 2002, a TRC was set up to establish an impartial historical record of violations and abuses of human rights under international humanitarian law; to address impunity; to respond to the needs of victims; to promote healing and reconciliation and to prevent a repetition of the violations and abuses suffered. The 2004 TRC report recommended that the government take steps to immediately implement its obligations under CEDAW and to ensure that gender was mainstreamed in all policies and programmes.

65. Successive Sierra Leone Governments have endeavored through policy reforms and other legal measures to mainstream gender justice. This had led to several policy measures and legal reforms. In 2007, the Parliament of Sierra Leone successfully enacted three gender justice Acts on Domestic Violence, Devolution of Estates and Registration of Customary Marriages and Divorce.

66. In the area of decision-making, Sierra Leone has been making gradual progress in terms of gender equity in women's participation in politics. The number of women holding leadership positions has significantly increased over the past five years. In the national parliament, women hold 16 out of 124 parliamentary seats; 3 women are currently serving as ministers; one woman is serving as a Mayor of a City; 2 others as Deputy Mayors; women are represented in 14 out of 15 Districts; and there is a mandatory 50-50 representation of women and men at the Ward Committee Level.

67. Notwithstanding the mainstreaming goals, legal reforms and legislation, as a post-war country, Sierra Leone is still facing challenges in the implementation of SCR 1325 (2000). The Ministry of Social Welfare, Gender and Children's Affairs receives less than 1 per cent of the national budget. There is still low participation of women in politics although women constitute 51 per cent of the total population.

Liberia

68. After going through 14 years of civil war, Liberia is a good example of progress in the implementation of SCR 1325 (2000). Thanks to the work of groups and civil

society organizations, women were included in the preparations for the return to democratic governance. The country recorded the historic election of President Ellen Sirleaf Johnson, the first woman head of State in Africa.

69. The government has shown a clear commitment to mainstreaming gender in national and sectoral policies and programmes and to implementing SCR 1325 (2000). A national gender policy was developed and the national action plan to implement SCR 1325 (2000) under preparation would be ready by the end of 2008.

70. Several measures were adopted to engender the security sector with a special recruitment programme for women police officers, the establishment of women and children's support units at police stations, and the establishment of gender-based violence special courts and child friendly courts.

71. In order to reinforce capacities, many rounds of training on gender, GBV and human rights have been organized for the security sector (Correction and Immigration Officers) in addition to training of women political leaders.

72. For the first time, Liberia also submitted two reports on CEDAW and embarked on the implementation of a national action plan on gender-based violence and a national strategic plan on HIV/AIDS.

73. Education for legal practitioners on gender issues, as well as public awareness campaigns through the media, are other areas where government interventions have been successful.

74. At the regional level, Liberia has been actively involved in the ECOWAS Early Warning System.

75. Despite the progress made, major challenges impeded the effective implementation of SCR 1325 (2000); namely, the lack of a legal and judicial framework, weakness of the legal and judicial system to address such crimes as rape and gender based violence and the high incidence of illiteracy and poverty among women.

South Africa

76. The country has been involved in many peacekeeping missions across the continent. Following a DPKO workshop held in South Africa in 2007, South Africa was chosen as one of four pilot countries to carry out a program on the implementation of Resolution 1325 (2000), focusing on mainstreaming gender in peacekeeping operations. In order to implement the work programme, South Africa established an Interdepartmental Working Group that comprised Foreign Affairs, Defense, Home Affairs, Police Services and the Office on the Status of Women in the Presidency. Furthermore, measures have been taken with regard to strengthening the role of women and ensuring their involvement in decision-making relating to peacekeeping, preventive diplomacy and related activities. In addition, a number of senior women, including the

Minister of Foreign Affairs, and the President's Adviser, have been involved in peacekeeping and preventive diplomacy related to decision-making in the continent and other areas on a regular basis.

77. South Africa remains the largest contributor of women peacekeepers deployed at operational levels in the United Nations and the African Union sponsored Peacekeeping Missions.

Rwanda

78. The civil war that ravaged Rwanda in the 1990s and culminated in genocide in 1994, highly victimized women. Numerous women and young girls were raped, as sexual violence was being used as a weapon of war. Women were also affected in other ways. Thousands of women became widows, and the increase of households headed by women was significant. With the end of hostilities, several measures have been adopted to mainstream gender justice and gender equality goals in post conflict reconstruction programmes. The national policies implemented after 1994 have increasingly incorporated a gender focus.

79. The Constitution adopted in 2003, refers to CEDAW. It includes two pivotal provisions: one on equality for all, thus recognizing the right of women to inherit and possess land; and the second is the 30 per cent quota granted to women in all decision making bodies. This enabled women's representation in parliament, for example, to reach the highest record of 48.8 per cent.

80. While strong representation of women in many decision-making bodies in Rwanda gave women the opportunity to influence the shaping of post-conflict society, they continue to face serious challenges, notably the high number of children who are the only breadwinners for their families, high levels of prostitution and high incidence of HIV/AIDs; the very low level of education for women and girls; high rates of unreported gender based violence; and the low level of implementation of the 30 per cent quota for women's representation in the country's provinces and districts.

Discussions

81. Discussions that followed the presentations focused on such issues as the need to link SCR 1325 (2000) to the African Protocol on Women's Rights, the ratification of which by all countries is imperative. The Protocol represents a comprehensive tool that can help to implement all other instruments including SCR 1325 (2000). In addition, participants raised the need to recognize women's invisible work and establish adequate mechanisms to include it in national accounts and national budgets. They pointed out that repeated commitment, political clout, and a strengthened judiciary system are prerequisites for the implementation of SCR 1325 (2000). Members from civil society also underlined the importance of linking government initiatives to those of civil society to reach out to a greater number of women in various social, political and economic concerns. In conclusion, they suggested adopting a policy of naming and shaming

towards countries that have failed to respect their commitments. To that effect, an independent women's voice should be encouraged.

D. Theme III: Women's Participation in Peacebuilding Negotiations

82. This theme was addressed by a Representative of Cote d'Ivoire, Minister of Gender of Burundi, a Representative of Sudan, Minister of Gender of Democratic Republic of Congo (DRC) and a Representative of the African Union.

Côte d'Ivoire

83. In Cote d'Ivoire, the conflict had severely affected the security of women and children around the country but the peace process had not adequately included women. Only two women participated in the national forum that led to the Linas-Marcoussis agreement in 2003. Women however, organized themselves to be part of the conflict-resolution process. In addition, UN agencies in collaboration with NGOs operating in the country instituted a gender equality programme.

84. Since the Ouagadougou Peace Agreement signed in 2005, there has been increasing efforts toward structured mobilization for peace and women's participation. Women were very active in mobilizing and sensitizing public opinion about peace and electoral processes.

85. Nevertheless, women faced two major challenges within the context of the implementation of SCR 1325(2000): cultural impediments and lack of political will to promote the gender equality agenda.

Burundi

86. In Burundi, women played an important role during the Arusha Accords and some of their recommendations were reflected in the Agreement. Consequently, a positive trend was noted. The Constitution of 2005 allocated 30 per cent of Parliamentary seats to women and in 2003 the National Policy on Gender was adopted. These constitutional arrangements, together with the government's commitment, resulted in significant progress in women's participation in the public political space. Women won 30.15 per cent of Assembly seats in 2005.

87. SCR 1325 (2000) was also used in the country's post conflict reconstruction processes. SCR 1325 (2000) had been central to the involvement of women at all stages. It also raised awareness of women's specific socio-economic and psychosocial needs that needed to be addressed. In addition, the presence of the United Nations Mission in Burundi led to significant progress on work in the field. It supported the efforts of civil society organizations working in various areas.

88. However, a number of obstacles to the full implementation of SCR 1325 (2000) still remained, for example lack of political will for gender equality, dual systems of laws and Justice (modern and customary laws), political instability, cultural factors, high level of illiteracy among women, inadequate domestication and implementation of human rights norms by judges and magistrates etc.

Sudan

89. For Sudan, SCR 1325 (2000) was an important tool given the long war in the South and the continuing suffering of women in Darfur. Efforts have been made by the United Nations and the international community to address the health, wealth and safety of women and children in Sudan.

90. Women were represented in decision-making. They had been part of the peace process and participated (as members of the delegation or as experts) in peace negotiations from the early 1990s till 2005. They had submitted their priorities as Sudanese women to all parties during the negotiation of the Comprehensive Peace Agreement (CPA) and Abuja Agreement, as well as to the Oslo Donors Conference with the support of UNIFEM. Furthermore, a group of Darfurian women leaders from different parties formed GEST (Gender Experts Support Team) in Abuja in December 2005.

91. A Ministry for Social Welfare Gender and Child Affairs was established in accordance with the CPA and many initiatives had been taken by the ministry. One such example was the submission of the national policy for women empowerment and gender mainstreaming to Parliament in 2007. Two specialized centers for women (Women Center for Peace and Development and Women Center for Human Rights) had been established to work on a partnership basis with civil society to increase women's participation in peace building and development, to disseminate the culture of peace and to advocate for the peace agreements.

The Democratic Republic of the Congo (DRC)

92. Between 1996 and 2003, the country faced successive conflicts. Rape became the routine weapon in the conflict, with a high percentage of women being affected. In February 2002, Congolese women from all regions of the country and representing government, paramilitary and military groups and civil society met in Nairobi, Kenya, to adopt a declaration and plan of action to integrate a gender perspective into the DRC peace process.

93. The ensuing Nairobi Declaration made several demands for democratic development and the protection of the rights of women and girls. The Declaration requested all parties in the conflict to cease fighting, to incorporate the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in the new constitution of the DRC, and to mainstream a gender perspective within the Inter-

Congolese Dialogue (ICD). Women delegates of political parties and civil society experts in gender equality had also participated in the ICD held in South Africa.

94. In April 2003, the DRC introduced the principle of gender parity in its Transitional Constitution (Art. 14.).

95. Considering that ending sexual violence and impunity of perpetrators of rape and gender-based violence was a priority, the DRC enacted the Sexual Violence Act to make rape a crime against humanity. Since March 2004, audits of cases where women were victims of related crimes have been undertaken with a view to prosecute offenders.

African Union

96. The African Union (AU) has been actively engaged in the implementation of SCR 1325 (2000). The organization is the umbrella body responsible, inter alia, for the development of peace and security in the continent. Its peace and security architecture has been composed of the Peace and Security Council, the African Peace-keeping Force and the Early Warning System Mechanism.

97. Since the transformation of the Organization of African Unity (OAU) into the AU a lot of positive progress has been achieved. The Constitutive Act of the AU mandated the organization to promote and protect human and people's rights as well as ensure the mainstreaming of gender in all programmes and activities of the AU.

98. The major developments realized by the AU on gender equality with regard to SCR 1325 (2000) included: the creation of the Women, Gender and Development Directorate (WGDD) under the Office of the Chairperson of the African Union; the African Union Women's Committee, established in July 2003; the commission of a mission to Darfur; and the appointment of the former Director of the WGDD as an envoy in the investigation of gender based violence stemming from the genocide in 2006. In addition, the adoption of the Protocol to the African Charter on Human and Peoples Rights on Women's Rights presented a good opportunity for African states to implement SCR 1325 (2000). The Solemn Declaration on Gender Equality in Africa also affirmed the commitment to SCR 1325 (2000) as it provided for implementation of the resolution.

99. Despite those achievements, there were still challenges to be overcome. The peace and security architecture needed to be effectively operationalized and programmatically engendered.

Discussions

100. Discussions that followed the presentations highlighted the necessity to go beyond the numbers (women representation) in peacekeeping and decision-making. Participants noted that it was time to concentrate on the quality and difference women brought to the processes. In addition, they raised the need to:

- Focus on macro and micro levels where women made decisions on a daily basis;
- Share experience from countries undergoing conflicts in order to come up with preventive mechanisms; and finally,
- Use SCR 1325 (2000) as a gender equality tool and broaden its scope to go beyond women's participation to include other critical concerns.

VI. TRAINING COURSE – PRESENTATION AND DEMONSTRATION

101. The purpose of the session was to present the draft of an online training course on national implementation of Resolution 1325 (2000) for discussion. The chairperson opened the session by mentioning that the Office of the Special Advisor on Gender Issues and Advancement of Women (OSAGI) and ECA initiated the development of the Training Course as a result of inadequate implementation the resolution by Member States. The course, which would introduce the main principles of the resolution was being developed by OSAGI/ECLAC in collaboration with UNITAR-POCI and would be made available online in both English and French to civil society and the private sector. It would also be available as a CD. This approach to dissemination would allow a large number of students world-wide to benefit from the training.

102. UNITAR POCI would provide a website customized for the target audience of the course Africa. Through the website, students would be able to enroll and immediately download their course materials as a PDF file. The course would be divided into lessons that contain learning objectives, study materials, and a self-scoring quiz with the answers provided. After completing the self-paced course, students would then return to the website to access and submit their 50-question End-of-Course Examination. Upon passing with a score of 75 percent or greater, students would receive a Certificate of Completion, which they could download and print.

103. After completing the End-of-Course Examination, students would have the opportunity to submit feedback on the course. This could include any corrections, concerns, or comments that they might have, including suggestions for improvement. UNITAR POCI would collect that data and take it into consideration when revising courses in order to further improve and update the training materials.

104. The goal of the course is to raise awareness about the resolution and to build national capacity to develop a national action plan/strategy for its implementation. The course includes six lessons (see Annex IV for index of the course). The first three lessons provide an overview of the United Nations and its work on gender equality and the empowerment of women, explain the gender dimensions of armed conflict and present the conceptual framework of the resolution. The remaining lessons then focus on women, peace and security issues in Africa and provide concrete guidelines for developing a national action plan. This course was designed primarily as a resource for senior government officials and public servants, but can be used by anyone who is interested in the issues of women, peace and security in the region.

Discussion

105. Participants noted that the course manual was very good as a first step. However, it was up to the ministers and decision makers to go back to their countries and see how they could adopt the information/instrument in developing training that was specific to their respective country. They observed that learning from existing national action plans was useful although there were some cultural and socio-economic differences. Some participants noted that countries needed to adopt national action plans that were suitable to their own needs. Although INSTRAW had developed generic guidelines, countries were not forced to follow those guidelines. As the main responsibility lay in the hands of national governments, the national organizational structure had to determine the terms of reference for the national action plan. They also recommended the adoption of a participatory and inclusive approach to the development of national action plans. Since civil society organizations were very important they should be involved. Gender awareness, scarcity of resources, political will and coordination were mentioned as the main challenges that women faced.

106. The development of regional action plans for the implementation of Resolution 1325 (2000) presented challenges in terms of ownership. ECOWAS representative suggested the involvement of RECs as their role was to coordinate and support governments in the area of peace and security.

ANNEX I

LIST OF PARTICIPANTS

Botswana

1. Hon. Gaotlhaetse Matihabaphiri
Assistant Minister
Ministry of Labour and Home Affairs
P/Bag 107
Gaborone, Botswana
Tel: +267 3611100
E-mail: kikebakile@gov.bw
2. Mr. Keletso Kebakile
Personal Assistant to the
Assistant Minister
Ministry of Labour and Home Affairs
P/Bag 107
Gaborone, Botswana
Tel: +267 3611145
E-mail: kikebakile@gov.bw
3. Ms. Phemelo Maiketso
Principal Gender Officer
Women's Affairs
Ministry of Labour and Home Affairs
P/Bag 107
Gaborone, Botswana
Tel: +267 391 2290
Fax: +267 391 1944
E-mail: pmaiketso@gov.bw
4. Ms. Boipelo Paakani
First Secretary
Embassy of Botswana
P.O.Box 22282
Addis Ababa, Ethiopia
Tel: +251 11 3715422

Fax: +251 11 371 4099

E-mail:

boipaakanea@yahoo.co.uk

Burundi

5. S.E. Mme. Immaculée Nahayo
Ministre de la solidarité
nationale, du rapatriement, de la
reconstruction nationale, des
droits de la personne humaine et
du genre
Ministère de la solidarité
nationale, du rapatriement, de la
reconstruction nationale, des
droits de la personne humaine et
du genre
Bujumbura, Burundi
Tel: +257 22 250819
Fax: +257 22 218201
E-mail: indiamie@yahoo.fr
6. Col. Felix Mvukiye
Chef de Cabinet du Ministre
Ministère de la défense
B.P. 2705
Bujumbura, Burundi
Fax: +257 222 53215/ 222 53218
E-mail: mugongo06@yahoo.fr

Cameroon

7. S.E. Mme. Suzanne Mbomback
Bandolo
Ministre de la promotion de la
femme et de la famille
Ministère de la promotion de la
femme et de la famille
B.P. 10111
Yaoundé, Cameroun
Fax: +237 2223 3965
E-mail: cab_minproff@yahoo.fr
8. M. Jean-Baptiste Koah

Directeur de la promotion sociale
de la femme
Ministère de la promotion de la
femme et de la famille
Yaoundé, Cameroun
Tel: +237 9606 6340
Fax: +237 2223 3965

Côte d'Ivoire

9. Mme. Euphrasie Yao Kouassi
Directrice de l'égalité et de la
promotion de la femme
Ministère de la famille et de la
femme
B.P. 626 Cidex 3, Tour E 16
étage
Abidjan, Côte d'Ivoire
Tél: +225 20 229563
Fax: +225 20 216633
E-mail: affouey@yahoo.fr
10. M. Yao Raphael Kouassi
Chef de Cabinet
Ministère de la défense
09 B.P. 4408
Abidjan, Côte d'Ivoire
Tél: +225 20 210098
Fax: +225 20 213425
E-mail: sakraph@yahoo.fr
11. M. Toussaint Gbi
Premier Secrétaire
Ambassade de la Côte d'Ivoire
B.P. 3668
Addis-Abeba, Ethiopie
Tel: +251 11 515 9866
Fax: +251 11 515 9867
E-mail: toussinclair@yahoo.fr

République démocratique du Congo

12. S.E. Mme. Philomène Omatuku
Atshakawo Akatashi
Ministre du genre, de la famille
et des enfants

Ministère du genre, de la famille
et des enfants
Av. Colonel Ebeya Sy
Kinshasa, RDC
Tel: +243 999 202 100
E-mail: omatukuphi@yahoo.fr

13. Prof. Marie-Claire Yandju
Dembo
Conseillère de la Ministre
Ministère du genre, de la famille
et des enfants
54 Av. Colonel Ebeya Sy
Kinshasa, RDC
Tel: +243 999 906760
E-mail: mcyandju@hotmail.com
14. Mme. Pascaline Kama Kayonda
Conseillère principale
Cabinet du Premier Ministre
Ethique, Bonne Gouvernance
Primature
Kinshasa, RDC
Tél: +243 811 481691/ 990
902703
E-mail: pascalinekakayo@yahoo.fr

Ethiopia

15. Col. Mohammed Berhan Ibrahim
Head of Legal Department
Ministry of National Defense
Legal Department
Addis Ababa, Ethiopia
Tel: +251 11 552 8587
E-mail: mobibra@yahoo.com
16. Ms. Atsede Guta
Gender Follow-up and
Evaluation Department Head
Ministry of Women's Affairs
P.O.Box 1293
Addis Ababa, Ethiopia
Tel: +251 911 698964
Fax: +251 11 466 3995

E-mail: atsedeguta@yahoo.com

Ghana

17. Mrs. Marian A. Tackie
Director
Ministry of Women and Children
Affairs
Women International Desk
P.O.Box M 186
Accra, Ghana
Tel: +233 21 688189
Fax: +233 21 688182
E-mail:
mtackie2005@yahoo.com
18. Mr. Emmanuel Franklin Ofosu-
Appeah
Chief Director or Permanent
Secretary
Ministry of Defense
Burma Camp
Accra, Ghana
Tel: +233 21 776011
Fax: +233 21 776011
E-mail:
karamingadream@yahoo.co.uk

Kenya

19. Ms. Dorothy N. Angote
Permanent Secretary
Ministry of Justice and
Constitutional Affairs
Nairobi, Kenya
20. Ms. Elizabeth Nyangoro
Embassy of Ethiopia
Addis Ababa, Ethiopia
E-mail:
liz_nyangoro@yahoo.com

Liberia

21. H.E. Ms. Vabah K. Gayflor

Minister of Gender and
Development
Ministry of Gender and
Development
UN Drive, Gerlay St.
P.O.Box 1375
Monrovia, Liberia
Tel: +231 683 1000/ 651 6434
E-mail: veegayflor@yahoo.com

Namibia

22. Hon. Marlene Mungunda
Minister of Gender Equality and
Child Welfare
Ministry of Gender Equality and
Child Welfare
Private Bag 13359
Windhoek, Namibia
Tel: +264 61 283 3206
Fax: +264 61 223 545
E-mail:
mmungunda@mgecw.gov.na
23. Ms. Rosina Museke Mabakeng
Deputy Director
Ministry of Gender Equality and
Child Welfare
Private Bag 13359
Windhoek, Namibia
Tel: +264 61 283 3152
Fax: +264 61 226 842
E-mail:
rmabakeng@mgecw.gov.na

Rwanda

24. M. Olivier Nduhungirehe
Premier conseiller
Ambassade de la République du
Rwanda
B.P. 5618
Addis Ababa, Ethiopia
Tel: +251 11 661 0300
Fax: +251 11 661 0411

E-mail:
onduhungirehe@minaffet.gov.rw

Sénégal

25. S.E. Mme. Away Ndiaye
Ministre de la famille, de
l'entrepreneuriat féminin et de la
microfinance
Ministère de la famille, de
l'entrepreneuriat féminin et de la
microfinance
Building Administrative 6ème
étage
Dakar, Sénégal
Tel: +221 338 497098
Fax: +221 338 229490
E-mail: ct_ce@yahoo.com

26. M. Abdoulaye Ndiaye
Secrétaire général
Ministère de la justice
Building Administrative 7ème
étage
Dakar, Sénégal
Tel: +221 338 497055
Fax: +221 338 236115
E-mail: abdoumalene@yahoo.fr

27. Mme. Ndeye Soukeye Guèye
Directeur de la famille en charge
du MNG
Ministère de la famille, de
l'entrepreneuriat féminin et de la
microfinance
Building Administrative 6ème
étage
B.P. 4050
Dakar, Sénégal
Tel: +221 33 8642431/ 77
6483815
E-mail: dirfamille@yahoo.fr

28. Mme. Aminata Diouf Ndiaye
Conseillère technique du genre

Ministère de la famille, de
l'entrepreneuriat féminin et de la
microfinance
Building Administrative 6ème
étage
Dakar, Sénégal
E-mail:
aminatadioufndiaye@yahoo.fr

29. Ms. Ndeye Rosalie Lo Ndiaye
Regional Programme Officer
Femme Africa Solidarité (FAS)
B.P. 45077
Dakar, Senegal
Tel: +221 33 8602048
Fax: +221 33 8602048
E-mail: pofficerdk@fasngo.org /
info@fas-ngo.org

Sierra Leone

30. Hon. Jeneh J. Kandeh
Deputy Minister
Gender Division
Youyi Building 9th Floor
Brookfields
Freetown, Sierra Leone
Tel: +232 22 767 88375
E-mail:
jenehkandeh@hotmail.com

South Africa

31. Ms. Ruby Marks
Chief Director: Gender
Office on the Status of Women in
the Presidency
Department of Foreign Affairs
Private Bag X152 0001
Pretoria, South Africa
Tel: +27 12 351 0093
E-mail: marks@foreign.gov.za

32. Ms. Carina Talakinu
Committee Assistant
Pan African Parliament

Legislative Business
P.O.Box 16, Midrand 1685
Midrand, South Africa
Tel: +27 11 545 5000
Fax: +27 11 545 5138
E-mail:
carinatalakinu@panafricanparliament.org

33. Ms. Sibusisiwe Mangoegape
Counsellor Political
Embassy of the Republic of
South Africa
Addis Ababa, Ethiopia
Tel: +251 11 371 3034
Fax: +251 11 371 1330
E-mail:
sa.embassy.addis@ethionet.et

Sudan

34. Ms. Afaf Abdelrahman
General Manager
Women Center for Peace
Eltigani Elmahi St. with Abdela
El Nour St.
Khartoum, Sudan
Tel: +249 83 786716
Fax: +249 837 84936
E-mail: afaf11@yahoo.com
35. Ms. Sara Isaac Daniel
First Secretary
Embassy of the Sudan
Addis Ababa, Ethiopia
Tel: +251 11 551 6477
Fax: +251 11 551 8141

Tunisia

36. Mme. Neziha Labidi-Zouabi
Directrice des affaires de la
femme
Ministère des affaires de la
femme, famille, enfance et
personnes âgées

Direction femme et famille
Cite Intilak im 13 app. 5 Manzah
VI 2091
Tunis, Tunisia
Tel: +216 98 542597
Fax: +216 71 795295
E-mail: labidi.neziha@voila.fr

Uganda

37. H.E. Ms. Rukia Isanga
State Minister for Gender and
Culture
Ministry of Gender and Culture
P.O.Box 7136
Kampala, Uganda
Tel: +256 414 235545/ 392
940285
Fax: + 256 414 256374
E-mail:
lnakadama@parliament.go.ug
38. Ms. Juliet Kalema
Minister Counsellor
Embassy of Uganda
Addis Ababa, Ethiopia
Tel: +251 11 551 3088
E-mail: jskalema@hotmail.com
39. Ms. Betty Namubiru
Second Secretary
Embassy of Uganda
Social and Political Affairs
P.O. Box 5644
Addis Ababa, Ethiopia
Tel: +251 11 551 3114
Fax: +251 11 551 4355
E-mail: bnamubiru@yahoo.co.uk

Zambia

40. H.E. Mrs. Patricia Mazala
Mulasiqwanda
Minister of Gender and Women
in Development

- Ministry of Gender and Women
in Development
P.O. Box 30208
Lusaka, Zambia
Tel: +261 21 235969
Fax: +261 211 230355
E-mail:
p.mulasikwanda@gidd.com
41. Mr. Medson Lisati
Permanent Secretary
Ministry of Defence
P.O. Box 50017X RW
Lusaka, Zambia
42. Mrs. Christine Kalamwina
Director
Government
Division of Gender in
Development
P.O. Box 30208 10101
Lusaka, Zambia
Tel: +260 1 230031
Fax: +260 1 230336
E-mail:
Christine.kalamwina@gender.gov.zm
43. Col. Odilia Mulubwa Kabwe
Deputy Director Nursing
Ministry of Defence
Medical Directorate Army
Headquarters
P.O. Box 31931 10101
Lusaka, Zambia
Tel: +260 1 260301-3
E-mail: odiliakabwe@yahoo.com
44. Mrs. Elizabeth Nyumbu
Katukula
Principal Research and Planning
Officer (Gender Coordinator)
Ministry of Defence
P.O. Box 50017 10101
Lusaka, Zambia
Tel: +260 1 252126
- Fax: +260 1 254274
E-mail:
elizanyumbu@yahoo.com
45. Ms. Dorcas Chileshe
First Secretary
Embassy of Zambia
Addis Ababa, Ethiopia
Tel: +251 913 135353
E-mail: dchileshe@yahoo.com
46. Mr. Robert Sanyikosa
Counsellor
Embassy of Zambia
Addis Ababa, Ethiopia
Tel: +251 911 998733
E-mail: rsanyikosa@hotmail.com
- African Union**
47. Ms Litha Musyimi-Ogana
Advisor: Gender, Parliamentary
Affairs and CSOs
NEPAD Secretariat
African Union Commission
P.O. Box 200055
Addis Ababa, Ethiopia
Tel: +251 11 551 7700
48. Mrs. Yetunde Teriba
Head, Gender Coordination and
Outreach Division
African Union Commission
P.O. Box 200055
Addis Ababa, Ethiopia
Tel: +251 11 552 5863
E-mail: teribay@africa-union.org
- RECs**
49. Ms. Aminatta Dibba
Acting Director
ECOWAS Gender Development
Centre
Liberte 6 extension Villa No. 3
B.P. 5807

- Dakar, Senegal
Tel: +221 33 8672936
Fax: + 221 33 8672937
E-mail: ccdg.egdc@sentoo.sn
50. Dr. Bolanle Adetoun
Head, Gender Division
ECOWAS Commission
Asokore P.M.B. 401
Abuja, Nigeria
Tel: +234 803 6239081
E-mail: badetoun@yahoo.com
51. Ms. Rumbidzai Kandawasvika-Nhundu
Senior Programme Officer
SADC Parliamentary Forum
Private Bag 13361
Windhoek, Namibia
Tel: +264 61 2870000/4
E-mail: rnundu@sadcpf.org
52. Ms. Lisa Marie Faye
Technical Advisor
SADC
Gender Unit
Gaborone, Botswana
Tel: +267 71327548
Fax: +267 3924099
E-mail: lfaye@sadc.int
53. M. Robert Jose Nkake Ekombo
Ministre Conseiller
Ambassade de la République
démocratique du Congo
CEEAC
B.P. 2723
Addis-Abeba, Ethiopie
Tel: +251 912 174075
Fax: +251 11 371 3466
E-mail:
Ekombo_mkake@yahoo.fr

Academia

54. Ms. Nyaradzo Machingambi
Peace and Security Research
Fellow
Kings College
Strand Bridge House, Strand
Street WCZR 2LS
London, United Kingdom
Tel: +44 79 8800 3482
E-mail:
nmachingambi@yahoo.com
55. Ms. Donia Ben Romdhane
Projects Coordinator
Centre of Arab Women for
Training and Research
(CAWTAR)
P.O. Box 105, Cite El Khadria
1003
Tunis, Tunisia
Tel: +216 71 773511/ 22 521414
Fax: +216 71 773611/ 780002
E-mail:
donia.benromdhane@cawtar.org
- CSOs**
56. Mme. Agnes Ndayikeza
COCAFEM/GL
CAFOB B.P. 561
Bujumbura, Burundi
Tel: +257 22 218409
Fax: +257 22 218409
E-mail: cafob.cafob@yahoo.fr
57. Dr. Camille Ndongdoki Monny
Kosso
Public Health Specialist
AFROMEDIANEN
Public Health
4 Montee du vieux pont 01420
Seyssel, France
Tel: +33 9 52866428
E-mail: nemanca3@hotmail.com
58. Ms. Faiza Mohamed
Director, Mamobi Office

- Equality Now
P.O. Box 2018-00202
Nairobi, Kenya
Tel: +254 20 2719832
Fax: +254 20 2719868
E-mail: fmohamed@equalitynow.org
59. Dr. Nana Claris Efua Pratt
Focal Point
MARWOPNET
17, Krootown Rd.
Freetown, Sierra Leone
Tel: +232 76 624782/ 33 730080
Fax: +232 22 224434
E-mail: npratt3@yahoo.com

Consultants

60. Ms. Françoise Nduwimana
Consultant
OSAGI
1596, Maloney Est
Gatineau J8P 1J3
Quebec, Canada
Tel: +1 819 6694687
E-mail: fnduwimana@sympatico.co.ca
61. Ms. Ximena Jimenez
Gender Consultant
OSAGI
P.O. Box 651
Rancagua, Chile
Tel: +56 72 391267
Fax: +56 72 391267
E-mail: ximenajim@gmail.com

UN Agencies

62. Ms. Elsie Effange-Mbella
Adviser, Gender Issues and
Assistance to Victims
UN-ICTR
P.O. Box 6016
Arusha, Tanzania

- Tel: +255 27 256 5369
Fax: +255 27 256 5066
E-mail: effange-mbella@un.org
63. Ms. Mwila Chigaga
Regional Gender Specialist
ILO
Regional Office of Africa
P.O. Box 2788
Addis Ababa, Ethiopia
Tel: +251 11 544 4010
Fax: +251 11 551 3633
E-mail: chigaga@ilo.org
64. Dr. Grace S. Hemmings-
Gapiphan
Decent Work Specialist
ILO
Regional Office of Africa
P.O. Box 2788
Addis Ababa, Ethiopia
Tel: +251 11 544 4010
Fax: +251 11 551 3633
E-mail: ghemmings@ilo.org
65. Mr. Guebray Berhane
Senior Communication Officer
ILO
P.O. Box 2788
Addis Ababa, Ethiopia
Tel: +251 11 544 4415
E-mail: guebray@ilo.org
66. Ms. Nicola Popovic
Associate Expert
UN-INSTRAW
Gender, Peace and Security
Santo Domingo, Dominican
Republic
Tel: +1 809 685 2111 ext. 223
E-mail: npopovic@un-instraw.org
67. Mr. Morten Pedersen
Associate Expert
OHCHR

- Regional Office East Africa
P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 544 3586
Fax: +251 11 551 6078
E-mail: pedersen5@un.org
68. Ms. Rohini Deshmukh
External Relations Officer
UNHCR
Liaison Section
P.O. Box 1076
Addis Ababa, Ethiopia
Tel: +251 911 255544
Fax: +251 11 661 1666
E-mail: deshmukh@unhcr.org
69. Ms. Florence Butegwa
Representative to AU and ECA
UNIFEM
Liaison Office to AU and ECA
P.O. Box 5580
Addis Ababa, Ethiopia
Tel: +251 11 652 4395
E-mail: Florence.butegwa@unifem.org
70. Ms. Atsede Zerfu
Head of Office/ Programme
Coordinator
UNIFEM
P.O. Box 5580
Addis Ababa, Ethiopia
Tel: +251 911 242272
E-mail: atsede.zerfu@unifem.org
71. Mr. Baboucarr-Blaise Jagne
Head
UNLO-AU
ECA New Building, Room
4NC5, 4th Floor
P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 551 1407
Fax: +251 11 551 1407
E-mail: jbaboucarr@uneca.org

SECRETARIAT

OSAGI

72. Ms. Rachel Mayanja
Assistant Secretary-General
Special Adviser on Gender Issues
and Advancement of Women
OSAGI/DESA
New York, USA
73. Ms. Natalia Zakharova
OSAGI/DESA
New York, USA

UNECA

74. Ms. Thokozile Ruzvidzo
OIC, African Center for Gender
and Social Development
UNECA
P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 544 3448
Fax: +251 11 551 2785
E-mail: truzvidz@uneca.org
75. Ms. Souad Abdennebi-
Abderrahim
Regional Advisor for the
Promotion of Women's
Human and legal Rights
African Center for Gender and
Social Development
UNECA
P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 544 3681
Fax: +251 11 551 2785
E-mail: sabdennebi@uneca.org
76. Ms. Emelang Leteane
Social Affairs Officer
African Center for Gender and
Social Development
UNECA

- P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 544 3403
Fax: +251 11 551 2785
E-mail: eleteane@uneca.org
77. Mr. Souleymane Abdallah
Economic Affairs Officer
African Center for Gender and
Social Development
UNECA
P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 544 3784
Fax: +251 11 551 2785
E-mail: sabdallah@uneca.org
78. Ms. Houda Mejri
Information Officer
African Center for Gender and
Social Development
UNECA
P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 544 3337
Fax: +251 11 551 2785
E-mail: hmejri@uneca.org
79. Ms. Selamawit Abebe
Programme Officer
African Center for Gender and
Social Development
UNECA
P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 544 5522
Fax: +251 11 551 2785
E-mail: selamawita@uneca.org
80. Mr. Boris-Ephrem Tchoumavi
Associate Expert in Gender
African Center for Gender and
Social Development
UNECA
P.O. Box 3001
Addis Ababa, Ethiopia
- Tel: +251 11 544 5206
Fax: +251 11 551 2785
E-mail: betchoumavi@uneca.org
81. Ms. Hadija Gava
Economic Affairs Officer
UNECA
Kigali, Rwanda
E-mail: hgava@uneca.org
82. Ms. Keiso Matashane-Marite
Economic Affairs Officer
UNECA
P.O. Box 30647
Plot Longolongo Road
Lusaka, Zambia
Tel: +260 1 231062
Fax: +260 1 236949
E-mail: kmatashane-marite@uneca.org
83. Ms. Anne-Marie Bakyono
Gender Focal Point
UNECA
P.O. Box 14935
Yaoundé, Cameroon
Tel: +237 77726099
Fax: +237 22233185
E-mail: abakyono@uneca.org
84. Mr. Nassim Oulmane
Social Affairs Officer
UNECA
Rabat, Morocco
Tel: +212 37 675012
E-mail: oulmane@uneca.org
85. Ms. Meron Tewfik
Associate Populations Affairs
Officer
African Center for Gender and
Social Development
UNECA
P.O. Box 3001
Addis Ababa, Ethiopia
Tel: +251 11 544 3239

- Fax: +251 11 551 2785
E-mail: mtewfik@uneca.org
86. Ms. Dee Dee Angagaw
Consultant
UNECA
Addis Ababa, Ethiopia
Tel: +251 11 544 3205
E-mail: ddangagaw@yahoo.com
87. Ms. Rita Chiejina
Gender Studies Intern
UNECA
P.O. Box 1019
Addis Ababa, Ethiopia
Tel: +251 911 444431
E-mail: ritachiejina@yahoo.com

ANNEX II

PROGRAMME OF WORK

Wednesday, 06 February 2008

| | |
|------------------|---|
| 8:30 – 9:30 am | Registration of participants |
| 9:30 – 11:00 am | Opening Session <ul style="list-style-type: none">▪ Opening Statement by Mr. Abdoulie Janneh, USG, ECA Executive Secretary▪ Opening Statement by Ms. Rachel Mayanja, ASG, Special Adviser on Gender Issues and Advancement of Women▪ Opening statement of Her Excellency Ms. Hirut Dilebo, Minister of Women Affairs of Ethiopia▪ Opening statement of Her Excellency Ms. Ndiaye Awa, Minister of Women Affairs of Senegal, Chairperson Committee on Women and Development (CWD) |
| 11:00 – 11:30 am | Coffee Break |
| 11:30 – 12:00 pm | Needs Assessment Report: Gender dimension in war and peace in Africa |
| 12:00 – 1:00 pm | Questions & Answers |
| 1:00 – 2:30 pm | Lunch |
| 2:30 – 3:30 pm | Presentations by representatives from Ministries of Gender and Defense (5 -7 min) Topic I: Implementing SCR 1325 during armed conflict at the national level. National experience from: <ul style="list-style-type: none">▪ Minister of Gender of Cote d'Ivoire▪ Representative of Ministry of Defense of Ethiopia▪ Minister of Gender of Uganda▪ Minister of Gender and Women in Development of Zambia |
| 3:30 – 4:00 pm, | Discussion |
| 4:00 – 4:30 pm | Coffee Break |
| 4:30 – 5:30 pm | Presentations by representatives from Ministries of Gender and Justice (5 –7 min) |

Topic II: Mainstreaming gender justice and gender equality goals in post conflict reconstruction programs at the national level: Successes and Challenges.

National experience from:

- Minister of Gender of Sierra Leone
- Representative of Ministry of Justice of Rwanda
- Representative of South Africa
- Minister of Gender of Liberia

5:30 –6:00 pm Discussion

6:30- 7:30 pm Reception hosted by OSAGI and ECA

Thursday, 7 February 2008

| | |
|------------------|---|
| 9:30 – 10:30 am | <p>Presentations by representatives from various Ministries (5 -7 min)</p> <p>Topic III: Women's participation in peace building negotiations. The experience from:</p> <ul style="list-style-type: none">▪ Sudan▪ DRC▪ Cote d'Ivoire▪ Burundi▪ The African Union |
| 10.30 – 11.00 am | Discussion |
| 11:00 – 11:30 am | Coffee Break |
| 11:30 – 12:30 pm | Training course - Presentation and demonstration by Ximena Jimenez and Francoise Nduwimana |
| 1:00 – 2:30 pm | Lunch |
| 2:30 – 4:00 pm | <p>Training course – (continuation)</p> <p>Questions & Answers</p> |
| 4:00 – 4:30 pm | Coffee Break |
| 4:30 – 6:00 pm | <p>Working groups on national implementation of SCR 1325 (2000)</p> <p>Working Group I – French-speaking participants</p> <p>Working Group II – English-speaking participants</p> <p>Working Group III – Representatives from international and regional organizations.</p> |

Friday, 8 February 2008

9:30 – 10:30 am Report from the working groups

10.30- 1.00 pm Concluding discussion: what are the next steps for coherent and full
implementation of SCR 1325 at the national level in Africa
Recommendations

Closing Remarks by OSAGI and ECA

ANNEX III

A PROPOSED FRAMEWORK FOR A NATIONAL ACTION PLAN²

The task of developing a national action plan for the implementation of SCR 1325 (2000) will vary depending on the country context. National action plans should be structured to capture the peace and conflict dynamics of the country, the roles and interactions between various institutions and stakeholders in the country, the skills and capacities needed to implement the plan and the resources required to support the plan.

Key elements for an Action Plan

- A description of the country situation regarding peace and security;
- An outline of activities to be undertaken;
- Key actors responsible for implementing each activity;
- Timeframe for the implementation of activities;
- The resources needed to undertake each activity;
- How progress will be measured (indicators and milestones); and
- How often and under what circumstances revision of the plan would take place.

C. Suggested Template for an Action Plan

| Country: | | | | | |
|--|---|---|--|--|--|
| Rationale: The underlying principle for the development of a national action plan to implement resolution 1325(2000) is to systematize and consolidate all efforts to implement the resolution at the country level. | | | | | |
| Activity | Objectives | Institutions/stakeholders | Suggested initiatives | Monitoring and Evaluation schedule | Budget |
| Formation of joint task force on SCR 1325 (2000) | Provide platform for multisectoral collaboration on the implementation of SCR 1325 (2000) at the national level | <p>National gender machinery Parliamentarians Local government officials Traditional rulers Civil society UN agencies Donors/funders</p> <p>The task force should consist of all key actors and be of a functional size; not too large to affect decision -making and not too small, in order to be representative.</p> <p>Efforts should be made to include key civil society groups, e.g. women's groups, research institutions, media.</p> | <p>organise consultation with key stakeholders on the formation of joint task force</p> <p>organise periodic meetings</p> <p>A focal point in each government ministry should be appointed to monitor implementation</p> <p>Regular update sessions to parliament on the implementation of the resolution.</p> <p>The joint task force can be formed using existing collaborative structures. E.g. a</p> | <p>Task force should set indicators to gauge national implementation</p> <p>A supervision committee or department should be given the task of reporting to taskforce</p> | Task force should develop budget for each activity |

²(Ekiyor, Wanyeki 2008) This framework has been designed using the feedback from the country assessment process. It serves as a guide for the development of national action plans on Resolution 1325(2000).

| | | | | | |
|---|---|---|--|---|--|
| | | <p>It is critical that national structures to implement regional peace and security initiatives such as those instituted by Regional Economic Communities (RECs) should be involved in this task force. E.g. the ECOWAS zone bureaus, IGAD Conflict Early Warning and Response Units CEWERUs</p> <p>Countries such as Ghana and Kenya have national peace policies and national architectures for peace. These should also be involved in the national task force</p> | <p>task force on the domestication of CEDAW or the AU protocol on the rights of women</p> <p>National action plans in post conflict countries should include clear commitments to engender Disarmament, Demobilisation, Reintegration and Rehabilitation</p> | | |
| Training and Capacity Building on SCR 1325 (2000) | <p>Enhance skills and capacities on women, peace and security at community and national levels</p> <p>Strengthening the capacity of women's groups to play roles in conflict prevention, resolution and peacebuilding</p> | <p>Community based organizations, National civil society actors</p> <p>National joint task force on SCR 1325 (2000)</p> <p>Experts on peace and security</p> | <p>Training on theories and concepts conflict prevention, conflict resolution and peacebuilding</p> <p>Training on gender analysis, gender mainstreaming etc</p> <p>Training on technical skills in mediation, negotiation, lobbying and advocacy</p> <p>*Infuse indigenous African training techniques in all training initiatives</p> <p>*Build on existing mechanisms for capacity building in each context</p> | <p>Comprehensive monitoring framework to measure the impact of skills acquired in the short, medium and long term should be designed for each training and capacity building initiative</p> | <p>Budgets for training and capacity building initiatives can be incorporated into financial planning of the various institutions and stakeholders</p> |
| Awareness raising on the resolution | <p>Inform general and specific audiences on the existence of the resolution and its relevance to national peace and security</p> <p>Raise awareness among key institutions on the importance of gender analysis and mainstreaming on peace and security</p> | <p>All participating institutions and stakeholders</p> | <p>Organise targeted activities to raise awareness of protection, participation, peacekeeping, and post conflict reconstruction</p> <p>Translate resolution into local languages. Interpret technical parts of the resolution</p> <p>Utilise key dates and anniversaries to raise awareness on key components of the resolution, e.g. International Women's day,</p> | | |

| | | | | | |
|---|--|--|---|---|--|
| | | | Human Rights day, African Union day and other national celebrations. | | |
| Documentation of women's role in peace and conflict situations | Track the contributions of women to peacebuilding Document the impact of conflict on women Document the progress of women in decision making processes | Research institutions Practitioners | Commission periodic national studies on the impact of conflict on women Collect statistics on the progress of women's participation in decision making | Findings of research should be reviewed periodically by task force | |
| <p>Setting targets: Suggested targets for monitoring the implementation of national plans should include: Increased number of women in decision making Improved access to justice for women and girls Increased numbers of women with skills in conflict resolution, conflict prevention and peacebuilding Numbers of women involved in informal and formal peacebuilding</p> | | | | | |

ANNEX IV

INDEX FOR TRAINING COURSE

Implementation of Security Council Resolution 1325 (2000) in Africa

Table of Contents

Foreword
Introduction
Format of Study
Method of Study

Lesson 1 – The United Nations and Gender Equality

- 1.1 Introduction
- 1.2 Overview of the United Nations System
- 1.3 The Security Council and Peacekeeping Operations
- 1.4 Promoting Gender Equality and the Empowerment of Women

Lesson 2 – Gender Dimension of Armed Conflict and Peace

- 2.1 Introduction
- 2.2 Impact of Armed Conflict on Women and Girls
- 2.3 Peacebuilding from a Gender Perspective
- 2.4 Humanitarian and Emergency Situations
- 2.5 Sexual and Gender Based Violence (GBV)
- 2.6 Peace Processes and Post Conflict Transition
- 2.7 DDR and the Reconstruction Process

Lesson 3 – Security Council Resolution 1325 (2000) on Women, Peace and Security

- 3.1 Introduction
- 3.2 Peace, Security and Human Security Concepts
- 3.3 SCR 1325 (2000)
- 3.4 Strengths and Challenges of SCR 1325 (2000)
- 3.5 Implementation of SCR 1325 (2000) by the United Nations System
- 3.6 Implementation of SCR 1325 (2000) at the National Level

Lesson 4 – Women, Peace and Security: An Analysis of African Conflicts and their Gender-Specific Challenges

- 4.1 Introduction
- 4.2 Armed Conflicts in Africa: A Contemporary Form of Conflict
- 4.3 Analysis of the Societal Conflict
- 4.4 Structural Causes of Conflicts in Africa
- 4.5 Internal and Regional Conflicts
- 4.6 Poverty as a Cause and Consequence of Conflicts
- 4.7 Human and Economic Costs of Armed Conflicts
- 4.8 The Impact of Conflicts on Women
- 4.9 Conflicts and Transformation of Gender Relations

Lesson 5 – Women, Peace and Security: Priorities for Africa

- 5.1 Introduction
- 5.2 Protection and Human Rights
- 5.3 Prevention
- 5.4 Participation and Representation

Lesson 6 – The Role of International, Regional and Local Organizations In Supporting National Implementation of SCR 1325 (2000)

- 6.1 Introduction
- 6.2 UN Initiatives for Peace in Africa
- 6.3 The African Union and the Commitment to Gender and Peace in Africa
- 6.4 Sub-Regional Commitments for Gender and Peace in Africa: The Regional Economic Communities
- 6.5 The Role of Peacekeeping Training Centres
- 6.6 Women's Networks and Civil Society Organizations

Lesson 7 – Guidelines for National Implementation of SCR 1325 (2000) In Africa

- 7.1 Introduction
- 7.2 National Coordination Mechanism
- 7.3 Advocacy and Awareness Raising
- 7.4 Building Alliances and Partnerships with the Major Stakeholders
- 7.5 Developing of National Strategy/Action Plan: Key Elements and Tools
- 7.6 Timeframes and Resources
- 7.7 Monitoring and Evaluation Mechanism
- 7.8 Proposed Procedure for the Development of a National Action Plan
- 7.9 An Action Plan that Does Not Duplicate Other Efforts
- 7.10 Conclusions: Beyond Resolution 1325 (2000)

Appendix A – Security Council Resolution 1325 (2000)

Appendix B – Presidential Statements on Women, Peace and Security

Appendix C – Solemn Declaration on Gender Equality in Africa

Appendix D – United Nations System

Appendix E – 2008–2009 Un System-Wide Action Plan for the Implementation of Security Council Resolution 1325 (2000)

Appendix F – Samples of National Action Plans: Norway

Bibliography and References

End-of-Course Examination Instructions