

Office of the United Nations High Commissioner for Human Rights (OHCHR)

Information about your Organization

OHCHR

Office of the High Commissioner for Human Rights

Does your entity have any field presence? Yes/No buttons

Yes: Regional Offices; Country Offices; Human Rights Advisers with the UNCTs; Human Rights Components in peace keeping and peace building operations.

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)

The OHCHR Units listed below provided substantive responses to the Questionnaire: OHCHR Offices (Columbia, Sri Lanka and FYR of Macedonia):

Human Rights Component in UNOWA (West Africa), UNOMIG (Georgia), UNMEE (Ethiopia), Guinea Bissau (UNOGBIS), DRC (MONUC), Haiti (MINUSTAH) Ethiopia (UNMEE) and Liberia (UNMIL).

Other Units were unable to respond, in part because of the limited time available. Among these other units, considerable work is being conducted on Women, Peace and Security. For example, in Nepal, OHCHR's Office includes a gender and child protection focal point and considerable attention is given to incorporating a gender perspective into the Office's activities, and into peacemaking and peacebuilding processes. Thus the responses in this Questionnaire reflect a point of OHCHR's actions, progress, gaps and challenges, but not the entirety.

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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SECTION B – PROGRESS REVIEW

Area of Action A. Conflict prevention and early warning

Progress and results

At Headquarters

In 2005/2006, as part of the Actors for change project: Strengthening the capacity of National Human Rights Institutions through distance and regional training, OHCHR has organised with its project partners, the United Nations System Staff College and the NGO Fahamu, training programmes on the prevention of conflict for National Human Rights Institutions of the Asia and Pacific Region (22 participants from 13

NIs), Anglophone Africa (23 participants from 11 NIs), Europe and Central Asia (10 participants from 6 NIs) and Francophone Africa (18 participants from 9 NIs). A training programme for the Americas and the Caribbean is scheduled to start in August 2006. At least half of the participants have been females representatives of NIs. Female participants of the various training courses were actively involved in the discussions as part of the long-distance learning segment and provided substantive inputs about different issues related to the prevention of conflict. Most women participants were able to link their work at the respective NIs with the different topics (e.g. participants recognized that an in-depth look at conflict causes would be incomplete and the conflict prevention process unsuccessful without assessing the position of each of the actors). Women participants discussed the extremely difficult circumstances that exist in their working environment in supporting a peace process and have pointed out the various options that are being followed to improve the relationships between the different actors involved in a conflict. Female participants identified wide ranging and practical measures to achieve the objectives they had defined in their final assignments. Many female participants proved their understanding (i.e. knowledge), ability to apply tools (i.e. skills), ability to relate learning to their own country context and NIs. They have the capability to translate their enhanced skills into the actual work of the NI.

The Special Rapporteur on Violence against women fulfils on early warning function through communications with Governments and conducting country missions (e.g. Sudan) addressing violations of women's human rights and analyzing reported trends (ex: raising concern over threats against members of women's organization in Iraq or taking up the cases of women and men who were beaten and arrested for participating in the peaceful demonstration, demanding legislative change to ensure equal rights in Tehran).

OHCHR fact-sheets on Women's Rights "Women, peace and Security" are largely disseminated in the Human Rights Components of Peace Missions (e.g. "Discrimination against Women: The Convention and the Committee").

In the Field

Replies from the human rights components of peace missions, namely MONUC, UNMIL and UNOMIG indicated that Human Rights Field Officers (HRFOs) are organizing capacity building activities and training of local Human Rights NGOs and Police and Army officers, as well as sensitization activities through theatre, case studies and scenarios. The gender focal points in these human rights components also indicated that they are participating in programs aimed at preventing violence against women in armed conflict (Ex: in UNOMIG, with UNIFEM and the Swedish NGO "Kvinna till Kvinna" ("Women to Women").

In UNMIL, HRFOs provided expertise and technical assistance in the elaboration of the new Rape Law, the Inheritance Law, and several other customary laws in Liberia that are gender insensitive. With improved gender-sensitivity, the new legislation, for the first time in the history of the country, considers the women's human rights dimension, including the right of the girl child. HRFOs also indicated that they are closely monitoring the application of these laws in the field.

In UNOMIG, the Gender Focal point organized a workshop on women's rights in conflict for all categories of staff (both civilian and uniformed, both local and international), including representatives of UN agencies and NGOs operating in Abkhazia, Georgia.

In UNOWA, from 30 April to 2nd May 2005, the GFP participated in Dakar Forum organized by Femmes Africa Solidarité with strong focus on SC Res1325 and conflict prevention and several recommendations to undertake advocacy activities towards the establishment of a Pan-African centre for gender-related issues. On 4 May 2005, the GFP supported a Workshop in Dakar on Reporting for Peace: Strengthening Media and Civil Society Awareness of Conflict Prevention and Peace-building on Cross-border Issues in West Africa. As of today, through its communication component, UNOWA highlights gender-related issues in the collection and dissemination of information. This is part of a sub-regional drive to make the media an effective disseminator of peace-building and conflict-preventing initiatives. On 27-29 September 2005, the GFP participated in Sikasso-Mali at a Workshop launching a cross-border cooperation pilot programme (jointly organized by UNOWA, the Sahel and West Africa Club, the Municipal Development Partnership for West and Central Africa, and in collaboration the CILSS and the WAEMU). Gender-specific issues were debated and proposals were made, specifically the creation of a tri-lateral border cooperation framework between Mali, Burkina Faso and Côte d'Ivoire to take into account effective measures to stop the trafficking of women and children.

In February 2006, the Gender Focal Point in the Human Rights Components in UNOGBIS organized a co-ordination meeting attended by representatives of 9 women's organizations on how best to advance women's rights and define a common agenda. A coordination committee for the consolidation of peace and democracy called COMCOORD was established. Efforts are now underway to launch an effective and coordinated strategy on domestic violence. The Gender Focal Point has been heavily involved in awareness raising on CEDAW both through talks with women's NGOs and through lectures to students at the Law Faculty Bissau (throughout 2005). He has also introduced a human rights based approach to the awareness raising campaign on HIV/AIDS and has emphasized the need to respect women's rights if any Aids prevention strategy is to be successful. He indicated that he visited all military barracks and border points in Bissau, together with an official of the Ministry for Health, on this topic. He also worked with WHO to deliver a similar message at a seminar arranged for magistrates, police and judiciary (70 persons 7-13 December 2005) as well as a lecture to students at the Law Faculty (80 persons 24 February 2006).

Lessons learned and good practices

At Headquarters

The Peace Missions Support unit located within the Capacity Building and field operations Branch is sharing lessons learned and best practices on a regular basis with the human rights components of peace keeping and peace building operations.

In the field

Several replies from the Human Rights Components of Peace Missions indicated that awareness-raising and capacity building on women's human rights has been improved and supported by OHCHR field presences.

In UNMIL, increased appointments of men as gender focal points

Gaps and challenges

At Headquarters

Limited resources in term of staff capacity and financial resources.

OHCHR is planning to put in place a database to institutionalize best practices / lessons learned in this sector and ensure these get incorporated in future programmes and operations

In the field

Gaps: Current lack of human and financial resources available within all human rights components of peace missions.

Additional resources should be allocated to the mainstreaming of Gender-dimensions into all human rights activities.

The GFP in UNOGBIS indicated the absence of a specific legislation prohibiting domestic violence in GB. It is hoped that this matter will be highlighted in the first state report under CEDAW to be submitted in the next few months

Area of Action B. Peacemaking and peacebuilding

Progress and results

At Headquarters

At the HQ level, we are still aiming at developing gender-sensitive negotiation strategies and peace agreements, integrating gender analysis into all aspects of the agreement.

In the Field

OHCHR is working to develop peace negotiations strategies that are gender-sensitive and to ensure that gender-sensitivity and analysis is reflected in all aspects of peace agreements.

Several replies from the Human Rights Components indicated that HFOs were actively involved in the preparation of the International Women's Rights Day and in the campaign "16 days of activism against gender violence". They organized several presentations on women's rights (BONUCA, UNMIL, UNOMIG, UNMEE, MONUC and UNMIS).

In UNMIL, the gender focal point participated in the Liberian Peace Talks in Accra in 2003.

In UNOMIG, on 2 November, the gender Focal Point attended a UNIFEM organized follow-up workshop in Sukhumi, Abkhazia, Georgia which aimed at initiating an Abkhaz-wide Women's Information Network. Local NGO participants devised ways of

strengthening women's advocacy and information strategies on women's issues through the production of a women's information bulletin. On 3 December, HROAG participated in a seminar on domestic violence, organized by the local NGO World without Violence in the context of the 16 Days of Activism Against Gender Violence and a UNIFEM sponsored discussion series on gender and leadership qualities of students. The GFP also supported local women's organizations through funding and implementing Human Rights projects (e.g. "Association of Women of Abkhazia"; "World Without Violence"; "Union of Business Women of Abkhazia", Gali-based NGO "Alert" on prevention of domestic violence).

In UNOWA on 7-14 November 2005, the GFP participated in DPA Workshop on Integrating UN Security Council Resolution 1325 into DPA activities (debate on the modalities to increase staff familiarity with and implementation of Resolution 1325, to increase support for the critical role of women in peace and security issues and to ensure gender-mainstreaming into the core activities of DPA staff.). The GFP is currently participating in drafting a study on Human Rights and Insecurity in West Africa, which aims at making practicable recommendations for the better promotion and protection of Women's Rights. The GFP has suggested the inclusion of gender-specific issues – female migration, female unemployment, birth rates, family planning, and empowerment of women- in the formulation of national and sub-regional policies on population; this will be reflected in UNOWA Issue Paper on demographic growth, population pressure on scarce resources and the potential for instability and conflict in the West Africa sub-region, which will be published in October 2006.

IN OHCHR Office in Sri Lanka, HRFOs are using 1325 quite extensively in advocacy on gender concerns and the peace process. They are supporting an active network of women's organisations who have been part of the 1325 process - for instance the Women in Media Collective and Association of War Affected Women. At an earlier stage of the peace process, this evolved into an actual gender sub-committee linked to the talks which brought together prominent women civil society leaders on both sides. Unfortunately this initiative was frozen as talks broke down and low intensity conflict resumed. But HRFOs have tried to keep the initiative alive by inviting members of this group into various fora and using them as resource people on gender in human rights training we have provided to government and LTTE structures.

Lessons learned and good practices

At Headquarters

PMSU/CBB is sharing lessons learned and best practices on a regular basis with the human rights components of peace keeping and peace building operations. The Program Management Unit and the Methodology, Education and Training Unit are also in the process of assessing the lessons learned and best practices in this area.

In the field

The introduction of mandatory gender training should benefit to all Human rights officers.

Gaps and challenges

At Headquarters

Limited staff capacity and limited financial resources to properly address the issue.

In the field

Area of Action C. Peacekeeping operations

Progress and results

At Headquarters

OHCHR has created, developed and strengthened a very strong network of gender focal points in all the Human Rights Components of peacekeeping and peacebuilding operations in order to allow for systematic information sharing/gathering/analysis to effectively follow-up on the implementation of SC resolution 1325. It systematically includes a section on gender and women's rights in the start-up information and resource package that is prepared for newly recruited human rights field officers (for Nepal, Uganda, Timor Leste, Somalia, Angola, DRC, Iraq and Pakistan).

The Peace Missions Support Unit (CBB) shares experience and lessons learned among gender experts and focal points in human rights and gender components of peace missions and field offices and at headquarters (daily exchange of information through an email group list).

OHCHR is conducting assessments of training needs in the human rights components of peacekeeping operations; finalizing training packages on human rights for military personnel, including modules on women's rights, trafficking, sexual exploitation and abuse, and providing training to United Nations military and police personnel on women's rights.

In 2004 and 2005, OHCHR, in cooperation with DPKO, conducted 5 regional training courses for military trainers from national peacekeeping training centers from Latin America (in Argentina, 2004), Africa (in Italy, 2004, and in Ghana, 2005), Asia (in Bangladesh, 2004), and Europe and North America (in Ireland, 2005) based on its training package on human rights for military peacekeepers and observers. The courses aimed at building the capacity of 40 Troop Contributing Countries (TCCs) to integrate human rights into their programmes aimed at military peacekeeping personnel and addressed issues related to gender equality and protection of women's human rights in the context of peace operations.

OHCHR has already published human rights training material addressing specific groups such as law enforcement personnel, prison officials, judges, parliamentarians and primary schools. These publications contain a gender perspective which means that targeted groups can receive gender specific training to ensure the right to equality and non-discrimination on the basis of sex. These publications are shared with Human Rights Field Officers in peace missions.

In the Field

The GFPs in the HRCs of PKOs/PBOs have received comprehensive information on gender mainstreaming in peacekeeping activities from the PMSU/CBB.

Gender focal points were appointed in all human rights components of peacekeeping operations.

10-11 March 2006 the GFP in the Human Rights Component in UNOWA participated in a Conference, organized jointly by the University for Peace and FAS, in Dakar on the Harmonization of Training Programmes on Gender, Peace and Development, within the framework of activities planned by the Pan-African Centre for Gender, Peace and Development.

In March 2006, the GFP in the Human Rights Component in UNOGBIs trained staff at UNOGBIS on gender mainstreaming i.e. explained the concept of gender mainstreaming and explored ways in which each functional unit can incorporate gender mainstreaming into their daily activities. As a result, in cooperation with UNOGBIS Police Component, a women's and children's unit has been opened within the Ministry for Interior.

Lessons learned and good practices

At Headquarters

OHCHR is in the process of assessing the lessons learned and best practices in this area.

In the field

All gender focal points in the Human Rights Components are participating in the OHCHR-DPKO/DPA Gender Focal Points network. The email group address has facilitated the exchange and dissemination of key materials on women in armed conflict.

Gaps and challenges

At Headquarters

Limited staff capacity

In the field

gender-related communications are not systematically made available to OHCHR Gender Focal Point

limited staff capacity and financial resources

absence of full time post for gender in all human rights components

dual reporting of the Gender Focal Point reports (OHCHR and DPKO).

Insufficient time allocated to plan and promote further gender awareness and mainstreaming activities at the senior level

additional resources needed for effective gender mainstreaming in all human rights components of peace missions.

As laid out in the Gender Resource Package for Peacekeeping Operations (p. 6), "in a statement to the General Assembly in 2002, the Secretary-General emphasized that "assigning staff as focal points on a part time and ad hoc basis is clearly inadequate to deal with gender mainstreaming in peacekeeping activities ... in missions". The Gender Resource Package further clarifies (p. 21) that while "overall responsibility for

mainstreaming gender into peacekeeping operations lies with the senior management of such operation, and ultimately the Head of Mission (...) gender units staffed with gender advisers are key resources to support top management in peacekeeping operations to carry out their leadership role in gender mainstreaming".

Area of Action D. Humanitarian response

Progress and results

At Headquarters

OHCHR's humanitarian role is generally limited. Nevertheless, the Gender Focal Point in the Peace Missions Support Unit has briefed HRFOs prior to their deployment to humanitarian crisis situation (Pakistan, Uganda and Sudan) on the need to implement SC Res 1325 in their activities. A briefing package including key elements to better implement and follow up on the implementation of SC res 1325 was provided to them during their predeployment briefing.

In the Field

Several replies from the field indicated the Gender Focal points are supporting regular induction training to newly recruited staff in peace missions with emphasis on gender equality and women's rights

Lessons learned and good practices

At Headquarters

The Program management and evaluation Unit in OHCHR is in the process of assessing the lessons learned and best practices in this area.

In the field

Gaps and challenges

At Headquarters

Limited staff capacity

In the field

Area of Action E. Post-conflict Reconstruction and Rehabilitation

Progress and results

At Headquarters

OHCHR is encouraging national human rights institutions to ensure protection and promotion of women's human rights (please see answer to section B QA1.

OHCHR is encouraging governments to ratify the Convention on the Elimination of All Forms of Discrimination against Women and its Optional Protocol and report to the Committee.

OHCHR has integrated gender sensitivity into all tools developed by the Rule of Law Unit on transitional justice. These tools were disseminated in the human rights components of peace missions.

In the Field

In 2005, OHCHR Colombia carried out an intensive course with 38 prosecutors and other officials to enlarge the network of trainers. Equality and gender, with emphasis on international instruments that protect the rights of women, were among the topics. Within the Office itself, the inclusion of gender perspectives in observations and analyses of the human rights situation was strengthened through internal workshops.

OHCHR Tajikistan has provided training for women-leaders of political parties on CEDAW and for the State Committee on Women and Family affairs; seminars for promotion of ratification of the Optional Protocol to CEDAW and on SC Resolution 1325 are planned for 2006.

Lessons learned and good practices

At Headquarters

OHCHR is in the process of assessing the lessons learned and best practices in this area.

In the field

Gaps and challenges

At Headquarters

Limited staff capacity

In the field

Area of Action F. Disarmament, Demobilization and Reintegration

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

At Headquarters

We are trying to ensure that all field presences and human rights components of peacekeeping/peacebuilding missions are reporting on gender-specific human rights violations (in their weekly and monthly reports) through sending periodic reminders to Human Rights Field Officers (email group address).

We are encouraging Special Procedures to include gender dimensions of their respective mandates when reporting, and national human rights institutions to monitor and publicly report on gender-based violence during armed conflict.

The Rule Of Law Unit has developed transitional justice and rule of law tools with full integration of gender considerations. OHCHR works with various partners including the International Criminal Court and the Security Council to combat impunity.

PMSU is disseminating methodologies and tools to monitor and report on women's rights issues and facilitating experience sharing and lessons learned in human rights components of peace missions and field offices and at headquarters.

In the Field

We are increasing our advocacy capacity and strengthening interventions with national authorities to bring national laws, regulations and policies in line with international standards through field offices and human rights components of peacekeeping operations. Example: in UNMIL, HRFOs provided expertise and technical assistance in the elaboration of the new Rape Law, the Inheritance Law, and several other customary laws in Liberia that are gender insensitive. With improved gender-sensitivity, the new legislation, for the first time in the history of the country, considers the women's human rights dimension, including the right of the girl child. HRFOs also indicated that they are closely monitoring the application of these laws in the field.

As mentioned in previous answers to this questionnaire several human rights components of peace missions are contributing to programmes and campaigns to raise awareness about gender-based violence. They are undertaking assessment activities to identify the dimensions of gender-based violence and devising appropriate prevention and protection activities in human rights components of peacekeeping operations where mandated to do so. They have also undertaken sensitization activities with women's groups and local and national authorities and collaborative public awareness campaigns with other United Nations agencies.

Lessons learned and good practices

At Headquarters

The PME and the METU are in the process of assessing the lessons learned and best practices in this area.

In the field

Gaps and challenges

At Headquarters

Limited staff capacity

In the field

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

No answers

Coherence and Coordination

Policy Guidance:

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

The Office is currently working to develop and implement such a policy since OHCHR is committed to increasing attention to gender and women's rights issues in peace missions.

Programme Coordination:

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

Yes, in PMSU projects and management. No replies from the field indicated that SCR 1325 was reflected in substantive policy/project/funding design and management.

Common-System Partners:

Does your entity collaborate and coordinate with different UN entities?

Yes we do collaborate with the Inter-Agency Network on Women and Gender Equality (IANGWE), the Inter Agency Taskforce on Women, Peace and Security, the Inter Agency Standing Committee's (IASC) Taskforce on Gender, DPKO and DPA.

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, please see answers from the field for the names of the NGOs and regional partners.

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?

The Action Plan allows for such coordination. However, the actual implementation is not done in a coordinated manner, neither on the ground nor at the HQ level.

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?

We currently do not have such mechanisms in place. However, we are planning to organize a meeting in the coming months in Geneva to discuss the modalities to ensure accountability for implementation of SC Res 1325 among staff.

Results-Based Management (RBM)

RBM Framework:

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

Provisions for SCres 1325 implementation integrated into the RBM of some units (example: PMSU for the biennium 2004/2005) but not all.

No answers from the field in that regard.

Indicators:

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

Indicators specific to 1325 have not been established although in some instances other ad hoc indicators are being used.

Monitoring, Evaluation and Reporting

Monitoring:

Has any monitoring mechanism for implementation of SCR 1325 been established within your entity?

No, but all field presences and human rights components of peacekeeping/peace building missions systematically report on gender-specific human rights violations to be included in periodic reports to the Security Council.

The Special Procedures of the Commission on Human Rights ensure that reporting includes attention to the gender dimensions of their respective mandates and National Human Rights Institutions are encouraged to monitor and publicly report on GBV

In several OHCHR Field Presences, HRFOs are organizing weekly meetings with local partners and UN agencies to share information on the implementation of SC Res 1325.

Sex and age disaggregated data:

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

Several replies from the field, especially from the Gender Focal Point in MONUC and OHCHR's Office in Columbia indicated that a database allows them to collect on a routine basis sex and age disaggregated data, regardless victims of human rights violations. Other Offices also collect such information (Nepal).

Reporting:

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

Yes. Please see answers to Section B of the Questionnaire

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?

Not at the HQ level but in OHCHR Field Presences, HRFOs have developed training modules on gender and SCR 1325. Please see answers from the field in Section B.

What categories of staff are being trained?

OHCHR organizes and/or participates in training workshops and academic seminars and gives briefings on human rights including the protection and promotion of equality of rights for women to students, Government Representatives and NGOs ...

HRO has trained staff at UNOGBIS on gender mainstreaming i.e. explained the concept of gender mainstreaming and explored ways in which each functional unit can incorporate gender mainstreaming into their daily activities. As a result of work on this issue with the police component a women's and children's unit has been opened within the Ministry of the Interior (March 2006).

Also, OHCHR briefs special procedures' mandate holders upon appointment on the need to keep a gender perspective in mind in the performance of their functions. During their annual meeting, gender issues have also been repeatedly addressed and briefing sessions and material prepared. Such material is also part of the induction-kit which is provided to mandate-holders upon their appointment and constantly updated. A manual for Special Procedures mandate-holders, currently under revision, also address the issue of gender-analysis. In 2004 a session on gender mainstreaming was organized at the special procedures annual meeting. A briefing note on this issue was included in the material for the meeting in 2004 and in 2005. This note, as well as data statistically disaggregated by gender is part of the induction kit.

Please see also our answers from the field in Section B.

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?

An information Resource Package for Human Rights field officers on women's rights and gender mainstreaming. It will be disseminated in the coming months.

Guidelines, checklists and/or instructions are systematically included in the Start Up Information and Resource Packages given to HRFOs prior to their deployment to the field.

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

Yes, the Peace Missions Support Unit/CBB/OHCHR allows for such information sharing through a group email address created for that purpose. However there is no system in place to continually institutionalize best practices / lessons learned in this sector and ensure these get incorporated in future programmes and operations. We have developed and disseminated CD Roms including information on SC res 1325 (Nepal, Uganda, Timor Leste, Angola, Pakistan, DRC, Somalia ...)

The Office has created a web-page devoted to “Gender and Women’s Human Rights” where all relevant reports and material produced by special procedures’ mandate-holders is gathered, so as to encourage exchange of information and good practices between mandate-holders on these specific issues.

Resource Allocation

Financial Resources:

Have adequate financial resources been allocated towards your entity’s implementation of commitments under the action plan?

At the HQ level 100 000 USD for the organization of a meeting on the implementation of SCR 1325. (PMSU)

OHCHR Field Presences do not have enough financial resources to organize capacity-building activities to implement SCR 1325.

Human resources:

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

Yes, in the Peace Missions Support unit, a focal point was designated. However, the staff member has other responsibilities.

A Women’s Rights and Gender Unit located within the Research and Right to development Branch will be established soon. It will coordinate all the work related the implementation of SC Res 1325 and give overall guidance and substantive support.

Gender Balance:

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

In 2005, the Office was praised for a 16% increase in the number of women staff.

In general, OHCHR is doing much better than other parts of the secretariat in terms of gender equality. However, if we look at gender disaggregated statistics we can see that some work still remains to be done. In Geneva and the NY Office, as of 31 December 2005, in the professional category, we had 142 women and 107 men. However it is interesting to notice that 76% of women in the professional category were concentrated at the P-2 and P-3 level as opposed to 60% of men. Also, it is worth noting that 81% of G staff were women. In the field as of 31 December 2005, no women were occupying D1/D2 positions and the overall number of professional women staff in the field was lower than that of men (38 vs 56) In the field also the majority of GS staff is represented by men. Furthermore, women staff in the professional category were mainly concentrated at the P-3 and P-2 level (71% as opposed to 44% of men).

Have any specific challenges been encountered?

The first obstacle concerns the recruitment and selection process. With the current selection system, the final responsibility for selection remains with the programme managers who are not always aware of or sensitive to the gender equality policy.

Another obstacle is the need to ensure better personal/work life balance. OHCHR is doing quite well in the implementation of the breastfeeding policy (with some exceptions notably in the field).

The third obstacle is represented by informal barriers to gender balance. It is felt that direct or indirect discrimination in the selection process can be an obstacle at the entry level. This might be the case sometime for OHCHR positions in the field, especially owing to a culture that sees women as not fit to serve in certain duty stations.

Instructions Section C Part 2

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

At the HQ level, PMSU in cooperation with the Women's Rights and Gender Unit is planning to organize a meeting in the coming months for the gender focal points in the human rights components of peacekeeping and peace building missions on the implementation of SCR 1325. One of our objectives is to explore building a deeper partnership with DPKO and other actors in the field of peace and security, in order to enhance relationships between the gender advisers and the gender focal points; elaborate and set common objectives regarding gender and women's human rights that can be achieved across all components of integrated missions; exchange lessons learned through field experience on strategies for the implementation of the Security Council Resolution 1325; build upon successful initiatives of counterparts in line with OHCHR's partnership strategy.

Accountability

At the HQ level, PMSU in cooperation with the Women's Rights and Gender Unit is planning to organize a meeting in the coming months for the gender focal points in the human rights components of peacekeeping and peace building missions on the implementation of SCR 1325. One of our objectives is to define modalities of accountabilities for all staff in implementing SC res 1325.

Results-based Management

Monitoring, Evaluation and Reporting

We are planning to organize a meeting in the coming months for the gender focal points in the human rights components of peacekeeping and peace building missions on the implementation of SCR 1325. One of our objectives is to seek feedback from participants on the proposed course of action, including with a view to revising OHCHR's Gender Mainstreaming policy and strategy to achieve the objectives set out in the High Commissioner's Action and Strategic Management Plans and the 1325 Action Plan. Participants will be asked to :

reflect on the extent to which their ongoing activities or new activities can contribute to the objectives;

outline successful initiatives undertaken in recent years and make proposals based on lessons learnt from such efforts;

outline the current challenges faced by them regarding protection and empowerment;

determine how a more appropriate and effective strategy might be designed for overcoming challenges;

identify the means OHCHR requires to implement these strategies.

To review OHCHR's commitments in the 1325 Action Plan

The meeting will also give us the opportunity to provide the participants with an

Overview of commitments and information about the status of implementation, including an assessment of ongoing and planned activities;

Identification and assessment of the implementation gaps of the PoA at the country level;

Evaluation of the impact of ongoing work in accordance with agreed indicators of achievement;

Information about reporting obligations and prioritization of their activities for the next biennium.

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. a) Concrete overall guidance
- b) Effective coordinated approach for a better implementation

c) Internal accountability procedures with indicators and time line for reporting progress and assessing the needs.

2. Additional staff with gender expertise and budget allocated to enhance implementation of the PoA on the ground...

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