

Participation

Women, Peace and Security

National Action Plan to implement
UN Security Council Resolution 1325 (2000)

Emergency aid
Reconstruction
Dealing with the past

Protection

Prevention



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Federal Department of Foreign Affairs FDFA

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I. Background

“While noting the diversity of conflicts and the complexity of bringing hostilities to an end, the Committee emphasizes that the transitional period and the multiple peace-building activities in the post-conflict context provide strategic opportunities for transformation in all areas of women’s lives.”¹ CEDAW Committee (2011)

Women and men are affected by armed conflicts in different ways, and creating a stable and secure environment requires the equal participation of all members of society. The UN Security Council has explicitly recognised this reality since the year 2000. In the past 13 years it has passed seven resolutions entitled “Women, Peace and Security” outlining the relevant commitments of the UN and the member states and appealing to all parties involved in armed conflicts.² Resolution 1325 (2000) is the first UN Security Council resolution to expressly mention the particular effect that armed conflicts have on women and girls and it underlines the importance of women’s participation in peace processes. The Security Council also called for greater recognition of the experiences, rights and needs of women, for support for their participation, and for the integration of a gender perspective in the shaping of peace and security policy.³

To encourage implementation of the binding resolutions in Switzerland and to adequately reflect new developments on the national and international levels, the Federal Council in 2013 set itself the goal of revising the National Action Plan to implement the resolution on Women, Peace and Security (NAP 1325).⁴ In 2007 Switzerland was one of the first countries to adopt a national action plan (for the period 2007–2009) and it has continued to refine the measures contained in it.⁵

Priorities of the revision

A focus of the revised NAP 1325 (2013–2016) is the increased participation of women and girls during and after armed conflicts. The participation of women should be understood as the fundamental over-

arching principle of NAP 1325. An example of this is Switzerland’s commitment for a greater participation of women in political processes demonstrated in, for instance, its support for cooperation between selected civil society and governments. Further examples of the revision’s focus are the commitment to combating gender-based violence, for instance through the promotion of dialogue with armed non-state actors, and multilateral efforts to safeguard the sexual and reproductive rights of women and girls who are victims of sexual violence. In this, Swiss policy is directed by the recognition that strengthening the rights of women is an essential contribution to preventing gender-based violence. The measures contained in the revised NAP 1325 also incorporate Switzerland’s priorities at the 57th session of the Commission on the Status of Women (CSW) devoted to the issue of violence against women and girls.⁶

The UN Security Council resolutions on Women, Peace and Security – and therefore the Swiss NAP 1325 – refer to the basic principles of the 1979 UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).⁷ CEDAW states that the barriers that limit the potential of women to exercise their political, social, economic and cultural rights should be dismantled. With reference to the participation of women in peacebuilding, the Swiss NAP 1325 is closely linked to the FDFA equality policy.

Through the revised National Action Plan on Women, Peace and Security (2013–2016) Switzerland further intends:

- › to include the latest developments at the international level, in particular the political framework regarding women, peace and security, which is a global measure of the implementation of UN Security Council resolution 1325;⁸
- › to show the interconnections with other Swiss strategies and measures that contribute to the implementation of the goals of the UN resolutions on Women, Peace and Security;

1 CEDAW Concept Note (2011), General Discussion on the protection of women’s human rights in conflict and post-conflict contexts.

2 UNSCR 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013).

3 On the gender perspective see in particular OP 8 UNSCR 1889 (2009); OP 5, 7, 8 UNSCR 1325 (2000).

4 Goal 12, Federal Council decree of 31 October 2012.

5 For instance, Switzerland was one of the first countries to introduce indicators to better measure results, cf. NAP 1325 (2010–2012).

6 CSW Agreed Conclusions (2013), E/2013/27-E/CN.6/2013/11.

7 See also CEDAW General Recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations, CEDAW/C/GC/30.

8 Report of the Secretary-General, “Women and Peace and Security”, 28 September 2010, S/2010/498.

- › to strengthen the coordination and coherence of the activities of different actors, with the aim of increasing the effectiveness of the programmes and projects.

Overall significance of NAP 1325

The Women, Peace and Security concept is cross-cutting in nature and should influence all of Switzerland's peace policy strategies and activities. Therefore NAP 1325 is intended to unite all the federal strategies. The 2010–2012 monitoring process revealed that the resolutions on Women, Peace and Security are in many respects already incorporated in Swiss policy. In respect to the strategies mentioned and through interaction with the international community Switzerland is acquiring a distinct profile.

The following are examples of this interaction:

Remaining committed in fragile and conflict-affected situations (fragility agenda)

In view of the close connections between peace, security and development, Switzerland is currently strengthening its integrated approach to fragile and conflict-affected states so it can continue its involvement even in difficult situations.⁹ In the more than 40 fragile states, population groups that are weak and face discrimination are doubly disadvantaged by the additional consequences of violence and in particular by the weak, often partial efforts of the state. In key aspects then the fragility issue overlaps with the central elements of Resolution 1325. The important international policy declaration, the "New Deal for Engagement in Fragile States", concluded by around 20 of the most affected "fragile" states and some 20 of the biggest donor countries and institutions at the end of 2011, calls for international cooperation to focus on lasting support in statebuilding and peacebuilding. The five "Peace Building and State Building Goals (PSG) which were agreed are: legitimate politics, security, justice, economic foundations, revenues and services. The gender aspect is relevant to this "New Deal", which states: "We also recognize that constructive state-society relations, and the empowerment of women, youth and marginalized groups, as key actors for peace, are at the heart of successful peacebuilding and statebuilding. They are essential to deliver the New Deal. (...) We will increase our support for credible and inclusive processes of political dialogue. We will invest in global, regional and national initiatives to build the capacity of government and civil society leaders and institutions to lead peacebuilding and statebuilding efforts. We will ensure that specific support is targeted to promote youth and women's participation in political dialogue and leadership initiatives."

9 Message on continuing measures to promote peace and human security 2012–2016, BBl 2011 6395.

Measures to protect civilians in situations of armed conflict (PoC strategy):

Through its PoC strategy¹⁰ Switzerland is committed to contributing to greater compliance with the normative framework. Switzerland supports actions in favour of persons to be protected, and supports the activities of international peacekeeping missions. The PoC strategy takes into account the specific situation of women and girls in armed conflicts. At the same time the capacity to protect oneself ("agency"), specifically of women, must be heeded and supported.

Accordingly the PoC strategy contributes to realising the goals of NAP 1325:

- › First, the commitment to contribute to greater compliance with international legal standards contributes to the protection of women and girls and to the prevention of gender-specific violence.
- › Second, protection against gender-specific violence is increased by the improved operations of humanitarian aid, e.g. through better organisation of camps for displaced persons and the aid distribution system, so that women need not leave the camp to provide for their own needs and those of their families where doing so would place them at particular risk.
- › Third, Switzerland endeavours to ensure that peacekeeping missions make an even greater contribution towards protecting civilians of whom women constitute the greater part. The deployment of women protection advisors is one possible measure here (see logframe).

Dealing with the past¹¹:

The concept of Dealing with the past stems from the Principles against Impunity developed by Louis Joinet and approved by the UN Commission on Human Rights in 1997. These principles recognise the rights of victims and the duties of states in combating impunity in cases of grave violations of human rights and international humanitarian law. The Principles against Impunity call for combined initiatives to ensure the realisation of these rights and obligations in the following areas: the right to know, the right to justice, the right to reparation and the guarantee of non-recurrence. The activities planned in the context of these principles interconnect with NAP 1325, for instance the support for women's participation in the planning and setting up of truth or reconciliation

10 FDFA, Protection of Civilians in Armed Conflicts, online: <http://www.eda.admin.ch/eda/de/home/topics/human/hum/proci.html>

11 FDFA, Dealing with the Past, online: <http://www.eda.admin.ch/eda/de/home/topics/peasec/peac/confre/depast.html> <http://www.eda.admin.ch/eda/en/home/topics/peasec/peac/confre/depast.html>

commissions. The commitment to fair and effective legal protection for women and girls and to combat impunity serves the NAP goal of preventing gender-specific violence and promotes the safeguarding of the rights of women and girls. In addition, the participation of women and the gender-sensitivity of reparation are aspects of programmes to rehabilitate and compensate victims. NAP 1325 goals also have a bearing on institutional reform and the vetting of members of institutions, namely: the overarching goal of ensuring the participation of women in planning, and the goal of integrating a gender perspective in the planning of emergency aid and reconstruction and rehabilitation activities.

Focus on democracy, elections and separation of powers: In the framework of supporting democratisation processes Switzerland assists with election preparation and processes and is engaged in preventing election conflicts and in the drawing up of constitutions.¹² Given gender-specific consequences of violence in the run-up to elections and given the need for women to be involved in political transformation processes on an equal footing with men, there are numerous synergies between these activities and NAP 1325. Gender-based indicators are also considered when analysing conflict factors surrounding elections.

North Africa strategy: The political participation of women in transition processes is also supported within the special programme for North Africa and the Middle East. Through the programme Switzerland is able to contribute to consolidating the democratisation and transition processes initiated in 2011 by the popular uprisings in several countries of North Africa and the Middle East.¹³

Protection in the Region: The search for lasting solutions for refugees and other persons in need of protection is a further priority of Switzerland's humanitarian engagement.¹⁴ Forced displacement and migration during armed conflicts have gender-specific consequences. Worldwide, internally displaced populations are mainly comprised of women and children. As refugees, internally displaced persons and migrants these women are not just exposed to certain risks, they also often display particular strengths, endurance and resourcefulness. According to the Beijing Platform for Action, these women can contribute positively to countries of resettlement or to their country of origin on their return and must be adequately involved in all decisions affecting them.¹⁵

The **Mine Action Strategy of the Swiss Confederation** is based on the recognition that while always devastating, mines and explosive remnants of war can have a different impact on women than on men. UN Security Council resolution 1325 therefore is one of the guiding principles consulted in identifying priority activities in this area.¹⁶

Similarly, in accordance with UN Security Council resolution 1325, the federal government's **small arms strategy** states that Switzerland supports the promotion of gender-specific aspects in its commitment to an international approach to combating the proliferation of small arms. Women should be increasingly involved in small arms control projects and activities.

12 Message of 29 June 2011 on continuing measures to promote peace and human security 2012–2016, BBl 2011 6346; FDFA, Development of statehood and elections, online: <http://www.eda.admin.ch/eda/en/home/topics/peasec/peac/confre/stael.html>

13 Message of 29 June 2011 on continuing measures to promote peace and human security 2012–2016, BBl 2011 6312.

14 FDFA, Protection in the Region Strategy, online: <http://www.eda.admin.ch/eda/en/home/topics/migr/protec.html>

15 Beijing Platform for Action, para 137.

16 FDFA, Mine Action Strategy of the Swiss Confederation (2012–2015), online: <http://www.eda.admin.ch/eda/en/home/topics/peasec/peac/armcon/nonpro/mine.html>.

Comprehensive and coherent Swiss approach

The many opportunities and challenges to implement the Resolutions on Women, Peace and Security well presuppose the political will and a close coordination and cooperation between the departments involved, namely the Federal Department of Foreign Affairs (FDFA) and the Federal Department of Defence, Civil Protection and Sport (DDPS). The Federal Department of Justice and Police (FDJP) and the Federal Office for Gender Equality (FOGE) may also be involved.

Swiss human security policy and international cooperation are more coherent and effective if all relevant actors in the federal administration work together and coordinate their activities (whole-of-government approach). This claim to coherence also requires the involvement of other organisations, i.e. interested civil society and private sector organisations as well as state and non-state international actors (whole-of-system approach).¹⁷

The Coordination Committee for Peace Policy¹⁸ in 2006 created an Interdepartmental Working Group (WG 1325) led by the FDFA/HSD (previously PD IV). WG 1325 is composed of representatives of the FDFA and DDPS. In consultation with the FDHA and the FDJP the working group drafted the first and second National Action Plans to implement UN Security Council resolution 1325 (NAP 1325).¹⁹ The Federal Council took note and put into force the first NAP 1325 for the implementation phase 2007-2009 on 31 January 2007 and the second NAP 1325 (2010-2012) in October 2010.

In the interests of realistic planning, the catalogue of measures (logframe) is valid for a maximum of four years. The first implementation phase of NAP 1325 was concluded in 2009 and the second implementation phase ended in 2012. Based on the findings detailed in the progress reports and in light of the follow-up UNSC resolutions 1820, 1888, 1889, 1960 and 2106, WG 1325 drew up the present revised version of NAP 1325.

Through regular monitoring of progress in implementation and in exchanges with civil society organisations (Platform 1325) Switzerland shows accountability and sets the direction for the next stages of implementation. A periodic progress report assesses the impact of the implementing measures and allows for evidence-based adaptation of NAP 1325. WG 1325 drafts the progress report on the basis of individual reports from all the relevant agencies and subsequently submits it to the Coordination Committee for Peace Policy for approval (Chapter IV). Following this third implementation phase an external evaluation is foreseen.

NAP 1325 is a living document and is designed for needs-based adaptation and evolution. For this purpose a participatory mechanism has been developed in which the Coordination Committee for Peace Policy plays a strategic supervisory and monitoring role (Chapter V).

The financial and human resources required to implement NAP 1325 are allocated by the entities responsible for implementing the measures. Specifically, each entity appoints its own individuals with responsibility for implementing the NAP (Chapter VI).

¹⁷ Message of 29 June 2011 on continuing measures to promote peace and human security 2012–2016, BBl **2011** 6369, Message of 15 February 2012 on international cooperation 2013–2016, BBl **2012** 2602.

¹⁸ The Coordination Committee for Peace Policy comprises representatives from various sections of the Federal Department of Defence, Civil Protection and Sport (DDPS), the Federal Department of Finance (FDF), the Federal Department of Foreign Affairs (FDFA), the Federal Office of Police, the Federal Office for Migration, within the Federal Department of Justice and Police (FDJP), and the State Secretariat for Economic Affairs (SECO), within the Federal Department of Economic Affairs, Education and Research (EAER). The committee acts in an advisory capacity and serves to improve coordination and coherence among the different federal administration agencies involved in peacebuilding.

¹⁹ In 2010, WG 1325 was expanded to include representatives of the Federal Department of Justice and Police (FDJP) (Office of the Attorney General and the Federal Office of Police). The Federal Office for Gender Equality (FOGE) was also consulted on an ad hoc basis. Interested civil society stakeholders (e.g. NGO Platform 1325) were consulted on the draft NAP 1325 via swisspace/KOFF (coordination).

II. Overview of the recommendations from the second implementation phase (2010–2012)

In the period 2010-2012 the third and fourth progress reports were drafted by WG 1325. The reports gave an overview of developments in the implementation of NAP 2010 – 2012. The monitoring process showed that the resolutions on Women, Peace and Security are in many respects already an integral component of Swiss peace policy and humanitarian policy. With regard to certain strategies and in cooperation with the international community Switzerland has established its own profile. Yet in certain areas there is still room for improvement.

The following recommendations were made:

- › Further develop synergies between NAP 1325 and the thematic and geographical strategies of the federal administration.
 - › Promote the participation of women in peace-building in a more targeted way at the programme and project level and make more resources available for this.
 - › Support the policy of increased participation of women by establishing gender-specific sets of data on electoral business and on the secondment of Swiss personnel to international and regional organisations.
 - › Consistently pursue the gender balance policy at the national level, recruit more women to the diplomatic service and increase the number of women at middle and higher management level in the FDFA in order to achieve the targets of the 2010-2020 equal opportunity strategy and to be credible in the implementation of gender policy.
- › Set the benchmark for the percentage of women in the Swiss Expert Pool at 40-60% as in the last implementation period the target was far exceeded (40%). On the other hand the recruitment of more women police officers remains a challenge, which must be addressed given the requirement in this regard set by UN Security Council resolution 1960 (2010).
 - › In the last implementation period measures were identified to increase the proportion of women in military peace operations. The Swiss share of women, 7.4%, is far higher than the average in the UN military peace missions (2%). In order to comply fully with the UN Security Council demands the Swiss practice must be continued and extended. The target is for a 10% female quota by 2016.
 - › Increase the overall financial and personnel commitment to the implementation of resolution 1325 and follow-up resolutions. The extent and allocation of financial resources should be clear.

III. Measures (2013–2016)

Switzerland shares the concern of the United Nations and the states to implement the goals of UN-SCR 1325 as quickly as possible. In order to express its support for the common agenda and to contribute to efforts towards accountability, transparency and better comparability, Switzerland has aligned the goals of NAP 1325 with the focus areas of the UN system.²⁰ Hence the catalogue of measures (log-frame) is now subdivided into five goals:

Goal 1: Greater participation of women in peace-building

Goal 2: Protection of the rights of women and girls during and after violent conflicts, and prevention of gender-based violence

Goal 3: Greater inclusion of a gender perspective during and after armed conflicts in emergency aid, reconstruction and in dealing with the past

Goal 4: Greater inclusion of a gender perspective in conflict prevention

Goal 5: Mainstreaming “Women, Peace and Security” in the federal administration

Each of these goals includes three subordinate goals (with the exception of Goal 5), ordered as follows:²¹

1. Multilateral policy
2. Switzerland’s personnel policy
3. Bilateral activities and peace policy programmes as well as programmes for fragile states

The revised NAP 1325 determines responsibilities for activities and contains indicators to better measure progress.

The five stated priorities should not be seen as independent of one another but rather as interconnected. At the same time, the call for a greater participation of women should be understood as the overriding principle.

²⁰ To achieve better results for women and girls in conflict-affected and fragile contexts the United Nations has developed a conceptual framework and indicators to point to the willingness to take more accountability. These indicators should serve as a common base for reporting by relevant UN departments, other international and regional organisations and the member states. On the basis of the resolution texts four focus areas were agreed for implementation. These focus areas have since been incorporated into the national action plans of a number of states.

²¹ It is evident that UN Security Council resolution 1325 and its successor resolutions are above all directed at states and parties affected by or at risk of armed conflict. In such cases Switzerland acts indirectly within the scope of multilateral or bilateral policy. Switzerland implements at a national level those clauses directed at all states.

GOAL 1

Greater participation of women in peacebuilding



SUBORDINATE GOAL 1

Through its multilateral policy, Switzerland supports greater female participation in peacebuilding efforts.

Measures	Responsible entity(ies)	Indicators
<p>1 Commitment to a greater participation of women in conflict resolution roles in regional and international organisations,²² in particular:</p> <ul style="list-style-type: none"> • assignment of high-ranking mediation positions to women • participation of women affected by conflict 	HSD, representations abroad	The Swiss contribution to political divisions of international and regional organisations includes funds earmarked for UNSCR 1325-related activities (e.g. UN DPA).
<p>2 Commitment to the creation of supportive conditions for a better gender balance in peace missions, in UN operations, and in the OSCE at both the institutional and field level.</p>	HSD, SDC, DSP, DDPS, representations abroad	Active participation in meetings of the relevant bodies, in particular: <ul style="list-style-type: none"> • Special Committee on Peacekeeping Operations (SCPKO) • TCC Meetings • GA 5th Committee (budget) • OSCE
<p>3 Contributions to debates in international and regional bodies²³ with a focus on the inclusion of UNSCR 1325 and gender-relevant elements in resolutions, declarations and programmes in the area of peacebuilding.</p>	HSD, DIL, SDC, EO FDFA, representations abroad	<ul style="list-style-type: none"> • Use of agreed language for improved gender mainstreaming of instruments. • Swiss contribution to development/revision of instruments taking account of UNSCR 1325. • Statements referring to UNSCR 1325 in international and regional bodies,²⁴ particularly the UN, OSCE and EAPC/PfP.
<p>4 Close cooperation with likeminded states as well as the strengthening and use of networks, e.g. the Group of Friends of Resolution 1325 and ACT²⁵.</p>	Mission in NY	Active involvement in UNSCR 1325-relevant networks.
<p>5 Federal Council focus on promoting the international Women, Peace and Security agenda.</p>	DP, SDC, EO FDFA	<ul style="list-style-type: none"> • Federal Council speeches and statements that refer to the situation of women in conflict and post-conflict contexts.

²² CEDAW General Recommendation No. 23, para 40.

²³ Within the UN: High-level events, Security Council (open debates), General Assembly (thematic debates). Peacebuilding Commission, organisational Committee, Human Rights Council, ECOSOC (Commission on the Status of Women); In the framework of the OSCE: at ministerial meetings/meetings of heads of state, in the gender evaluation report of the Secretary General to the Permanent Council, in the Forum of Security-Cooperation in conjunction with the coordinator for UNSCR 1325, in human dimension meetings on a relevant topic (HDS, HDIM), at side events;

In the framework of the EAPC/PfP: Ambassadorial meetings in EAPC format, Political and Partnerships Committee, KFOR Policy Coordination Group, Military Committee, Military Committee Working Group (Cooperation), side events.

²⁴ See footnote 23 above.

²⁵ ACT: accountability, coherence, and transparency.

SUBORDINATE GOAL 2

Through its human resources policy, Switzerland promotes in a targeted fashion the equal participation of men and women in military and civilian peacebuilding efforts.

Measures	Responsible entity(-ies)	Indicators
<p>1 Commitment to an improved gender balance in international and regional organisations, and in particular to an increased female representation in leadership positions.²⁶</p>	<p>IOD, ECACOD, EO FDFA, HSD, representations abroad</p>	<ul style="list-style-type: none"> • In election procedures: number of supported female candidates²⁷ from Switzerland and other states and number of supported male candidates for posts typically filled by women. • Statistics contained in the foreign policy report show an increased percentage of women in international and regional organisations. • Number of seconded male candidates for posts typically held by women.
<p>2 Promotion of the equal representation of women in management posts in the civil and diplomatic services with a view to greater participation of women in peacebuilding.</p>	<p>EO FDFA, FOGÉ</p>	<p>Measuring of progress in accordance with CE-DAW 2010–2014 action plan and the FDFA equal opportunities policy 2010–2020 annual report (by 2020: at least 30% women in senior management positions; 50% women in middle and lower management; 50% women in all positions with personnel-management responsibility; steps to achieve the target values are broken down into two-year targets for each organisational entity.)</p>
<p>3 Equal numbers of both sexes in all job profiles and in particular in management positions in the Swiss Expert Pool for Civilian Peacebuilding.</p>	<p>HSD</p>	<ul style="list-style-type: none"> • Percentage share of women in the total pool, deployed on missions and per area of secondment stands at 40–60%. • Gender statistics by rank of seconded personnel, as well as by leadership and key positions (e.g. HSA). • Identification of measures to increase the share of women deployed on police missions.²⁸
<p>4 Greater support for the deployment of qualified women in conflict resolution.</p>	<p>HSD</p>	<p>Number of women mediators and female HSA sent by Switzerland compared with the share of men.</p>
<p>5 Measures to gradually increase the share of women in SWISSINT and the armed forces in line with the Security Policy Report, especially at management level.</p>	<p>DDPS</p>	<p>Share of women in peacekeeping missions (Target: 10% 2016).²⁹</p>

²⁶ Article 7 CEDAW; CEDAW General Recommendation No. 23, para 30.

²⁷ Global Indicator 7 (responsible entity: UN Women); CEDAW General Recommendation No. 23, paras 39, 49.

²⁸ Increase in the share of women in the police division responsible for recruiting for peace missions under OP 15 UNSCR 1960 (2010).

²⁹ Under OP 15 UNSCR 1960 (2010) the Security Council encourages member states to increase the proportion of women to military peacekeeping missions.

SUBORDINATE GOAL 3

Bilateral activities, peace policy programmes and programmes for fragile and conflict-affected states foster greater female participation in political processes and peacebuilding efforts.

Measures	Responsible entity(ies)	Indicators
<p>1 Engagement in political dialogue and dossiers for bilateral summits, as well as commitment in programmes and projects for the greater participation of women and the inclusion of a gender perspective in political processes, especially as regards Track 1³⁰, and with a focus on:</p> <ul style="list-style-type: none">• peace negotiations and conflict resolution• dialogue facilitation, mediation• elections and democratisation, constitutional processes	HSD, SDC, MENAD, SAFD, APD, AD, DSP	<ul style="list-style-type: none">• The dossiers contain relevant messages and questions.• Women take part in bilateral talks and political dialogue.• Projects and programmes whose aims and theory of change are gender sensitive, evaluation reports.• HSA reporting.
<p>2 Increasing women's capacity to participate in political processes in conflict regions and fragile contexts through:</p> <ul style="list-style-type: none">• support for selected networks (e.g. Women's Political Caucus, civil society organisations, including women's organisations)• measures to build capacity (training, support, coaching structures etc.)	HSD, SDC	<ul style="list-style-type: none">• Projects that support or cooperate with civil society networks, including women's organisations.• Projects aimed at capacity-building for women in political processes.• Projects that include capacity-building on gender issues.
<p>3 Inclusion of gender-relevant elements in peace process documents (e.g. ceasefire agreements, peace agreements, constitutions).</p>	HSD, MENAD, SAFD, APD, AD	Number of peace process documents arising through Switzerland's support that deal substantively with the issue of gender. ³¹

³⁰ Peacebuilding measures in the framework of state diplomacy/intervention at the government level.

³¹ Global Indicator 8 (responsible entity DPA); CEDAW General Recommendation No. 23, para 17.

GOAL 2

Protection of the rights of women and girls during and after violent conflicts, and prevention of gender-based violence



SUBORDINATE GOAL 1

Switzerland uses multilateral policy instruments to strengthen its efforts in relation to the prevention of gender-based violence and the protection of the rights of girls and women during and after violent conflicts.

Measures	Responsible entity(ies)	Indicators
<p>1 Engagement in multilateral bodies and forums³² to strengthen protection of the rights of women and girls as well as a stronger commitment to the protection of women human rights defenders.³³</p>	<p>DP, DIL, SDC, FDJP, EO FDFA, FOGE, FSIO, representations abroad</p>	<ul style="list-style-type: none"> • Statements and sponsored instruments³⁴ that reflect gender-specific protection provisions.³⁵ • Implementation of the NAP measures is included in the reporting cycles (e.g. periodic CEDAW and CRC state reports).
<p>2 Commitment to strengthen the legal framework and measures aimed at combating sexual exploitation and abuse (SEA) by members of peace missions and those deployed abroad.</p>	<p>HSD, SDC, DDPS</p>	<p>Active participation in meetings of the relevant agencies, in particular:</p> <ul style="list-style-type: none"> • UN Special Committee on Peacekeeping Operations (SCPKO) • TCC Meetings • GA 5th Committee (Budget) • PfP/EAPC • OSCE • HRC
<p>3 Commitment to mechanisms that investigate genocide, war crimes, crimes against humanity and grave human rights abuses, in particular:</p> <ul style="list-style-type: none"> • female participation mechanisms • mechanisms addressing gender-based violations of rights 	<p>HSD, DIL</p>	<ul style="list-style-type: none"> • References to transitional justice instruments. • Support for Justice Rapid Response (JRR)/ UN Women. • Standards for Monitoring, Reporting and Fact-finding Missions (MRF). • Support for MRF missions.

³² See above, list in footnote 23, in particular HRC, SCPKO, ECOSOC, UNGA, Review Conference of the Geneva Declaration on Armed Violence and Development, OSCE, ExCom UNHCR, ICRC Donor Support Group, ICRC Council of Delegates, OCHA, PfP, Group of Friends of PoC, Group of Friends of 1325.

³³ CSW Agreed Conclusions (2013), E/2013/27-E/CN.6/2013/11; SG Report on Women, Peace and Security, 2 October 2012, S/2012/732, para 69.

³⁴ e.g. UPR statements and resolutions in HRC.

³⁵ UNSCR 1325 (2000); 1820 (2008); 1888 (2009); 1889 (2009); 1960 (2010); 2106 (2013); 2122 (2013); UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and General Recommendations; UN Convention on the Rights of the Child (UNCRC); Geneva Conventions; Rome Statute; OSCE: MC.DEC/14/05: Women in conflict prevention, crisis management and post-conflict stabilisation; Convention against Transnational Organised Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organised Crime; Firearms Protocol and Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in All Its Aspects (Outcome document) A/CONF.192/2012/RC/CRP.3/Rev.3 (i.e. Part I OP 14, Part II, OP 9 and 10); Arms Trade Treaty; additional global and regional instruments of international law.

SUBORDINATE GOAL 2

Switzerland uses the instruments of its human resources policy to prevent and prosecute gender-based violence (GBV) and cases of sexual exploitation and abuse (SEA) in peace-keeping missions and deployments abroad.

Measures	Responsible entity(ies)	Indicators
<p>4 Support for applications and deployment of competent personnel to key institutions to combat GBV and SEA, such as:</p> <ul style="list-style-type: none"> • UN Office of Internal Oversight Services (OIOS) • Instruments of transitional justice • Peace missions 	HSD, representations abroad	<ul style="list-style-type: none"> • Gender-sensitive job advertisements. • Support given to suitably qualified candidates.
<p>4 Support for recruitment measures for rapid response teams and women protection advisors.³⁶</p>	HSD	<ul style="list-style-type: none"> • Support given to suitably qualified candidates.
<p>5 Explicit incorporation of the „Principle of Command Responsibility“ on SEA in all military chains of command during overseas missions.</p>	DDPS	<ul style="list-style-type: none"> • Inclusion of the pertinent guidelines and legal references in military orders and contractual documents.
<p>6 Consistent disciplinary and/or criminal prosecution of SEA and GBV committed by Swiss members of military and civilian peace missions and personnel deployed on missions abroad.</p>	DR, SDC, DDPS, Office of the Armed Forces Attorney General, competent cantonal judicial authorities	<ul style="list-style-type: none"> • All relevant institutions introduce and are familiar with mechanisms for reporting/lodging of complaints as regards cases of SEA. • Security concept and Code of Conduct (SDC) have been revised. • All relevant cases are punished by disciplinary measures or criminal proceedings (MCC/PC). • Number of disciplinary and criminal proceedings initiated.

³⁶ The deployment of more women protection advisors in peace missions is a priority for improved implementation of Security Council resolutions, OP 10 UNSR 1960 (2010); Statement by the President of the Security Council, 31 October 2012, S/PRST/2012/23.

SUBORDINATE GOAL 3

Through its bilateral activities and in accordance with its jurisdiction, Switzerland is committed to the prevention and elimination of gender-based violence, as well as to fighting impunity.

Measures	Responsible entity(ies)	Indicators
<p>1 Engagement in political dialogue and dossiers for bilateral summits to combat GBV in the following areas:</p> <ul style="list-style-type: none"> • Elimination of impunity and efforts to improve access to justice for victims of GBV • Protection for victims of GBV in armed conflicts and prevention of GBV • Combating human trafficking 	MENAD, SAFD, APD, AD, HSD	Combating GBV and associated impunity is addressed in political, human rights and migration dialogues, in bilateral dossiers and in demarches.
<p>2 Support for programmes to prevent gender-based violence in conflict-affected and fragile contexts, also involving stakeholders and representatives of the social environment (e.g. leaders from politics and society, as well as men and boys).³⁷</p>	SDC, HSD	<ul style="list-style-type: none"> • Programmes that include the prevention and combating of GBV among their targets. • Evaluation reports, examples of projects.
<p>3 Encouraging compliance with international law by non-state armed groups.³⁸</p>	HSD	<ul style="list-style-type: none"> • Dialogue and activities with armed groups concerning UNSCR 1325 related issues take place. • Number of Deed of Commitment signatures, number of Codes of Conduct. • Reports on armed groups' compliance with international law.
<p>4 Prevention of SEA, GBV and human trafficking by private security firms.</p>	HSD, DIL	<ul style="list-style-type: none"> • Efforts to implement the International Code of Conduct for Private Security Service Providers (ICoC). • Number of PMSCs taking preventive measures. • Number of complaints under Articles 38 – 40 of the ICoC and certifications consequently withdrawn. • Withdrawal of certification following repeated infringement of the Code of Conduct.
<p>5 Prosecution of GBV as a war crime, crime against humanity or genocide, where the conditions for Swiss intervention are met.</p>	OAG, fedpol, Office of the Armed Forces Attorney General	<ul style="list-style-type: none"> • Number of proceedings initiated. • Number of prosecutions for GBV. • Number of individuals convicted of GBV or acquitted.

³⁷ CSW Agreed Conclusions (2013), E/2013/27-E/CN.6/2013/11.

³⁸ For provisions to be observed by non-state armed groups in the area of Women, Peace and Security, see: OP 9 UNSCR 1325 (2000), OP 2 UNSCR 1889 (2009); humanitarian access and SGBV: OP 12 UNSCR 1889 (2009); SGBV protective measures: OP 10 UNSCR 1325 (2000), OP 3 UNSCR 1820 (2008), OP 3 UNSCR 1889 (2009).

GOAL 3

Greater inclusion of a gender perspective during and after violent conflicts in emergency aid, reconstruction and in dealing with the past³⁹



SUBORDINATE GOAL 1

In the framework of its multilateral policy, Switzerland commits to including the gender perspective in emergency aid, reconstruction and rehabilitation efforts during and after violent conflicts as well as in fragile contexts.

Measures	Responsible entity(ies)	Indicators
1 Involvement in relevant agencies ⁴⁰ promoting respect for the sexual and reproductive rights of victims of SGBV. ⁴¹	HSD, SDC, EO FDFA	<ul style="list-style-type: none"> • Statements and sponsored instruments relating to sexual and reproductive rights of victims.
2 Commitment to the inclusion of a gender component in dealing with the past and security sector reform (SSR).	HSD, SDC	<ul style="list-style-type: none"> • International instruments (including resolutions) with a strong gender component.

SUBORDINATE GOAL 2

Switzerland uses the instruments of its human resources policy to increase gender expertise in deployments to conflict and post-conflict contexts.

Measures	Responsible entity(ies)	Indicators
1 Targeted secondment of gender experts to UN organisations and UN peacekeeping missions and programmes as well as to the OSCE at the field and institutional level. ⁴²	HSD	<ul style="list-style-type: none"> • Number of gender experts dispatched. • Number of deployed persons having undergone gender training.

39 On the rehabilitation of victims of SGBV and access to assistance, see: OP 13 UNSCR 1820 (2008); OP 10 UNSCR 1889 (2009); on the development and access to the health sector, see: OP 10 UNSCR 1889 (2009); on empowerment and gender-sensitive planning of assistance, see OP 9 und 10 UNSCR 1889 (2009); DDR processes: OP 13 UNSCR 1325 (2000), OP 10 UNSCR 1820 (2008), OP 13 UNSCR 1325 (2000), JSSR processes: OP 10 and 13 UNSCR 1820 (2008), OP 10 UNSCR 1889 (2009); protection of the internally displaced: OP 10 UNSCR 1820 (2008), OP 12 UNSCR 1889 (2009).

40 See footnote 23 above.

41 CEDAW General Recommendation No. 24 para 31.

42 SG Report on Women, Peace and Security A/65/354-S/2010/466 (2010), paras 38 – 39, “The Secretary-General urges Member States and regional and non-governmental organizations to recruit and devise appropriate terms of reference for such specialists, integrate them into their rosters of deployable personnel and dedicate resources to allow for their sustained engagement.”

SUBORDINATE GOAL 3

Switzerland implements UNSCR 1325 during and after violent conflicts, as well as in fragile contexts through its bilateral measures for emergency aid, reconstruction and dealing with the past.

Measures	Responsible entity(ies)	Indicators
<p>1 Emergency aid and reconstruction measures in conflict and post-conflict situations are gender-sensitive and take account of the specific security and basic needs of women and girls in the following areas:</p> <ul style="list-style-type: none"> • Sexual and reproductive health provision, in particular for victims of SGBV, including psycho-social, legal and economic aid • Gender-specific security needs of refugees and internally displaced persons (e.g. in the management of refugee camps and camps for the displaced, and other forms of refugee assistance) 	SDC, HSD	<ul style="list-style-type: none"> • Programmes and projects contain gender components and gender-strategic targets. • Evaluation reports take account of the gender-specific targets.
<p>2 Integration of women and gender aspects in police, justice and armed forces reform (SSR, DwP).⁴³</p>	HSD, SDC, DDPS	<ul style="list-style-type: none"> • HSA/SDC/DDPS reporting. • DCAF reporting. • Evaluation reports, examples of projects.
<p>3 Activities, programmes and projects focused on dealing with the past (DwP) incorporate gender aspects in all four areas: Right to Truth, Right to Justice, Right to Reparation, Guarantee of Non-Recurrence).⁴⁴</p>	HSD, SDC	<ul style="list-style-type: none"> • Projects and programmes with gender sensitive targets; evaluation reports. • HSA reporting.
<p>4 Activities, programmes and projects of humanitarian demining and clearance of explosive remnants of war integrate gender aspects and take account of the specific needs of girls and women.⁴⁵</p>	HSD, DDPS	<ul style="list-style-type: none"> • Active support for an integrated gender perspective at the level of multilateral policy (UN General Assembly First Committee, APMBC, CCM and CCW). • Political and financial support for the Gender and Mine Action Programme (GMAP). • Gender aspects are systematically integrated into the programme and project cycles and, where necessary, improvements are sought in consultation with partners. • Whenever possible delegations and deployments are made up of an equal number of men and women.
<p>5 Activities undertaken to protect and guarantee the rights of internally displaced persons and refugees, and the search for durable solutions are gender-sensitive.⁴⁶</p>	HSD, SDC, FDIS, MENAD, SAFD, APD, AD	<ul style="list-style-type: none"> • PiR programmes are gender-sensitive. • Planning and implementation as well as the negotiation of durable solutions are carried out with the equal participation of both sexes or strong representation of women and girls. • Housing, land and property projects are gender sensitive. • Emergency aid for internally displaced persons and refugees reaches women and girls, particularly women who are raising or providing support for a family on their own.

43 OP 10 UNSCR 1889 (2009); Efforts to reform the security sector integrate the different security needs and priorities of women and men, cf. UN Global Indicator to track implementation of UNSCR 1325 No. 26, UN SG Report on Women, Peace and Security S/2010/498 (2010), para 129.

44 OP 9 and 10 UNSCR 1889 (2009).

45 OP 9 and 10 UNSCR 1889 (2009).

46 OP 10 UNSCR 1820 (2008), OP 10 UNSCR 1889 (2009).

GOAL 4

Greater inclusion of a gender perspective in conflict prevention



SUBORDINATE GOAL 1

Switzerland uses the instruments of its conflict prevention policy and incorporates a gender perspective.

Measures	Responsible entity(ies)	Indicators
1 Greater consideration of the gender perspective in Switzerland's efforts to prevent atrocities.	HSD, DIL	Action is taken and statements are made on the systematic integration of a gender perspective.
2 Integration of gender aspects into small arms control and international arms control. ⁴⁷	HSD, DSP, DDPS	<ul style="list-style-type: none">• Statements and sponsored instruments for tighter controls on small arms.• Commitment to the implementation of the Arms Trade Treaty.• Evaluation reports, examples of projects.

⁴⁷ Particularly with regard to building capacity and strengthening women's participation see GA Resolution on Women and Disarmament A/RES/67/48 (2013) and Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in All Its Aspects (Outcome Document) A/CONF.192/2012/RC/CRP.3/Rev.3, 7 September 2012.

SUBORDINATE GOAL 2

All Swiss civilian peacebuilding and military peacekeeping personnel and personnel to be deployed to conflict-affected and fragile contexts⁴⁸ are familiar with the issues covered by UNSCR 1325, 1820, 1888, 1889, 1960, 2106 and 2122.

Measures	Responsible entity(ies)	Indicators
1 Training of members of the Swiss Expert Pool for Civilian Peacebuilding.	HSD	<ul style="list-style-type: none"> 75% of seconded and deployed personnel have undergone training on the issues of women, peace and security. Qualitative feedback through course evaluation questionnaires. Feedback from debriefing is taken into account when designing courses.
2 Routine training of all members of military peacekeeping.	DDPS	<ul style="list-style-type: none"> All members of military peacekeeping missions have undergone training on the content of „Women, Peace and Security“. Collection of qualitative feedback using course evaluation questionnaires. Feedback from reporting is taken into account when designing trainings.
3 SDC personnel deployed to conflict-affected and fragile contexts are aware of the content of „Women, Peace and Security“.	SDC	<ul style="list-style-type: none"> Awareness raising takes place.
4 Pre-deployment briefings based on context-specific gender factsheets as well as gender-specific reporting at the end of the mission for all civilian peacebuilding personnel.	HSD	<ul style="list-style-type: none"> Integration of gender-specific issues in pre- and post-deployment briefings, as well as in the related forms, guidelines, etc. The forms contain a question on compliance with and relevance of UNSCR 1325 related training during missions.
5 Integration of gender-specific issues in the reporting by serving members of military peacekeeping insofar as existing possibilities permit.	DDPS	<ul style="list-style-type: none"> References to gender-specific issues in the reporting and details on compliance with and the relevance of UNSCR 1325 requirements during peacekeeping missions.

SUBORDINATE GOAL 3

At the bilateral level, Switzerland is committed to greater inclusion of a gender perspective in conflict prevention and to strengthening the role of women.

Measures	Responsible entity(ies)	Indicators
1 At the bilateral level, Switzerland promotes the greater inclusion of a gender perspective in conflict prevention. It supports activities that strengthen the role of women in conflict prevention.	HSD, SDC, MENAD, SAFD, APD, AD, representations abroad	<ul style="list-style-type: none"> HSA reporting Reporting by representations abroad. Evaluation reports relating to NAP 1325; examples of projects.

48 OP 10 UNSR 1820 (2008), OP 9 UNSR 1889 (2009).

GOAL 5

Mainstreaming “Women, Peace and Security” in the federal administration

SUBORDINATE GOAL 1

Greater synergies between NAP 1325 and other strategies.

Measures	Responsible entity(ies)	Indicators
<p>1 Integration of a gender perspective in thematic strategies, regional programmes and country strategies for fragile and conflict-affected states, as well as the development of strategic targets related to Resolution 1325.</p>	HSD, DSP, SDC, DDPS	<ul style="list-style-type: none">• A gender perspective or goals related to Resolution 1325 are contained in all relevant strategic peacebuilding documents and in programmes for those affected by conflict and fragile states.• The ToR for evaluations take account of the goals related to Resolution 1325.

SUBORDINATE GOAL 2

Through its human resources policy, Switzerland promotes the mainstreaming of Women, Peace and Security in the federal administration.

Measures	Responsible entity(ies)	Indicators
<p>1 Internal gender focal points are established and gender contact persons appointed and given the necessary time for gender mainstreaming activities.</p>	SDC, HSD, DDPS	<ul style="list-style-type: none">• Job descriptions for internal gender focal points and gender contact persons set out the tasks and allow sufficient time to fulfill them.
<p>2 The administration’s gender networks contain, wherever possible, an equal number of men and women.</p>	EO FDFA, HSD, SDC	<ul style="list-style-type: none">• Number of women and men in gender networks.

SUBORDINATE GOAL 3

Continued capacity building in policy planning and implementation in the area Women, Peace and Security.

Measures	Responsible entity(ies)	Indicators
1 Awareness raising of employees including those in high ranking management positions.	HSD, SDC, DDPS	<ul style="list-style-type: none"> Resources and instruments made available. Meetings and training courses held.
2 Gender mainstreaming in all areas of programme and project management, and monitoring of the implementation through internal gender focal points.	HSD, DSP, SDC, DDPS	<ul style="list-style-type: none"> Internal gender focal points are given competencies and gender mainstreaming is achieved. Use of control instruments (e.g. principles of gender-responsive budgeting).
3 Strengthening of cooperation with strategic partners in the area of gender mainstreaming.	HSD, SDC	<ul style="list-style-type: none"> Programmes of strategic partners include the gender perspective. Contracts with strategic partners contain gender-specific targets.
4 Dissemination of NAP 1325 both inside and outside the federal administration.	DPA, DIL, SDC, EO FDFA, DDPS	<ul style="list-style-type: none"> NAP goals are well understood within the administration. Publication of the NAP on the websites of at least the FDFA (HSD) and the DDPS. Appearance of articles in pertinent publications. Wide circulation of NAP 1325, including the Swiss representations abroad.

SUBORDINATE GOAL 4

Greater accountability and strengthened monitoring function for civil society and parliament.

Measures	Responsible entity(ies)	Indicators
1 Regular monitoring of implementation of NAP 1325.	HSD, WG 1325	<ul style="list-style-type: none"> An annual progress report is drawn up with various priority areas. At the end of the implementation period a comprehensive report is drawn up. Reporting in the frame of the NGO Platform 1325. Reports delivered to the foreign affairs committees of the National Council and Council of States.
2 Impact analysis of selected projects and programmes.	HSD, DSP, DDPS	<ul style="list-style-type: none"> Financial and human resources earmarked for impact analyses, and impact analyses carried out. Support for studies on the implementation of UNSCR 1325 as part of the peacebuilding activities of the UN, NATO and EU insofar as available resources permit.
3 External evaluation of the integration of UNSCR 1325 in Swiss foreign policy.	HSD, SDC	<ul style="list-style-type: none"> Evaluation of efforts to implement UNSCR 1325 in Switzerland between 2007 and 2016.

IV. Monitoring of implementation measures

› WG 1325 meets at least once a year to ensure the monitoring of implementation measures. The meetings are attended by at least one representative from each office involved in the implementation.

› During this meeting, participants analyse the current implementation status using the NAP logframe, identify what further steps are necessary for implementation and assess whether or not the list of implementing measures needs updating. Every year a report is drafted setting out new priority areas.

› Each meeting will draw up a protocol, as an appendix to NAP 1325.

› Following each meeting, the Coordination Committee for Peace Policy is informed at its own follow-up meeting, verbally and via the protocol, about the results of the WG annual meeting and the current status of implementation efforts. It approves the WG report.

› To ensure parliamentary oversight the WG implementation report is distributed to the foreign affairs committees of the National Council and Council of States.

› The Swiss NAP is inclusive in its development and implementation. The central role of civil society in the implementation of resolution 1325 was again underlined at the UN General

Assembly in 2012. Swiss civil society was also very involved in developing the Swiss NAP. Since then interested civil society stakeholders in Switzerland have been actively consulted over both processes (revision and implementation of the NAP). At the Gender and Peacebuilding Roundtables organised by the Centre for Peacebuilding (KOFF) of the swisspeace foundation, representatives of non-governmental organisations and research institutes active in peacebuilding (NGO Platform 1325) are informed at least once a year about the current status of implementation work.

› Public awareness activities and measures in Switzerland support the implementation measures and increase understanding for the change initiated by NAP 1325.

V. Further development of NAP 1325

NAP 1325 is an adaptable document that can be revised and added to at any time. The following participatory procedure is in place:

- › Individuals and organisations active in peace-building have the possibility to submit a request to review any proposed additional measures.
- › Requests to review additional measures must be submitted to the FDFA HSD, in writing and giving a reason for the request.
- › HSD submits the requests to WG 1325.
- › WG 1325 checks these and decides whether or not to recommend acceptance of the request to the Coordination Committee for Peace Policy.
- › It is up to the Coordination Committee for Peace Policy to decide whether or not to incorporate a new measure into NAP 1325, through a process based on simple majority. If the pro-

posed measure concerns a department or an office of the federal administration that is not represented in the Coordination Committee for Peace Policy, then the department or office in question must also be consulted.

- › WG 1325 must explain to the individuals or organisation at the origin of the request, on behalf of the Coordination Committee for Peace Policy, the reason for its rejection or its acceptance.
- › A measure that has been accepted will be added to NAP 1325.
- › This procedure also applies in the case of any request from a government office.
- › As a general rule the process from submission of the request to the decision lasts 3 months.

VI. Resources

In deciding on the commitment of either human or financial resources, the offices concerned must bear in mind that the implementation of UNSCR 1325 is a priority. All offices involved in the implementation must take into account that the implementation of UNSCR 1325 and the list of related concrete measures enjoy priority status insofar as existing possibilities permit.

VII. Examples of implementation

Afghanistan⁴⁹

Afghanistan is among the most dangerous places in the world for women. The maternal mortality rate is one of the highest worldwide. Violence against women, domestic violence, abuse, forced marriage and economic and political discrimination are commonplace. Although there are laws to eliminate violence against women these are rarely applied. Most women are not even familiar with these rights and have little or no access to legal protection.

To strengthen women's rights and awareness of these rights, Switzerland supports the Civil Society and Human Rights Network. It is also involved in the National Human Rights Programme that offers legal aid to women affected by violence and that promotes awareness of the rights of women in society. In addition Switzerland supports the promotion of education for girls and strengthens the economic and social position of women through the creation of earning potential and income generation.

Switzerland supports efforts to combat domestic violence with a contribution to the Law and Order Trust Fund for Afghanistan (LOTFA). Women are underrepresented in the Afghanistan police force. Domestic violence against women is widespread and in most cases is not reported or prosecuted. For a long time female victims had few possibilities to report crimes as police stations were entirely staffed by men. The recruitment of female police officers is being promoted within the framework of justice and police reform. By the middle of 2013 over 1,940 women had been admitted to the police force. They are primarily involved in investigating crimes against women and children. Through the recruitment of female police officers, the creation of an equality

⁴⁹ One of six guiding principles in the Swiss Agency for Development and Cooperation (SDC) Afghanistan country strategy is Equity with special attention to gender equality: No group is excluded from access to decision-making and public goods and services. Swiss assistance shall adapt to the specific needs and demands of men and women, particularly those of the disadvantaged, marginalised and vulnerable population groups such as IDPs and returnees, to enable them to have equal access to human development.

unit in the interior ministry and the introduction of family response units at police stations, victims of violence are ensured access to public safety facilities and domestic violence against women is reduced. Thanks to the Swiss contribution to extending the network of family response units to police stations in Kabul and five other provinces, women have an official contact point where they find refuge and protection. Training and awareness programmes on the subject of equality and violence against women have been extended to cover all police personnel.

In addition, Switzerland is campaigning for the implementation of the recommendations of the UN Human Rights Council Universal Periodic Review. Switzerland is part of the EU Human Rights and Gender Working Group in collaboration with the UNAMA Human Rights Unit. The group coordinates the human rights activities of donor countries and exchanges ideas on the current situation in the country in order, if necessary, to implement joint interventions or offer support.

Dialogue with armed non-state actors to prevent gender-based violence

Switzerland raises the issue of gender-specific violence in discussions with armed non-state actors, for example on the "Reaction to Norms" project of the Geneva Academy of International Humanitarian Law and Human Rights (ADH). The project deals, among other things, with gender-specific violations of international humanitarian law.

Switzerland further supports Geneva Call, an NGO that appeals to armed non-state actors to comply with international humanitarian law. Geneva Call develops measures for observing these norms to provide better protection to the civilians, women and children. To this end Geneva Call elaborates so-called Deeds of Commitment. Previously deeds were drawn up on banning landmines, child soldiers and recently also against sexual violence. Armed

non-state actors travel to Geneva to sign unilateral commitments to observe humanitarian law at confidential workshops.

In 2011 Switzerland gave financial support to the development of the Deed of Commitment for the Protection of Children from the Effects of Armed Conflict. This deed opposes the recruitment of child soldiers and its wording contains important gender components. It expressly mentions boys and girls as well as sexual violence. Seven armed groups from Burma/Myanmar have signed this deed. An important aspect of the work of Geneva Call is that it carries out monitoring of implementation of deeds along with local organisations and conducts inspection visits.

North Africa

Women had a determining influence on the popular uprisings that occurred during the so-called Arab Spring in North Africa. They joined with men to rise up against despotism, oppression, corruption, poverty and unemployment. As part of its human security policy and development work Switzerland supports the transition to democratic structures and the promotion of human rights in North Africa. In so doing it takes account of the goals of resolution 1325. Switzerland aims to safeguard the rights of women and the progress made so far without influencing the outcome of future domestic political reforms.

In Egypt Switzerland is sponsoring initiatives that include support for inclusive reform processes and the political participation of women. The Carter Center is organising a Human Rights Defenders Forum in Cairo in 2013 on the subject of religion and women's rights at which religious and traditional structures will be mobilised to press for respect for women's rights. Through the close cooperation between human rights defenders and religious as well as traditional leadership structures in the area of women's rights, religious leaders will be mobilised to defend and advance women's rights and policy makers positively influenced. The aim of a further project in Egypt is to form a coalition of different women's organisations (PeaceWomen Promote Democratic Processes).

In Tunisia Switzerland has provided support to civil society institutions since summer 2011 to advance an inclusive transition process with the participation of women. One project focuses on cooperation with women's rights organisations and civil society (Association Tunisienne des Femmes Démocrates – ATFD). Another project was devoted to constitutional reforms and women's participation in electoral legislation ("Accompanying Tunisia's Democratic Transition"). Women's participation in electoral processes is also supported through contribution payments to the UNDP electoral support project. A series of workshops was organised for selected politicians,

interested circles, party representatives and women from all areas of society to encourage them to embrace the challenges and opportunities of election processes and to agree on measures to advance women's participation.

In addition Switzerland supports a project on cross-party dialogue – "Violence against Women" – led by the Center for Humanitarian Dialogue. With Switzerland's support a colloquium on cultural rights was organised for women's organisations and the "jeunes démocrates" organisation, focusing primarily on the gender and age factors. Switzerland also supported the Tunisian Universal Periodic Review Process in which women's rights played a major role.

In Libya Switzerland co-financed in particular those UNDP projects aimed at boosting the participation of women. Following the elections women now account for 16% of National Congress members. In addition Switzerland supports organisations in Libya that specifically include both women and men in their team, for instance, Lawyers for Justice in Libya, which travels the country by bus drawing attention to the forthcoming constitutional process. At the forefront were two young women who facilitated dialogue with civil society and became the public face of the organisation. Various projects carried out with the NGO Mines Advisory Group aimed to address the specific needs of women and girls in addition to those of men and boys with regard to the dangers of explosive remnants of war. At courses attended by affected residents of contaminated areas, adults as well as children at boys' and girls' schools learnt how to safely negotiate the dangers in Libya.

At a regional level Switzerland sponsors the work of various women's networks with a peace-policy agenda, for example, the "National Dialogue for Implementation of UNSCR 1325", a project run by the Women's International League for Peace and Freedom (WILPF), the Annual Forum of the Civil Society Action Network (ICAN) and its short "What Women Say" country fact sheets, as well as the activities of PeaceWomen Across the Globe.

UNSCR 1325 and the Mine Action Strategy of the Swiss Confederation⁵⁰

Switzerland's international commitment has been primarily on two levels. First, it calls for the integration of a gender perspective in disarmament instruments. In 2010 Switzerland was co-sponsor of the first UN resolution on women and disarmament and also played an active role in the negotiations in 2012 on the new version.⁵¹ Second, Switzerland strongly argues for armed non-state actors to accept their obligation to protect the civilians. Switzerland is very active in this area of diplomacy. For example, representatives of over 42 groups travelled to Geneva to sign the Deed of Commitment on banning landmines (including the PKK, FARC and different armed groups from Burundi, India, Iran, Iraq, Myanmar/Burma, the Philippines, Somalia, Sudan and Western Sahara).

In 2011 the Swiss Armed Forces made on average nine experts available to the United Nations Mine Action Service. In total Switzerland has spent around 15 million francs a year on mine clearance, with around half of that going to the Geneva International Centre for Humanitarian Demining (GICHD). The Gender and Mine Action Programme (GMAP) is based at GICHD and co-financed by Switzerland. This project has a direct influence on the gender-sensitive planning of demining projects and the drafting of political measures. There are three components to its work: a) research and dissemination of information, b) outreach, training and capacity building, and c) promotion of the inclusion of gender dimensions in the work around relevant disarmament treaties.

Apart from multilateral efforts, the deployment of DDPS mine experts and core contributions to strategic partners, Switzerland also funds projects in the field. One example is Swiss engagement in Kosovo. Switzerland supports and finances mine clearance where mass graves are suspected. This cooperation with the International Commission on Missing Persons particularly benefits the women of the region. Most of the around 14,000 missing persons are men. Investigating their whereabouts helps in establishing the truth and dealing with the past. Socio-economic aspects are also considered in a gender-sensitive way. Women have difficulty in obtaining a widow's pension if there is uncertainty as to whether their husbands are still alive. This source of revenue is extremely important for the family's survival in a region in which unemployment is still high.

UNSCR 1325 and the federal government's small arms strategy

Statistics show that young men aged between 15 and 29 are most at risk of becoming victims of armed violence. Yet women are disproportionately victims of armed violence in terms of the small number of weapons in their possession. This is above all the case in post-conflict contexts, in situations of urban violence and also in terms of domestic and sexual violence.

Switzerland has an inclusive approach to reducing armed violence, and focuses its activity on both the availability of weapons and the demand for small arms. At the same time the federal government strives to take gender-specific aspects into account in its approach to the proliferation and the misuse of small arms. Following military conflicts women are less likely to be included in demobilisation programmes although they take part in conflicts and often assume specific roles. Leadership positions in military control centres and in law enforcement authorities are likewise still too often filled by men only. If women are denied a say and the power to co-decide on these military and peace-policy issues there will be no sustainable solutions to the problems experienced by both sexes.

⁵⁰ Security Council resolution 1325 along with the UNMAS Gender Guidelines for Mine Action direct all political and operational activities within the Mine Action Strategy of the Swiss Confederation (2012-2015).

⁵¹ General Assembly resolution on Women, Disarmament, Non-Proliferation and Arms Control, A/RES/67/48 (2013).

VIII. Glossary

CCPP	Coordination Committee for Peace Policy
CEDAW	UN Convention on the Elimination of All Forms of Discrimination against Women
DDPS	Federal Department of Defence, Civil Protection and Sport
DIL	Directorate of International Law
DPA	FDFA Directorate of Political Affairs
EAPC	Euro-Atlantic Partnership Council
ECACOD	Europe, Central Asia, Council of Europe, OSCE Division (previously PD I)
ECHR	European Court of Human Rights
ECOSOC	UN Economic and Social Council
EO FDFA	Office for Gender Equality FDFA-GS
EU	European Union
FDFA	Federal Department of Foreign Affairs
fedpol	Federal Office of Police
FOGE	Swiss Federal Office for Gender Equality
FSIO	Federal Social Insurance Office
GA	UN General Assembly
GBV	Gender-based violence
HDIM	OSCE Human Dimension Implementation Meeting
HDS	OSCE Human Dimension Seminar
HRC	UN Human Rights Council
HSD	FDFA Human Security Division (previously PD IV)
DSP	Division for Security Policy (previously Political Affairs Secretariat/Division for Security Policy and Crisis Management DSEC)
HSN	Human Security Network
IB V	International Relations Defence – RI D (DDPS)
IDWG	Interdepartmental Working Group on UNSCR 1325
KFOR	Kosovo Force (NATO mission in Kosovo)
MCC	Military Criminal Code
NAP 1325	National Action Plan to implement UN Security Council resolution 1325
NATO	North Atlantic Treaty Organisation
NGO	Non-governmental Organisation
OAG	Office of the Attorney General
OIOS	UN Office of Internal Oversight Services
OSCE	Organisation for Security and Cooperation in Europe
PC	Swiss Penal Code
PD II	Political Affairs Division II, FDFA; now MENAD; SAFD; APD; AD
PfP	Partnership for Peace
PolS/DSP	Political Affairs Secretariat; now Division for Security Policy
SCPKO	UN Special Committee on Peacekeeping Operations
SDC	Swiss Agency for Development and Cooperation
SEA	Sexual exploitation and abuse
SGBV	Sexual and gender-based violence
SRS	Special Representative of the Secretary-General
SteeCom	Steering committee
SWISSINT	Swiss Armed Forces Centre of Excellence for Peace Support Missions Abroad
TCC	Troop-contributing countries
ToR	Terms of Reference
UN	United Nations
UNDP	United Nations Development Programme
UNIOD	United Nations and International Organisations Division (previously PD III)
UNSCR	UN Security Council resolution
UPR	Universal Periodic Review

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This brochure is also available in German, Italian and French.

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