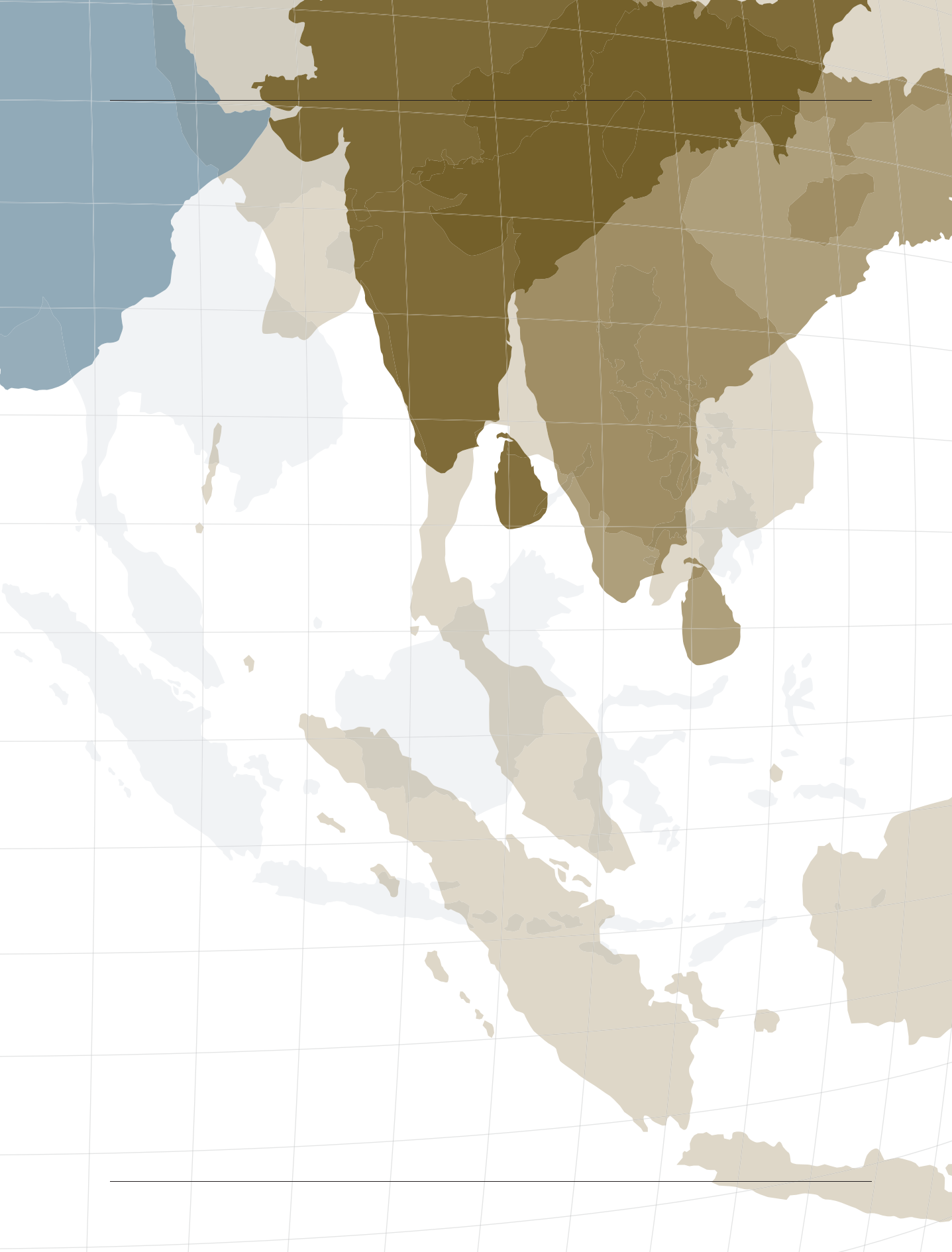



Promoting gender issues in peace negotiations



Gender Issues

Ms Bineta Diop

Ms Bineta Diop is Founder and Executive Director of Femmes Africa Solidarité (FAS) and an HD Centre Board Member.

So Ms Diop, how did you become involved in the promotion of gender issues in Africa and then later internationally – and what drew you to that work?

I became involved in the promotion of gender issues in Africa through my family and especially through my mother. My mother was in the women's wing of the Senegalese political party. She was one of the great leaders of women, and she was a great feminist in her way, and I think I learned a lot from being next to her as a child and seeing she was fighting for women's rights. Later, through my work, I got the chance to work on human rights issues and be exposed to the feminist movement. It drew me closer to women's rights as part of human rights.

As a member of the HD Centre Board, how can you encourage consideration of gender issues across the organisation?

Since I joined the HD Board,

I have seen much progress made to mainstream gender considerations across the organisation. Joyce Neu, who was an activist hired by HD to engage discussions with HD senior management and with the staff on gender roles in peacemaking and the professionalisation of mediation, developed, for example, a strategy paper that is one of the greatest papers I have read on the subject. Also, when we are looking at HD staff rules and regulations, gender parity and gender equality as principles are very well integrated in the organisational culture. We, as Board Members, are constantly making sure that in the recruitment process and also in HR processes, gender perspectives are taken into consideration. If you look at the governance aspect, women are part of the process like Ms Karin Jestin, outgoing Chair of the Board who is a brilliant woman and in that regard I am commending the work she has been doing – not just for the HD Centre but also at the

international and humanitarian level. This illustrates that the HD Centre and the members of the Board have contributed to having key people but I would encourage having even more people for the promotion of the gender issue.

As you know, October 2010 was the 10th anniversary of United Nations Security Council Resolution 1325 which aims to include more women and gender issues in conflict resolution. How would you assess the progress since that time?

Among civil society circles we all agreed on the fact that “we do not have a lot to celebrate” for the 10th anniversary of United Nations Security Council Resolution 1325. It was not so much about celebrating but maybe much more about commemorating the reasons why UNSCR 1325 was such a landmark resolution. One of the issues is the gradual shift of considering women from being victims to being actors and



Ms Hilary Clinton's speech at the tenth anniversary was quite powerful in terms of acknowledging that women are not only victims but are agents of change. Despite the fact that women continue to suffer from conflict, there are several examples to illustrate their active role in peace processes. Femmes Africa Solidarité, together with other organisations, is working for women to be seen more and more as partners in peacebuilding by the international community. During the 10th anniversary, the Civil Society Advisory Group led by Mary Robinson and myself, has put in a lot of effort to ensure that this anniversary would be an opportunity to sit down and seriously take stock of what has happened since its adoption. We reviewed the participation of women – have we done well or not? We know that women are not automatically included in formal negotiations. We can

“Maybe at the grassroots level we still have a lot to do even though 1325 has been translated into so many languages but still we should raise concerns about the understanding of ordinary women about UNSCR 1325 in remote areas – what does it mean to them?”

witness it in Côte d’Ivoire or elsewhere where women are not part of the negotiation process or are considered and added at the last moment. When we look into protection we can challenge how women are protected from conflicts. I always quote the Darfur situation, Guinea or other places well known by the international community to question if women were protected during those conflicts and what were the actions taken in that regard? It is true that awareness has been raised; I cannot say that people don’t know what is going on at the global level. Maybe at the grassroots level we still have a lot to do even though 1325 has been translated into so many languages but still we should raise concerns about the understanding of ordinary women, about UNSCR 1325 in remote areas - what does it mean to them? They are still facing rape, they are still suffering, and some of them don’t benefit from post-conflict reconstruction... So what about those people?

On those specific issues, we found a lot of gaps in the implementation of 1325 – but we have also seen that there are some points of light and I think that it is where we need to put more emphasis to work on the way forward in order to actually celebrate achievements for the 20th anniversary of UNSCR 1325.

Maybe you can outline how the inclusion of women and gender issues in conflict resolution is important to achieving sustainable peace?

We are not saying that women are different from men. Women want power as well but what we are saying is that because of experiences they are facing in their communities and their traditional role in the communities (especially in the African context), they have different responsibilities than men who take guns to fight – running from one place to another – while women are keeping the villages, the communities and taking care of the elders and the

children. With that perspective in mind, Liberian women decided themselves to be included in negotiations; they went to the Aksombo Peace Talks. As an outcome of the talks, an agreement was signed – the first of its kind signed by a woman representing a group of women that was sitting outside the negotiation room and that ended up inside sitting with men and negotiating for peace in their country. Their strategy to be included was instrumental in the sense that mediators used it to reach the agreement. And after the elections, the first female President in Africa, Ellen Johnson-Sirleaf was elected.

Another example is the case of Burundi – it’s only after women entered into the negotiation that a lasting peace for development was reached. In Rwanda, women were also instrumental in promoting development. Women’s added value in peace negotiations is their determination and reliability – to stick to their word to protect and build their community and their

country. That is also why they are key actors in the post-conflict phase.

A number of nations have drawn up National Action Plans for implementing the UN SCR 1325, how significant a step do you think that is in the implementation process?

When Member States were thinking about adopting UNSCR 1325 they were pressured by women and it seems that they made promises but without the will to really implement it. Consequently the absence of National Action Plans on UNSCR 1325 was a huge gap in terms of implementation. So the feminist movement in Africa, in Europe and in the United States through the Working Group on Peace and the Civil Society Advisory Group – to name some of the actors - decided to advocate for a road map with a set of indicators that would make member states accountable and I think in that process the adoption of National Action Plans (NAPs) was a significant step given that they have been used as tools to measure progress made in implementing UNSCR 1325.

That being said, I think a National Action Plan is a consultation process; it's not an end in itself. That is why FAS has been accompanying countries like Burundi, Rwanda and the Democratic Republic of Congo (DRC) to develop and build National Action Plans by taking into consideration a region-

al approach. In that process FAS is having a facilitating role to ensure that women are part and parcel of the process, of course with the leadership of the government.

Where do you think the HD Centre should focus its efforts in terms of including women and gender issues in peace processes in the future?

In the future HD should ensure that on each mediation team we should have women's perspectives integrated, women's participation promoted and gender-sensitive training given to mediators. The objective is to ensure at the operations level that in each indicator of success – gender is part and parcel of it.

What do you consider your greatest success in the international promotion of gender issues so far?

I can quote our advocacy work within the African Union to get gender parity. When I see the African Union putting a Gender Adviser into mediation teams, I am proud as it is a great achievement and we are continuously fighting for it.

FAS has greatly contributed to the advocacy of the entire African peace movement, and we are very satisfied to see how our concerns were addressed through the creation of UN Women.

Through FAS advocacy work and empowerment programmes, we have seen women in the Mano

River peace process participating in peace negotiations and more recently we are supporting women going into elections in Côte d'Ivoire, pushing for peace.

When Hilary Clinton commended my work on the ground with Mary Robinson for what we have been doing for ages – to make sure that in Zimbabwe, women would prevent violence against women – to go on a solidarity mission to Guinea to assess women's protection there – to go to Sudan to talk about the impunity – definitely if somebody like Hilary Clinton mentions this work I think it's rewarding and we can assert that we have some milestones. But success is a big word. Ultimately what we critically want to see is impact and how our actions meant something to the life of the ordinary women at the grassroots level. In that process, a lot needs to continue to be done.

Another ten year anniversary

Having celebrated the HD Centre's tenth anniversary as an organisation, 2010 brought round a different ten year anniversary; that of the agreement of United Nations Security Council Resolution 1325 (SCR 1325) on women, peace and security.

Signed in 2000, SCR 1325 recognised the specific impact of conflict on women and their vital role in resolving disputes and attaining sustainable peace in conflict zones. The resolution encouraged all those involved in conflict resolution to consider peace negotiations from a gender perspective and increase the participation of women in efforts to resolve conflicts and implement agreements.

In 2005, the HD Centre published an opinion piece entitled “We the Women: Why conflict mediation is not just a job for men” which considered the issue of gender in mediation. The HD Centre has also looked to increase the inclusion of female participants in the Oslo forum series of retreats for mediators which the HD Centre jointly hosts with the Norwegian Ministry of Foreign Affairs. As a result, the number of women attending and contributing to the retreats has significantly increased since it began in 2003. In 2010 women represented 30 per cent of participants at the event. A background paper for the 2008 retreat entitled “Gender sensitivity: nicety or necessity in peace process management?” set

the scene for a specific session on addressing gender issues during the process of mediation and a similar session, with a more practical focus, was held at the 2010 retreat.

The HD Centre's efforts to integrate women and gender concerns into peace processes intensified in 2009 with the launch of the “Women at the Peace Table” programme. Focussing on Africa and Asia, it aims to increase the representation of women and consideration of gender issues in peace processes on both continents.

One of the primary ways in which the programme works is identifying, convening, and establishing networks between women who have already been involved in conflict resolution processes in both regions. As well as continent-wide roundtable gatherings of female mediators and negotiators in Africa and Asia, the programme has also focussed on Kenya and Indonesia.

To inform the wider mediation profession of the latest thinking on the incorporation of women and gender considerations into peace negotiations, the “Women at the Peace Table” programme also produces and commissions publications, opinion pieces and blog posts on significant aspects of gender and peacemaking.

Internationally progress towards achieving the aims of SCR 1325 is extremely slow and there is still a lot of work to be done to consolidate the gains which have been made since the resolution was agreed.

In addition, in 2010 the HD Centre increased its focus on ensuring that gender considerations are integrated fully into the way in which the organisation carries out its own work. Following the formation of a gender team within the HD Centre, a process has been developed for ensuring every project considers gender representation and concerns.

Internationally, progress towards achieving the aims of SCR 1325 is extremely slow and there is still a lot of work to be done to consolidate the gains which have been made over the decade since the resolution was agreed. The resolutions that have followed it (SCRs 1820, 1888, 1889 and 1960) all provide further impetus for action. The HD Centre is committed to supporting the aims of SCR 1325 (and relevant resolutions) by working to consolidate progress both internally and externally.

Networks of female mediators and negotiators

One of the ways in which the HD Centre’s “Women at the Peace Table” programme aims to increase the participation of women and the inclusion of gender issues in peace processes is by forming networks of female mediators and negotiators in Africa and Asia.

To develop these networks, the HD Centre held roundtable meetings in both continents in 2010. These meetings drew together a broad range of women including mediators, government representatives, conflict parties, academics and former combatants. By encouraging the women to share their experiences the HD Centre encouraged the exchange of information and ideas and forged supportive networks across regions, and within countries.

Following the launch of the process with a pan-African roundtable in November 2009, at the start of 2010 the “Women at the Peace Table” programme focussed more specifically on Kenya and Indonesia. In March, the HD Centre convened roundtable meetings in both countries, gathering women in Nairobi and Jakarta to explore specific national issues.

In Kenya, the discussion centred around the Kenya National Dialogue and Reconciliation Process and the

role of women from the political sphere and civil society in peacemaking. Participants included Mrs. Graca Machel, international human rights expert and a member of the African Union Panel of Eminent African Personalities for the Kenya National Dialogue and Reconciliation. The roundtable highlighted the importance of women working both within a mediation process and outside the process to bring about peace agreements that reflect women’s concerns.

At the Indonesian roundtable, which was opened with a keynote speech from the Indonesian Minister for Women, Empowerment and Child Protection, participants identified patriarchal culture as the biggest challenge to the involvement of women in peace processes. In November 2010, the publication, ‘Women at the Indonesian peace table: Enhancing the contributions of women to conflict resolution’, was released and made available in English and Bahasa Indonesia. In September, the HD Centre convened a roundtable in Nepal that drew women together from across the Asia Pacific area. This was held in Kathmandu in conjunction with the India-based organisation Women in Security, Conflict Management and Peace, and the Nepal-based Alliance for Social Dialogue. Discussions at this pan-Asian event ranged from the incorporation



1. Kenyan women discuss their participation in the Kenya Mediation Process, Nairobi, Kenya, March 2010.
2. Mrs Graça Machel opens the HD Centre roundtable on 'Women's Participation in The Kenya Mediation Process' with HD Centre Regional Director for Africa, Amb. Hiruy Amanuel, Nairobi, March 2010.
3. Shadia Marhaban, the only woman to be involved in the 2005 Aceh peace talks, speaks during an experts meeting on the contribution of women to peace processes in Asia, Nepal, Sept. 2010.
4. Dr Massouda Jalal, the only woman who stood in the 2002 presidential election in Afghanistan, speaks during the Nepal experts meeting, Sept. 2010.
5. HD Centre Senior Programme Manager, Meredith Preston McGhie, talks during the HD Centre's roundtable in Nairobi, March 2010.

of international norms into peace processes to re-considering the notion of the ‘peace table’ itself and how peace negotiations could be conducted differently. There were also specific sessions on the situation in some Asian nations including Sri Lanka, north-east India and Mindanao in the Philippines.

One of the recurring issues at the roundtables is the perception that there are currently not many women with the capacity and experience to act as high-level negotiators and mediators. However, in 2010 alone more than 100 women attended “Women at the Peace Table” roundtables organised by the HD Centre. Simply by bringing women together in Africa and Asia, the HD Centre is demonstrating the depth of interest and experience in peace processes which these women share. In addition, the roundtables not only help to establish a network of women involved in mediation and peacemaking but they also help to identify women who may be able to contribute to further peace processes, in their own countries and continents or elsewhere, in the future.

Publications, Opinion Pieces, blog posts and videos relating to gender and mediation are available on the HD Centre’s website.

In 2010 alone, more than 100 women attended “Women at the Peace Table” roundtables organised by the HD Centre.



A Participant's Perspective

“Women at the Peace Table” Roundtable

Sharada Jnawali is a Peace Building Adviser (Consultant) at the Asian Development Bank.

How useful was the meeting you attended?

Useful in the sense that I was able to learn from many country experiences on [the] role and contributions of women in mediation and peace building. It was very inspiring looking for personal stories and institutional engagements on peace building initiatives. It was also for the first time that I took part in the interaction that was mainly focused on women peacebuilders/makers.

What do you think are the HD Centre's strengths?

So far I understand that [the] HD Centre is a private organisation that specialises on peacebuilding and mediation. HD Centre is perceived as a credible (driven by its neutrality of action and physical location) organisation that has facilitated several dialogues between conflicting parties around the world. As a non political entity, the [HD] Centre conducts research and analysis on mediation and peacebuilding which is widely used by practitioners. The HD Centre also provides a virtual space for the topical experts for exchanging ideas and experiences and documentation of achievements and results. Possessing a wide range of professionals, the [HD] Centre deals in a low key and discreet manner that is a very significant part of the peace mediation activities. In addition to all these strengths, HD Centre is the only space that addresses the women in peace issues, as I know of.

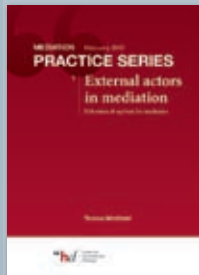
What impact has your attendance at the meeting had on your work?

I believe that measuring impact of any initiative takes time. However, how it helps my work by attending the meeting is a good/relevant question. It was a very suitable forum for me to get to know the people around the world. I find it useful in terms of increasing my ability to locate human resources for technical assistance on the issues/matter. Building [a]network with the group and learning from practices on peacebuilding in other parts of the world also help[s] enrich my knowledge which I can apply in my work place.



Publications, Podcasts & Videos

A selection of 2010 publications



Mediation Practice Series
External actors in mediation
by Teresa Whitfield



Mediation ten years on
Challenges and opportunities
for peacemaking
*by Martin Griffiths &
Teresa Whitfield*



Mediation Practice Series
Engaging with armed
groups
by Teresa Whitfield



Meeting report
Asian Mediation Retreat
2010



Mediation for Peace
1999-2009



Meeting Report
Oslo forum 2010



A mediator's perspective:
Women and the Nepali
peace process
by Günther Baechler



The Mindanao Think Tank
Recommendations of
prominent observers of the
peace process to the new
Philippine President



**Nepali women seize
the new political dawn:**
Resisting marginalisation
after ten years of war
by Rita Manchanda



The Mindanao Think Tank
Review of the
Mindanao Peace Process
consultations



**The importance of
autonomy:**
Women and the Sri Lankan
Peace Negotiations
by Kumudini Samuel



The Mindanao Think Tank
Strengthening the Peace
Process by Facilitating
Dialogue with Stakeholders



Experts Meeting:
Women at the Peace Table
– Asia Pacific
Summary Report



The Mindanao Think Tank
Perspectives, issues, and
concerns on the Mindanao
Peace Process



**Conflict Management
Strategies in Indonesia:**
Learning from the Poso
experience



**Women at the Indonesian
peace table:**
Enhancing the contribu-
tions of women to conflict
resolution

Podcasts



Teresa Whitfield, Senior Adviser at the HD Centre, talking about her Mediation Practice Series publication “Engaging with armed groups: Dilemmas & options for mediators”.

This podcast is available through the HD Centre’s website (www.hdcentre.org/projects/strengthening-practice/issues/tools-mediation) and iTunes.



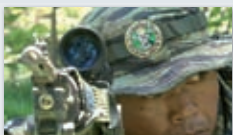
Dennis McNamara, Humanitarian Adviser at the HD Centre, talking about the work of the HD Centre’s Humanitarian Mediation Programme.

This podcast is available through the HD Centre’s website (www.hdcentre.org/projects/humanitarian-mediation?overview) and iTunes.

A selection of 2010 videos



Women at the Peace Table – Nepal Roundtable meeting, Sept 2010



Centre for Humanitarian Dialogue in the Philippines



Women in peacemaking – Africa



Humanitarian Mediation

The HD Centre’s videos are available to view online through Vimeo and YouTube.

Measuring our achievements

In 2010, the planning, monitoring and evaluation of HD Centre projects was given new impetus during a review of the organisation's priorities. This review recognised the importance of focussing the HD Centre's strategy on strengthening the organisation's systems and maximising the effectiveness of the HD Centre's activities.

Broader consideration of the HD Centre's project management practice resulted in the development of a planning, reviewing and evaluation process and the strengthening of project monitoring requirements. Some elements of the process have been standardised (for example, using logical frameworks) and a new "Project Life Cycle" has been adopted which lays out the criteria the HD Centre uses to decide whether to establish a project around a particular conflict. These changes are intended to make the organisation more efficient while supporting the HD Centre's significant strengths as an independent mediation organisation including its ability to react rapidly to changing situations.

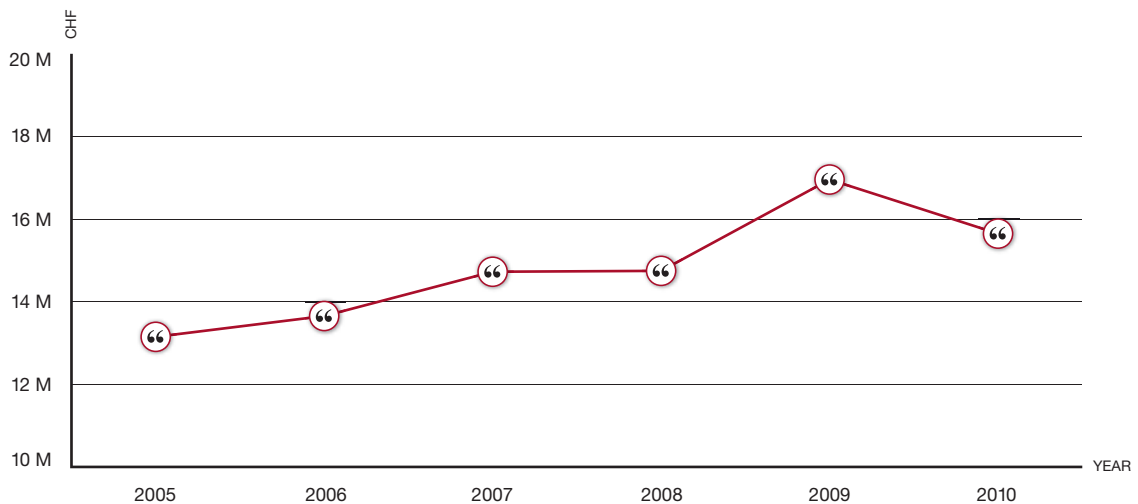
The HD Centre also carried out a review of the organisation's projects in 2010. Each project was assessed in terms of the progress it had made towards its objectives and any potential risks and opportunities inherent in the project. The 2010 review included a particular focus on risk management and how each HD Centre project was contributing to both the wider context of

the conflict-affected area and to the HD Centre's mission to improve the global response to armed conflict.

The HD Centre is committed to sharing the lessons it learns from its operational experience with other mediation professionals. This is co-ordinated through the organisation's Mediation Support Programme which provides advice, resources and publications for mediation professionals. It is also one of the purposes of the Oslo forum series. These activities support the HD Centre's mission to improve the international response to conflict and help to develop the capacity of the wider mediation profession.

Finances

The HD Centre – Income received by year*



The HD Centre received the second highest amount of income in its history in 2010, despite the financial difficulties associated with the discovery of a fraud at the HD Centre during the year.

In 2010, the HD Centre received income from 18 sources of funding including national governments and government departments as well as private organisations. Despite the difficulties the organisation experienced, the Board and staff worked hard to re-establish and retain the confidence of donors. The HD Centre is grateful for all the funding and support it has received from donors in 2010.

*The audited figures will be made available on the HD Centre's website.

Fundraising

Donors who support the HD Centre's work generally either support a specific project with funds dedicated to that project (known as 'earmarked funds') or support the HD Centre's work more broadly with funds which can be used flexibly across the organisation's programme of work (known as 'un-earmarked funds'). Both types of funding are vital for the HD Centre to pursue its mission to improve the global response to armed conflict.

'Earmarked' funding

Donors who provide specific projects with earmarked funding may support the project in other ways too. For example, a partnership may develop in which a donor country may provide expertise to support a specific aspect of a peacemaking process. The HD Centre has developed working partnerships with a number of donors on its operational projects.

'Un-earmarked' funding

Flexible funding is vital to the HD Centre's work, in terms of the central support the organisation provides to its operations in conflict-affected areas, the independence it allows us to have from the interests of others, and our ability to react to fast-changing events.

The diversity of its donors also supports the HD Centre's independence and the organisation has dedicated resources towards developing the range of donors who provide funding to the organisation. In seeking sustainable peace in areas of conflict in the world, the HD Centre's work can offer donors an opportunity to contribute to improving stability, a prerequisite for development.

The HD Centre is dependent on donor support to achieve its mission and is extremely grateful to all its donors and the individuals involved for their support, including Australia, Belgium, Canada, Denmark, the European Union, Liechtenstein, the John D. & Catherine T. MacArthur Foundation, the Netherlands, Norway, the Open Society Institute, the Republic and Canton of Geneva, Singapore, Sweden, Switzerland, the Foundation for the Third Millennium, the United Kingdom, the United Nations, and the United States. The HD Centre would also like to take this opportunity to thank the City of Geneva for their continued loan of the Villa Plantamour as the HD Centre's headquarters in Geneva.

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Page 58 : Women at the Peace Table – Nepal Roundtable meeting,
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