



From Recovery to Transition: Women, the Untapped Resource

Introduction

The traditional perception of women in crisis and post-conflict situations is that of passive victims of war. However, empirical evidence and experiences from across the world show that, despite cultural and social restrictions, women have diverse roles during and in the aftermath of war and are highly active in a variety of ways. Women are indeed victims of war but they are also fighters and peace builders and are actively involved in their communities in recovery and reconciliation efforts but their needs and capacities are often under estimated and neglected in the recovery period.

This special edition of the **ESSENTIALS** is the result of a joint UNDP/UNIFEM workshop held on 28 October 2002 in New York, that brought UN field officers from conflict areas worldwide together with civil society representatives to discuss experiences and strategies for ensuring that gender perspectives are integrated into recovery and reconstruction efforts. The meeting commemorated the second anniversary of UN Security Council Resolution 1325 on Women, Peace and Security (October 2000), the Security Council's first ever resolution to recognize the complex and diverse issues pertaining to women in war. The Resolution calls upon *all actors* to ensure the inclusion of women in peace processes and the integration of gender issues in all aspects of conflict prevention and peace building and reconstruction.

Despite their mandates, policies, and guidelines on this issue, the majority of multilateral

institutions, including the UNDP, have not developed a comprehensive *operational framework* for the integration of gender issues in their programmes. While workshop participants agreed that the inclusion of gender perspectives would make their recovery efforts more sustainable, they also acknowledged that with the range of challenges emerging during the fragile transition period, there is a tendency to sideline the issue of gender as being of secondary importance. Typically, there is a 'cafeteria' approach to gender mainstreaming, which results in *ad hoc* or 'ghettoized' programming.

As the lead UN coordinator in the field of post conflict recovery, UNDP has the opportunity to develop a strong programme of action to ensure that gender perspectives are fully integrated in all its work and this would ensure the implementation of Resolution 1325. The lessons emerging from the UNDP/UNIFEM workshop and key evaluations in this area provide some guidelines that can be applied to conflict prevention and recovery efforts.

Concept

In the context of post conflict transition the primary goals and objectives of the international community are to rebuild war torn societies and basic infrastructure, help alleviate suffering, and bring development and sustainable peace. The aim is to assist and support the people and government of a war torn nation in their gradual transformation towards peace. But for this to

occur effectively, understanding the composition of the population, their needs and their capacities are of paramount importance. The inclusion of gender¹ perspectives from the outset contributes to this process by identifying:

- i) the percentage of the population that are men compared to women;
- ii) the differing needs of each, and the different sub-sectors amongst men and women; highlighting changes at the micro-level (community, family), and drawing attention to traditionally more 'vulnerable' groups (women, children and minorities);
- iii) the roles of each in society – the functions and responsibilities they bear, who they support and what capacities they have for contributing to the reconstruction process.
- iv) a better understanding of unequal social hierarchies, including gender hierarchies, inequality and oppression which are often characteristics of societies that are prone to, or embroiled in conflict;
- v) alternative capacities for reconciliation and recovery that exist within communities.

Incorporating gender perspectives provides a more accurate depiction of society and how it functions in relation to men and women and this contributes towards better planning and more effective targeting of resources.

In discussions surrounding 'gender' two basic criteria emerge. The first, gender mainstreaming, highlights the implications of policies and programmes on both men and women.² According to the UNDP, "if gender mainstreaming is done effectively, the mainstream will be transformed into a process much closer to true democracy."³ In effect gender mainstreaming is a means to an end, not an end in itself. The second criteria relates to gender balance. This involves examining the differential impact that men and women in decision-making positions can have on policy and programme development. For the comprehensive integration of gender considerations into policies and programmes, both mainstreaming and gender balance are important.

Although the concepts are clear, there seems to be a lack of clarity when the focus shifts from concepts and terminology to action and implementation. The problem is that often the terms gender and women are interchangeably

used and gender is treated as if it refers to women only. As the lessons drawn from UNDP and other partners' conflict and conflict recovery programmes show, this has systemic and programmatic implications.

Lessons Learned

1. From a development standpoint it is a lost opportunity not to build on the changed roles that women have adopted through war as the recovery phase can be a period of positive transformation for gender relations, and an opportunity to strengthen the foundations for long-term development by building the capacities of all sectors of society.

The breakdown of social norms brought about by warfare, leads to changed *gender* roles, for both men and women, but especially women. Societies in the aftermath of war rarely resemble those prior to the outbreak of violence. In the majority of cases, there are significant demographic shifts, whereby women represent the majority of the adult population. Portraying and treating women as victims only undermines post recovery strategies efforts and robs women the opportunity to contribute effectively to conflict prevention and reconstruction efforts.

What to do?

- Avoid the tendency to sideline the issue of gender as being of secondary importance and the adoption of a 'cafeteria' approach to gender mainstreaming, which results in *ad hoc* or 'ghettoized' programming.
- Conduct an inventory of needs, skills and resources of both men and women at the outset of the recovery period, especially at community levels, to promote use of women, often the untapped resource in post war reconstruction and recovery efforts.
- Build on women's war experiences with taking on the added burden of generating incomes, negotiating public spaces and engaging in community-based peace and reconciliation efforts to enhance the roles of both women and men in the post recovery phase.

- Utilize the recovery period as a window of opportunity to increase women's participation in governance, and actively support the enhancement of their skills and income-earning opportunities while ensuring their access to education and social services all of which will ultimately contribute to their struggle for autonomy.

Example

In post genocide Rwanda, for example, some 70% of households were headed by women or girls. In Afghanistan women represent an estimated 60% of the population⁴. As in most cases where war has raged for decades, men returning home were often unskilled and unable to engage effectively in the economic and social spheres. Oftentimes the returnees were maimed and traumatized. These conditions forced women to take on the added burden of generating incomes, negotiating public spaces and engaging in community-based peace and reconciliation efforts. But all too often as peace is restored, traditional attitudes have tended to re-emerge and women (even ex-combatants) are pressured into withdrawing from the wider public and political sphere. Their needs are ignored, and the skills and resources they have to contribute to recovery processes are overlooked and wasted.

The aim of gender mainstreaming is to integrate gender perspectives into all aspects of UNDP's work. In other words, a program on the demobilization of soldiers that has gender mainstreamed would include issues relating to both male and female combatants and dependents such as women combatants, boys and girls associated with the fighting forces (as sex slaves, abductees, wives). Instead in the majority cases at present, women are either overlooked, or not considered as 'non-fighters', thus not eligible for program support.

By confusing 'gender' and 'women', a range of issues that impact women most directly, but are integral to community and family relations are either overlooked or ghettoized into the realm of 'women's issues' only. For example reproductive health care and family planning issues, the target beneficiaries are usually only women, while it is clear that men must be informed too.

Example:

There is a clear distinction between gender mainstreaming and women's empowerment. While the aims of the former are to ensure that all programs and policies take into account the differential needs and capacities of men and women, the latter focuses on women. For example

in governance, in many situations, women require targeted training to prepare them for elections, both as voters and as candidates. This is necessary because traditionally women have been excluded and discriminated against from political power. As is evident from the empirical evidence and the experiences of Northern Ireland, Liberia and elsewhere, through their informal networks based on trade, clan and family ties across social structures and ethnic groups, women have played a critical role in creating processes and avenues for rebuilding community relations and reconciliation and they are an important but often untapped resource in peace building and recovery efforts.

2. Post recovery measures including planning processes, fact-finding and assessment missions and peace support operations must, from the outset, include gender perspectives and systematically identify the differing needs and issues pertaining to men and women.

Women tend to be excluded from the political elite of many war torn countries. As a result, their concerns tend to be absent and are often ignored by the higher levels of government. Evidence however shows that women are active and in leadership positions in communities and civil society. For their programmes to be effective, international agencies will need to be proactive in reaching out and in identifying existing networks, and consulting with women at the earliest possible stages to ensure that they get a more balanced perspective of the conditions facing ordinary people, and the priorities they identify for their survival.

In many instances the priorities set for post conflict work are determined through assessment missions and preliminary reports. But if these assessments fail to examine the situation of women, the needs and interests of women are likely to be overlooked from the outset. It becomes much more difficult to integrate them into programs at a later stage after priorities have been set and resources are already allocated. Ensuring that the needs of men and women are addressed at the design stage, and that there is greater gender balance in decision-making can enhance the effectiveness of post recovery programs.

What to do?

- Ensure that all fact-finding and assessment missions are mandated to assess the conditions, needs and capacities of women. Develop a checklist of questions, guidelines and indicators to prompt personnel into thinking of gender issues as they develop their country assessments.
- Include gender analysis and assessment in the Terms of Reference (TOR) for Bureau for Crisis Prevention and Recovery (BCPR) assessment missions, and in TORs of UNDP field offices in conflict areas.
- To the extent possible, gather gender disaggregated data and information about all aspects of post conflict recovery, including issues pertaining to security and governance, legislative concerns and socio-economic development.
- Consult with the Department of Peace Keeping Operations (DPKO) gender unit, UNIFEM personnel and staff of other humanitarian and relief agencies in the region to understand the extent to which gender perspectives have been integrated into their work, and to identify the gaps, issues, concerns and priorities they have identified vis-à-vis women, as critical for the post conflict recovery process.

Example:

As the international programs for the reconstruction of Afghanistan were underway, UNIFEM played a critical role in bringing the voices of Afghan women to the international arena. It did so by creating two forums for consultation and dialogue between Afghan women and the international community. The first was an International Roundtable (December 10-11, 2001 Brussels), jointly organized with the Government of Belgium. The meeting brought together 40 Afghan women living in Afghanistan and the Diaspora with donors and resulted in the Brussels Action Plan. The document outlines 47 concrete recommendations to protect women's rights in the reconstruction process. The second was a National Afghan Women's Consultation (March 5-7, Kabul), jointly organized with the Ministry of Women's Affairs for Afghanistan (MOWA) and UN agencies. The meeting brought together 60 Afghan women from Kabul and seven provinces to develop a list of needs and priorities.

The women called for 25 per cent female representation in the Loya Jirga, women's participation in the drafting of the new constitution, and women's access to healthcare and education. Drawing on the priorities identified by Afghan women, UNIFEM also devised its own plan of action and priorities that include support to the Ministry of Women's Affairs, assisting internally displaced and refugee women as they reintegrate into their communities, providing technical advice on integrating gender issues to other UN agencies and supporting women's NGOs and the media in Afghanistan to raise awareness about the situation, needs and contributions of women.

Example:

In August 2001, women won 27% of the seats of the Constituent Assembly in East Timor. Their success was due to their own resilience and the strong support provided by the Gender Affairs Unit of UNTEAT, the UN peacekeeping mission in East Timor. The unit received virtually no institutional support for its work, but by drawing on, and strengthening the capacities of locally existing women's organizations, it succeeded in ensuring that women were included in the governance structures that emerged, and that a strong gender perspective was integrated in all aspects of the mission's country assessment report.

Despite their advocacy efforts, women's organizations in East Timor and Southeast Asia were unable to secure a 30% quota in favor of women for the National Assembly. The regulations stated that equal participation was endorsed. The UNTEAT Gender Adviser in partnership with UNIFEM led an initiative to train 145 potential women candidates in preparation for the Constituent Assembly elections. The workshops assisted women in making informed decision about running as electoral candidates, and provided potential candidates with information about the electoral process and the importance of women's participation in elections, as both candidates and as voters. Women who intended to stand for election were then offered further training opportunities by other agencies, focusing on developing their electoral campaigning skills. Twenty-six of the women who participated in the workshops did register as candidates and one was successful in winning a seat in the Constitutional Assembly. Prior to the election, a Women's Political Caucus was formed that included many women who attended the training but decided not to run for office. This group worked in several districts prior to the election to promote and support all women candidates. In the District of Same, ten women

formed a group to conduct civic education for women voters. The Group of Women Observers of East Timor was formed with support from the Asia Foundation, including ten of the women trained in the workshops. Some of the women trained also became official observers for the Independent Election Commission.⁵

3. Often local women's organizations are the best placed entities to initiate programs and identify the priorities of their communities. Supporting their efforts can be a practical and efficient means of reaching out to communities, refugees and Internally Displaced Persons (IDPs) quickly and effectively.

The destruction and collapse of social services during war often preempts women in communities to fill the vacuum and create networks and organizations to provide humanitarian relief, education and address other basic needs. These organizations tend to have their 'finger on the pulse' of their communities, understanding what the primary concerns, need and priorities may be. In the aftermath of war, they are often the most effective means of reaching out to displaced people and those in rural areas. As local people run them, they have the trust of the communities as well, as a result they are an effective and efficient means of reaching out to the most needy at the most critical times. Moreover, supporting indigenous efforts is also a means of rooting programs in communities and ensuring local ownership, which in the long term are more sustainable.

What to do?

- Be proactive about seeking out and consulting with women's groups and networks in war-affected areas. There are numerous international organizations (e.g. Women Waging Peace, Peacewomen.org, International Alert, Women's Commission on Refugee Women and Children) that can provide contact information for grassroots women's groups in conflict areas worldwide.
- Engage with local organizations in the planning, implementation and evaluation of programmes.

- Hire local personnel (women) to conduct projects for UNDP, this not only builds up their capacity to sustain efforts in the long term, but also ensures that UNDP has direct access to women in the communities throughout the recovery period.
- Build and strengthen the capacities of local organizations through the provision of resources, training and personnel support so that they can provide the necessary services in a long term and sustainable manner.
- Given that often national machineries are weak in the aftermath of conflict, and civil society organizations (often women's groups) are the primary service providers, support the creation of civil society forums. NGO can provide expertise and often have networks that access rural areas, and can be effective partners to governments in formulating policies and coordinate efforts with national ministries in a variety of areas including health care, education and welfare.

Example:

In the aftermath of the 1994 genocide, the infrastructure and social fabric of society in Rwanda was destroyed. The genocide has left thousands of widows, orphans, rape victims, handicapped and maimed people, and rape babies. Rwandans returning from the Diaspora were at odds with those who had lived through the genocide. Some 70% of the population were women, but there were significant conflicts and tensions between the returnees and survivors, Hutus and Tutsis, the elite and the poor. But the women came together recognizing their common plight and common needs. They formed small groups and organizations addressing a variety of issues including political, economic and social needs and rights of women. They formed 'Profemme' an umbrella organization that represented the voices of Rwandan women.

UNDP recognized the vital role and potential contributions of Profemme to the recovery process. It supported Profemme members by providing capacity building support, helping to target development assistance to women and influencing national policies and programs. One of the major successes of this collaboration was the advancement of property rights for women. Prior to this, Rwandan women could not inherit either land or property under customary laws. As a result, thousand of war widows found themselves deprived

of the legal ownership of their husband's or parents' land and/or houses.

Another major success was the Profemme campaign "Action for Peace" that included many related projects. As part of the campaign, women's groups in Rwanda built 'peace villages', where they gave homes to the orphans, survivors of the genocide and others who had fled from other regions. They successfully advocated for tolerance and coexistence.

Through its support to Profemme, UNDP not only contributed to empowering women and enabling them to have a stronger voice on the national arena, but also in strengthening the physical recovery process and ensure that international assistance programs also reached the most vulnerable in society.

Example:

In Mali, UNDP partnered effectively with different groups in civil society to end violence and promote peace. Recognizing the critical role that women play in West African society, and the respect they garner from all quarters, UNDP supported local women's associations in national reconciliation initiatives, as well as in their mediations between the various parties in conflict. Representatives from the National Women's Movement for Peace and Unity acted as mediators between political and military figures and as liaisons with the international community. They held 'sensitizing missions' to the conflict areas aiming to humanize the effects of war, and bringing victims into focus. At a regional summit, they successfully advocated for a moratorium on arms that led to national movement to destroy arms. The "Flames for Peace" ceremony was a major force in destroying small arms.⁶

4. Coordination with other agencies within the UN system and outside can be instrumental in ensuring that gender perspectives are integrated in all aspects of post conflict recovery work.

Conflict resolution and post conflict recovery work by definition is complex. It is widely recognized that to avoid duplication and gaps, coordination among the international and local agencies active in post conflict recovery work is essential. Similarly to ensure that gender perspectives and women are integrated in every aspect of this work, it is important that agencies coordinate and cooperate. If there is only a

single agency advocating for the rights of women, or the integration of gender perspectives, there is greater tendency to either be sidelined, or be relegated to specific issues, rather than integrated into the broader agenda.

What to do?

- Introduce local women leaders from civil society and the political arena to representatives of international agencies. UNDP and UN agencies can play a key role in promoting the inclusion of gender perspectives in all areas of work, and in facilitating closer partnership between local women's NGOs and the international community.
- Establish a civil society forum that engages directly with the government (transitional power) to help identify priorities, policies, existing capacities and undertake implementation.
- Form a gender network that draws together the personnel in each agency that have expertise for, and responsibility for gender mainstreaming to ensure that there is a regular information sharing.
- Draw on existing tools (e.g. the Convention on the Elimination of All Forms of Discrimination Against Women {CEDAW} and the Beijing Platform for Action) to articulate women's rights and participation.

Example:

During the **Burundi** Peace Negotiations, UN agencies including UNIFEM, UNDP and DPKO partnered with the Mwalimu Nyerere Foundation to organize the first All-Party Burundi Women's Peace Conference. UNIFEM brought experts from Guatemala, South Africa, Eritrea and elsewhere to provide a gender dimension to issues including post conflict recovery, the resettlement and reintegration of refugees, land and inheritance rights, judicial and governance reform. As a result, more than 50 Burundian women presented a common vision for peace and reconciliation to former President Nelson Mandela, facilitator of the negotiations, and nineteen of their recommendations were included in the final peace accord.

Example:

The UN agencies in Afghanistan have attempted to prioritize and mainstream gender and women's empowerment into some aspects of their work. The creation of a gender network that draws together the gender experts (focal points) from the different agencies together has been effective in improving information exchange, coordinating planning and encouraging the participation of women. Despite the broader security concerns, humanitarian crisis and lack of resources, there were 200 women present at the Loya Jirga (Council of Elders) meeting in June 2002. The Ministry of Women's Affairs is active, there are 2 women on the Judicial Constitution Commission, and a woman leads the health ministry. In Kabul women have started newspapers, associations and NGOs. There is growing attention to the needs of women in rural areas and provincial towns. There are still too few Afghans (men or women) working for the UN and other international agencies, but the presence of one Afghan woman in the UN mission has been critical to accessing, and consulting with women and community leaders across the country to understand their needs, and to solicit their opinions about the status of women. Contrary to many stereotypes, there is general enthusiasm for girls and women's education and for the inclusion of women in decision-making.⁷

5. UNIFEM has much of the expertise and experience needed in this area, but as they lack the operational capacities, their projects are often on a small scale. Closer field-based partnership between UNDP and UNIFEM can be an excellent means of scaling up UNIFEM's successes and ensuring that there is more systematic cross-regional lesson sharing.

As the UN's primary agent for women's development, UNIFEM has been a key innovator in the field of women's empowerment and the integration of gender perspectives in mainstream policy and program areas. It recognizes that mainstreaming requires effective collaboration and partnership with a variety of actors in terms of identifying opportunities, setting priorities, pooling resources, sharing expertise and strengthening local capacities.

As a small UN entity UNIFEM has had the flexibility and capacity to engage effectively with civil society groups, and to launch pilot projects in a variety of areas including conflict, peace and

security. Since the late 1980s, UNIFEM has developed a particular expertise in engendering multilateral processes by working with other UN agencies, while at the same time, bringing the perspectives of women and women's groups to multilateral fora. It has worked extensively with UNDP and UNFPA and with governments and NGOs in over 20 countries to support development of National Plans of Action for implementation of Beijing.

UNIFEM has also played a critical role in drawing attention to and addressing the needs of women in war torn regions, and in promoting the implementation of UNSC 1325. It has developed expertise in a range of issues pertaining to post conflict recovery. But UNIFEM does not have the capacity to undertake large projects or upscale its successes. UNDP on the other hand does have this capacity. Moreover there has already been successful collaboration between the two in post conflict situations. More comprehensive cooperation including greater sharing of information and joint evaluations would enable UNDP to draw on this experience, and to systematize the integration of gender perspectives in all aspects of post conflict work.

What to do?

- Evaluate and document descriptions and lessons learnt from past joint projects with UNIFEM and make them easily accessible to UNDP staff worldwide.
- Establish regular coordination with UNIFEM at headquarters and in the field to ensure that their expertise and knowledge are integrated into planning at an early stage.
- Invite/contract UNIFEM personnel /experts to participate in BCPR assessment missions and in the planning, implementation and evaluation of UNDP/BCPR programs.
- Support UNIFEM in the implementation of pilot projects, and develop processes for scaling up successes.

Example:

In Albania, Community involvement was a key component of UNDP's 'Weapons in Exchange for Development' (WED) programme. UNDP worked in close collaboration with UNIFEM to promote women's active involvement in the disarmament

process of the population. They addressed the specific challenges and concerns that the presence of weapons poses to women by organizing public awareness events and capacity-building workshops for women's NGOs and other women's community organizations. Through local conferences and rallies they appealed to the public to STOP GUNS, and sponsored tapestry design competitions under the slogan "Life is better without guns".⁸

As a result of the project in the towns of Elbasan and Diber where the project was implemented, around 7,000 weapons and 300 tons of ammunition have been collected. A stakeholder survey carried out by an independent institute on the UNIFEM/UNDP Women and Disarmament project informed that 62% of the respondent believed women had influenced their family's decision to voluntarily surrender their illegal arms and munitions. UNIFEM surveys showed that women are essential in convincing their family-members to hand in weapons as a condition for a better life, both economically and socially. The Albanian Police department reported having received great support from women during the armament collection.⁹

Another survey, carried out by the Albanian Women Journalist League, revealed that 65% (Elbasan) and 62% (Diber) of respondents answered women can play a role with regard to disarmament in the areas covered by the UNIFEM/UNDP project, as opposed to only 47%-52% in three other municipalities which were not covered by the project. Some 200 women directly involved in the training component of the project have also been traveling to other communes and villages to campaign for disarmament.¹⁰

6. Micro-enterprise projects alone are not sufficient for the empowerment of women. It is important to develop a holistic approach toward integrating gender and empowering women.

The majority of projects designated for 'women's empowerment' are small micro-enterprise initiatives. While they are necessary for enabling women to enter the economic sphere, they are neither sufficient for ensuring their sustained engagement nor for addressing the broad range of issues facing women. It is important to develop a holistic approach that combines immediate alleviation with longer term sustainability and growth, and that does not limit women's involvement to small scale initiatives, but promotes them in the broader socio-

economic sphere as well as in security, governance, locally and nationally. It is also important that local women's networks are supported so that they can continue the effort in the absence of the international community.

What to do?

- Develop an understanding of the nature of gender relations and interdependence in each society. It is important not to make assumptions about perceived cultural norms, rather it is essential to talk to both men and women about their capacities and roles given the effects of war, and build a consensus among all parties about the benefits of supporting women.
- Find creative solutions to ensure that women also benefit from the broad range of reconstruction projects that are initiated. For example, if there is road building, women can provide food and catering services, they may be willing to drive trucks, or can be trained in administrative duties.
- Ensure legislative (legal protection) and security structures support women's sustained involvement in micro-enterprise programs.
- Support awareness campaigns in the media that inform the public about the impact of war on women, and their importance in post conflict recovery.

Example:

USAID has been a critical supporter of the Strategies, Training, and Advocacy for Reconciliation (STAR) project in Croatia, Bosnia-Herzegovina, and Macedonia. The STAR Network is designed to support women's political leadership and economic empowerment. It brings women of differing ethnic groups together to communicate with each other, to discuss community issues, and to explore ways to resolve conflicts. The project aims to develop tolerance through communication and to enable women to take a leadership role in rebuilding their civil society. Since its founding in 1994, the STAR Network has provided encouragement, technical assistance and training that largely utilizes regional expertise, as well as financial support to more than 150 women's NGOs that support multi-ethnic values working for democratic social change. The STAR Network

program places particular emphasis on regional strategies and solutions for advancing women's economic and political leadership through workshops, forums, selected exchanges, and joint campaigns. The program's goals are to foster and ensure the role of women as effective policy advocates, decision makers, and public officials who will work collaboratively across ethnic and political borders towards peacebuilding in the Post-Yugoslav Region. The STAR Network program is guided by a regional advisory board made up of women from the six locales representing the NGO, business, and public sectors.¹¹

Example:

In 1999 in Kosovo, Norwegian People's Aid (NPA) established a demining program that focused on building local capacities. In accordance with NPA's policies approximately 50% of those trained and hired were women. Some 70 women attended a five-week training course in Pec, Yugoslavia, where, through Scandinavian custom, they were able to bring their children. They receive a monthly salary of approximately \$423, which is considered good pay in a province where two-thirds of the workforce is unemployed. Women are currently out in the field, many commanding squads of their own. The mine awareness and community liaison teams have also recruited women, and are working in community and youth centers to promote greater gender awareness and training for young boys and girls. Teams gathering and disseminating information have ensured that their data is gender specific and have encouraged women to contribute towards identifying demining priorities. Demining has boosted the status and self-esteem of the women involved with this nerve-jarring occupation.

7. Regularly provide gender training to staff and consultants introducing both general perspectives, existing tools and lessons learnt, and providing analysis of gender relations specific to each conflict area.

Given the complexities of gender relations in different conflict areas, it is important to provide context specific training to personnel who are involved with or have responsibility for aspects of post conflict recovery work. It is also useful to highlight concrete ways in which gender issues can be integrated into program areas, and provide refresher seminars on the use of checklists, indicators and reporting processes that weave the gender dimension into their analysis, rather than isolating or ignoring it.

Training modules have been developed for peacekeepers, but a focus on civilian personnel who are likely to remain in the region for a longer period of time is critical too.

What to do?

- Tailor training materials to different levels of UNDP personnel and ensure that all relevant staff (at headquarters and the field) participates.
- Invite gender experts with specializations in governance, legislation, security issues to run seminars and workshops.
- Hold in-country gender training workshops, inviting local experts to provide analyses and overviews of the impact of war on gender relations, and men and women.
- Develop a matrix of options on ways to include women and mainstream gender for program and policy personnel.

Example:

In October 2002, UNDP-BCPR held a three-day training course for 60 high level Italian peacekeepers. The course was designed in close collaboration with the gender advisers at DPKO. Its objectives were to redirect activities from a largely humanitarian interventions approach to a more participatory approach, including active engagement with local communities. It also emphasized a gender balanced reconstruction and development process from the outset, and informed participants of the relevant UN resolutions on human rights, women peace and security. Post-course evaluations were extremely positive, with most participants (90%) suggesting that the categories for discussion were 'excellent'. Given that the participants' ranks were high, there was a strong sense that their knowledge will have a multiplier effect on their activities in the field. The collaboration with DPKO was also successful, particularly for peace building and sustainable development scenario setting.

Example:

The British Department for International Development (DFID) and the Canadian International Development Agency (CIDA) have developed a training course on gender and peacekeeping, comprising 8 modules, including one

on gender and post conflict. The information and resources are accessible on-line with materials developed for trainers and participants. The course is aimed at peacekeepers and civilian personnel working in conflict-affected areas.

¹ The term 'gender' is used to analyze the socially constructed (as opposed to biologically determined) identities of men and women in societies. Thus, gender is not the same as 'sex' and gender differences are not the same as sex differences (e.g. the fact that women can bear children). Gender roles are ascribed to men and women in early socialization. They cut across public and private spheres, are specific to a given culture in a given time, are affected by other forms of differentiation such as race, ethnicity, and class, and can alter in different socio-political and economic contexts within any given society. For a fuller definition, see <http://www.worldbank.org/gender/module/overview>

²UNDP defines gender mainstreaming as "Taking account of gender concerns in all policy, programme, administrative and financial activities, and in organizational procedures, thereby contributing to a profound organizational transformation."

³ *ibid.*

⁴ Quoted in Keith B. Richburg, In Talks on Afghan Future, Women Aren't Present, Many Fear Exclusion Could Prevent Creation of a Fair Government, Washington Post Foreign Service November 25, 2001.

⁵ Quoted in **UNIFEM at Work around the World**, available at http://www.unifem.undp.org/governance/gov_pax_projects.pdf

⁶ M.Maiga, *Joining Hands in Collecting Small Arms: The Mali Experience*, in S. Naraghi Anderlini and R. Manchanda, **Women, Violent Conflict and Peacebuilding: Global Perspectives** (London: International Alert, 1999).

⁷ Direct communication with UNAMA Political Officer in Afghanistan.

⁸ For more information see

http://www.bicc.de/weapons/events/unconf/workshop_texts/workshop_kushti.html

⁹Quoted in

<http://www.unifem.undp.org/newsroom/currents/curr0102.htm>

¹⁰ Personal correspondence with UNIFEM staff...xxx to be completed

¹¹ For more information go to

<http://www.usaid.gov/wid/pubs/postconflict97.htm>, and

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