



Standard Operation Procedures on Gender and DDR

Negotiating DDR: Promoting Women's Political Participation

Women's organizations and networks are important players in the peace process, but they frequently lose political ground during and after peace negotiations; despite their active engagement in all aspects of conflict, they often fail to enter into positions of political leadership when post-war reconstruction processes begin. Since DDR processes are usually conceived at the peace table, any UN personnel involved in facilitating or expediting a peace process should proactively assist the attendance of women's representatives, inform them about what DDR is, and promote their involvement in the planning phase. This will contribute towards ensuring that women and girl ex-combatants, women working in support functions to armed groups and forces, wives and dependants as well as members of the receiving community are informed and included in shaping any peace accord and related DDR plans.

- Specific reference to women and girl combatants, supporter and dependents should be included in the mandates of facilitators, SRSGs and senior UN personnel supporting the peace process, and in ensuing Security Council resolutions.
- Peace process facilitators, SRSGs and Envoys should be apprised of the internationally agreed minimum standard requiring that at least 30% of participants in any democratic decision making forums be women. In this regard the participation of women fighters, veterans, and other community-based women peace-builders familiar with their needs should be sought to adequately represent and raise their concerns during the negotiation process.
- The UN should commit itself to developing a group of deployment-ready experts in gender and DDR through a combined strategy of recruitment and training.
- Women leaders (national and local) who will assist the return of women combatants, supporters and dependents to civilian life are crucial stakeholders in the peace process and must be enlisted as participants. Governmental machineries or departments with gender-related mandates should be included in negotiations and decision-making whenever possible.
- To facilitate their participation, a risk assessment should be done and adequate protection should be provided to those women who may be endangered for taking up a public role in the peace process.
- Information about the DDR package and process should be made available to any subsidiary bodies or Sub-Committees established to facilitate non-party and NGO input and investment in the peace process.

- The release of abducted women and children from within the ranks of an armed group should be made a condition of the peace agreement.
- The representation of women in structures established to manage DDR processes, such as national DDR commissions, should be stipulated in the peace accord.

Planning DDR: The Assessment Phase

Planners should develop a good understanding of the legal, political, economic and social context of the DDR programme and how it affects women, men, girls and boys differently, both in the armed groups and in the receiving communities. In addition, planners must understand the different needs of women, men, girls and boys who are combatants, supporters of combatants, wives and dependants. Programme planners should take into account that women may have very different needs in the post-conflict period, and that some may want to make different choices from the men with whom they are associated. While some may wish to return to their original homes, others may choose to follow male partners to a new geographical location, including across national boundaries. Some women may be abandoned by departing soldiers. Some may choose to remain behind in a new place when their male partners return to their places of origin.

- Gender expertise should be considered an essential element of any assessment mission undertaken by the UN, specifically those teams with DDR related mandates, and gender analysis and information should be adequately reflected in reporting.
- The number and percentage of women and girls in armed groups and forces as well as rank and category of their roles should be ascertained. Examples of non-combat functions include women working in support functions such as cooks, spies, messengers, soldiers' wives, women used as sex slaves etc.
- Evidence ascertained in the assessment mission on the prevalence of women, men, boys or girls in the military and armed groups who have been abducted, trafficked, forced into marriage, and/or used as sex slaves, should inform planning. There will be some differences in the services required by each group.
- The assessment team should identify local capacities of organizations already working on DDR related issues and their key lessons learned.
- Along with these community peace-building forums, women's organizations should be routinely consulted on assessment missions as they are often a valuable source of information for planners and public information specialists, for instance, regarding the community's perceptions of the dangers posed by illicit weapons, attitudes towards various types of weapons, and the location of weapons caches and other problems such as trans-border weapons trade. Women's organizations can also provide a window into local perceptions about returning female ex-combatants and women and girls associated with armed groups and forces.
- Women interpreters familiar with relevant terminology and concepts should be hired and trained by assessment teams to facilitate interviewing women and girls involved in or participating with armed groups or forces.
- The assessment team should identify the range of existing attitudes on giving women ex-combatants the option of joining peacetime armies and other security

- institutions such as intelligence services, border police, customs, immigrations, and other law enforcement services.
- An ongoing assessment must be conducted of the range of attitudes at the local level towards returning female combatants, supporters and dependents to anticipate the kinds of obstacles to reintegration, so as to better prepare the community and returnees.
 - If the assessment team is tasked with identifying sites for cantonment, sites must be able to accommodate separate facilities for women and men, girls and boys as required. Sanitary facilities should be designed in a manner that allows for privacy in accordance with culturally accepted norms, and water and sanitary wear should be available to meet women and girls' hygiene needs.
 - Women's specific health needs, including gynecological care, should be catered for.
 - When planning the transportation of people associated with armed groups and forces, to cantonment sites or to their communities, sufficient resources should be budgeted so as to offer women and girls the option of being transported separately from men and boys where personal safety is a concern.
 - The assessment team report and recommendations for personnel and budgetary requirements for the DDR process should include dedicated international and local staff that include women DDR experts, women translators and women field staff for reception centers and cantonment sites to which women combatants can safely report.

Planning DDR: Mandates, Scope, Institutional Arrangements

DDR processes have traditionally focused on male, able-bodied combatants, and paid scant attention to the needs of women and children involved in armed groups or forces¹, the wives and dependants of combatants and those disabled (mentally and/or physically) in conflict. A strict "one-man, one-gun" approach to eligibility for DDR, or an eligibility test based on proficiency in handling weapons, may exclude a significant number of women and girls, who may be found in larger numbers in support functions than as armed combatants. While the narrow definition of who qualifies as a "combatant" has generally been excused as arising from budgetary constraints, it has meant that DDR programmes have often overlooked or inadequately attended to the needs of a large segment of persons participating in and associated with armed groups and forces. By overlooking those who do not fit the category of a "male, able-bodied combatant," DDR activities are not only less efficient, but run the risk of reinforcing existing gender inequalities in local communities and exacerbating economic hardship for women and girls participating in armed groups and forces, some of whom may have unresolved trauma and reduced physical capacity due to violence experienced during the conflict. Such conditions are fertile ground for re-recruitment into armed groups and forces and together with the presence of small arms, may undermine the peace-building potential of DDR processes.

¹ In this context, an armed force is assumed to be a formalized, military force with a defined chain of command, whereas an armed group could encompass a wide range of armed elements such as militias and para-military groups.

- When providing support to the Secretary-General in drafting a peace mission's concept of operation for the consideration of the Security Council, DPKO should reflect the recommendations of the assessment team and supply language that anticipates a mandate for a gender sensitive DDR process in compliance with Security Council resolution 1325 (2000). Specifically, the definition of a beneficiary should not be limited to armed combatants, but rather include those who play support functions essential for the maintenance and cohesion of armed groups.
- Definitions of who constitutes a dependant should reflect the heterogeneity and complexity of the conflict situation where dependent women and girls may not be legal wives of ex-combatants. Where a male ex-combatant and a woman/girl are living as man and wife according to local perceptions and practices, this should guarantee eligibility for the woman/girl for assistance under the DDR programme. The dependants of an ex-combatant should include any person living as part of the ex-combatant's household under their care. This may include, for instance other wives, children, parents or siblings and members of the extended family.
- When the Security Council establishes a peacekeeping operation with mandated DDR functions, components that will ensure gender equity should be adequately financed through the assessed budget of UN peacekeeping operations and not voluntary contributions alone. From the outset, funds must be allocated for gender experts and expertise to inform the planning and implementation of dedicated programmes serving the needs of women ex-combatants and dependents.
- United Nations representatives should facilitate financial support of the gender components of DDR processes, particularly in situations where governments are primarily responsible for disarmament.
- In situations where governments are responsible for disarmament of ex-combatants, UN representatives should encourage National DDR Commissions to work closely with women's governmental machineries and ministries and women's peace-building networks.
- When collaborating with regional and other multilateral organizations, DPKO representatives should encourage gender mainstreaming throughout all demobilization and reintegration efforts that it leads or supports, encouraging all partners, such as client countries, donors and other stakeholders, to dedicate human and economic resources towards gender mainstreaming throughout all phases of DDR.
- A gender and DDR component should be included in the training programmes routinely given in the context of multi-dimensional peacekeeping operations. There is a need to increase the technical qualification of those in leadership positions regarding gender and gender and DDR more specifically. UN, donor countries and troop contributing countries should be encouraged to include women and gender issues in all training exercises and policy guidance provided to troops, technical experts and all high-level appointments, particularly Special Representatives of the Secretary-General. Accountability measures must be developed and applied to ensure that all staff is committed to gender equity.
- Troop contributing countries should be encouraged and supported to fast-track women for deployment in peacekeeping operations and DDR processes.

Enhanced employment opportunities and training must be given to women in troop-donating militaries, including the use of existing modules and training and the development of new modules and training where necessary.

- DPKO should continue to work closely with other UN agencies, funds and programmes, specifically consulting and including in planning processes, integrated task forces and training exercises those agencies with experience and expertise in gender and DDR issues such as UNICEF, UNIFEM, UNFPA, UNDP, UNHCR and DDA.

DDR Planning: the package of benefits and incentives

Benefits packages can include one or more of the following: financial resources, material resources and basic training. The overall aim should be to ensure that the distribution of benefits enables women and girls to have the same economic choices as men and boys. A good understanding of women's rights (e.g. regarding property ownership) and social attitudes relating to women's access to economic resources is needed when designing the composition of the benefits package. This will assist planners in designing the package in a manner that will allow women to retain control over benefits, especially financial reinsertion packages, after leaving the cantonment site. For example, providing ownership of a parcel of land as part of the benefits package may not be appropriate in a country where women cannot legally own land. While DDR planners have assumed that financial packages given to male ex-combatants will be used for the benefit of family members, cumulative wisdom from the field asserts that demobilized men may go on spending sprees in the discharge phase rather than share their money equitably. Sustainable reintegration cannot happen unless male ex-combatants are recognized as members of a larger community, which often means being part of a family unit, rather than as individuals.

- Planners should pay careful attention to budgeting: reintegration is the costliest and longest process in DDR and requires the largest allocation of resources.
- When planning the demobilization package, women/girls and men/boys should receive equitable basic demobilization benefits packages, including access to land and tools.
- Planning should include a labour market assessment so that a compilation of information of the different job options and market opportunities that will be available to men and women on discharge. This analysis should take place as early as possible so that training programmes are ready when ex-combatants need them, and should reflect an understanding of local gender norms and standards about gender-appropriate labour, as well as changes in gender roles that may have occurred during conflict. Opportunities for women's economic independence as well as potential drawbacks for women entering previously "male" workplaces and professions should be considered.
- If money is disbursed as part of the demobilization programme, the different funding needs and spending patterns of women should be recognized and accommodated (i.e., if it is safe to do this, do women prefer large payments of cash or monthly disbursement?)

- Care should be taken to discuss and pay the financial portion of demobilization package (if any) with women in private, away from male family members but discreetly so as not to arouse suspicion and potentially hostile and violent reaction.
- Women's traditional forms of money management should be recognized and supported (e.g rotational loan and credit schemes) and where available, access to banks and the opening of a private bank account to safeguard money should be facilitated.
- Education and training efforts should correspond to the needs and desires of the women and start as soon as possible during the demobilization phase, as experience has shown that women tend to be overwhelmed by household responsibilities and may face restricted mobility once they return home, and are therefore less likely to be able to attend training.
- In many low-income countries, women and girls have lower educational levels and skills in less profitable occupational areas than their male peers. Training provided should take this into account through providing additional resources for literacy and training in high-earning skills for women and girls.
- Educational opportunities should be equally available to female and male children of ex-combatants and widows.
- The spouse or other female family members of an ex-combatant should be brought in to witness the signing of an agreement on how his money will get paid. By this means the resources may actually get passed on to the family, and from there move into the broader community.
- Receiving communities must be informed about the intention and use of reintegration packages and the potential impact on them. It cannot be assumed that the benefits of DDR will automatically enrich the community into which they enter, and may in fact cause resentment and violence. Efforts should be made to include communities when deciding development packages so that ex-combatants' access to these resources can be influenced and monitored by the community to which they return.

Assembly and Cantonment

Female ex-combatants are less likely to come forward to participate in demobilization programmes than their male peers. This may be for a variety of the following reasons: including a failure to adequately assess the number of women combatants, supporters and dependents in the assessment phase so that women are neither expected nor catered for; women having poorer access to news sources such as radios and being less able to read than men in many peacekeeping contexts; the stigma of being associated with an armed group during peace time; or perhaps the perception or fact that a weapon is needed to be exchanged against participation in a DDR programme. Efforts should be made to ensure that information about the DDR programme reaches, and is well understood by, women and girls participating in and associated with armed groups and forces.

- Men and women ex-combatants should be equally targeted with clear information on their eligibility for participation in DDR programmes, including information

about the benefits available to them and how to obtain them. Concurrently, information and awareness raising sessions should be offered to the communities that will receive them, especially women's groups, to help them understand what DDR is, and what they can and cannot expect to gain from it.

- The geography of cantonment sites should be reconceived to accommodate the humanitarian and security needs of women, such as regular patrols, fencing, etc. Sites should accommodate the different ages and sexes of ex-fighters. If women are to take advantage of training and education opportunities, childcare provisions cannot be optional or perceived as non-essential.
- In order for women and girl fighters to feel safe and welcomed in a DDR process, and to avoid their self-demobilization, women workers at the assembly point are essential. Training should be put in place for women field workers whose role will be to interview women combatants and other participants in order to identify who should be included in DDR processes, and to support those who are eligible.
- Gender balance should be a priority among staff in the assembly and cantonment sites. It is especially important that men see women in positions of authority in DDR processes. If women leaders (including field officers) are absent, men are unlikely to take seriously education efforts aimed at changing their attitudes and ideas about militarized, masculine power.
- The physical lay out of the reception centre should be structured so that women may register separately from their male partner, and receive separate identity cards, which is important for women and girls who are sexual slaves or forced "wives", for whom the assembly point may offer a rare opportunity for escape from their captors.
- Translators should be hired and trained so as to be sensitive to the needs and concerns of those assembling who are often experiencing high levels of anxiety and facing particular problems such as separation from family members, lost property, lack of identity documents etc.
- Gender-aware registration forms and questionnaires should be developed to supply gender-disaggregated data on groups to be demobilized.
- Men and women should be escorted to separate facilities, while assured and shown that there will be frequent opportunities offered for contact in the initial stages of the demobilization processes as families may have joint decisions to make about their futures.
- The threat of sexual violence must be fully recognized and appropriate placement of latrines, washing and kitchen facilities must reduce security threats to women and girls. The provision of fuel and water decreases the need for women to leave a secured area, and is therefore an essential service.
- Secure food and water distribution, and the provision of hygiene facilities and health care, including reproductive and psychosocial health services is essential. Women and girls may have specific health and psychosocial needs, for instance, relating to gender-based violence. Women and girls who have been abducted and/or suffered sexual assault during and after the conflict should be assisted by women who are trained in trauma management and offered counselling services where these are culturally acceptable and appropriate. Such assistance is essential

- to allow female ex-combatants in particular to participate in training and receive any health care or counselling services required.
- Efforts should be made to balance domestic duties between men and women so that rather than collecting fuel or water, women can take equal advantage of briefings, re-trainings and other facilities at the site.
 - Opportunities should be provided to educate women about their rights, e.g. the right to own land or the right to pursue legal recourse.
 - Men and women should be offered equal (but if necessary, separate) access to education about HIV/AIDS.
 - In some countries, demobilized soldiers are offered opportunities in new security structures. Women ex-combatants should be provided the same opportunities as their male counterparts to be retained as part of the restructured police and security forces.

Disarmament

The disarmament phase in DDR is the first step in the process of turning combatants back into civilians, and includes the collection of small arms and light and heavy weapons within a conflict zone. According to the 11 February 2000 report of the Secretary-General, this initial disarmament “should also comprise the development of arms management programmes, including their safe storage and their final disposition, which may entail their destruction. De-mining may also be part of this process.”²

Because of the breadth and severity of their impact, and the danger they pose when peace is fragile, a reduction in the number of small arms and light weapons (SALW) that circulate before, during and after a conflict is a vital accompaniment to reconstruction efforts. The prevalence of portable weapons has made it imperative that disarmament as part of DDR be recognized as a symbolic prelude to a much longer and broader series of initiatives designed to convince a post-conflict society to disarm. Different types of disarmament take place after a conflict ends. Firstly, efforts are made to collect the arms held by fighters at the beginning of the DDR process. However, at this early stage of the peace, disarmament efforts are unlikely to collect all the weapons in a society because trust in the provision of security has not yet been fully established. As that trust grows, further disarmament efforts will extract more weapons.

However, when weapons remain in circulation, they combine with trauma, poverty and lawlessness to turn women’s neighbourhoods and homes into war zones, heightening the lethality of crime and of domestic and political violence. The insecurity felt by women and men is reflected in their reluctance to hand in quality weapons or reveal the existence of arms caches.

- Policies of exchanging weapons for cash in DDR should be avoided. This practice has proven to start a new arms trade wherein weapons are smuggled to reap the

² S/2000/101 Report of the Secretary-General to the Security Council on The Role of United Nations Peacekeeping in Disarmament, Demobilization and Reintegration, 11 February 2000

cash payment, creating a market for weapons, which undermines the disarmament effort.

- Armed and non-armed combatants should be separated while weapons are collected.
- Experience has shown that commanders sometimes remove weapons from the hands of women, and especially girl combatants, prior to arrival at the assembly point. In the past this has denied women and girls access to services and benefits of the DDR programme.
- On-going programmes to disarm, through weapons collections, weapons amnesties, the creation of new gun control laws which assist in the registration of legally-owned weapons, programmes of action such as Weapons in Exchange for Development (WED; sometimes also referred to as WfD), and other initiatives, should be put in place to support the reintegration and development processes.
- Weapons for development projects should be seen as ideal opportunities to target and train women as such projects are often related to the provision of services or goods which can alleviate the burden of care disproportionately placed on women in many parts of the world, such as water and fuel provision.
- Women's existing efforts to raise awareness of proliferation and misuse should be identified and recognized when planning long-term disarmament processes.
- Women's knowledge of trading routes, weapons caches, and other sources of hidden small arms and light weapons should be recognized and drawn from in disarmament planning, while priority attention should be given to the risks posed from such disclosure.
- Women should be interviewed along with, and if possible separately from men when conducting surveys to determine attitudes to small arms and light weapons.
- Other incentives can be given that replace the prestige and power of owning a weapon, and social pressure can be applied when communities have a sense of involvement in weapons collections processes. Men are traditionally associated with the use, ownership and promotion of small arms, and are injured and killed by guns in far larger numbers than are women. However, the discrepancy between female and male gun ownership should not preclude the assumption that women have guns, may pose threats to security and are not simply nurturers, innocents, and victims in situations of armed conflict.
- Educating and including women prominently in disarmament activities can strengthen women's profile and leadership roles in the public sphere, and should be encouraged. Opportunities should be taken up to link women's new expertise in disarmament to the promotion of their broader political participation.
- Collected weapons should be properly guarded and ideally destroyed. The involvement of women's groups in monitoring weapons collection and destruction, and as participants in destruction ceremonies can be a powerful way of solidifying community investment in the peace process.

Resettlement

After demobilization, mechanisms should be put in place to facilitate the return of women and girls to their destination of choice via a safe means of transportation that minimizes exposure to gender-based violence such as sexual assault, or re-recruitment and abduction into armed groups.

- Women should be properly catered for and included in any travel assistance that is offered after encampment. If a journey will take several days, the needs of women and their children must be catered for, with separate vehicles available if required.
- Women should be free to choose where they will live, electing to return to land from which they or their partner came, or to move to semi-urban or urban areas where they may have more freedom from traditional gender roles.
- A transitional safety net should be put in place to help resettled women with housing, healthcare and counselling, and offer educational support to get their children (especially girls) to school.
- Women should be fully informed about and able to access the local demobilization support office.
- Measures should be put in place to help reunify mothers and children.

Social Reintegration into Communities

Although the primary intent of demobilization is to remove combatants from their fighting roles as quickly as possible, even in the planning stages, it is imperative to think about how returning ex-soldiers will be received by the civilian community. From the perspective of the receiving community, it can seem that DDR “rewards” people who supported or committed atrocities. Communities often express resentment that they are expected to re-embrace those who have wronged them, and they often feel excluded from the plans that are developed to reintegrate ex-combatants and their supporters. The period of rehabilitation and reintegration will be a long one, and if it not well planned, it is highly likely that ex-combatants will not reintegrate and that divisions between them and the receiving community will widen as time goes on. Recognizing this danger from the outset is part of ensuring long-term stability and peace-building.

Returning ex-combatants may face a variety of difficulties in readjusting to civilian life, and their families may face problems in coping with their return. Such difficulties may relate to the reallocation of intra-household roles and responsibilities and coping with new attitudes and behaviour from returning ex-combatants, to resolving conflict through non-violent means as well as changes in household composition. In many post-conflict societies, the high numbers of men and boys killed in combat results in increases in the dependency ratio of households as families, for example, take in orphaned relatives. This can place an economic strain on the ex-combatant’s household.

- As part of the broad consultation undertaken with a wide variety of social actors, community awareness raising meetings should be held to prepare the community to receive ex-combatants. Inclusion of women and women’s organizations in

these processes should be considered essential as women often play a central role in post-conflict reconstruction and the provision of care.

- Receiving communities should be informed about the intention and use of reintegration packages and their potential impact.
- Resources should be allocated to train women to understand and cope with traumatized children, including how to help abducted girls gain demobilization and reintegration support. It is unfair to burden women with the reintegration and rehabilitation of child soldiers simply because they are usually the primary caregivers of children.
- Ex-combatants who have been wounded or disabled in action, or have become chronically ill due to combat exposure, should be provided with medical care, counseling, rehabilitation facilities and relevant vocational training. This will also reduce the burden of care that is usually unpaid and carried out by women and girls and that can lead to negative coping mechanisms by the household such as withdrawing girls from school to care for disabled relatives.
- Ex-combatants, their wives and dependants and receiving families and communities need to be sensitized to the difficulties of readjustment to civilian life of persons participating in or associated with armed groups and forces. Messages of reconciliation should also address the plight of women and girls who may have suffered abuse whilst with armed groups or forces and their specific needs.
- Women's organizations should be encouraged and trained to participate in healing and reconciliation work in general, in particular, to assist the reconciliation and reintegration of ex-combatants from different factions. Have women in the post-conflict zone already begun the process of reconstruction after war? Is this work recognized and supported?
- The expertise of women ex-combatants—which may be non-traditional—should be recognized, respected and utilized by other women. Women ex-combatant's reintegration should be connected to broader strategies aimed at women's post-conflict development in order to prevent resentment against fighters as a "privileged" group.
- Radio networks should include women's voices and experiences when educating local people about those who are being reintegrated, and thus alleviate potential tensions.
- Community mental health practices (such as cleansing ceremonies) should be encouraged to contribute to the long-term psychological rehabilitation of ex-combatants and to address women's specific suffering (often a result of sexualized violence).
- Women ex-combatants should have equal access to legal aid or support to assist them in combating discrimination (in both private and public spheres).

Economic reintegration

Female ex-combatants often find it more difficult than male ex-combatants to achieve economic reintegration. With few job opportunities, particularly within the formal sector, women and girls have limited options for economic reintegration, which has serious

implications if they are the main providers for their dependants. Female ex-combatants in particular, who may have become accustomed to a relatively independent and egalitarian life whilst away, may find it hard on return to adapt to the expectations of traditional communities. Furthermore, women and girls who have suffered gender-based violence may face particular difficulties in gaining acceptance for themselves and any children they may have had as a result of rape or forced marriage whilst in the armed forces. This group is likely to face rejection or denigration by their communities and families. Wives of ex-combatants may also face difficulties in adapting to or being accepted by a new community that may have distinct linguistic, ethnic or cultural traditions.

- Special measures have to be instituted to ensure that female beneficiaries have equal training and employment opportunities after leaving the cantonment site. This entails allocating funding for childcare and providing training as close as possible to where the women and girls reside to minimize irregular attendance due to problems associated with transportation (e.g. infrequent buses) or mobility (e.g. cultural restrictions on women's travel). Obstacles, such as employers refusing to hire women ex-combatants, or narrow expectations of the work women are permitted to do, should be taken into account before re-training is offered. Potential employees should be targeted for sensitization training to encourage them to employ female ex-combatants.
- Measures should be put in place to prevent the ghettoization of women ex-fighters and war widows on the fringes of the economy. This includes excessive reliance on unpaid or low paid NGO activity, which might become a substitute for long-term participation in the labour market.
- Women and girls should be given a voice in determining the types of skills that they are taught. Options should be provided to allow women and girls to build on skills acquired during their time with the armed groups and forces including skills that may not typically be considered "women's work", such as driving or construction jobs. Vocational skills should be taught in economically viable areas, where there is likely to be a long-term market demand.
- Widows, widowers and dependants of ex-combatants killed in action may need financial and material assistance. They should be assisted in setting up income-generating initiatives. Widows and widowers should be made active participants in reintegration training programmes and should also be able to benefit from credit schemes.
- Demobilized women should be offered training in administration, planning and money management.
- Because their homes are often the principal geographical base for women's work, technical and labour support systems should be in place to assist demobilized women in building a house and to support self-employment opportunities.
- One of the greatest needs of ex-combatants and their families is access to land and housing. In securing these, the specific needs of women have to be taken into account, particularly when traditional practices are not willing to accommodate women-headed households.

- Single or widowed women ex-combatants should be recognized as heads of household and permitted to own and rent existing housing and land.
- Measures should be taken to protect women ex-combatants or war widows from being forced into casual labor on land which is not their own.
- Where needed, women should be provided training in agricultural methods and the right to farm cash crops and own and use livestock.
- Security should be provided for women en route to work, or to the marketplace, particularly protecting women from banditry, especially in places with prolific small arms.
- Women should have equal access to communally-owned farm implements and water pumping equipment, and have the right to own such equipment.