



United Nations
peacekeeping
in the service of peace

**Implementation of Security Council Resolution 1325 (2000) on
Women, Peace and Security in Peacekeeping Contexts**

**A Strategy Workshop with Women's Constituencies
from Troop and Police Contributing Countries**

Pretoria, 7-9 February 2007

Conclusions, Agreements and Recommendations

BACKGROUND

1. A strategy workshop hosted by the Government of South Africa and organized by the Department of Peacekeeping Operations (DPKO) in partnership with the Commonwealth Secretariat and the African Centre for the Constructive Resolution of Disputes (ACCORD), took place in Pretoria 7-9 February 2007.

2. The objective of the meeting was to initiate discussion between national women's machineries and representatives of defense and interior ministries in Troop and Police Contributing Countries (TCC/PCCs), with a view to developing strategies to support gender-sensitive approaches to pre-deployment planning and preparations for peacekeeping.

3. Participants at the meeting comprised a comprehensive cross-section of military, police and civilian officials from leading troop and police contributing countries to United Nations peacekeeping. Representatives from twenty two countries in Africa, Asia, Europe and Latin America participated, including ambassadors and senior ministerial and parliamentary officials. High-ranking men and women from national defense and police sectors were well-represented, including former peacekeeping personnel. Several delegates were from civil society organizations, and the meeting benefited from the insights of participants from both current and former peacekeeping host countries.

CONCLUSIONS

4. **An innovative cross-sectoral dialogue:** The strategy workshop was a bold attempt to bring together government entities that have not traditionally had much contact with each other. While the intention was to invite mainly ministries or units responsible for women/gender affairs (national women's machineries) with only a few military and police resource persons, a number of governments submitted nominations of military and police officials, resulting in a larger proportion of participants from these sectors than originally envisaged. This mixed attendance served to greatly enrich the process.

5. **Need for continued engagement:** Notwithstanding the traditional distance that has existed between ministries responsible for women/gender affairs and those engaged with military and security sector concerns, the workshop provided for most of the countries represented a first opportunity for both sectors to initiate partnership discussions on matters related to the maintenance of global peace and security. It further underscored the need for continued engagement so that a common language and purpose can be forged and strong partnerships established between these sectors of government.

6. **A strengthened global mandate for gender-responsive peacekeeping:** There was a shared recognition of the need to strengthen the global mandate for women peace and security by requesting the General Assembly to adopt a resolution on this theme, and by requesting the Security Council to establish a monitoring mechanisms for the implementation of SCR 1325 (2000).

7. **National Action Plans and policy review:** There is a critical need for member states to fulfill their obligations under SCR 1325 (2000), including in the development of concrete National Action Plans for its implementation. This obligation implies the need for member states to urgently review all national policies and regulations that inform their peacekeeping activities, to ensure that they are aligned with global and national norms on women's rights and gender equality.

8. **An Inter-ministerial Task Force:** There was general agreement that the establishment by TCC/PCCs of inter-ministerial task forces on gender and peacekeeping, under the leadership of the ministry responsible for women's affairs, would be an effective means to guide such a review and the preparation of National Action Plans. At a minimum, membership of the Task Forces should include ministries responsible for gender/women's affairs, defense, interior and foreign affairs.

9. **The value of a broad-based governmental dialogue:** The discussion also revealed that national-level partnerships should extend beyond the sectors of women/gender affairs and those of defense and interior to include a broader range of concerns. There was consensus that the preparation of officers, troops and their police equivalent to address gender issues and to engage with civic and related matters that are now required for effective peacekeeping must rest on a foundation of overall high quality education overall. Similarly it was noted, for example, that the provision of child care and good health service has an impact on the willingness of women to enter uniformed services. In view of this participants saw enhanced national capacity for multi-dimensional peacekeeping as related to overall human development, which suggests the value of a broader political dialogue on the theme than is usually in place.

10. **National dialogue on women and gender equality in peacekeeping:** In addition, it was felt that national women's machineries could take a lead in stimulating national debate and information-sharing on this theme in order to establish a more engaged and supportive public attitude to gender-responsive peacekeeping.

11. **Enhanced long-term preparation and training for all peacekeepers, male and female:** Long-term preparation is a necessity for multi-dimensional peacekeeping, so that there is time for trainees to internalize and develop real competence in the attitudes and skills required, including civic responsibility and gender awareness. In addition, specific training may be needed by female personnel to compensate for gaps in their general education and training (for example so that they can meet the requirements for driving and shooting).

12. **Specific steps to increase the recruitment and deployment of women:** Another critical area is the adoption by the defense and security sector ministries of specific personnel management practices that will increase the recruitment and deployment of women, including adaptation of measures that have been found to be effective in the civilian sector, and the establishment of dedicated cells to oversee recruitment of women.

13. **The working environment for women in peacekeeping operations:** There was acknowledgement that both TCC/PCCs and DPKO have responsibility to ensure that missions are planned and implemented in such a way as to establish a positive working environment for women. This approach requires investments in training mission leadership in the management of diversity, developing clear and transparent codes of conduct and guidelines, and improving provision of supplies and services needed by women, as well as provision of recreation and welfare facilities for all peacekeepers.

14. **DPKO has an important role in developing global peacekeeping standards and monitoring tools** to guide the work of TCC/PCCs, including with regard to gender-responsive peacekeeping. In the area of recruitment of women and their promotion to leadership positions it was noted that DPKO must lead by example in enhancing the capacity of its own gender advisers and locating gender units in the offices of the Heads of Missions/Head of Department so as to facilitate better access and engagement with decision-making processes.

AGREEMENT ON A FOUR-POINT ACTION PLAN AND PILOT PROCESS

15. In view of the above conclusions, the meeting reached the following agreements:
1. The meeting established a four-point Action Plan for the enhancement of gender mainstreaming and women's participation in peacekeeping, to be implemented by all TCC/PCCs with the support of DPKO, the Commonwealth Secretariat and others, as follows:
 - a. Establish at the national level an Inter-Ministerial Task Force on Gender and Peacekeeping, chaired by the ministry responsible for women's affairs/gender equality or an equivalent entity;
 - b. Consult, inform and seek the partnership of women's groups and relevant civil society organizations in taking forward the outcomes of the strategy meeting;
 - c. Facilitate an on-going dialogue on gender and peacekeeping among the sectors of government responsible for military and police affairs, those responsible for women's affairs/gender equality and others as appropriate, addressing, *inter alia*, the issues set out in this report; and
 - d. Establish monitoring and accountability mechanisms, to the extent possible by expanding mechanisms that are already in place.
 2. The meeting agreed that while all countries have responsibility to address this plan, four (Argentina, Nigeria, Pakistan and South Africa) will participate in a pilot process (subject to national endorsement) that will enable lessons learned and good practices to be documented and shared systematically. A global assessment of the pilot process using a peer review mechanism will be undertaken by DPKO during early 2008.

RECOMMENDATIONS

16. In addition to these agreements, the following recommendations were adopted.

1. Strengthen and expand global policy on women, peace and security

All

1. Request the Security Council to establish a working group to monitor the implementation of SCR 1325 (2000) on women peace and security.
2. Request the General Assembly to adopt a resolution on the role of women in building sustainable peace and development.
3. Request the Commission on the Status of Women to review the outcomes of this meeting at its March 2007 session, and to prepare a resolution on them for consideration by ECOSOC.

2. Review and revision of national security and defense sector policies

Troop and Police Contributing Countries

1. Develop a National Action Plan for the Implementation of SCR 1325 (2000), incorporating the recommendations set out in this report, and others that may emerge through national consultations, including:

- a. a comprehensive review of national defense and security sector policies to ensure alignment with global and national commitments to gender equality, and to identify gaps and entry points for enhanced gender mainstreaming and participation of women in peacekeeping;
- b. establishment of Gender Units or Gender Champions at senior levels within the ministries of defense and interior, to support amongst others, the recruitment and deployment of women to peacekeeping;
- c. strengthening the collection of sex-disaggregated data and gender statistics relevant to peacekeeping, to inform national policy-making;
- d. a monitoring and accountability mechanism to track the implementation of the National Action Plan, to the extent possible building on mechanisms already in place; and
- e. adequate resources, both human and financial, to ensure implementation of these policies, including the use of gender-responsive budgets in the security sector.

National Women's Mechanisms

2. Table, in collaboration with others as appropriate, a parliamentary debate on SCR 1325 (2000), and ensure that regular monitoring of compliance with the resolution is placed on the parliamentary agenda.
3. Establish and maintain active contact and collaboration with counterpart entities in post-conflict countries hosting national peacekeeping contingents in order to identify gender-specific needs and priorities in those countries that should inform peacekeeping planning processes undertaken by TCC/PCCs.

DPKO

4. Submit the outcomes of the strategy workshop to the attention of the Security Council through a letter addressed to the President.
5. Consider establishing a network, community of practice or other suitable mechanism which draws on the membership of TCC/PCCs, to promote global collaboration on gender-responsive peacekeeping, including through the exchange of expertise, information and good practices.
6. Develop a consultative relationship with regional organizations such as the African Union and the European Union, to build synergy and coherence in gender-responsive peacekeeping policy.

3. Recruitment and deployment of women to peacekeeping operations

Troop and Police Contributing Countries

1. Develop a national policy on the recruitment and deployment of women, that includes numerical targets (such as a minimum of percentage of women in all formed units deployed to peacekeeping), and the following priority initiatives to support the achievement of these targets:
 - a. establishment of specialized units within military and police personnel offices to oversee the recruitment and deployment of women;

- b. initiation of specific research on those factors that enhance the recruitment, retention and deployment of women, and ensuring that they inform national policy;
- c. promotion of increased numbers of women in leadership positions in national forces and in peacekeeping;
- d. nomination of women for senior civilian peacekeeping positions, for example as Special Representatives of the Secretary General (SRSG) or on secondment to DPKO headquarters;
- e. development of national public information strategies that promote women's recruitment into police and military, and deployment to PKOs; and
- f. review of qualification requirements to remove those that discriminate against women (for example biometric requirements), while retaining standards.

DPKO

- 2. Ensure that in all relevant mechanisms, such as pre-deployment visits to TCC/PCCs and Selection Assistance Teams, have the specialized capacity to operationalise the organisation's commitment to 10 percent female recruitment in all peacekeeping contingents.
- 3. Review negotiations and agreements with TCC/PCCs to ensure that they do not include provisions that tend to exclude women (for example the initial length of Tour of Duty required).

4. Pre-deployment preparation and training of troops and police

Troop and Police Contributing Countries

- 1. Develop a pre-deployment training plan based on a fundamental review of existing training approaches to ensure:
 - a. incorporation of complementary training to address language barriers, cultural sensitivity, civic responsibility, human rights and gender-awareness;
 - b. engagement of nationally available gender expertise in the ministries of women/gender affairs or women's NGOs to support pre-deployment training;
 - c. integration of gender awareness in the curricula that shapes the long-term education of military and police personnel to ensure lasting impact;
 - d. provision of foundation skills to women military and police officers to enhance their selection for peacekeeping; and
 - e. regular reviews of gender training outcomes, including structured post mission debriefs, to identify and remedy gaps in training and other support needs.

DPKO

- 2. Undertake monitoring visits to national peacekeeping training centres to review the application of gender training standards and modules developed by DPKO to guide TCCs and PCCs on pre-deployment gender training.
- 3. Ensure the appointment of gender focal points within military components in peacekeeping missions to facilitate dialogue and better interaction with women in the local population.

5. Creation of a positive environment for women deployed to peacekeeping

Troop and Police Contributing Countries

1. Undertake specific national-level research, including exit surveys of returning female peacekeepers, on factors affecting the working environment for women in peacekeeping operations.
2. Ensure that national policies guiding participation in peacekeeping include:
 - a. clear and transparent codes of conduct and guidelines on conduct and discipline matters, including appropriate training for all personnel;
 - b. appropriate briefings for senior military and police officials nominated to serve in peacekeeping missions to enable them establish and maintain a management regime in which women as well as men can perform optimally;
 - c. a commitment to nominating women to serve in leadership positions in peacekeeping; and
 - d. adequate provision of welfare services and recreational facilities to contingents deployed to peacekeeping, according to global standards developed by DPKO, so that morale on the mission is raised and inappropriate behaviour and conduct intimidating to women is reduced.

DPKO

3. Undertake research, in collaboration with others, on those factors that affect the working environment for women in PKOs.
4. Consult with the National Machinery for Women during the process of negotiating the memorandum of understanding between DPKO and the TCC/PCC, so that their perspectives on the needs of female peacekeepers are reflected in the agreement.
5. Accelerate on-going discussions with member states regarding the provision of welfare services and recreational facilities to peacekeeping contingents, especially regarding the establishment of a global standard for such provision, open to all military, police and civilian personnel in peacekeeping operations.
6. Develop competency profiles for gender-responsive leadership and management for zero tolerance that can inform the selection of peacekeeping leadership by TCC/PCCs.
7. Ensure that training cells in peacekeeping operations are able to evaluate how well the gender perspective is understood and employed within the mission, and address gaps. This can be undertaken in collaboration with the Office of the Gender Advisor and local women's constituencies and civil society organizations.