United Nations Educational, Scientific and Cultural Organization (UNESCO)

QUESTIONNAIRE

IMPLEMENTATION OF THE UN SYSTEM-WIDE ACTION PLAN ON SECURITY COUNCIL RESOLUTION 1325 (2000) ON WOMEN, PEACE AND SECURITY

Welcome to the Inter-Agency Questionnaire on the system-wide action plan to Implement Security Council Resolution 1325 (2000) on women, peace and security. The Security Council, in its presidential statement S/PRST/2005/52, endorsed the system-wide action plan and requested the Secretary-General to update, monitor and review its implementation and integration and report to the Security Council in October 2006.

You can find the full system-wide action plan in the Secretary-General's 2005 report on women, peace and security (S/2005/636).To access the plan **click here**.

Purpose

The purpose of this questionnaire is to review and assess progress in implementing the system-wide action plan for Security Council resolution 1325, identify lessons learned and good practices, as well as gaps and challenges in order to develop mechanisms that will support and strengthen the implementation of resolution 1325.

It is part of a three-step information-collection process that also includes interviews and focus group discussions. The outcomes of this process will be presented in the forthcoming report of the Secretary-General to the Security Council.

Structure of the Questionnaire

This questionnaire has three sections:

Section A requests background information of the respondent entity.

Section B requests information on the implementation of the entity's commitments under the system-wide action plan.

Section C requests information on current level of organisational capacity and seeks suggestions on how implementation of the provisions of Security Council resolution 1325 can be improved.

Specific instructions are given for each Section of the Questionnaire.

Thank you for taking the time to complete it!

SECTION A. BASIC INFORMATION
INSTRUCTIONS

Please respond to each of the following questions in the appropriate box.

1. **Information about your Organization**

    a. The name of your entity. (drop down menu of all acronyms) NOTE: add category other)
    b. Does your entity have any field presence?   Yes/No buttons
    c. Please give the names of the units of your entity that contribute to the implementation of the Action Plan (field for up to 300 words)

2. **Contact information**

    • Please provide name, e-mail and phone number of a designated contact person for follow-up questions.(field for 30 words)

SECTION B –   PROGRESS REVIEW

INSTRUCTIONS

Below you are asked to provide information about eight of the 12 Areas of Action in the Action Plan (the other four are covered in Section C)

- Progress and results [change all below – delete highlights]
- Lessons learned and good practices
- Gaps and challenges

Under each Area of Action, provide information by objective as listed in the action plan if applicable (e.g. A1, C2, G5 as listed in the action plan)

Please also indicate if your entity has started additional activities in any of the Areas of Action. [ADD NEW BOX FOR THIS UNDER EACH ACTION AREA]

Questions Section B

Area of Action
QA1. Conflict prevention and early warning
Progress and results

At Headquarters

In the Field

Lessons learned and good

practices

At Headquarters

In the field

Gaps and challenges

At Headquarters

In the field

Repeat for:

B. Peacemaking and peacebuilding

C. Peacekeeping operations

D. Humanitarian response

E. Post-conflict Reconstruction and Rehabilitation

F. Disarmament, Demobilization and Reintegration

G. Preventing and Responding to Gender-based Violence in Armed Conflict

H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners

SECTION C

PART I - CAPACITY REVIEW

INSTRUCTIONS

This section seeks information on the organizational capacity of the UN system to implement SCR 1325. This is closely linked to the ability to effectively promote gender equality throughout all areas of work, including through gender mainstreaming as well as targeted measures to empower women and girls.

To enhance organizational capacity, attention needs to be paid to a number of elements: Coherence and Coordination, Accountability, Results-based Management, Monitoring, Evaluation and Reporting, Capacity-Building, Resource Allocation and Staffing.

Below you are asked to provide information on measures taken in these different areas.

Questions Section C Part I

Coherence and Coordination

Policy Guidance:
Do you have any internal policy documents providing guidance on implementation of SCR 1325?
Yes/No/Do not know **NO**

If yes, please describe:

If not, please explain: **Policy guidance is provided in UNESCO's overall "Gender Mainstreaming Implementation Framework for 2002-2007".**

Programme Coordination:
Is implementation of SCR 1325 reflected in substantive policy/project/funding design and management?
Yes/No/Do not know **NO**

If yes, please describe:

If not, please explain: ***Not specifically, but its principles are integrated in "UNESCO's Gender Mainstreaming Implementation Framework", which provides policy/project/funding design and management guidance in all areas of UNESCO's fields of competence.***

Common-System Partners:
Does your entity collaborate and coordinate with different UN entities?   HQ/in the field.
Yes/No/Do not know YES

If yes, please describe:

HQ: UNESCO, through its HQ-based Section for Women and Gender Equality within the Bureau of Strategic Planning, is represented in several inter-agency bodies dealing with the promotion of gender equality and women's empowerment. Such bodies include:

- **The UNDG Task Team on Gender Equality**
- **INSTRAW - A Memorandum of Understanding was signed between UNESCO and INSTRAW**
- **IANWGE (notably several of its Task Forces)**
- **GENDERNET (OECD)**

FO: Though UNESCO is not a field-based organization, its field entities participate – when and as possible - in UN Country Teams within their priority areas of operation (eg. Education, HIV/AIDS, gender..). UNESCO also participates and often chairs the national donor Education Sector Working Groups (eg. In Cambodia)

Have any specific challenges been encountered?:
HQ: Because of UNESCO's multi-sectoral mandate, it has the potential to take part in a large number of inter-agency coordination structures. Establishing priorities and following through with limited human and financial resources is always a challenge.

FO: Given UNESCO's decentralization policy and structure, it is particularly challenging for UNESCO to contribute on a regular basis to country level programming in countries where it does not have an office.

Collaboration and coordination with national and regional partners:
Does your entity collaborate and coordinate with national and regional partners, including government actors and civil society?:
Yes/No/Do not know   **YES**

If yes, please describe:

Collaboration: UNESCO's main government counterpart is most often the Ministry of Education or of Culture, with whom the Organization entertains privileged relationships. Furthermore, as founder of many international professional associations within its field of competence, UNESCO also has established partnerships with key international organizations in the area of education (for example, The Forum for African Women Educationalists - FAWE), the social and human sciences and the media and communication.

Typically, UNESCO seeks to integrate EFA processes into mainstream education sector development at the country level by seeking synergies with ongoing education initiatives and partnerships with regional organizations. Concretely, UNESCO reviews EFA national action plans and puts in place regional monitoring systems. It further enhances partnerships with regional organizations and governments through the organization of EFA-related theme-based dialogues.

Example of coordination role: UNESCO jointly convenes since 1961, with the United Nations Economic Commission for Africa, the biennial Conference of Ministers of Education of African Member States (MINEDAF).

These meetings provide the opportunity to draw the attention of the international community on the urgency of universal solidarity to promote the right to education, (universal declaration of the human rights; Article 26). Today the purpose of MINEDAF conferences is to contribute to mobilizing world opinion, decision-makers and the international community in favor of the promotion of Education for All.

Have any specific challenges been encountered?:

System-wide coherence and coordination:
Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?
Yes/No/Do not know **YES**

If yes, please describe:

UNESCO's commitments, as expressed in the System-wide action plan, accurately reflect UNESCO's priority areas of work with respect to the implementation of SC Res 1325. These commitments are:

--"A.1. Develop a comprehensive system-wide strategy and action plan to integrate gender perspectives in all conflict prevention work."

<u>UNESCO will</u>: Create an enabling environment for freedom of the press and universal access to information as a means of preventing conflicts.

--"B.1. Develop strategies, including training and capacity-building initiatives, to ensure women's full participation in all stages of the peace process, including in the negotiation and implementation of peace agreements, drafting and negotiation of constitutions and development of strategies for resettlement and rebuilding."

<u>UNESCO will</u>: Develop an action plan for the Great Lakes region in Africa to identify women's strategic

gender needs in consultation with representatives of government ministries, academia and women's groups and establish regional and subregional women's research centres.

--"B.5. Provide systematic training on gender issues for all personnel involved in peacemaking and peacebuilding efforts."

 <u>UNESCO will</u>: Raise awareness and educate for gender equality; train headquarters and field-based civilian, military and civilian police and humanitarian personnel on how to integrate gender perspectives into peacemaking and

peacebuilding activities; train women professionals in election reporting and other initiatives to improve journalistic standards.

--"E.1. Develop, implement and evaluate policies and strategies on gender mainstreaming in all post-conflict reconstruction and rehabilitation programmes."

<u>UNESCO will</u>: Support research on policy linkages and gender mainstreaming in policies and projects in post-conflict reconstruction.

--"E.2. Develop targeted activities focused on the specific constraints facing women and girls, including widows, female heads of households, refugees and IDPs, in post-conflict situations, such as lack of land, property rights and access to and control over economic resources."

<u>UNESCO will</u>: Support the establishment of journalists' associations and networking and advocate for safety of women media professionals and independent media run by women's associations; promote capacity-building of faculties of journalism.

--"E.4. Promote the protection of and respect for human rights of women and children in all policies and programmes in support of constitutional, judicial and legislative reform, including truth and reconciliation and electoral processes in conformity with international norms."

UNESCO will: Work in partnership with United Nations country teams to streamline gender issues in the assistance to the reconstruction of media, the improvement of professional standards and the promotion of freedom of the press.

--"E.7. Integrate gender issues into existing operational tools, guidelines and manuals and develop new gender guidelines, tools or other resource materials to facilitate gender mainstreaming in all areas of post-conflict reconstruction and rehabilitation."

UNESCO will: Produce pedagogical tool kits for peace education and non-violent conflict resolution. Establish an enabling environment to reduce violence against women.

If not, please explain:

Accountability of managers and staff

Does your entity have mechanisms in place to ensure accountability for implementation of SCR 1325 among staff, in particular for senior managers?

Yes/no/don't know   **NO**
Please describe:

Have any specific challenges been encountered?

Before implementing accountability mechanisms for SCR 1325, UNESCO must first put into place a house-wide, cross-sectoral, gender-mainstreaming accountability policy.

Results-Based Management (RBM)

RBM Framework:
Have provisions of SCR 1325 been integrated within Results-based Management Frameworks?
Yes/No/Do not know   **YES**

If yes, please describe:

In accordance with Article 8 b) and c) of SC Res 1325, UNESCO's Programme and Budget for 2006-2007 states that the following expected results should be attained at the end of the biennium:

--Result 1 = Research undertaken of impact of globalization on gender equality and cultural obstacles and social impediments to women's advancement.

--Result 2 = Women's involvement in post-conflict situations promoted.

--Result 3 = Key areas of quality education better reflected into educational policies and frameworks

--Result 4 = Capacities of institutions addressing curriculum development enhanced, with particular focus on postconflict and transition countries and LDCs.

--Result 5 = Awareness of safety and reporting in conflict situations among journalists increased.

-- Result 6= Dialogue and cooperation among media professionals and in civil society reinforced to support efforts for restoration and consolidation of peace in conflict and post-conflict areas.

-- Result 7 = Freedom of expression and democratic media environment in post-conflict areas promoted.

If not, please explain:
Not explicitely, howeber see above.

Indicators:
Have indicators to measure progress in implementing commitments under the action plan been established?
Yes/No/Do not know   **YES**

If yes, please describe what indicators:

See answer to above question.
Specific indicators referring to SCR 1325 have not been put into place, however, since performance indicators are part and parcel of UNESCOs' programme and budgeting system, all implementating units, including those working on the implementation of SC rEs 1325, identify in the beginning of each biennium performance indicators.

→For result 1, " Research undertaken of impact of globalization on gender equality and cultural obstacles and social impediments to women's advancement", the following performance indicators have been identified

– research networks created

– networks of ministers of women's affairs:

– research and gender studies undertaken and disseminated:

– gender indicators of the empowerment of women developed;

– recommendations on policies for women in the judiciary.

→For result 2, " Women's involvement in post-conflict situations promoted", the following performance indicators have been identified:

– women's studies and resource centres established (in the Palestinian territories, Iraq and the

Democratic Republic of the Congo);

– results of studies on gender dynamics of conflict, peace, and reconstruction published (ISSJ).

→For result 3, "Key areas of quality education better reflected into educational policies and frameworks", the following performance indicator have beenidentified:

– number of countries assisted, with particular emphasis on education for peace and human rights, gender equality, tolerance and intercultural and interreligious

dialogue (development and revision of textbooks, teaching materials, curricula, related teaching methods and teacher training, in particular in post-conflict areas);

→For Result 4, " Capacities of institutions addressing curriculum development enhanced, with particular focus on postconflict and transition countries and LDCs", the following performance indicators have been identified:
– training modules prepared and disseminated;

– number of country core teams for curriculum making, development and assessment trained;

– number of young professionals and researchers trained, in particular in post-conflict and transition countries;

– network of curriculum development and research bodies functioning and broadly utilized.

→For result 5, "Awareness of safety and reporting in conflict situations among journalists increased.", the following performance indicators have been identified:
– professional organizations supported to provide training to journalists;

– number of journalists trained in various regions;

– strategies developed to support media in open and conflict zones;

– network established in collaboration with media NGOs and professional organizations to assist media in conflict zones;

– UNESCO position paper on assistance to media in open and post-conflict areas developed;

– support provided to the establishment and work of the International News Safety Institute (INSI).

→For result 6, "Dialogue and cooperation among media professionals and in civil society reinforced to support efforts for restoration and consolidation of peace in conflict and post-conflict areas", the following performance indicators have been identified:
– creation of environment more open for dialogue and tolerance through dialogue projects among media professionals;

– seminars/workshops for media professionals held in different conflict and post-conflict areas;

– number of productions and co-productions promoting values of peace and dialogue;

– young people empowered through improved use of ICTs and information networks to promote dialogue, mutual understanding and respect for human life and human dignity.

--For result 7, "Freedom of expression and democratic media environment in post-conflict areas promoted.", the following performance indicators have been identified:
– assistance provided to media in conflict zones in line with the goals laid down in this position paper;

– number of follow-up activities to the SIDA/UNESCO Conference (2003) on assistance to media in conflict zones;

– wider access to non-partisan information promoted through new independent and pluralistic media, both private and public;

– professional standards and management techniques for media professionals imparted for work in tension-ridden environments;

– improved capacities of women media professionals in post-conflict areas.

Monitoring, Evaluation and Reporting

Monitoring:
Has any monitoring mechanism for implementation of SCR 1325 been established within your entity? HQ/In the field
Yes/No/Do not know   **NO**

If yes, please describe:

If not, please explain:
HQ: UNESCO is in the process of revising, in the view of improving, its programme monitoring mechanisms and systems.

FO: see above

Sex and age disaggregated data:
Is sex and age disaggregated data collected on a routine basis?
Yes/No/Do not know   **YES**

If yes, please describe:

UNESCO is responsible for the Education for All Global Monitoring Report, which provides sex and age disaggregated data when made available by Member States.

If not, please explain:

Reporting:
Is information on gender issues and implementation of SCR1325 routinely included in official reporting?
Yes/No/Do not know **NO**

If yes, please describe:

No specific reporting system is foreseen for SCR 1325.

The Director General reports twice a year to the Executive Board on the implementation of the Programme and Budget (32 C/5), which includes activities undertaken in implementation of SCR 1325 and in accordance with the Organization's commitment to "integrate a gender perspective in policy, programming, implementation and evaluation activities in all areas of UNESCO's competence" (cf Medium Term Strategy for 2002-2007, para 32).

If not, please explain:

Capacity-Building
Training:
Have any specific training programmes/modules/courses on SCR 1325 been developed as a special course/regular staff training/management/leadership or technical training?
Yes/No/Do not know   **NO**

If yes, please describe:

If not, please explain:
UNESCO's Section for Women and Gender Equality within the Bureau of Strategic Planning is in the process of integrating a "gender and post-conflict reconstruction" component into the Organization's training programme dedicated to staff destined for post-conflict interventions.

What categories of staff are being trained?

Senior Management	[box]
<u>Professional staff</u>	[**X**]
Technical Staff	[box]
Uniformed personnel	[box]
Support staff	[box]
Other (please explain)	[box]

Tools and guidelines for implementation of SCR1325

Have specific tools, such as guidelines, checklists and/or instructions been developed to assist staff in implementing SCR 1325?

Yes/No/Do not know. NO

Senior Management	[box]
Professional staff	[box]
Technical Staff	[box]
Uniformed personnel	[box]
Support staff	[box]
Other (please explain)	[box]

How are these tools used by staff? HQ/In the field
Describe briefly:
Have any specific challenges been encountered?:

Knowledge-management:

Is there a system in place within your entity to collect and disseminate data and information on the implementation of SC1325, including good practice examples and lessons learned?
Yes/No/Do not know   **NO, not specifically**

If yes, please describe:

- How information technology is used in that process?

– How such data and information are used to improve the work of your entity on the implementation of SCR 1325.

Resource Allocation
Financial Resources:
Have adequate financial resources been allocated towards your entity's implementation of commitments under the action plan?
Yes/No/Do not know   **NO**

If yes, please describe [differentiate between RB and XB]:

If not, please explain:

The Sector for Social and Human Sciences' programme on gender equality and development uses some of its funds for projects supporting 1325.

Human resources:
Has a gender unit/focal point/or focal points for follow-up been designated
Yes/No/Do not know HQ/In the field

HQ: YES

FO: YES

If yes, please describe and specify level/s of staff)

HQ: One P5, Chief of the Section for Women and Gender Equality within the Bureau of Strategic Planning.

FO: UNESCO has a network of Gender Focal Points stationed in its field entities. Staff profiles vary in age, administrative status and grade: from "SSA" to "international staff" status, and from P1 to P5.

If not, please explain:

How many other staff members are directly involved in implementation?
In Headquarters:
-1 x P4 in the Sector for Social and Human Sciences
-2 x P3: one in the Sector for Social and Human Sciences and one in the Sector for Communication and Information.

Gender Balance:
Have any specific initiatives been taken to achieve gender balance at all levels and all categories of staff?
Yes/No/Do not know HQ/In the field   **YES**

If yes, please describe:

HQ and FO:

The following measures have been put into place:

● Target of 40 % of women at the senior levels (D and above) should be achieved by 2015 (cf: General Conference Resolution 33C/75 of Oct. 2005 endorsing UNESCO's medium and long term staffing strategy)

● Family friendly measures have been revised and enhanced in 2002 by Administrative circular, which include - in addition to maternity leave and child care facilities- : paternity leave; breastfeeding policies; family leave for child care, adoption, family emergency; Part-time work;

● Policies on harassment including sexual harassment (by Administrative circular, since April 2005)

UNESCO, Women's Empowerment Network (WEN) – in the process of being formalized in 2006 by the Section for Women and Gender Equality.

UNESCO Women's Group for Mentoring Young Professional Women – in the process of being established by the Section for Women and gender Equality in collaboration with the central Bureau for Human Resources

Have any specific challenges been encountered?:

Developing gender-responsive arrangements that support UNESCO's staff rotation policy.

Instructions Section C Part 2

SECTION C: Continued

PART II: IMPROVEMENT OF THE SYSTEM-WIDE ACTION PLAN TO IMPLEMENT SCR 1325.

INSTRUCTIONS.

Please provide your thoughts on what more needs to be done to accelerate and strengthen implementation of SCR 1325 in the space provided

Please be as specific as you can, e.g. rather than making a recommendation to "strengthen" any mechanism, please suggest exactly what needs to be put in place.

Questions Section C Part 2

1. What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007?

   You may choose to provide information in the following categories, or other information according to your priorities.

   Please be brief.

Coherence and Coordination, including interagency coordination

Accountability

Results-based Management

Monitoring, Evaluation and Reporting

Capacity-Building

Human and Financial Resource Allocation

Gender balance

(blank box)

Other

(blank box)

2. If your entity could do **only two things** to improve its own implementation of the Action Plan, what do you think would be most useful?

1. Develop a policy and corresponding strategy that will allow UNESCO to effectively mainstream gender equality and women's empowerment concerns in UNESCO's peacebuilding post-conflict reconstruction and rehabilitation activities.
2. Provide systematic gender mainstreaming training for staff stationed in post-conflict zones.

3.   Are any there any other comments you would like to make

(blank box)

4.   Do you have any suggestions for improving this questionnaire for use in subsequent years?

(blank box)

We would appreciate receiving any background documents you feel may be useful to others. For example, if you have any tools that have proved effective, or training materials, we would like to receive a copy. After submitting your completed questionnaire you will be instructed how to upload these.

Thank you for completing the questionnaire.