

## DPA Gender Factsheet

*This Gender Factsheet provides information on the United Nations' Women, Peace and Security (WPS) policies and commitments pertaining to DPA. It also highlights relevant paragraphs of eight Security Council resolutions, Secretary-General's reports on WPS and General Assembly resolution on strengthening the role of mediation. The Factsheet gives an overview of DPA's gender work at the strategic and operational levels as well, including our Joint Strategy on Gender and Mediation with UN Women, and some examples of the inclusion of women in mediation and political processes. Annex 1 introduces some DPA gender resources. UN staff can find all resolutions, guidance and tools referenced in this note on the DPA net under Topics, Women, Peace and Security.*



## UN NORMATIVE AND POLICY FRAMEWORKS ON WOMEN, PEACE AND SECURITY

Peace processes provide a critical opportunity to reshape the political, security and broader socio-economic landscape of a nation-state. Yet, women remain vastly under-represented in conflict mediation processes and most post-conflict peacebuilding efforts do not address their specific needs. **Eight UN Security Council resolutions** (S/RES/1325 (2000), S/RES/1820 (2008), S/RES/1888 (2009), S/RES/1889 (2009), S/RES/1960 (2010), S/RES/2106 (2013), S/RES/2122 (2013) and S/RES/2242 (2015), as well as a GA resolution 65/283\* (2011) on inclusive mediation and, were adopted since 2000. Four Security Council resolutions reiterate the UN's commitment to women's full and effective participation in conflict prevention and resolution; while four resolutions deal specifically with preventing and addressing Sexual Violence in Conflict (SVC).

In 2010 at the **10<sup>th</sup> anniversary of SCR 1325 (2000)** on Women, Peace and Security, three Secretary-General's reports were considered by the Security Council, which introduced:

### a) SCR 1325 (2000) monitoring and reporting system

In 2010, a set of 26 UN system-wide agreed global indicators was developed on request of the Security Council to monitor the implementation of SCR 1325 (2000). DPA pledged to populate and monitor seven indicators that pertain to its conflict prevention and mediation mandate; establish a 2010 baseline, and; set realistic WPS targets for 2015 and 2020. A DPA-specific **monitoring and reporting system** was furthermore put in place and a capacity needs-assessment conducted to design a practical WPS skills training for DPA staff. DPA reviews and report annually on its progress in implementing its 15 WPS commitments to the Security Council and has improved and systematically reached all set-benchmarks to date.

### b) UN 7-point Action Plan on Women's Participation in Peacebuilding

The UN **7-point Action Plan** on Women's Participation in Peacebuilding (2010) outlines organisational strategies and measures for relevant UN entities. Four 'actions' had **implications for DPA's work**:

- As the designated UN lead-entity for the **inclusion of women in conflict resolution**, DPA: i) actively promote women's participation in peace processes; ii) bolster gender and mediation expertise; iii) systematically consult civil society; and iv) assist EOSG in appointing women envoys.

- As the co-lead UN entity for the **representation of women in post-conflict governance processes**, DPA is committed to systematically assess the value of temporary special measures, including quotas, when providing technical and electoral assistance to countries emerging from conflict.
- DPA also seeks to ensure that women’s participation is institutionalized in all stages of **post-conflict planning processes**
- Furthermore, DPA is committed to tracking whether allocations of UN-managed funds to post-conflict peacebuilding projects address specific needs of women and included a planning question in its **XB project template**.

**c) UN Strategic Framework on Women, Peace and Security 2011 – 2020**

In 2011, a UN Strategic Framework was adopted to track the implementation of SCR 1325 (2000), with **quantitative WPS targets** set for all relevant UN entities. DPA took on fifteen concrete WPS-related deliverables to be realised by 2014 and 2020, respectively, in consultation with DPA HQ divisions and field missions.

15 DPA COMMITMENTS TO TRACK IMPLEMENTATION OF SCR 1325 (2000)	
<b>Women’s Participation in Conflict Resolution and Prevention (8)</b>	<ul style="list-style-type: none"> <li>• Increase women’s participation in conflict prevention and resolution efforts</li> <li>• Provide systematic gender and mediation expertise</li> <li>• Assist EOSG in appointing women UN chief mediators</li> <li>• Develop gender and mediation strategies to increase representation of women in formal peace negotiations</li> <li>• Conduct systematic civil society consultations, in all conflict prevention and resolution efforts</li> <li>• Develop gender-sensitive strategies to prevent and counter terrorism and violent extremism, including civil society, especially women’s organisations</li> <li>• Consult civil society, women’s organisations and survivors of SVC, and engage with parties to conflict when SVC is suspected or has occurred</li> <li>• Include gender/WPS-relevant provisions, including on SVC, in ceasefires and peace agreements</li> </ul>
<b>Prevention of conflict and all forms of violence against women and girls in conflict (3)</b>	<ul style="list-style-type: none"> <li>• Appoint Gender Advisors in all SPMS as well as Women Protection Advisors, where SVC is a concern</li> <li>• Include WPS analysis, sex disaggregated data and recommendations in SPM periodic reports and briefings to the Security Council</li> <li>• Monitor Security Council actions taken on SCR 1325 including WPS issues in Security Council field missions’ TORs and reports</li> </ul>
<b>Women’s Political Participation (2)</b>	<ul style="list-style-type: none"> <li>• Assess the value of and make recommendations for temporary special measures, incl. quotas, in electoral assistance missions, where relevant</li> <li>• Address gender discrimination in UN policy &amp; guidelines for electoral processes and women’s political participation more broadly</li> </ul>
<b>Post-conflict Planning and Financing (2)</b> T	<ul style="list-style-type: none"> <li>• Consult women and address their specific needs in Integrated Assessment Planning and ensure gender expertise is retained in UN mission drawdown/transitions</li> <li>• Apply UN entity-specific gender planning tool to track allocation of resources to peacebuilding projects addressing specific women’s needs</li> </ul>

**d) 8<sup>th</sup> comprehensive SC resolution on Women, Peace and Security, adopted on 13 October 2015**

At the request of the Security Council, the Secretary-General commissioned an **independent Global Study** to inform the 2015 **High-Level Review of the implementation of Security Council resolution 1325 (2000)** which took place in October 2015. During the High-level Review, a fourth (or eight overall) resolution on WPS, **S/RES/2242 (2015)**, was adopted. The resolution calls on relevant actors, including the Secretary-General, DPA and DPKO to redouble their efforts to implement the WPS agenda; underlines the need to bring women’s participation and leadership to the fore of peace and security efforts, including in the context of new and emerging security threats, and calls for a more robust response sexual exploitation and abuse. DPA was specifically called on to deploy gender advisors to its field missions; to be situated in the SRSG’s office, already a DPA best practice, to ensure their political and strategic engagement with the senior leadership. This last WPS

resolution, [S/RES/2122](#) adopted in 2013, similarly lays calls for; i) the appointment of women as UN mediators; ii) the availability of gender expertise and advisors to all UN Mediation teams; iii) envoys and SRSGs to regularly consult with women and CSOs from the onset of their deployment and regularly update the Council on progress in ensuring women's participation; iv) parties to peace talks to ensure women's full participation at decision-making levels; v) all periodic reports to the Council to include gender dimensions as well as analysis and recommendations on the impact of armed conflict and gender dimensions of peace processes to be included; and vi) DPA senior management and SRSG's to update the Council on relevant WPS issues, as part of the regular briefings.

#### e) Addressing Sexual Violence in Conflict (SVC) in DPA's peacemaking work

DPA is strongly committed to addressing SVC in peacemaking. **Several actions**, proposed in [SCR 2106 \(2013\)](#) and the three previous resolutions, pertain directly to DPA's peacemaking mandate:

- Influence parties to armed conflict to comply with international law.
- Apply listing and de-listing criteria to parties credibly suspected of committing widespread or systematic SVC;
- Dialogue with parties of armed conflict to secure specific commitments to end the use of SVC;
- In situations where SVC is used as a method or tactic of war, or as part of a widespread or systematic attack against civilian populations, engage with civil society, including women's organizations and survivors of SVC to ensure that such concerns are reflected in specific provisions of peace agreements, including in the definition of acts prohibited by the ceasefires; in provisions for ceasefire monitoring; in provisions related to security arrangements and transitional justice mechanisms, and ensuring that SVC crimes are excluded from amnesty provisions; all in line with DPA's [Guidance for Mediators on Address Conflict-Related Sexual Violence in Ceasefire and Peace Agreements \(2012\)](#).
- Consider SVC in all authorizations and mandate renewals of peacekeeping and special political missions.
- The need for Women Protection Advisors (WPA) to be systematically assessed during the planning and review of UN missions.
- Adopt sanctions and other targeted measures including designation criteria pertaining to acts of rape and other forms of sexual violence against those who perpetrate and direct SVC

The Secretary-General's [Policy Committee Decision No. 2010/30](#) furthermore outlined new strategies to collect, classify and analyse information on incidence of sexual violence in conflict situations, necessary to address and prevent SVC and to improve assistance to survivors. These also include appointing [Women Protection Advisors \(WPA\)](#) in field missions and developing early warning systems. The first DPA WPA was appointed in UNSOM (Somalia) in December 2013, while the first annual WPA training was conducted in February 2014, in collaboration with DPKO and the Office of the SRSG on SVC. The most recent training took place in Brindisi in March 2015.

## DPA'S GENDER AND MEDIATION STRATEGY

In 2011, [DPA and UN Women](#) launched a Joint Strategy to support women's participation in peace processes, in line with the SCR 1325 (2000) commitments. The Strategy aims to increase the availability and quality of gender expertise in mediation processes and to support greater and more effective participation by women at all levels of conflict resolution and peacemaking. Under the Joint Strategy, UN Women will strengthen the capacity of national and regional women leaders and peace coalitions and support access opportunities for women in peace negotiations and more informal engagements with mediators and negotiators, while DPA is responsible for three deliverables, see below.

### 1) Build Gender and Mediation capacity

*Make available senior-level Gender and Mediation expertise as part of the DPA Standby Team and maintain a dedicated roster of gender specialists and high-level female mediators to serve in UN-supported mediation processes.*

DPA's Mediation Roster now comprises 41 per cent women experts and 11 per cent gender experts, while DPA's Standby Team of Mediation Experts has a full time expert on process design, gender and inclusion since March 2011. The small [Gender](#)

**Unit** provide technical backstopping on an ongoing basis to DPA-led mediation efforts of HQ divisions and field missions. Ms. Mary Robinson was appointed as the first formal woman UN Special Envoy for the Great Lakes Regions March 2013 and Ms. Hiroute Guebre Sellassie of Ethiopia as the Special Envoy for the Sahel and Head of Office (OSES) in May 2014.

## 2) Deliver Trainings and Seminars

*Develop and deliver trainings on gender and mediation, including addressing conflict-related sexual violence, for mediation experts, mediation teams and DPA field missions.*

Over the past three years, more than 200 political officers from HQ and field mission have participated in the **DPA Gender/Women, Peace and Security course**, acquiring skills to implement the 15 WPS commitments, including gender-sensitive political/conflict analysis and formulating actionable recommendations, gender and inclusive mediation, conflict-related sexual violence and women's political participation. The 10<sup>th</sup> and 11<sup>th</sup> training will be conducted in 2016. In 2012-13, DPA also developed an innovative Gender & Inclusive Mediation seminar curriculum for envoys and senior mediators, with inputs from UN envoys, DPA Standby Team members and a broad range of DPA staff, mediation and gender experts. The **UN High-level Seminar series on Gender and Inclusive Mediation Processes** was piloted in March and April and successfully launched in Oslo and Helsinki in June and October 2013, in partnership with the Governments of Norway and Finland, and implementing partners PRIO and CMI. Upon completion of the 8<sup>th</sup> and final seminar of the series in Helsinki (19 - 21 May 2015), 164 officials had participated, of which 48 per cent were UN representatives and 52 per cent from (sub) regional organisations and Member States). 45 per cent of the participants were women. DPA and partners will continue conducting the seminar series on an annual basis from 2016 to enhance the gender and inclusive mediation capacity of high-level envoys, mediators and their teams.

## 3) Develop Gender and Mediation Guidance

*Develop and roll-out guidance for mediators on addressing gender and mediation issues, including SVC, in peace processes, including in ceasefire and peace agreements.*

DPA launched the guidance for mediators entitled: **Guidance on Addressing Conflict-Related Sexual Violence in Ceasefire and Peace Agreements** at a high-level event in March 2012. The Guidance provides principles and strategies for mediators and their teams to address SVC during ongoing hostilities and in the framing of ceasefire and security arrangements, as well as provisions for transitional justice and reparations. The **Guidance on Effective Mediation**, requested in GA resolution 65/283, was launched at a high-level event of the Friends of Mediation in September 2012. This Guidance identifies a number of fundamentals that should be considered in mediation efforts, including gender, Women, Peace and Security issues, and offers practical advice on the application in often complex environments. The Guidance on Effective Mediation is gender-mainstreamed throughout. MSU is currently drafting the **DPA Guidance on Gender and Inclusive Mediation Strategies**, building on the outcomes of the high-level seminar series.

## GENDER MAINSTREAMING

DPA is systematically mainstreaming a gender perspective in its work to realize greater **gender equality and women's empowerment** in all peacemaking efforts, e.g. through political analysis, conflict mediation and prevention, mission planning, recruitment, and monitoring and evaluation, in line with the UN System-Wide Action Plan on Gender Equality and Women's Empowerment (SWAP). To institutionalise these efforts, DPA has revised policies and guidelines, and put in place a gender focal point mechanism:

- A department-wide **Gender Focal Point mechanism** was created in 2010, with dedicated Gender Focal Points in each HQ division. The Focal Points attend regular meetings to receive periodic updates and lessons-learned, and advise their colleagues on how to gender mainstream their **work, including divisional work plans and personal E-performance**. As a result of all the various gender mainstreaming efforts, DPA's periodic reports to the Council all included gender/WPS information and analysis in 2015.
- Gender is also mainstreamed in our **field missions and good offices work**, with 26 Gender Advisors and 39 Gender Focal Points at the start of 2015. DPA has also made good progress in recent years in systematically providing gender

expertise and regularly consulting with women and civil society groups as part of our conflict prevention and mediation efforts.

- Regarding DPA's **electoral assistance** mandate, all electoral policies and guidelines were reviewed to include the women's political participation commitments. A Gender Checklist was created and annexed to the Needs Assessment Mission (NAM) Guidelines. As a result, all NAM reports now include gender analysis and most make recommendations on the desirability of temporary special measures to promote women's political participation, including quotas where relevant.
- Lastly, the WPS commitments are reflected in the **XB project documents and results framework**, requiring divisions to assess whether the proposed activities advance gender equality.

## GOOD GENDER/WOMEN, PEACE AND SECURITY EXAMPLES

A few examples of DPA's field-level gender work can illustrate our case.

In **Yemen** prior to the current crisis, Special Advisor Jamal Benomar worked closely with the parties and technical committees tasked with the National Dialogue Conference (NDC), since 2011, to ensure that women secure and maintain a 30 per cent representation in all working groups including its decision making bodies. In **West Africa**, the Dakar Declaration and a regional plan to increase women's participation in peacemaking efforts was launched after a regional conference on SCR 1325 (2000) in 2010. UNOWA, in partnership with UN Women, organised two mediation trainings for 30 women from the West African region in 2012. Next, the West Africa Women, Peace and Security Working Group was formed, bringing together organisations in the region involved in peace and security issues. The network serves as a platform for exchange and coordination of SCR 1325 strategies and activities, and scheduling meetings on thematic issues. Chaired by UNOWA and UN Women, the Dakar based group meets bimonthly and organises Skype calls with representatives in the region. In February 2014, **Iraq** became the first country in the MENA region to launch a National Action Plan. UNAMI has, following the launch, supported the establishment of an Open Dialogue Forum between civil society and Iraqi parliamentarians. This promising initiative will not only open avenues for political dialogue with the legislature, but will also help support the implementation of the NAP. As part of the UN's ongoing efforts to support women's engagement in the peace process on **Syria**, DPA and the Office of the Joint Special Representative worked in partnership with UN Women and the Arab State Regional Office to convene a *Syria Women's Forum* in the lead up to the Geneva II Conference. Key outcomes generated from the Forum included a joint statement representing the 47 delegates with key action points. The meeting also resulted in the selection of a ten-person follow-up committee which has continued to meet regularly inside and outside Syria to advance the peace efforts. In the **Central African Republic**, the MSU provided mediation support during the political crisis, resulting in the signing of a Ceasefire Agreement and Declaration of Principles in January 2013 with the most comprehensive conflict-related sexual violence (CRSV) provisions in a ceasefire agreement to date. While the agreement did not hold, the CRSV-related provisions included were later repeated in the ceasefire agreements signed in July 2014, demonstrating the practical application of DPA's Guidance, and, the importance of available dedicated expertise during ceasefire negotiations.

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**For information and assistance:** Please contact Ms. Lone Jessen, DPA Gender Advisor at [Jessen@un.org](mailto:Jessen@un.org)



## ANNEX 1 – SOME DPA GENDER/WOMEN, PEACE AND SECURITY RESOURCES

### DPA Gender Support

DPA has a small Gender team based at Headquarters to provide **technical support** to all of DPA (headquarters and field missions) on Gender, Women, Peace and Security, including on issues related to **Conflict-related Sexual Violence**. Over the past four years, concerted efforts have been made to ensure that department-wide priorities on gender, women, peace and security, like women's representation in mediation processes and women's political participation, are consistently integrated into all of DPA's work. In addition to the provision of gender expertise, the team has developed **guidance**, including the *Guidance for Mediators on how to Address Conflict-Related Sexual Violence in Ceasefire and Peace Agreement*; as well as a DPA specific gender, women, peace and security **training** for staff and most recently a **High-level Seminar series** on Gender and Inclusive Mediation Processes for envoys, senior mediators and members of their teams. A joint strategy with UN Women on Gender and Mediation can also be drawn upon for women's effective participation in peace processes. For more information, please contact DPA's Gender Advisor Ms. Lone Jessen ([Jessen@un.org](mailto:Jessen@un.org)).

### DPA Standby Team of Mediation Experts

The Standby Team is a service of the Department of Political Affairs. Managed by the Mediation Support Unit, it is a specialized resource that can be **rapidly deployed** (within 72 hours), on a temporary basis, into the field to provide technical advice to UN officials and others engaged in mediation and conflict prevention efforts. When not deployed, members of the Team are on permanent standby, providing analysis and advice remotely or carrying out research and coordinating reviews of best practices in their area of expertise. The Standby Team is a fully funded resource and support is provided at no cost to requesting entities. The 2016 Team is composed of eight experts in six specialized thematic areas: **constitutions, gender and social inclusion, power sharing, process design and security arrangements**. For more information, please contact Chief of MSU, Robert Dann ([Dann@un.org](mailto:Dann@un.org)) or Standby Team focal point, Juan Jeannet Arce ([Jeannetarce@un.org](mailto:Jeannetarce@un.org)).

### DPA Mediation Roster

The Roster is a second-level response capacity that complements the capacity of MSU staff and the Standby Team. The Roster currently holds approximately 240 mediation experts. The membership pool represents 70 nationalities with more than 37% of the members from the "global south", and female representation exceeds 40%. Their background, skills and areas of expertise are as diverse as possible in order to respond to different needs. Members are divided into three categories: i) **Senior mediators**, deployable as lead mediators or special envoys; ii) **Operational-level mediators**, deployable as "chief of staff" or mediation team members assisting a senior mediator; and iii) **Technical-level experts**, deployable to provide thematic advice on a full range of topics pertaining to mediation. For more information, please write to: [dpa-mediationroster@un.org](mailto:dpa-mediationroster@un.org).

### UN Peacemaker

UN Peacemaker is an **online mediation support tool**, developed by the DPA/MSU to provide advice and support to peacemakers in their efforts to manage peace processes and negotiate peace agreements. The website offers key resources including a comprehensive database of more than 750 peace agreements; guidance documents on mediation; information on UN mediation support activities and services; and a library of selected literature on key mediation issues (e.g. power-sharing, wealth-sharing, constitutional issues, mediation processes and strategies, etc.). Initially launched in 2006, the website was overhauled and re-launched in 2012.

More information can be found on [www.peacemaker.un.org](http://www.peacemaker.un.org)