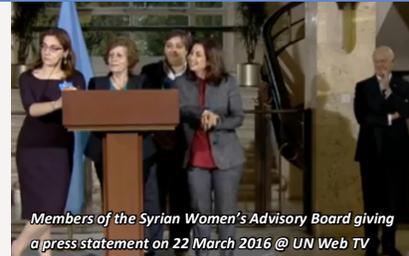




DPA Gender Factsheet 2018

This Gender Factsheet provides information on the United Nations Women, Peace and Security (WPS) policies and commitments pertaining to DPA. It highlights relevant paragraphs of the eight Security Council resolutions, Secretary-General's reports on WPS and General Assembly resolutions 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 DPANET under Topics - Women, Peace and Security.



Members of the Syrian Women's Advisory Board giving a press statement on 22 March 2016 @ UN Web TV



Nathalie Gherman, the Secretary-General's Special Representative for Central Asia (UNRCCA) © UN Photo

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)), one Security Council presidential statement (PRST/2016/9), as well as GA resolutions 65/283* (2011), A/68/L.55 (2014), and A/70.L.65 (2016) on inclusive mediation. Four of the Security Council resolutions state the United Nations commitment to women's full and effective participation in conflict prevention and resolution; while the other four resolutions deal specifically with preventing and addressing Sexual Violence in Conflict (SVC).

In 2010, at the **10th 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 at the 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 put in place and a capacity needs-assessment conducted to design a practical WPS skills training for DPA staff. DPA reports annually on its progress in implementing its 15 WPS commitments to the Security Council and has 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's role is to: i) actively promote women's participation in peace processes; ii) bolster gender and mediation expertise; iii) systematically consult civil society; and iv) assist the Executive Office of the Secretary-General (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 assessing the value of temporary special measures, including quotas, when providing technical and electoral assistance to countries emerging from conflict.
- DPA 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 2020, in consultation with DPA HQ divisions and field missions.

15 DPA COMMITMENTS TO TRACK IMPLEMENTATION OF SCR 1325 (2000)	
Women's Participation in Conflict Resolution and Prevention (8)	<ul style="list-style-type: none"> • Increase women's participation in conflict prevention and resolution efforts • Provide systematic gender and mediation expertise • Assist EOSG in appointing women UN chief mediators • Develop gender and mediation strategies to increase representation of women in formal peace negotiations • Conduct systematic civil society consultations in conflict prevention and resolution efforts • Develop gender-sensitive strategies to prevent and counter terrorism and violent extremism, in consultation with civil society, including women's organisations • Consult civil society, women's organisations and survivors of SVC, and engage with parties to conflict when SVC is suspected or has occurred • Include gender/WPS-relevant provisions, including on SVC, in ceasefires & peace agreements
Prevention of conflict and all forms of violence against women and girls in conflict (3)	<ul style="list-style-type: none"> • Appoint Gender Advisors in all SPMs, as well as Women Protection Advisors, where SVC is a concern • Include WPS analysis, sex disaggregated data and recommendations in SPM periodic reports and briefings to the Security Council • Monitor Security Council actions taken on SCR 1325, including WPS issues in Security Council field missions' TORs and reports
Women's Political Participation (2)	<ul style="list-style-type: none"> • Assess the value of and make recommendations for temporary special measures, including quotas, in electoral assistance missions, where relevant • Address gender discrimination in UN policy & guidelines for electoral processes and women's political participation more broadly
Post-conflict Planning and Financing (2)	<ul style="list-style-type: none"> • Consult women and address their specific needs in Integrated Assessment Planning and ensure gender expertise is retained in UN mission drawdown/ transitions • Apply UN entity-specific gender planning tools to track allocation of resources to peacebuilding projects addressing specific women's needs

d) 8th 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, an eighth WPS resolution, **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, and calls for a more robust response to sexual exploitation and abuse. It also urges Member States and the UN system to ensure the participation and leadership of women and women's organizations in developing strategies to counter terrorism and violent extremism, which can be conducive to terrorism, and to integrate gender as a cross-cutting issue. DPA was specifically called on to deploy gender advisors to its field missions, to be situated in the SRSG's office (already a DPA good practice), to ensure their political and strategic engagement with the senior leadership.

Resolution **S/RES/2122** adopted in 2013, similarly 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; and vi) DPA senior management and SRSGs to update the Council on relevant WPS issues, as part of the regular briefings.

e) Actions to Address Sexual Violence in Conflict (SVC)

DPA is strongly committed to addressing SVC through 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 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 Addressing 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 designating 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 incidences 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 biennial WPA training was conducted in February 2014, in collaboration with DPKO and the Office of the SRSG on SVC. The third and most recent training took place in New York in November 2016, jointly organized by DPA in collaboration with DPKO, OHCHR, and OSRSG-SVC.

DPA – UN WOMEN JOINT 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, as noted 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 Standby Team of Mediation Advisers has a full-time expert on gender and social inclusion since March 2011. The small [Gender, Peace and Security Unit](#) provides technical backstopping on an ongoing basis to DPA-led mediation efforts of HQ divisions and field missions. DPA's Mediation Roster comprises around 37 per cent women experts and 11 per cent gender experts. Ms. Mary Robinson was the first woman appointed as a formal UN Special Envoy for the Great Lakes Regions in March 2013. Ms. Hiroute Guebre Sellassie of Ethiopia followed as the Special Envoy for the Sahel and Head of Office (OSES) in May 2014. In the same year, Ms. Sigrid Kaag was appointed as the United Nations Special Coordinator for Lebanon (UNSCOL). As of the start of 2018 in DPA, there are two women Heads of Mission, six women as Deputy-Special Representatives to the Secretary General and two women solely exercising a good offices role. Examples include Ms. Jane Holl Lute, who serves as the Special

Adviser for Relocation of Camp Hurriya Residents Outside of Iraq, and Ms. Nathalie Gherman, who is the Special Representative and Head of the United Nations Regional Centre for Preventive Diplomacy for Central Asia (UNRCCA).

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 six years, more than 340 political officers from HQ and field missions 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, SVC and women's political participation. The next training is scheduled for spring 2019 in New York.

In 2012-13, DPA also developed an innovative Gender & Inclusive Mediation seminar 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 Seminars on Gender and Inclusive Mediation Processes** were 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 11th seminar, which took place in Oslo from 11 – 13 October 2018, 230 officials had participated, including UN representatives, (sub) regional organisations and Member States. Women made up around 45 per cent of the participants. DPA and partners will hold this seminar annually to enhance the gender and inclusive mediation capacity of envoys, mediators and their teams. The next seminar is tentatively scheduled for October 2019.

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 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 the 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.

On 27 March 2017, DPA launched the Guidance on Gender and Inclusive Mediation Strategies, which builds on the outcomes of the high-level seminar series and feedback provided by the participants. The guidance (recognising that gender is but one aspect of inclusion) addresses mediation preparation, process design, and a range of substantive issues including security arrangements, (including addressing conflict-related sexual violence), powersharing, political participation, constitutions, language and the implementation of peace agreements through a gender lens. It is available on the UN Peacemaker website in all official UN languages.

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**. Through consistent gender mainstreaming efforts, DPA's periodic reports to the Council all included gender/WPS information and analysis in 2017.

- Gender is also mainstreamed in our **field missions and good offices work**, with 29 Gender Advisors and 141 Gender Focal Points as at 31 December 2017 in both HQ and the field. 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 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 consider how the proposed activities advance gender equality.

GENDER/WOMEN, PEACE AND SECURITY EXAMPLES

As part of the UN's ongoing efforts to support women's engagement in the peace process on **SYRIA**, gender-responsive mediation and peacebuilding efforts were prioritised alongside the continued work with and efforts of the Women's Advisory Board and the establishment of the Civil Society Support Room. The women and civil society platforms serve as mechanisms to strengthen the mediation process by enabling the OSE to have access to a diverse range of Syrian perspectives in the peace process as well as a means of leveraging the role of civil society in the peace process. The Special Envoy engages these platforms at various stages of the talks and solicits their input, directly and through his advisors. These inclusion mechanisms, established at the Envoy's office, also provide an alternative channel based on a bottom up approach that can provide momentum and keep discussions going at different levels when formal negotiations become stalled and allow overlap with the official negotiations, enabling the mediation team to facilitate formal and informal exchanges between participants in the various platforms and tracks. The mechanisms also provide a better understanding of dynamics on the ground, an opportunity to test ideas and discuss topics that may be too sensitive in the official negotiations as well as to build a network of relationships with key national and international stakeholders.

In **COLOMBIA**, the comprehensive peace agreement in 2016 contained over 150 gender relevant provisions, including on conflict-related sexual violence. The establishment of a Sub-commission on Gender as part of the formal peace architecture was a decisive instrument for ensuring effective gender mainstreaming of the agreement, a decision influenced by the participation of key Colombian stakeholders in the UN High-Level Seminar on Gender and Inclusive and Mediation Processes. The United Nations Mission in Colombia has facilitated dialogue spaces for women's organizations and members of the Monitoring and Verification Mechanism (MVM), which includes members of the Government, the FARC-EP and UN observers, has contributed to build confidence in the peace process among FARC-EP members, Government officials and local communities. The Mission has also carried out several capacity building initiatives and trainings, with observers from the Government and members of the FARC-EP, to strengthen the UN civilian and military observers' knowledge and sensitivity towards gender discrimination; sexual violence and exploitation; prevention of SGBV; as well as to promote protection measures and enhancement of international norms and jurisprudence.

In the **CENTRAL AFRICAN REPUBLIC**, 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.

In February 2014, **IRAQ** became the first country in the MENA region to launch a National Action Plan (NAP). 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.

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). The UN Office for West Africa, 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.

SOME DPA GENDER/WOMEN, PEACE AND SECURITY RESOURCES

DPA Gender Support

DPA's headquarters based GPS Unit can 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 five years, concerted efforts have been made to ensure that department-wide priorities on gender, women, peace and security, like women's participation in mediation processes and women's political participation, are consistently integrated into all of DPA's work. In addition, GPS has developed **guidance materials and conducts trainings on gender/women, peace and security issues** (see page 4). The joint strategy with UN Women on Gender and Mediation can also be drawn upon for women's effective participation in peace processes (see page 3).

For more information, please contact DPA's Senior Gender Advisor, Ms. Lone Jessen (Jessen@un.org).

DPA Standby Team of Mediation Advisers

The Standby Team is a service of the Department of Political Affairs. Managed by the Mediation Support Unit (MSU), it is a specialized resource that can be **rapidly deployed** (within 72 hours), on a temporary basis, to provide technical advice to UN officials and others engaged in mediation and conflict prevention efforts. When not deployed, members of the Standby 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 the teamleader of MSU, Roxaneh Bazergan (Bazergan@un.org) or Standby Team focal point, Juan Jeannet Arce (Jeannetarce@un.org).

DPA Mediation Experts Roster

The Mediation Experts Roster has approximately 220 members from UN, governments, academia and nongovernmental organizations, with relevant professional experience in mediation and peace processes. The membership is maintained to reflect diverse range of background, skills and mediation expertise in mediation in order to respond to different needs. The experts can be categorized as: • **Operational-level mediation experts**, who can be "chiefs of staff" or mediation team members assisting a senior mediator-providing day-to-day management of the mediation process and remain in-country negotiating with conflict parties and managing the mediation team; • **Technical-level experts**, who can provide procedural and thematic advice on a full range of topics such as process design, constitutional issues, power-sharing, wealth-sharing and natural resources issues, security arrangements, and gender peace and security. Special focus is made to maintain a balance of gender and geographic representation of candidates on the roster by conscientiously identifying mediation experts from "Global South," women mediation experts and professionals with gender and inclusion mediation expertise.

UN Peacemaker

UN Peacemaker is an **online mediation support tool**, developed by DPA/PMD 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 approximately 800 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.).

The site can be accessed at: www.peacemaker.un.org.