SCHLAINING

Women in Armed Conflict

Pilot Specialisation Course
International Civilian Peace-keeping and Peace-building

Training Program, 12 – 24 October 2008

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WORKING PAPERS

Women in Armed Conflict

Pilot Specialisation Course

International Civilian Peace-keeping and Peace-building Training Program (IPT)

12 – 24 October 2008

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Foreword

The IPT Pilot Specialisation Course brings a new dimension to the advancement of women, specifically, women affected by Armed Conflict. Their security, their wellbeing, and their empowerment are highlighted in this course, which is timely, as it provides an opportunity to focus on the condition of women in light of powerful international instruments as UNSCR 1325, UNSCR 1825, and the Millennium Development Goals. It presents a comprehensive picture of the daunting challenges still threatening fragile and vulnerable war affected women. A forum for reflection on these vital issues is provided through the Specialisation Course and the search for ways to address them constitutes its essence.

Examining the plight of women in post conflict Liberia, and other war affected countries through case studies, for example, enables participants to analyze concrete situations where application of gender theories running the gamut from gender-based violence to political empowerment find practical application. The condition of women affected by armed conflict can only be enhanced by such focused attention and study, which is the objective of the Specialisation Course, as undoubtedly answers for many of the grave and major concerns of women evolving in this context will come forth.

As a woman representing Liberia, a country emerging from civil strife, I am humbled to be associated with this Pilot Specialisation Course with emphasis on the amelioration of women and their condition during and after armed conflict. Scholars and practitioners will gain exceptional insights which will propel them to advance the cause of women in this precarious condition. Finally, this Specialisation Course is a new impetus to positively motivate and impact women in general, giving us hope for a better life. May I commend ASPR on the achievement of such a significant milestone!

Sedia Massaquoi-Bangoura   Berlin, December 2008

Ambassador of Liberia
To Austria

Introduction

The International Civilian Peace-keeping and Peace-building Training Program (IPT)

In autumn 2008, the Austrian Study Center for Peace and Conflict Resolution (ASPR) celebrated the 15th anniversary of the IPT Program. IPT – the "International Civilian Peace-keeping and Peace-building Training Program" – was born out of a response UN Secretary General Boutros Boutros-Ghali´s "Agenda for Peace" in 1992. Then, training centres and programs for the development of civilian experts to work in crisis regions – either with the UN, the OSCE, or with local and international NGOs – did hardly exist. IPT was the first of its kind in Europe and can now look back to a trained pool of nearly 1,200 civilian experts from all over the world. The courses which the ASPR has developed in the framework of IPT also helped to develop the OSCE training standards and to develop and standardise curricula within the European Group on Training (EGT).

IPT is structured in Core and Specialisation Courses. The Core Courses are basic mission preparation trainings during which the participants cover the following modules: Introduction to Peace-keeping and Peace-building, Intercultural Communication, Third Party Interventions, Mediation and Negotiation Techniques, Human Rights and Democratisation, Gender and Peace-building, Project Management, Personal Safety, First Aid and Personal Hygiene, Liaison with CIVPOL and the military, Mine Awareness, Stress Management and Dealing with Trauma. The training is very practically oriented, uses a lot of discussion, group work, and simulation exercises, and aims to enhance the soft skills of the participants who come from relevant academic and practical fields from all over the world. The atmosphere of the venue in rural Austria ideally simulates the working environment of a field mission for the international, multi-cultural group of participants.

Building upon the Core Course, IPT offers Specialisation Courses for function specific duties in the field whereby the demands have changed during the last fifteen years. Among the Specialisation Courses offered are courses on Election Observation and Assistance, Human Rights, Project Management, Conflict Transformation, Empowerment for Political Participation, DDR, Media Development, and, a more recent development, Child Protection, Monitoring, and Rehabilitation. All Specialisation Courses offer modules on recruitment for IPT alumni and interview opportunities with United Nations Volunteers (UNV) Special Operations from Bonn. The IPT program is offered three times a year and is supported by the Austrian Government. The ASPR can allocate scholarships to qualified applicants from Non-OECD countries.

IPT Specialisation Course on Women in Armed Conflict

The ASPR, through the capacities of the IPT program, always aims to keep up to date with the changing demands and realities of the field and reflects these considerations also in the development of new courses and curricula. Thus, at the occasion of the 15th anniversary of IPT, the ASPR launched the new Specialisation Course on "Women in Armed Conflict" as pilot training.

The curriculum took into account that women experience armed conflict in diverse ways as victims, survivors, leaders, peace workers and peace makers. Violence against women in conflict zones is often an extension of the gender discrimination that already exists in peacetime. Because of their lack of status within society, women are systematically excluded from decision-making opportunities. They are often stereotyped as victims and their experiences and contributions are virtually ignored in conflict zones and in nations emerging

from war. The fact that this has not only an adverse impact on women but also on durable peace and reconciliation was recognized by the historic UN Security Council Resolution 1325 (2000). This resolution reaffirmed the important role of women in prevention and resolution of conflicts and in peace-building, and stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution.

It is the overall objective of the IPT Specialisation Course on "Women in Armed Conflict" to prepare experts who work already or plan to work in (post-) conflict zones for focusing on gender issues, either in relation to the situation and role of women affected by armed conflict or within the peace-keeping operation. With these foci, the course does not duplicate already on-going training efforts regarding the mainstreaming of gender issues, but aims at the focused preparation of experts who want to become specialized in topics such as the impact of war on women, gender analysis and the application of gender (mainstreaming) in project management, women's contributions to conflict resolution, DDR, humanitarian assistance, reconciliation efforts, peace processes etc. as well as gender sensitive approaches and their implementation in peace missions.

The following working paper does not cover all these topics equally, but rather aims to follow the main streams of discussion in the course with some given gaps and overlaps. This text does also not intend to mirror the course process one on one and does therefore not mention every single issue which was raised in class. The working paper wants to summarize the courses major results based upon the different trainers' inputs and the participants' reflections and contributions, and thus wants to serve as stimulus for future capacity building for "Women in Armed Conflict".

The ASPR hosted 19 participants from 12 different countries (5 men and 14 women) in the framework of this course. Their rich backgrounds comprised grassroots human rights activists and representatives of a National Human Rights Commission, a medical doctor, civil servants, female NGO activists as well as independent experts in DDR and development, and UN Gender Advisors coming from or working in countries as diverse as Austria, Sweden, Columbia, Egypt, Nigeria, Liberia, Côte d'Ivoire, Sudan, the Democratic Republic of Congo, Burundi, Kenya, Georgia, Abkhazia, or Nepal.

The trainers in the pilot course came from the UN, OSCE, the Austrian Ministry for European and International Affairs, EUFOR Althea, grassroots organisations, and as independent experts (details can be found in the annex to this paper). Among other documents and international standards, the curriculum was built upon UN Security Council Resolutions 1325 and 1820 and took reference from the Independent Experts´ Study "Women, War, and Peace" by Elisabeth Rehn and Ellen Johnson-Sirleaf (2003). The course was launched just before the 8th anniversary of UNSCR 1325 on 31st October 2008. The ASPR had the honour to welcome Her Excellency Ambassador Sedia Massaquoi-Bangoura from Liberia to the Closing Ceremony.

Michael Lidauer   Stadtschlaining, December 2008

1 Basic concepts of gender and armed conflict

Facilitated by Simone Lindorfer

1.1 Basic concepts of gender: Core definitions

Gender identity is a socially constructed and learned behavior: people are born female or male, but learn to be girls and boys who grow into women and men. They are taught what the appropriate behavior and attitudes, roles, and activities are and how they should relate to others.

Although the details might culturally, socially and historically vary, gender relations often include a strong element of inequality and power imbalances, and are usually influenced and justified by ideology.

Gender has three dimensions[1]:

- Individual gender identity - How do I define myself as a man and as a woman in a given society?
- Gender Symbolic - how is "masculinity" or "femininity" defined in a given society? What is a "real man" or "a good woman"?
- Gender structure - How are the lives of men and women organized and institutionalized in economic, political, and social terms?

When introducing this concept other definitions in the gender discourse need to be taken into account:

Practical gender interests are interests that emerge from women's traditional roles as caregivers and homemakers within the existing system, whereas **strategic gender interests** aim at challenging the status quo and the existing system.

In most societies, culture shapes the different roles of men and women. It is due to the different roles of men and women in society that they have different needs. The practical gender needs often address the immediate needs of women and men, while the strategic gender interests address the long term needs that aim at changing the position of women in society. It is important to take into account the different needs of men and women during humanitarian and other interventions.

Common traps around gender

- Gender ignorance - the lack of awareness
- Gender traditionalism - stereotypical ways of looking at women as "victims" and men as "perpetrators", often combined with idealized roles and responsibilities and contrasted or complementary such as "men are fighters and women are peace makers" (by nature)
- Denying agency
- Denying differences amongst women and ''othering'' third world women

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[1] Cordula Reimann/ swisspeace: Mediation Support Project 2008. (www.swisspeace.ch/mediation)

- Reinforcing hegemonic masculinity
- "Biologising" differences between men and women (especially concerning sexuality and aggressive potential: i.e. ''pressure-cooker of male nature'' ideology)
- saying ''gender'' but doing ''women''
- Gender liberalism - similarity of men and women as equality ideal and denying differences and male power
- Gender as statistical category only (i.e. distribution of men and women) – "add women and stir approach"
- Denying asymmetry of masculine and feminine principle and the fact that most cultures in the outside world are male dominated cultures (i.e. politics, the military, etc)

Discussion

The issue of 'male criteria' being applied to women was among the challenges raised during plenary discussion. Institutions such as the police where the criteria used for recruitment are designed to suit men discourage and exclude women from entering. Applying women-friendly criteria was suggested as a remedy to encourage and support women to equally participate in institutions that are dominated by men.

1.2 Analytical frameworks to gender in conflict

The facilitator used two analytical frameworks to approach gender in armed conflict.

1.2.1 Cynthia Cockburn[2]

Gendered dynamics in armed conflict and political violence in four stages of conflict:

Before the war – prior to hostilities one can observe economic stress and impoverishment. There will be an increase in militarization and divisive shifts in identity representations. Depressed wages and unemployment of male bread winners destabilize family relations. There is conscription of men (and women) into armies where women are expected to loyally support brothers, husbands, sons and lovers to become soldiers. Women are reminded that through biology and tradition they are to be the keepers of the hearth and home, and men by physique and tradition are meant to be protectors.

In war and Repression – During this time, there is a mobilization of people into armed forces. This causes the catastrophic disruption of everyday life, and the brutalization of the body in war. Women and men live and die different deaths and are tortured and abused in different ways due to both physical differences and different meanings, culturally ascribed to male and female bodies. Even in institutions where women are part of the armed forces it usually does not have an impact on question of equality nor does it make the armed group more feminine.

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[2] Cockburn, Cynthia: From where We Stand: War, Women's Activism and Feminist Analysis. London and New York: Zed Books 2007.

Peacemaking processes - Gender gives shape to different forms of refusal of the logic of violence. Women and men join anti war movements and women partly in their own circles. However, women's engagement against war is based on different images of gender. They are mainly identified as mothers of soldiers. Women should be included in negotiations of the cessation hostilities. It should be noted that women are not ''natural peace makers'', but have escaped masculine socialization and might therefore formulate transformative and non violent visions for peace.

Post war periods - This is the time when there is a return from displacement followed by reconstruction and reconciliation efforts. Trauma is also gendered. For instance the 'collapsing masculinity'' in facing unemployment and poverty often lead men to alcoholism and drug abuse which often result in rise of domestic violence and prostitution. There is a stigma of rape survivors, example of "ex child soldiers'' and ex-combatants. Moreover, in transitional justice mechanisms, women's experiences are usually marginalized or left out completely. Sometimes war helps women to change their gender or social role as they learn new skills and invent new ways of making money.

1.2.2 Caroline Moser[3]

Caroline Moser´s analytical framework takes the following assumptions into consideration.

Women and men:
- as social actors experience violence and conflict differently, both as victims and as perpetuators;
- have different access to resources (including power and decision making) during conflict and conditions of violence;
- as social actors have different roles, relations, and identities in peace-building and violence reduction initiatives;
- may have different needs and interests on a practical level and in strategic interests.

1.3 Gender analysis of a pre-war scenario in Ex-Yugoslavia

The crisis in Yugoslavia in the 1980s and 1990s was not only an economic and political crisis, but also a gender crisis. Due to the economic crisis, the existing images of masculinity and femininity could no longer be fulfilled. Pre-war Serbia had traditional and rigid gender roles despite women being employed and having access to political positions. In the 1980s radical changes in society led to the de-professionalism of many men and family became totally dependent on women and female networks. Men could no longer live up to the traditional masculinity standards. This resulted in a massive increase in alcohol and drug abuse as well as domestic violence.[4] There was a mobilization of gender discourses from cultural traditions. For instances, a soldier began fighting for the ''fatherland'' and the "fighter and defender'' stereotype was reinforced by those that were politically interested in a perpetuation of the crisis. The gender discourse was very important in building up identity such as male bonding

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[3] Moser, Caroline O.N.: Gender Planning and Development. Theory, Practice and Training. Routledge: London and New York 1993.

[4] Blagojevic, M.: Gender and Survival: Serbia in the 1990s. In: Peto/ Rasky (Eds.): Construction. Reconstruction. Women, Family and Politics in Central Europe. Budapest: CEU 1999.

and the idea of the nation as a "woman" with discourses of nationality and masculinity being connected to each other. Before the outbreak of the war in Kosovo, gender symbols played a role in the nationalist Serb propaganda of the 1980s. The Serbian national crisis was considered to be a crisis of Serbian masculinity where the men could not protect Albanian attacks on Serbian women. According to social scientists[5], manipulation of notions of gender appropriate behavior is a central component of ethnic nationalism.

2   Women in armed conflict affected through direct and structural violence

Facilitated by Simone Lindorfer

Women and men have different needs and go through different experiences in armed conflict. This is due to both their gender roles in society and their biological sex. In most societies, there are different societal expectations, gender images, and symbols of masculinity and femininity. Gender studies around these different topics analyze the "status quo" (what "is" the case).

The United Nations Security Council Resolution (UNSCR) 1325 takes into account women's involvement in decision making in prevention of conflict and the major role women play in conflict resolution. This resolution is significant in bringing an impact on the life of women and contributes to a change in existing structures. It thus argues on a normative level (what "should" be the case).

Review of gender in three different dimensions:

- **Individual -** how men and women live together in a given society. Men and women go through different experiences, at all levels of the conflict, because of sex and gender.

- **Structural Dimension -** women and men live in a certain political, social, and economic environment that follows certain rules and defines acceptable norms

- **Gender images -** what women think about men and what men think about women? What is a 'good woman' and a 'real man'.

The UN Security Council defines what it wants to be the normative framework that impacts all three dimensions of gender and has three major points:

- **Strengthens women involvement in prevention and resolution of conflict** – This refers to women's' involvement in the peace process. Through this, it tries to change the structure of the peace process and encourages national institutions to give platforms to women. This changes not only the concrete lives of women and men, but also the structure of society which would gradually impact or change the societal image of women.

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[5] Enloe, Cynthia: Afterword. Have the Bosnian Rapes Opened a New Era of Feminist Consciousness? In: Stiglmayr (Ed.): Mass Rape: The War Against Women in Bosnia-Hercegovina. Lincoln / London: University of Nebraska Press 1994: 219-230.

- **Protection** – Provides protection in situations where women need protection from violence. One should take into account the different protection needs of men and women like in refugee camp settings. This is also a political process, and states are held responsible when this is not taking place.

- **Gender sensitive measures to be taken at all levels** – if we think about protection in a refugee camp setting in conflict situations, a gender sensitive approach will take into account the different vulnerabilities of men and women to violence. Under certain circumstances, many women have no other way of accessing resources apart from exchange of sex for food or other resources. Other possibilities need to be provided for women to access financial resources. On the other hand, men are expected to provide financial means and protection what they often find difficult to do in camp settings. For men, providing for the family has been taken away by aid provision, and the protection of the family has been taken by peace-keepers.

Discussion

If properly implemented, UN Security Council resolutions on women such as 1325 and 1820 will produce an impact on gender, and on societal images of men and women. By the very fact that the UN Security Council defines with its authority a normative framework as given in the two resolutions, it influences by itself perceptions on gender. The UNSCR 1820 focuses more on women as victims of sexual violence. In this resolution, rape and sexual violence are emphasized and considered as a war crime and crime against humanity. However, it was noted that the resolution put women again more on the 'victim side' which can potentially undermine the role of women as 'actors'.

2.1 Women combatants & women displaced - refugees, IDPs and urban displacement

This discussion deals mainly with the role of women in the army and different motivations for joining the army. Participants shared the following what concerns their different countries experience :

Nepal – Armed conflict erupted in 1996. Women were involved as combatants which resulted in their feeling of empowerment. There were different motivations for women to join the army including to flee from cast, religion, ethnicity, class and other structures.

Georgia – The involvement of women in the army is not a common occurrence in Georgia. Women who do join the army often have a problem in the formation of a family. Those who joined the army while married often end up having problems in their marriage.

Colombia – Girls in Colombia represent up to 30% of irregular guerrilla groups (left wing) and 10 % of the para-military (right wing). There are different motivations for women to become involved in armed opposition groups including following their partners, revenge, ideological convictions, economic motivation, and forced recruitment.

Kenya – Although not well documented, women were involved in the struggle of independence against the British colony. This however was not translated to an increase in women's political participation. Current women's recruitment in the army is very low due to

government criteria. These criteria state that women have to sign a contract of work for seven years and declare that they will not be married and bear a child during their period of service. There is a modest educational requirement for joining the army which has become a motivation for women and men to enlist.

Ivory Coast – Prior to the civil war, there were no women combatants in the army. Those who did join the army often had roles as nurses, administrative personnel, cooks etc. but not as combatants. However, since the civil war in 2002, there is evidence that women have played a role as combatants in the national army and even more within the militias. Unfortunately, only five percent of the overall women ex-combatants were registered for DDR.

Burundi – Very few women police officers and combatants exist. Women who did join the army often have problems when planning to marry due to masculine stereotype attached to women combatants. Women in the army are usually assigned roles attached to their stereotypical gender role as cooks, carry militias etc but not as combatants.

Liberia – There were three rebel factions in the civil war in Liberia. During the initial registration of women for DDR, about 2000 women were involved. There were different reasons for women to be involved in the army and the militias including ideological beliefs, forced recruitment and following their partners.

Democratic Republic of Congo (DRC) – There is no government policy in place that motivates and encourages women to be involved in the army. This has resulted in very few women enlisting in the army. Those women who are involved often have roles in intelligence and as spies. Even though women are involved in the militias, the militias have their root formation in Angola instead of DRC.

Peru – Women are recruited in the army out of a political strategy. Women comprise 50% of the army. Gender was also an issue in the case of women as political prisoners as they were tortured and treated in a different way than men. Women prisoners were viewed as witches and as sexual being.

Ethiopia – Women were equally involved in the militias as combatants but their involvement was not translated into political empowerment.

Sudan – Has one of the longest civil wars in Africa. Women were involved in the militias for different motivations such as revenge, ideological beliefs, following their male partners, and economic reasons. The process of DDR will soon start and the government will be leading the process. About 180,000 ex-combatants are registered for DDR, although there is no specific figure concerning women's' participation. However, there are gender focal points for the DDR process both on the UN and the Government sides.

Abkhazia – The women were involved in the regular army but in very small numbers. There is currently forced recruitment of women in the army.

Austria – Women have been allowed to join the army only since 1998. Because women's involvement in the army is a fairly recent phenomenon, women are not yet in higher ranks and their level of involvement is still minimal. Ideological reason is the major motivation identified for their involvement.

Egypt – The level of women's involvement in the army is very small, and they hold lower ranks.

The conclusion of this short review of country experiences was:

- Women who join armed forces have different motivations (from economic pressure to ideological convictions to fight for "freedom");

- In some countries, women do not join armed forces at all – but even where they join, they are often in lower ranks;

- Involvement in the military and femininity are often seen as contradictory in public perceptions.

Challenges of demobilization of women and girls – some of the issues raised during discussions are as follows:

- Women ex-combatants refuse to come forward due to the expected roles of women in society. Women tend to make themselves invisible since their society does not provide space for ex-combatant women.
- Wives of ex-combatants often do not go through DDR and therefore do not benefit in the process. In some places like Northern Uganda, women and girls abducted to join the militias are marked on either their face or hands. As women in the militias are victims of sexual violence, there is a societal perception that these women can not give birth due to contraction of sexually transmitted diseases (STDs). Moreover, girls do not go through DDR as they prefer to remain hidden and try to get back into traditional roles. They usually want to be relocated to a place where people do not know their story. Parents and society consider these girls as "spoilt goods". They are targets of sexual harassment and intimidation.

2.2 The impact of armed conflict on women's health and the link between HIV/AIDS and conflict

Sexual trauma, high rates of HIV and AIDS, and sexually transmitted infections (STIs) are among the impacts of armed conflict discussed. Two forms of reactions to sexual trauma often observed are either to be "totally removed from sex" or continued exposure to sexual experiences, often without consideration for protection against HIV. Short term thinking about life and seeking out risks are part of the effects of trauma.

Case Study on Liberia – below is a definition given by girls on the question of sexual exploitation:

> *Them big men go loving to small girls, they can call when she walking along the road, and then the girl go and they go in house and lock the door. And when the big man has done his business he will give the small girl money or a gift.*
> *(UNHCR 2002), Sexual Violence and exploitation.*

A documentary film about the Democratic Republic of Congo (DRC), "Invisibles" (MSF 2007), discussed the wide spread of rape in the region. The sharing of their experiences seems to help women overcome the harsh memories of gang rapes. Phrases like "he became my husband" replaces rape; "acting like husband and wife" replaces rape for mothers who had to watch their children being mistreated. Coping with these realities require a need for some sort of control, and "softening" the incidences is one such coping mechanism. Women gather around each other to survive, and women's groups went out to seek other survivors of rape to facilitate medical care. Women also created associations to receive support and healing. The formation of women's association and women's solidarity movements can be considered as a good entry point for intervention. Bringing international organizations into this set up has a number of repercussions:

- Local women associations and activities find protection through the international presence and manage to speak out louder.

- Professional criteria demand literacy to qualify for assistance in a situation where many of the women are illiterate.

- Women learned that they can talk about sexual violence and that they are eligible for international assistance.

The following is an outcome of a group discussion based on the questions stated below:

- How do images of masculinity play a role in the HIV/AIDS problem?

The whole idea of masculinity and power is reinforced during armed conflict. A woman's body is used as a tool to reinforce masculinity. The issue of being a ''real man" has to be proven in exerting power through means of rape. The collapse of family coupled with poverty and feeling of hopelessness pave the way to justify sexual violence, particularly rape as a means of achieving sexual needs. This leads to an increase of HIV and AIDS.

- Create a flow diagram on armed conflict and HIV/AIDS and gender

The link between armed conflict, gender, and HIV/AIDS is becoming increasingly apparent. Women and girls are exposed to abduction and sexual slavery in the army. There are cases of mass rape where women's bodies are commonly used as a weapon of war. The increasing number of poverty in armed conflict also exposes many women and girls to sexual exploitation and abuse. There is, therefore, a direct link between armed conflict, gender and vulnerability to the risk of contracting HIV/AIDS. It was further noted that, apart from gender, women's anatomy makes women more vulnerable to contract HIV.

- In the cultural background where you come from, what does a fatherless child mean? What role des the child´s 'origin' play in accepting the child?

Fatherless children are often regarded as people with 'no identity'. They often end up being homeless and are street children. The mother is also considered to be immoral and the family would not have any chance as being labeled a "good family". Such children are often traumatized and search for their father and suffer rejection by the society. In most societies,

fatherless children do not have the right to inherit land. Issues such as education and money; socialization and acquiring the surname of the father were cited as reasons that play a role in accepting the child.

> - In the context you work in, what are the images that people have about rape and sexual exploitation of women/girls? Are there cultural mechanisms to deal with such experiences?

In a country like Sweden, women have to prove innocence. The burden of proof often lies on victims in countries such as Kenya. In some places, the seriousness of the case could also depend on the class of the woman. For instance, woman politician rape cases can be taken more seriously than that of a working class woman. Women and girls survivors of sexual violence can also be viewed as "damaged goods". In countries such as Peru and Colombia, victims of rape are often blamed for enticing men by their way of dressing and are often categorized as "easy" women.

As to a coping mechanism, in a country such as Sweden, there is often psychological support and trauma counseling provided for victims of sexual violence. In most cases, there is a state of denial of women survivors and attempt to forget or hide the incidence. In certain instances, women give money to elder men to cover their shame.

3 Protection - Legal frameworks and international standards

3.1 Women, peace and security

Facilitated by Elisabeth Riederer

3.1.1 The way to UN Security Council Resolution 1325

Universal Declaration of Human Rights (**UDHR 1948) –** UDHR was the first international human rights instrument. Due to lobbying by women's organizations, gender issues were briefly introduced to the document. However, not much happened in the following years concerning women's rights issues.

Convention on Elimination of All forms of Discrimination against Women (CEDAW 1979) – CEDAW will celebrate its 30th anniversary 2009. About 185 countries have ratified CEDAW, many of them with reservations. CEDAW is commonly referred to as an international bill of women's rights. The different women's rights' provisions in other human right instruments were brought together in CEDAW in a comprehensive manner. CEDAW has been very successful in theory. However, the reservation that comes along with state ratification is the major challenge for its full realization.

Different consecutive women's global conferences were organized, including in Copenhagen, Mexico and Beijing, to broaden the agenda. The **Beijing Declaration (1995)** was unique in terms of bringing many actors together. The issue of women in armed conflict was explicitly raised as one of twelve points in the Beijing Declaration's Priority Plan of Action.

International Criminal Court (ICC Statue 1998) – Another major step taken forward was in 1998 when the statute of International Criminal Court (ICC) recognized rape as a war crime. In line with this statute, people can be brought to court if they commit rape and other acts of sexual violence.

Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multi Dimensional Support Operations (2000) – Different women's groups, non-governmental organizations (NGOs), then United Nations Development Fund for Women (UNIFEM), and other concerned bodies moved together in a concerted effort to push the agenda of gender-mainstreaming in multi-dimensional operations in Namibia in 2000.

United Nation Security Council Resolution 1325 (2000) – SCR 1325 reaffirms the important role of women in the prevention and resolution of conflicts and peace building and the protection of the rights of women and girls during and after conflict and calls for an increased representation of women at all decision making levels for the prevention, management and resolution of However, there is no monitoring mechanism in place, which automatically measures accountability. Eight years after the adoption of the resolution, little progress has been made in terms of achieving the gender dimension within peace processes, mainly at the level of field missions. At lot still remains to be done for mainstreaming gender perspectives in multi-dimensional peace-keeping operations.

3.1.2 The main objectives of UN Security Council Resolution 1325

- to increase the representation of women at all decision-making levels
- appointment of more women as Special Representatives of the Secretary General (SRSG)
- more women serving in field operations
- strengthening of gender perspectives in peace negotiations
- provision of training guidelines
- protection from SGBV
- to end impunity
- to mainstream gender in the Secretary General´s reports to the Security Council

UNSCR 1325 calls for a comprehensive strategy on national peace and security priorities. The development of a National Action Plan (NAP) provides objectives, benchmarks and opportunities to monitor gender issues. Even though different approaches are taken in the process of developing NAPs, the contents are often similar. Some of the countries that have developed NAPs include Austria, Denmark, Finland, Iceland, Netherlands, Norway, Spain, Switzerland, and the United Kingdom.

What concerns protection against sexual violence, the facts that 50% of women had undergone sexual and gender-based violence (SGBV) by 2002 in Sierra Leone, about 250,000 to 500,000 women were raped in Rwanda, and the general widespread sexual violence in armed conflict, necessitated a resolution that addressed the issue of SGBV directly.

3.1.3. UN Security Council Resolution 1820

UNSCR 1325 did not address specific details on sexual violence, and it was timely for the UN Security Council to decide upon UNSCR 1820. UNSCR 1820 calls on all conflict parties to end sexual violence, to protect civilians from sexual violence, and to end impunity. It also calls for more women to serve in field operations, for relevant training guidelines to be provided, and for the Secretary General to include the issue of sexual violence in all situation reports to the Security Council**.**

Discussions

Various issues were raised during the plenary discussion, including the significance of women's involvement and the new perspectives that are added to a peace-keeping operation when gender issues are included. In regards to women's involvement at higher decision-making levels, it was highlighted that at present, there is only one DPKO Mission (UNMIL / Liberia), where women are in high-level management positions. Liberia is thus not only the only African country with a female president (Ellen Johnson-Sirleaf), but also with the only UN peace-keeping mission headed by a woman. Seven other field missions have Deputy Special Representatives of the Secretary General (DSRSG). The Deputy Commissioner for the UN Police and the Chief Legal Advisor are other positions in UNMIL currently occupied by women at higher levels. In July 2008, women's representation in the military personnel and civilian police force was 2.2 % and 7.6 % respectively. The facilitator noted that the figures for ESDP missions are above the UN average, but this assertion was not supported with facts and figures.

The importance of appointing Gender Advisors in peace-keeping missions was also noted. The first mission to establish a gender focal point was the United Nations Mission in East Timor (UNAMET) in 1999. Since then, Gender Advisors have been recruited in several other peace-keeping missions. A participant from a UN peace-keeping mission noted the lack of consistency within UN peace-keeping missions in the placement and structure of the gender unit. The fact that gender is placed under the humanitarian pillar portrays the common image of women as 'victims', while in reality women are also actors and have many contributions in the efforts of peace-building. In certain instances, the Gender Units report directly to the SRSG, the United Nation Mission in Sudan (UNMIS) is a case in point. In some Peace-Keeping Operations, Gender Units are placed under the Political pillar, which is another recommended placement, as it gives more significance to women's role in decision-making and peace-building.

3.2 Monitoring human rights violations against women

Facilitated by Gudrun Kroner

Abuse of human rights in armed conflict

Some of the general abuse of human rights in armed conflicted are listed as:

Killing, torture, deliberate mutilations, deliberate and indiscriminate attacks on the civilian population, particular abuse against children and women, rape and other forms of sexual violence, use of hate speech to incite violence against others, unfair trials in armed conflict,

ending impunity and summary justice, displacement or refugee populations - including the right of refugees and internally displaced people, hostage taking.

Sexual Violence

Rape (systematic rape), sexual slavery, other forms such as forced pregnancy, enforced prostitution, persecution (e.g. Afghanistan - the sexual apartheid regime by Taliban), enforced sterilization, coercion, enslavement (including trafficking) are among the examples of sexual violence.[6]

Principles of human rights monitoring

- Do no harm – physical and psychological security
- Confidentiality – when you work with the people
- Accuracy – for the report
- Impartiality
- Transporting, storing information after collecting data
- Staff or interpreters have to be well selected
    - Staff should receive a "confidentiality training" (background checks of the person can also be considered)
- Code of conduct – different for different organizations

Process of Monitoring

- Gather information
- Record it
- Cross check and double check
- Analysis of significance
- Design action for change and report

Main Sources of information – Some of the main sources of information could be: print media; radio broadcasting; governmental statements and reports; military reports; statement/reports from armed groups; NGO/UN agencies' reports; UN Security Council statement; statements and interviews of witnesses or victims; individual allegations of human rights violations.

Collecting information – Monitors can collect information by talking to victims and witnesses, religious groups, professionals (e.g. doctors, lawyers, journalists), member of all political parties, members of security forces, members of (local) NGOs

Contextual information – Information about historical context, economic indicators, social indicators, national and international political context, legal and constitutional context, organization of armed forces (and monitoring changes), methods of operations, and means of identification

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[6] Callamard, Agnes: Investigating women's rights violations in armed conflicts. Amnesty International-Canada, Montreal, Quebec: Rights & Democracy, International Centre for Human Rights and Democratic Development, 2001: 139.

Information about Status of Women in Country and Region – This includes international ratifications, legal status, political expression, citizenship, work and mobility, family, education, health, and cultural expression

Interviewing Survivors and Witnesses of Human Rights Violations

- Survivors may appear unreliable (be culturally sensitive)
- Survivors and witnesses may exaggerate
- There might be a political agenda (people can be used for political agendas)
- Fear of being ostracized (victims do not often come and report because of being ostracized)
- Problem of trust
- Interpreters
    - Must be checked (from which group etc)
    - Female interviewers for female interviewees
    - Reliability and qualification

Interview Survivors of Sexual Violations[7]

- Considering possible risks to safety of victims/ witnesses and their families
- Assure confidentiality to interviews
- Ask if they have been interviewed before
- Victims might not talk about their own experience
- Debriefing sessions because of post traumatic stress
- Aware of own attitude and fears

Possible perpetrators – Perpetrators of gender based violence include soldiers (including own country); military and other commanders who order or fail to stop abuses; law enforcement officials; unofficial militias or ''death squads'', paramilitaries etc; group acting with consent or knowledge of the state; armed groups; non governmental entities; organized criminal gangs; peace-keepers, UN aid workers (local and international personnel); occupying forces and foreign troops involved in conflict; refugee camp guards; community members. The possibility of women as perpetuators of violence was also raised during the plenary discussion.

3.3 Gender mainstreaming in international organizations: The case of the Organization for Security and Cooperation in Europe (OSCE)

Facilitated by Linda Kartawich

What is gender mainstreaming?

"It is the process of assessing the implication for women and men of any planned action, including legislation, policies or programs, in any area of work and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the

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[7] Ibid.

design, implementation, monitoring and evaluation of policies and programs in all political, economic, and social spheres, such that inequality between men and women is not perpetuated". (ECOSOC)

Important questions to ask ensuring a gender perspective:

> Who is doing what?
> Who has access to which resources?
> Who has control over which resources?
> Who needs what?

Why gender mainstreaming?

- Prevent gender inequality and discrimination
- Promote gender equality - a human right and a condition for democracy
- Meet international commitments on gender equality, non-discrimination, and gender mainstreaming
- Implement action plans for promoting equality - staff are given responsibility for gender mainstreaming
- Improve quality

OSCE framework

The main guiding document on gender issues is the 2004 Action Plan for the Promotion of Gender Equality. This is supported by the 2005 Ministerial Council decision on women in armed conflict prevention, crisis management and post conflict rehabilitation; and the 2005 Ministerial Council decision on preventing and combating violence against women.

The action plan has three main goals:

- Gender mainstreaming within OSCE, in its structures and working environment
- Gender mainstreaming of OSCE policies, programs, projects, and activities
- Implement projects enhancing women's rights and empowerment within priority areas

Gender mainstreaming within the OSCE:

The OSCE's Action Plan foresees the following courses of action:

- Training – Providing specific training programs for OSCE staff
- Management – Promoting a professional and gender sensitive management culture and working environment
- Recruitment – Applying innovative recruitment strategies in OSCE to promote equal opportunities for all

Gender mainstreaming in OSCE's three working areas

Politico-Military Dimensions – Examples: Establishment of roster with female experts in military and police; training of police on prevention of violence against women; training including gender issues for border customs; capacity building of the Military Academy in Serbia to address gender based discrimination; and, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) promotes UNSCR 1325 within the framework of its gender and security sector reform program.

Economic and Environmental Dimension – Examples: A gender perspective has been promoted in activities of the Environmental and Security Initiative (ENVSEC) as well as in the implementation of the Aarhus Convention; awareness raising of the need for gender sensitive labor migration policies; and, Local Economic Partnership project of OSCE field operation in Ukraine was promoting equal economic opportunities for men and women.

Human Dimensions – For instance the OSCE field operation in Montenegro was building mechanisms for the prevention of torture with special attention to women in detention; several field operations integrate a gender perspective into anti-trafficking activities; gender related publications have been published by OSCE field operations e.g. in Tajikistan: "Civil Servants and Gender".

Empowerment of women within priority areas

- Non-discriminatory legal and policy frameworks
- violence against women
- Participation of women in political and public life
- Participation of women in conflict prevention, crisis management and post conflict reconstruction
- Equal opportunity in the economic sphere
- National mechanisms for the advancement of women

Technical support

Key actors in the OSCE are gender focal points in all field operations, institutions and Secretariat departments; the Secretariat Gender Section;

Practical steps by the Secretariat Gender Section

- Helps building capacities of staff to gender mainstream - Assist, support, advise, train, provide information
- Helps bringing a gender perspective in all OSCE activities – Develop tools, guidelines, assist in development of programs and projects
- Facilitates learning from best practices in priority areas - Initiate seminars and events supporting OSCE participating States

- Helps improve gender balance in the Organization – Develop recruitment strategies, review of staff rules and regulations
- Helps to strengthen the monitoring, accountability, and visibility of gender issues in the OSCE - Prepare Secretary General's Evaluation Report, lobby and contribute in relevant forums

Techniques and tools

- Sex disaggregated statistics
- Surveys and research\cost benefit analysis from gender perspectives and checklists, e.g. UNDP, PSCE, NGO Women Peace and Security
- Guidelines and terms of reference
- Gender impact assessment
- Best practices and lessons learned
- International and national documents e.g. UNSCR 132, CEDAW
- Tools for gender analysis and mainstreaming, e.g. UN, OSCE, DCAF: Gender and SSR Toolkit

Gender Mainstreaming in other Organizations

United Nations High Commissioner for Refugees (UNHCR) – Accountability framework for senior management, a system of self-reporting. The framework measures achievement; multi-functional teams in each country program; age, gender and diversity analysis training by regular staff trained as facilitators.

UK Department for International Development – Equality and rights teams; central advice and support; social development advisers and specialized consultants; gender equality champions; senior managers, leadership and bi-annual reporting on action plan progress; in-country assistant plans.

Commonwealth Secretariat – High level gender steering committee; gender focal points for each division; systems for collecting sex disaggregated data; gender analysis and planning in project development.

Discussion

The difference between gender audit and gender mainstreaming was raised as part of the discussion. Gender audit is explained as a methodology being utilized for organizational self assessment and gender action planning process.

The importance of gender policy and plan of action was noted as key in mainstreaming gender within organization and at program level. The issue of gender mainstreaming being a strategy to achieve gender equality and not an end by itself is also highlighted in plenary.

3.4 Codes of conduct and gender awareness training in peacekeeping operations

Facilitated by Natalie Bergmann

What is a code of conduct?

- General guidelines to ensure highest standards of behaviors
- UN "We are UN Peace-keepers" and "10 Rules for Blue Helmets"
- EU "Generic standards of behavior"
- Mission Specific
- Additional to legal obligations

A code of conduct gives a guideline, but is not legally binding.

General Provisions in Codes of Conduct

- Impartiality
- Personal integrity
- Prostitution and pornographic industry

Specific gender related provisions

- Harassment free working conditions, in particular sexual harassment
- No sexual relations affecting impartiality or well being
- Child abuse or child pornography

UN Secretary General's Bulletin 2003

- Prohibition of sexual exploitation and abuse
- Definitions and detailed prohibitions
- Problem: applicability in terms of implementation

Definition of Sexual Exploitation and Abuse

Sexual exploitation: actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes

Sexual abuse: actual or threatened physical intrusion of sexual nature, whether by force or under unequal or coercive conditions

- Strong discouragement of sexual relations between UN staff and beneficiaries of assistance
- Duty to report concerns about colleagues
- Head of Mission to investigate and refer to national authorities for criminal prosecution if supporting evidence

Investigation Procedures

- Allegations do not establish culpability

- Evidence not sufficient
- Evidence not gathered in a lawful manner
- No full access to documentation
- No mission expert personnel
- No national prosecutor
- Consequences: reluctance by nations

Way forward

- Professional investigation mechanisms
- Modern forensic equipment
- Independent from mission
- Nations should participate
- On site courts martial
- Uniform standards
- Binding standards
- Issuance of standards in a convenient form

Implementation procedures

- Disciplinary measures
- Reporting mechanisms
- Training
- Command
- Documentation and planning
- Complaint procedures

Gender Training – what for:

- Increases operational effectiveness
- Increase situational awareness

Gender Training – focus on:

- Ensure harassment free working conditions and proper behavior of the troops
- Promote gender mainstreaming

Organizational measures

- Establishment position and appointment " Gender focal Pont"
- Direct access to commander
- Institutionalized support for gender related activities

Activities within EUFOR (European Union Force)

In theatre training

- For ALL deployed troops on standards of behavior

- For high ranks on
  - -Supervision of subordinates
  - -Independent cooperation with local actors
- Practical support for gender related projects
- Subject matter expert to promote gender mainstreaming
- Cooperation with local and international actors on gender issues

Long term projects

- Cooperation between EUFOR, EU Police Missions (EUPM), UNIFEM and local women NGOs
- Implementation through local actors
- Participation of local actors in the security sector
- Inter ethnicity approach

Lesson learned

- Address over representation of men in security sector without criticism
- Engage men as gender trainers
- Prioritize training for senior management and commanders
- Integrate gender training in " normal" training
- Exploit existing local expertise through co-operation
- Institutionalize gender issues
- Point out the legal consequences
- Do not forget the languages barrier
- Accept cultural and social differences

4 Gender-sensitive conflict analysis and gender mainstreaming in project management

Facilitated by By Cordula Reimann

4.1 Gender-sensitive conflict analysis

Stages of conflict

- Pre-conflict
- Open war
- Post-conflict

Exercise – What are the gender dimensions in each stage of armed conflict?

Based on the exercise, participants were divided into different working groups to discuss the gender dimension in each stage of escalation of armed conflict under the categories given below and came up with the following results. The following points were not listed in order of relevance and were illustrated in the discussion with concrete examples.

Pre-conflict stage

Increased militarization

- Forceful or voluntary recruitment of both men and women in the militia
- Formation of illegal, male-dominated, militia groups increase
- Military police move around the village
- Divisive campaign and hate , rumors, fear spread by local media
- Increased male-dominated military presence
- Resources directed to warfare - women lack resources for family and social welfare

Increased physical violence

- Insecurity – recruitment of young men to join the militia
- Abduction of mainly men to join both the military and the militia
- Increased domestic violence against women and children due to militiarism
- Younger people, esp. young men, get frustrated and become more alcoholic and violent
- Women and children move to safe places such as churches

Open war stage

Culture of violence

- Increased cases of rape as weapon of war
- Re-definition of gender roles
- Forced family breakdown or separation of couples
- Women join militia
- Conflicting parties get more weapons – less resources for social welfare

Changes in social structures (especially family)

- Female headed households
- Women become bread winners
- Increase of domestic violence
- Social status change through husbands´ absence

Peace-keeping or peace-enforcement

- Increase number of women peace-keepers

Humanitarian interventions

- IDP and Refugee camps do often not consider the specific respective needs of men and women
- Food and NF distribution (issue of ID-cards) and humanitarian packages very often not gender sensitive

Formal and informal peace negotiations

- Increase number of women in formal negotiation

Psychological trauma
- Sexual violence and different coping mechanism
- Role of protection of the "vulnerable groups" (question who considers whom to be in need of protection, i.e. vulnerable groups themselves or outsiders?)

Post conflict

Changes in social structures (especially family structures)

- Role of women has changed
- Masculinity and expected roles of men as family defenders and breadwinners cannot be fulfilled

Post-violence/violence increase

- Small arms and light weapons, mainly owned and used by men
- Gangs, mainly young men
- Street violence affecting men and women different
- Backlash (socially expected gendered stereotypes, e.g. FGM

Demobilisation of combatants

- Eligibility criteria for DDR
- Different reintegration benefits (women can not benefit to the same extent)
- Girls ex-combatants are invisible, are stigmatised and excluded
- How to change aggressive, violent notions of masculinity and femininity to new, peaceful ones?
- Think about how to make ex-fighters peace-building partners

"Privatization of security" (private security firms)

- Not internationally and legally bound to any gender-specific conventions
- Lack of accountability
- No (gender-specific) code of conduct
- Lacking knowledge on women rights and gender-specific violence

Reformation and security forces

- Number of women in security forces could increase
- Important to integrate gender issues in DDR processes

Promotion of national reconciliation

- More men and fewer women in management level
- More women at the grassroots level
- Lobbying on peace and gender will be done mostly by women groups

Tribunals on war crimes

- Not gender sensitive
- More on mediation roles and other than providing decisions
- Ignore the gender perspective in particular in war crimes

Discussion

Men and women and their respective needs and interests have to be integrated in peace processes if one wants to achieve sustainable "positive peace". The Guatemala Peace Agreement in 1996 has still to be considered the most gender-sensitive agreement. While officially just one woman participated in the high-profile negotiations, she was able to consult with the local, indigenous and rural women. Irrespective of the gender-sensitivity of the agreement, the post-conflict violence including gender-specific violence against women in Guatemala is still very high – and to some commentators even higher than during the conflict.

The key in ensuring that a gender-sensitive agreement is accordingly implemented is the effective cooperation between local NGOs, UN, and women's organizations. While an inclusive peace process only enables a lasting peace, crucial questions remain "who", "when" and "how" to integrate in the peace process with the most discernible impact. In general one has to stress that the earlier and the more meaningful the public is consulted in a peace-building process, the higher is the likelihood that women's needs and concerns will be successfully integrated.

4.2 Gender-specific dimensions of conflict transformation

Track I ranges from outcome-oriented, official and non-coercive measures such as good offices, fact-finding missions, facilitation, negotiation/mediation and peacekeeping to more coercive measures, such as power-mediation, sanctions, peace-enforcement and arbitration.

Main Track I actors are political and military third parties and/or official representatives of conflict parties and International Governmental Organisations (IGOs).

Track II refers to all process-oriented, non-official and non-coercive activities, illustrated by facilitation or consultation. Main Track II actors range from private individuals, academics, professionals, 'civil mediation'/,citizens diplomacy' to international and local non-governmental organisations (NGOs) involved in conflict resolution.

Track III defines all process- and/or structure-oriented strategies which may range from capacity building, trauma work, grassroots training, development and human rights work. Main Track III actors reach from local grassroots organisations to local and international development agencies, human rights organisations and humanitarian assistance, e.g. organizations such as Save the Children or Oxfam.

Networking and cooperation both within and between the different tracks is vital. It is only if the actors use both vertical and horizontal ways of cooperation that conflict transformation can be realized.

Best practices and lessons learned

Sri Lanka

A ceasefire agreement was signed in February 2001 between the government and the rebel group (LTTE). Norway was the third party mediator in this process. After the peace agreement was signed, the parties realized that UNSCR 1325 was not included. The Norwegian government, concerned about gender-sensitivity, wanted to include UNSCR 1325, following mass protests from women's groups. The Norwegian President was a woman but she did not raise concerns against the all-male negotiation team, although both international and national women's organizations demanded to be included. In the third round of peace negotiations, they agreed to involve some women and constituted a gender sub-committee on gender issues, composed of five women elected by the LTTE. There were also five women from civil society organisations in Sri Lanka, who were nominated by the Sri Lanka government. The due criticism was raised on the question of the criteria for selection of these women.

The sub-committee failed since their work was clearly linked to the official (failed) track 1 process. Women, in one way or another, had their say in what was going on in track 1, but were not able to achieve their objectives since the peace process failed.

Burundi

At a certain point, the women in Burundi realized that they were not part of the peace process of Arusha, and that they would not go far unless they had a male counterpart supporting their cause. The women were very strategic in identifying a person from track 1, which in this case was the former South African President Nelson Mandela. They succeeded in getting his support in the advancement of their cause. They used him as a spokesperson and put their messages across in the peace process.

Somalia

In the process of resolving conflict in Somalia, the representation of a clan identity was critical. All the important clans were represented in the peace process held in Djibouti. The women from different ethnic and clan background realized that the formation vis-à-vis a clan identity is vital in being represented at the peace table. The women formed the so-called "sixth clan" and took part in the Djibouti peace process.

> Exercise – What would happen if you do not apply the points below? Participants were encouraged to provide cases from their practical experience.

1. Do not assume that women and men belong to homogeneous groups and, as such, have the same interests and needs because of their sex. Rather than focusing on women as victims, think of creating ways to strengthen women's capacity to survive, articulate their ideas, and experiences.

   - You cause more problems
   - Cause friction
   - Will not address women's needs
   - Disempowering people/women
   - Do more harm
   - One would not benefits from their talents and experience
   - end up not addressing their needs

Example: In order to curb the possibilities of women being assaulted and raped while going to the well, Aid Agency in Afghanistan brought running water to the house. This resulted in taking away women's only possibility to leave the house.

2. Make sure that as a result of the project there is no backlash and moving back to old roles in the conflict settlement and peace-building process. In some conflicts women may have taken over traditionally dominated men's roles and tasks. Ensure that women's organizations which incorporate the diverse and ''new'' experience of women are supported.

   - Conduct need assessments where men and women are involved
   - Build the capacity of men and women in promotion of human rights education

Example: When men were given food during food distribution, they went and sold the food to get alcohol in return. When this was taken away from men, they were disgruntled. They finally constituted a committee that discussed rules for sale and for consumption; men felt they were involved.

3. Collect and make sure of sex disaggregated data. What will happen if we do not have sex disaggregated data?

   - One would not be able to plan effectively
   - Not understand the needs and differences

- Will worsen the situation
- You would not be taken seriously
- Difficult to monitor progress and lack of sustainability
- One would not anticipate the challenge

Example: Sex disaggregated data were not available during the Sri Lankan post-tsunami situation. Women's organizations were surprised when they came across refugee camps without hygiene facilities for women. All interventions targeted men only.

4. What will happen if you enforce quota?

- Conflict by other party
- Men will turn to be rigid and violent
- Increased violence especially where there are women's workshops (Afghanistan)
- Worsen the situation of women who are brought in forcefully
- They will not be able to take advantage of equal opportunities and the space of participation could be spoiled

Example: When international women's organization pushed the issue of quota in Afghanistan, it created a backlash against women in the form of gender-specific violence.

5. In conservative cultures, work through men like traditional and religious leaders to negotiate rights and public resources for women by appealing to their self interests.

- Implementation of project will be difficult
- Can bring women in danger
- Worsen situation of women
- Resistance from beneficiaries, groups, and politicians
- Strengthen male dominated structure

Example: Swisspeace was very active in the Afghan Civil Society Forum (ACSF) in supporting local peace initiatives in the wider peace-building process. Clearly, for Swisspeace it was imperative to work on gender equality issues. The major aim was to ensure women's effective participation in elections in Afghanistan. One of the best strategies used was to liaise with other local organizations and use the whole issue of religion and Islam as an entry point. Contacts were made with mullahs in an attempt to work with the given social norms such as Koran perspective and to identify possible entry-points for discussing women's participation in upcoming elections. The Islamic clergy underlined that there is nothing written in the Koran against women's participation in politics. As such, the mullahs became a key supporter of women's participation. They even went to the extent of opening their mosques to ensure that women are able to freely vote. Having the mullahs behind this project was vital in ensuring women's participation in Afghanistan.

Practice of "Bad" in Afghanistan - When a woman misbehaves, talks too much, or is not dressed in a traditional way, it is often considered as disrespect to the honor of the family. In order to restore the honor of the family, they would traffic women. By doing that, one would restore the family honor as the sold woman will be part of another or new family. Although

this was done with the intention of resolving conflict – and has to be considered a progress to the usual practice of honor-killing - it does not ensure a lasting and sustainable solution. Usually, the changed family situation with the trafficked women cause new and more social problems, like envy and competition for limited resources among family members.

By stressing the critical long-term impact of "Bad", NGOs were able to change this practice in some parts of Afghanistan. Knowing the local people and the local needs is crucial for any third party peace-builder intervening on gender-specific questions. The Afghanistan experience also shows clearly that it is always possible to identify gender-sensitive women and men, even in a traditional and patriarchal society such as Afghanistan.

5. Participation of women in peace processes

5.1 Women´s peace work at grass roots level

Facilitated by Visaka Dharmadasa

Discussions centered on the question if women should embrace their "stereotypical" roles in an effort to transform conflicts with their authority as mothers, sisters, daughters. The facilitator reiterated that in her opinion, these roles play a part in conflict transformation as women have these roles on both sides of the conflict. They can relate to each other's specific problems of being a woman. The other view of this question was voiced by several participants, meaning that enforcing these stereotypes of women's stakes (as only mothers, daughters, sisters) in conflicts would not serve to enhance their rights in society, but, rather the opposite, cement already existing stereotypes.

The facilitator's own personal story is an indication of progress that can be made in negotiations of women in the traditional "stereotypical" roles, having arrived there by playing on their rights as mothers of soldiers.

Exercise – **Why do we need to include women in peace-building and peace-making processes?**

There were several examples provided by the participants as to why women should be involved in peace processes on a grass roots level:

If women are not included women's issues will not be addressed. One example of specific concern needing to be addressed in a post-conflict situation was women's rights to inheritance if their husband had been killed. In some countries this is not addressed in legislation but could be addressed in a peace agreement setting. Women need to be included from the start as their inclusion later on will be much harder to implement once the process is under way.

A specific example concerning women's issues discussed was the issue of "fistulas", i.e. damage on women's genitalia following SGBV, causing immense problems for the women affected even not having access to medical attention. As men might not even be aware of such problems, necessary decision-making on these matters might not be considered if women are not included in peace-building processes.

Opportunities: Women's inclusion is an opportunity to address inequalities in society. UNSCRs 1325 and 1820 are opportunities to effect change, while the global effort to implement gender mainstreaming will make women's inclusion an issue. The peace process creates an opportunity for women to get more involved in politics and governance.

The various **challenges** of women's participation in the peace-building process were discussed in the plenary session. The biggest challenge women have is to get their voices heard. This is a problem throughout the world. Women are often excluded from these negotiations and women's specific concerns are hardly ever taken into consideration when ceasefire agreements are designed.

Most of the initial negotiations are held in secret places because of political reasoning. In many cases, the venues are not convenient for grass roots women. The Liberia peace agreement was signed in Ghana, and it was difficult for women to travel to those places. Further, there is a language barrier since the negotiations are mostly not held in local languages and illiterate women thus have a difficult time in understanding the negotiations.

Official Negotiations and Peace talks: The roles of women and men in this process vary often, as women play a minor role in formal negotiations and are mostly absent in policy making. There are very few examples globally where women are involved in the formal negotiation table. The absence of women in the process therefore results in the absence of women's concerns in the peace agreements and yet women play critical roles in the implementation of the agreements.

One of the many reasons why we need women on the table is to help prioritize the needs of the community. There is a general consensus that women bring new perspectives when they sit at the negotiation table.

5.2 Case study: Sri Lanka conflict

Facilitated by Visaka Dharmadasa

Sri Lanka got independent from British colonial rule in 1948; the new constitution was put in place in 1972, and Sri Lanka became a republic. The Eelam wars took place between 1983 and 1990. Indian Peace-keepers entered the country to keep peace, but targeted attacks against women of sexually violent nature occurred. The 1990 t0 1994 peace talks broke down, and there was an increase in ethnic cleansing of Muslims. There was a ceasefire in 1994 until 2001, which saw an escalation of the conflict. Another cease fire was realized in 2002. Progress was made in peace talks in 2003.

Examples of three associations involved in peace-building at grassroots level:

1. Kandy Association for war affected families
2. Parents of Servicemen missing in action
3. Association of war affected women (WAW)

Women were improving their rights within structures i.e. lions club, women's club, to raise issues of impact of war on women. At the height of the war it is impossible to raise peace

issues without seeming like a traitor. However it does address the impact of war on women. Some Strategies:

- Use of religious leaders to make some progress

- Use of identification disks between the war parties to allow family members to know of the life/death of the loved ones.

- Returning of victims' bodies - mothers managed to convince the two rebel groups to allow for the release of the bodies

- Signature campaigns: NGOs managed to gather 70,000 signatures and speak to each person face to face. They held discussions and signature collections at religious places to keep the population in touch with the conflict. The WAW got wind that the government would include Norway to negotiate the peace process; they took the signatures to the embassy to get the issues into the peace talks. This legitimized the Norwegian government in the peace talks.

- Tamil Tiger rebels invited civil society to speak before the peace talks prior to the cease fire agreements and the WAW had representatives to the talks.

- Women's NGOs managed to initiate the 1st Track II dialogue process engaging influential individuals from across Sri Lanka as well as the rebels.

- Currently WAW are taking UNSCR 1325 to the village conducting workshops in villages and consulting with political leaders. Very strategically the WAW is working with men to disseminate the resolution. The focus of this is on women at grassroots level.

Women take on different roles in conflicts as combatants, as weapons of war, wives to missing husbands and mothers to missing sons, sisters to abducted brothers. The capacity that women have to fit into any vessel needs to be maximized by having women in all stages of peace processes.

5.3 Gender dimensions in DDR processes

Facilitated by Visaka Dharmadasa

Disarmament, demobilization and reintegration are critical elements of the peace-building process. However, once the guns are collected reintegration has often less prominence, and the absence of a comprehensive reintegration process leaves the community fragile. It is exactly the component after the demobilization process that is critical for shaping the country. Its success depends on community ownership and early enough planning. The significance of women at this stage cannot be overstated.

5.3.1 Participants Experiences:

Liberia – The information had not been well disseminated to the combatants and the community on this process, therefore, community members and combatants were not clear on what the process would entail. Timing is key as the process began when communities were still across border and significant numbers of returnees were not informed. The initial process collapsed and was restarted early in the following year. A number of issues were not taken into consideration, such as who is an ex-combatant. The criteria required were that someone should be able to assemble, dismantle and shoot a gun. Women involved in the conflict did not necessarily handle ammunition. The community also felt that the "bad guys" get paid 300 USD for handing over arms. Also, communication posters only showed men in long lines giving up arms, thus communicating that women are not involved in the process.

De-mining: Colombia Experience – Very mountainous region with a lot of rocks; mines can be made out of anything and in this case cow dung was used to make mines increasing the risk. Natural phenomena such as floods moved these mines around making the de-mining process all the more precarious. Mines can also resemble toys making children eve more vulnerable. The need to involve women in demining is critical, as women are often caught in mine fields. They also have the capacity to warn their about mines and their "camouflaged" nature.

Demobilization in Sri Lanka – Although there was a ceasefire, no official demobilization process took place while the combatants got involved in alternative sources of income and began to enjoy life outside the fighting process. Finding this alternative life made demobilization almost natural, and when the process was formalized the demobilization was swifter. Long ceasefires tend to have this effect. While forces have nothing to fight about and combatants do not always spend much time together, the logic of the war loses its place.

Colombia's current collective **demobilization** is the largest funded DDR process in the world that does not have a specific end date. The national council is taking charge of this process. Psychologists are also involved to accompany ex-combatants in this process. However, the process does not take a gender perspective, and the following arguments are used for not using an engendered process:
- The program is individually tailored, so every individual is treated as per his or her needs. Elaborated databases are in place with the history of the 40,000 combatants
- 85% of psychologists are women

Eritrea – When too many people are demobilized, there are many people on the job market. Women find themselves in a situation twice as complex after the DDR process; many had babies and were now single mothers, and they could not get jobs because they were stigmatized as women combatants. The women combatants (preferred to be called veterans) grouped together with the disarmament tokens given and got involved in businesses, e.g. fishing industry, carpentry etc.

New terminology has been developed within the UN system: WAAFs (women Associated with armed forces) refers to women who were in combat but also were mothers, wives, cooks etd. However, this categorization also needs closer. Discussions also need to move to the next level

with "people associated with armed forces" (PAAFs) to have categories for mechanics, informants, porters etc. in armed groups.

5.3.2 Case studies from conflicts in Liberia and Bougainville/ Papua New Guinea

> Exercise: When designing a DDR process it is important to take women combatants' special needs into consideration. You have to take into consideration why, how, and when.

Liberia

Civil War started with 24th December 1989. The first cease fire arrived only in 1993, monitored by the United Nations Mission in Liberia (UNMIL). Women became active in disarmament issues and wrote to the Special Representative of the UN Secretary General. In 1997, there was a cessation of hostilities that gave some hope for peace, but civil war continued. In April 2003, there was a women's mass action for peace campaign which led to the 2003 peace talks in Accra. 38% of women combatants were eligible in the DDR program in Liberia. A lot of women groups were involved in the DDR process, as they organized themselves to get arms and destroy them.

Why?

- They are part of the combatant groups and have to be equally represented in the DDR process. They joined the conflict for various reasons: social, political and economic and these issues have to be looked into during the DDR.

Why not?

- Never is the question asked why to include men in the DDR process
- Needs are gender specific
- To prevent SGBV

How?

- Addressing specific needs of women associated with fighting forces
- Raising awareness on the need to integrate combatants into society for lasting peace
- Take psycho-social programs and vocational training into consideration
- Need for peer group review of the process
- Awareness raising process needs to be gender inclusive
- Integration process can actually take place at all levels

When?

- The process should begin from the beginning of the designing of the DDR process
- During the cease fire agreements

Bougainville / Papua New Guinea

In 1972, civil war broke out between different clans around the ownership of copper mines. The government owned the mines, but land owners began to demand higher compensation

from the government. BRA took up arms and went out to take over the mines; the government included South African and Australian armies to help cease the conflict. Peace agreements failed until 700 women met for one week and developed strategies to go and meet their sons. One of the major issues they wanted was to burn the arms. During this period, women lost their matrilineal ownership of land and property. This conflict brought about the independence of Bougainville from Papua New Guinea.

Why?
- To increase ownership of the process
- To avoid the stereotyping of women
- To help women access benefits of the DDR program
- Women have a significant role to play in the peace process
- In the case of Bougainville – not to undermine the matrilineal structure of society

How?
- Consultation
- Representation in committees
- Leadership positions available for women
- To use grass roots organizations to reach ex-combatants (their sons)

When?
Women have to be included at all moments: cease fire, cessation of conflict, peace-building process, peace treaties.

5.4 Security sector reform and transitional justice instruments & the need for reconciliation

Facilitated by Julia Sebutinde

"In my humble view, the role of amnesties should be re-examined and re-evaluated. Amnesties should not be used to promote impunity by conferring immunity from criminal prosecution upon the perpetrators. At most, amnesty should be used as a mitigating factor in the event of a criminal conviction and the court should be able to consider the individual merits of each perpetrator's case."
(Julia Sebutinde)

5.4.1 Historical Background: Sierra Leone

Sierra Leone's conflict began in 1991 and spanned an entire decade with guerillas trying to get into the country. Armed groups within and outside the country decided to wage war against the Government of Sierra Leone. The Revolutionary United Front (RUF) sustained long term guerilla warfare against the people and government of Sierra Leone, as the army was unable to protect citizens and resolved to recruiting civilian groups to scout the rural areas. On 30th November 1996, the government of Sierra Leone and the RUF signed the Abidjan Peace accord. However, hostilities resumed two months later. At the same time the military was

getting disgruntled about resources. In May 1997, junior officers in the military overthrew the government and instituted junta forces. This may be the mile-stone that marked the onset of horrendous atrocities against humanity.

President Kabah went into exile in neighboring Guinea and the civilian force went underground and became new targets of the jiganta forces. Lots of civilians were routinely murdered, tortured, and mutilated because they would not recognize the junta forces. The AU requested the Economic Community of West African State (ECOWAS) to reinstate the president who was democratically elected. However, this made matters worse for civilians who were caught in the middle of the fighting between the ECOMOG forces and the junta forces. Then the Economic Community of West African States Monitoring Group (ECOMOG) forces managed to take over the capital city Freetown, but not the rural areas. As the junta forces were pushed out they left with murder, mutilations, abductions, rape, forced marriage, burning and looting of properties etc. According to a human rights report, the junta forces, RUF, and even the ECOMOG peace-keeping forces were all targeting civilians of all ages and sex.

Gender Based Violence: Women suffered particular violence, with abduction followed by rape, forced marriage, forced pregnancies, forced abortions, forced conscription into the army. The Human Rights Watch publication "We will kill you if you cry" reports wide spread brutal sexual violence. About 300 women and girls were interviewed. They describe their expe riences in relation to forced marriage, sexual violence etc. What is clear is that this kind of violence was used as a weapon of war. The forces would tell the women to "go and report to President Kabbah", therefore this terror reign was to send a message to the government that they are still a force to reckon with.

The **phenomenon of forced marriage** is unique to Sierra Leone and Uganda where young girls after abduction are attached to individual perpetrators and expected to perform the role of a wife in captivity. In addition to SGBV, they were also used as spies, sex slaves, carriers of guns etc. Bush wives carried out all the functions of a wife and mate. This included carrying the "husband´s" items, cooking for him, doing his laundry, protecting his possessions. In his absence, they satisfied his sexual gratification and were expected to remain faithful and not attempt to escape. They were physically battered during and after pregnancy and terrorized.
The use of the term wife (bush wife, jungle wife, rebel wife) was to demonstrate the capturer's control over a woman, rendering her unable to deny his wishes. She belonged exclusively to him and could not be touched by another man. He openly stated his claim over the captive and she was not allowed to have sex with any other person. If she did even if raped, she would be judged as unfaithful and the consequence would be death. Similarly, rebels raping another's wife would lead to death for that "wife''.

Effects of these crimes
Physical and psychological trauma, death, permanent injury, disability, diseases, unsafe abortions, chronic and debilitating reproductive health problems and depression belong to the effects of these crimes. Social stigma: Most victims are rejected by their families; bush wives are considered collaborators with rebels. The vast majority never come forward to speak about these experiences. Also, as another aspect of a destroyed life, most of these girls were

of school age and the chances of going back to school are close to nil. They now have to find new ways of earning a living.

5.4.2 The Lord's Resistance Army (LRA) in Northern Uganda

The conflict has spanned over two decades starting in 1986 with the coming of President Yoweri Museveni through a military coup. Remnants of the then Ugandan Army allied themselves with local militia groups and later formed the Lord´s Resistance Army (LRA). Whereas the agenda of this movement is not very well known, it is evident that they have tried abducting civilians and recruiting them into their ranks since their beginning. They have waged a campaign of terror as a means of drawing attention to themselves and also to send a message to President Museveni. Two million people have relocated to internally displaced persons (IDP) camps, while over 30,000 children have been abducted as child soldiers and forced to take part in atrocities. The LRA has now spread into the great lakes region, Democratic Republic of Congo, Central African Republic, and Southern Sudan continuing to wage terror. Negotiation attempts by the government were not very successful. They referred the case to the International Criminal Court for investigation and prosecution.

SGBV cases afflicted by the LRA are very similar to those of the Sierra Leone conflict. The situation has exacerbated by the warrants of arrest from the International Criminal Court (ICC). The more pressure on the rebels, the more they take it out on the civilians. Between 2002 and 2004, there were 2200 killings, 3200 abductions and over 850 attacks that have taken place in Northern Uganda, and the numbers to date are rising. Media reports indicate the LRA have migrated into the Greater Lakes region, re-grouped and have embarked on a massive recruitment drive (abducting children) turning themselves into a regional mercenary force.

5.4.3 Issues of transitional justice and reconciliation

Accountability for crimes in conflict

The ICC with its temporal jurisdictions can only handle violations that occurred after 2002 when the Rome statute came into effect. In the case of Sierra Leone, a special tribunal was set up in conjunction with the Government of Sierra Leone and the UN to try the perpetrators of this conflict. Looking at crimes committed between 1996 and 2002, the court identified 11 people who in their opinion bear the greatest responsibility

In the case of Uganda and the LRA, the Ugandan government decided to ask the ICC to get involved and to prosecute the perpetrators. These processes only target the top commanders while the lower ranks get away with the crimes and continue to live amongst the victims they committed atrocities against. This has caused a lot of fear where the victims feel that the perpetrators who now live amongst them would come to cause even more harm after the witnesses speak up (particularly in the case of Sierra Leone where the trial is taking place in the home country). The Ugandan government is in the process of domesticating the Rome Statute to be able to establish a criminal court in the country.

Need for domestic legislation proscribing crimes

States are expected to enact special legislation incorporating international humanitarian law into domestic law. Security forces, police and military should receive basic training in human rights.

Removal of gender bias in domestic legislation and procedures

Governments should ensure legal systems are in line with international standards. Domestic legislation including practices and procedures that tend to discriminate against women (e.g. the rule requiring corroboration of sexual offences) should be abandoned.

Adequate protection for victims and witnesses

It is important to ensure protection for witnesses who come forward with crimes involving intimidation, humiliation, social stigma, and retribution. This may require special procedures e.g. relocation of victims, testimony in closed courts and hidden identity (behind screens, with pseudo names, with voices and images distorted).

Post-conflict support services for both men and women victims

The atrocities on both men and women are severe and extreme. Psycho-social counseling, reproductive health services, legal aid, and assistance to deal with the devastating physical effects including STDs and HIV infections of unwanted pregnancies many girls delivered in the bush under unsterile conditions. Communities should be sensitized to the reality that the most vulnerable victims need to be supported rather than stigmatized.

Truth and reconciliation commissions

The role of Truth and Reconciliation Commissions (TRC) should never take the place of war courts. The TRC can serve to build public confidence and support peace and reconciliation by providing some type of healing to the victims. The TRC can also serve to help a community understand the root causes of the conflict; provide an opportunity for perpetrators to apologize for crimes committed. It allows perpetrators and victims to tell their story without the purpose to punish.

In the case of Sierra Leone, the TRC was formed in July 2004 and operated independently of the SCSL same. The focus was on truth telling, apology, and pardon, and was designed to deal with 70,000 perpetrators who were largely child soldiers. It did not have the power to grant amnesty. The report was released and given wide publicity, helping the civilian population to come to terms with their loss and to bring closure.

Traditional methods of reconciliation

The government of Uganda and the LRA agreed that traditional justice would be used to deal with presumably low level criminals within the LRA. Traditional methods would be used to "try" these perpetrators and impose penalties that would be deemed fit. Potential difficulties included consensus on the definition of traditional justice, and on how ceremonies may be modified to meet the needs of traditional justice.

There is a need to assess the objectives and limits of traditional justice and areas where it is simply inappropriate to apply it to crimes of this conflict (Rapes, abductions, mutilations and

murders are beyond anything that traditional justice has historically addressed). A traditional justice system must be sensitive to the needs of the most vulnerable members of a community, which are women and children.

Redefining the roles of amnesties
Blank pardons and immunities promised to perpetrators to coax them to cease hostilities and come to the negotiating table. In the case of Uganda, a general amnesty was granted in 2000 to all LRA rebels and this was enacted in parliament. A commission was established and centers were set up to receive rebels. However, the amnesties had no regard for the rights of victims and perpetuators would often be seen walking free in the villages. While the act was to remain in force for a year, it has been extended to date. The amnesty was legislated and it is very difficult to reverse it. An amnesty should not be extended to those perpetrators deemed most responsible for planning and executing these serious violations against the civilian population. The role of amnesties should be re-examined and be used as mitigating factors in the court and not as impediment to prosecution.

Reparation and reintegration into society
A community based scheme is best placed to reintegrate former rebels and particularly in relation with SGBV crimes. Programs should include trauma counseling, reproductive health services for victims, care for amputees and mutilations, and the children born from these situations. Reconstructive/orthopedic surgery, ARV for the HIV infected, access to free health care services for women, the reconstruction of social and economic infrastructure, educational institutions, and vocational training to acquire the skills to earn a living should be provided. Individual reparations towards victims by perpetrators can be encouraged. Affected communities can be sensitized to empathize with victims of sexual violence, and the single parents from these cases.

Discussion
The ICC indictments and the relevance of the warrants of arrest were issues during the plenary discussion. LRA leader Joseph Kony's in Uganda and President of Sudan Al Bashir's current indictments do not result in a cessation of conflicts. It seems that the indictments resulted in extreme cases of torture on civilians, perhaps to send a message to the larger civilian population. However, the ICC prosecutor operates independently and investigates cases depending on invitations made. For instance in the case of Uganda, the government invited the prosecutor to try the LRA, and based on the investigations an indictment was issued. The indictment holds and does not necessarily increase the extreme cases of atrocities that closely followed the warrants. The issue is that the prosecutor operates individually and also takes instructions from the Security Council as was the case in his investigations in the Darfur atrocities and consequently the warrant issued against Al Bashir. Charles Taylor's indictment is another example of a warrant issued while the accused was still president of Liberia.

Evidentiary and procedural barriers to successful prosecution of gender based crimes should be removed. Women should be believed when they come forward to testify about cases of rape. However this is often not the case because evidence beyond the statement is demanded. Rape happens in cases where the victim is overpowered and there are no witnesses. Medical

evidence often cannot support the rape "claim". The cases of rape should begin by considering the fact that women have more to loose by speaking about the crimes through humiliation and by revisiting the trauma they experienced. The statement of the raped woman should be evidence enough.

6 Post-conflict reconstruction

Facilitated by Lesley Abdela

6.1 Gender in humanitarian action

There are parallel universes in conflict and post-conflict situations. Agents in post-conflict peace-keeping and peace-building processes are predominately male politicians (international and local), military leaders, senior diplomats, heads of UN missions, leaders of combatant groups, senior government officials, community and religious leaders, media bosses and editors, private sector enterprise (legitimate and illegitimate), police and para-military.

Parallel to the above, women leaders are found in civil society groups, in NGOs, as community peace leaders, head-teachers, heads of households, refugees and IDPs. These two universes rarely meet on an equal basis. UNSCR 1325 aimed at bringing these two power parallels together.

Humanitarian Assistance is aimed at making certain that needs and rights of women, men, boys and girls are appropriately met. Keep in focus the different impacts on women, girls, men and boys in what concerns

- Housing, shelter, camp management
- Food and non-food distribution
- Water and sanitation

The responsibility for engendering humanitarian assistance lies on everybody – government officials, international officials and staff, policy makers, field workers, NGO staff, OCHA, Red Cross, … donors, team leaders, program managers, researchers, report writers etc.

Excuses and obstacles that are sometimes presented against including gender in humanitarian situations:

- Gender is a western imports of feminism (not true it came from the UN 1995 Beijing Conference)
- Women will require maternity leave
- Women and men are equal - what more do women need?
- We are in an emergency - no need for gender at this point

Convincing Arguments of help overcome excuses for not including Gender:

Use a quote from a respected authority: e.g. John Holmes April 2007 - "Effective humanitarian response addresses the needs and concerns of all groups in an affected population. This means understanding how conflicts and disasters affect women, men, boys and girls differently. Basing programming on their differential needs and capacities is what

- Refer to international obligations e.g. UNSCR 1325, UNSCR 1820, European Union Parliament Resolution, Africa Union Protocol, CEDAW, Sphere Standards
- Women and men bring different issues to the table
- Gender roles and power dynamics change in emergency and post-conflict situations

- Failing to address gender-based inequalities in every phase can condemn women and girls to less aid, fewer opportunities, ill health, violence, and even death.

6.1.1 How to mainstream gender in humanitarian work

- Consider how every service, project, process, policy activity and decision impacts on males and females in the community.
- Inter Agency Standing Committee (IASC) framework ADAPT:
- Analyze gender differences
- Design services to meet needs of all
- Access for women, boys, and girls
- Equal participation - women and men
- Train women and men

Consider the following key words in all aspects of humanitarian assistance:
- visibility / invisibility
- participation
- access, distribution (to money, power, opportunities, resources)
- human rights
- stereotypes, assumptions (avoid them)

Invisible discrimination in disasters, conflicts and emergencies is largely based on existing ranks and hierarchies. Women lack access to planners, officials, decision makers, people in power. This results in the non-perception of women and girls especially widows, single and elderly women. Look for the "invisible people". How to make these groups visible - by asking simple questions and by acknowledging that their skills and capacities are required and key in the success of humanitarian programs: Where are the women? What are the barriers that inhibit women's participation? Ask both men and women when the most convenient time for meeting is and think about appropriate venues. Is it convenient for both men and women? There is often lack of co-ordination between similar meetings. Religious festivals, mobility, safety on public transport etc may also be factors to consider in order ensuring that women are not absent.

Seek out the clues for hidden as well as visible gender discrimination: Women and men's roles, their access to resources and the control of these resources. Asking the following questions

should give an indication: Do women face any differences in accessing food, money and resources in comparison to men? When doing assessments ask women and girls of different class, age, backgrounds, ethnic groups … and also men of these different categories.

Include sex disaggregated data to programming to ensure that both men and women will benefit from any action. Undertaking a good basic gender assessment includes the consideration of safety and ease of access for women, girls, men and boys. Consider the following factors: water distribution (who carries the water and how far), distance to the market, firewood collection (who cuts, collects, and carries), and a safe, well lit location for women's latrines and bathing facilities.

6.1.2 Monitoring and evaluation

Set up mechanisms for safe dialogue space for both men and women. Routinely collect, analyze, and report data in the same manner as for the assessment by age and sex. Develop and implement plans to address gaps and inequalities. Efforts can be put in place to reduce gender based violence in camp settings by introducing good lighting in areas frequented by women and girls, patrols on fuel wood collection routes (or by providing access to alternative fuel such as butane or simple technology solar stoves), by increasing the number of female police, monitoring high risk security areas, putting women in charge of food distribution, etc. Take into consideration that a highly vulnerable time for women is when they are returning back to the communities either as IDPs or refugees.

Take into account women's specific necessities such as reproductive health kits; ensure access and disposal facilities and a selection of appropriate kits for menstruation. Also disseminate information about sexual violence and harassment within the camp to increase awareness amongst women and girls, men and boys. Knowledge will keep the girls safer. Get the communities talking about the issue of rape and sexual exploitation and abuse.

Discussion: How to increase male participation in Gender Workshops?

- Try to appeal to men´s professionalism that a gender perspective will increase their effectiveness and increase chances of success
- Make things simple by leaving out terms like "gender awareness training"
- Ask someone higher up in rank to lobby the boss first to get them to the workshop
- Include information about international instruments
- Have a pre-workshop on gender issues before getting into the gender dynamics
- Entice them on the title of the workshop
- Include men as facilitators
- Some contexts offer a drink at the end of the workshop
- Give the men part of the responsibility for mainstreaming gender
- Invite direct beneficiaries from women asking them to bring men along
- Use informal networks and contacts
- Have personal experiences from men

6.2 Women using media as a tool for peace

The aim of the session was to ensure that participants understand media better and know how to use them better for their purposes. Media are an asset that can propel women into politics and can also tear apart any efforts at realizing political ambitions.

Why are media important?
- Media spreads the message to more people.
- Media can be used to promote peace or conflict

Radio is the most influential media tool in Africa. For areas where there is no electricity, radio is the most important. In Burundi, radio was used to run campaigns. BBC Somali service is used by ICRC to transmit messages for family members looking for each other. When countries are in crisis, national media tend to use international media to report the news; stringers (local journalists) also feed into international media. Call in-programs are also very effective to encourage women to speak out as their faces are hidden and their anonymity is ensured. Topics are also kept in public discourse for a longer period following these call-in shows. Using write-in letters is also very effective as anonymity is maintained and otherwise taboo topics can be openly discussed.

The following questions are paramount to keep in mind, when media is used as a tool for advocacy: What do you want to achieve? Who do you want to target? Why should your target audience support you? How will you reach them? When will you do this (timing is crucial)? What do you want them to do? Keeping these questions focal during the campaign ensures that all the critical areas are covered and a high impact is achieved. It is also important to clarify what you want to say. The acronym KISS should assist towards this end: Keep it Short and Simple. Describe the problem identified, say what you want to be done about it, and describe why you believe your solution should be given a chance.

Advocacy Campaigns:

The "sixteen times" principle - repeating a message over and over again. It may take at least 10 years to change people's perspectives, it is important not to get discouraged.

Preparing the ground - use anniversaries and other opportunities; keep at it, then somehow the time presents itself.

Where do media get information from? Each other, press releases, from an eye witness, from a source. When you start making these networks, they get to know you, trust you and when something in your field comes up, they will come to you.

What attracts news coverage?

Issues that attract media attention include events covering celebrities, controversial speeches, sound bites, statements, award ceremonies, publishing reports or results of a survey, highlighting newsworthy statements, relating a national or international story to your local area, human interest stories, and visually interesting events to attract the cameras, marrying your campaign to a news story or give a new angle to an old story. React fast to link your

campaign to an appropriate news story. Petitions are also very useful in advocacy and putting a case forward. Visually interesting demonstrations are also media attractive and usually get significant media attention.

Get to know your media by finding out who is in charge, inviting them to your meetings, asking them when and how they would like to be contacted, and when they do not want to be contacted. Find stories of interest and particular personnel that are interested in your subject. Most journalists specialize in a category so find out who reports on issues in your field. Ask how they prefer to be contacted, e-mail, fax, telephone etc. Find out the best time of day, week, and month to contact them. Help journalists find women's perspectives on news stories and make sure men's options are also heard.

Provide media with information and training. For example, UNFPA held a film festival in Senegal about violence against women from all over Africa. Parallel to this, they ran a workshop for two days to coincide with this festival. The workshop focused on Gender Based Violence and how editors and journalists can cover issues around GBV. They were able to relate it to cultural practices, what they can cover, and how to cover sensitive news.

It is a help if media have the opportunity to learn more about the issue and if activists have an opportunity to learn about the media. A useful way to do this is if you are having a workshop, invite local media and facilitate a dialogue where NGOs ask media about stories that interest them. Women NGOs get a chance to talk about what they are doing and this facilitates significant media coverage. For example, Greek NGO Mediterranean Women's Studies Centre (KEGME) organised a workshop on Gender Based Violence with a focus on sex-trafficking for twenty male and female Albanian editors and journalists. The workshop in the Albanian capital Tirana was part of a larger project on trafficking of women for sexual exploitation, run by KEGME in partnership with the Albanian Centre for Population and Development (ACPD). The project was funded by Hellenic Aid of the Greek Ministry of Foreign Affairs. The media clarified that they know the identity of the men running criminal networks, but it would be too dangerous to expose them in the media. However the angle they could take would be to highlight safety measures girls can take. For one part of the workshop a discussion dialogue was facilitated between women's NGOs and the media. The women's NGOs complained that the media didn't bother to attend their press conferences. The media based in the provinces pointed out that the NGOs usually hold their press conferences in the capital city. The reason the media do not attend is that they cannot afford the cost or the time to travel to Tirana.

Media Interview preparation - What are the points you want to make? What are the obvious questions? What is the nastiest question? (Expect them and prepare a response). Expect open questions: who, what, how, why, when, where.

6.3 Empowering women in politics

"Freedom cannot be achieved unless the women have been emancipated from all forms of oppression. All of us take this on board, that the objectives of the Reconstruction and Development program will not have been realized unless we see in visible practical terms that the conditions of women in our country have radically changed for the better, and

that they have been empowered to intervene in all aspects of life as equals with any other members of Society."   (President Nelson Mandela 4th May 1994)

Global context

Empowering women in politics is not about excluding men, it is about including women. When half of the population is left out this includes lost talents, skills and perspectives. It is not just about increasing numbers, it is about developing ways to include women by changing how elections are organized with the added advantage of moving away from reserving politics for a certain elite group.

Post-conflict situations have created a boost for women involved in politics. A third of all countries that have at least 30% women in their legislatures have been through conflict: Rwanda 56.3%, Mozambique 34.8%, Nepal 33.2%, Burundi 30.5%, Uganda 30.7%, Angola 37.3%, South Africa 32.8%, and Iraq had 31.5% women after the 2005 election. Currently Afghanistan has 27.7% women and Iraq 25.5% women. Constitutional reform after conflicts also present opportunities for women's empowerment: Namibia, South Africa and Mozambique had the first constitutions to explicitly outlaw gender discrimination, guarantee equal human rights to women, political participation by women, and freedom from discrimination.

The local council level is also an area where women can make a real change. Some examples: Botswana, India, Pakistan, Namibia, India, and Canada have at least 30% representation of women in local councils. In India, the 1993 Raj Panchayat Act created a system where 1/3 of local councils have to be women and 1/3 of the chairs of committees must also be women. Women in local councils choose issues such as: water, alcohol abuse, education, health and domestic violence, proximity to drinking water sources, fuel sources, crèche, health centre, court of justice, or an office of administration. These issues, seen through the lenses of women, gained significant attention.

Offering the same treatment (so-called "equal treatment") to men and women does not yield equal results. Equalizing action is required. Gender balance quotas are one of the equalizing actions through which the percentages for men and women get entrenched in the system e.g. on 40 / 40 % sharing agreement such as the zipping system. Mainstreaming gender should start right at the beginning of a legal framework and the planning process for elections.

Countries that have 30% women in parliament (22 countries globally) have three common factors: Some form of equalizing action systems; women NGOs got organized, provided training for women and campaigned to get it; they used some form of proportional representation system (except Scotland and Wales).

The **choice of the electoral system** can impact on women's participation:

There are two types of systems:
1. Proportional Representation (PR)
2. First-past-the-post

The first-past-the post system, also referred to as the "majority system", is a system used in Britain and the United States and in most Commonwealth countries as inherited from Britain. It means simply that if a party is strong in one geographical area, it will get a lot of votes in that area, but in areas where the party is weaker, it will not get as many votes.

Proportional Representation: The parties provide a list of its members so it is easier to show that they have a specific number of women. Criteria of ethnicity are also in some cases taken into account. Generally women do better under a PR system because the party is not represented by just one person per constituency so the party wants their list of candidates to look more representative of the population.

Obstacles to overcome

The following obstacles are globally seen as areas that women interested in politics have to contend with: Cultural traditional attitudes that exclude women; cronyisms - men's networks in which men help other men; cash - significant financial resources are required in politics; lack of confidence to participate as candidates in elections; chronic lack of time (juggling family responsibilities, paid work and political action); candidate selection process (political parties); career blockers (discouragement from family members); intimidation; machismo in political parties; influence of traditional or religious leaders.

Roles women NGOs play in getting women elected: Case review from the UK 300 Group and the Sierra Leone 50/50 Group

Workshops for women interested in politics covered the following areas: Media skills (how to give effective interviews to TV/Radio and press), how to chair committees and meetings, public speaking, how to research issues, how to negotiate, how to organize and run election campaigns, how to chair committees and meetings, and how to work with volunteers. Mock debates on critical issues.

Annual workshops and conferences were held on a ship crossing the North Sea. Journalists were invited to the event (a conference on a ship is a news catching story). The conference took three days and journalists were on board for the duration of the voyage.

Mentoring and advice sessions with senior female politicians from political parties have also taken place. Each had a room for two hours where women were allowed to go into any room depending on party preferences and get advice on the next steps to follow in politics.

The 300 GROUP partnered with a top women's magazine in Britain to promote the cause and workshops as well as to aid in fund raising. A fundraising dinner was held for members of the media (editors, journalists etc) that had done the best for women in politics. There were both men and women on the panel making this decision.

Women NGOs and political parties can also be a part of the process by lobbying for gender quotas, encouraging more women to come forward at all levels in politics and public life, by training women candidates and campaign teams, by creating a market demand for women as a new fresh force in the parities, in the media and among women voters. By raising awareness among women about their rights and responsibilities as citizens, and by raising funds for women candidates

After women are elected

In Malawi, women's parliamentary caucus in partnership with UNDP Malawi organized a one week workshop for female parliamentarians, which was documented in detail for use in other SADC countries.

Areas covered in the training: Lobbying skills, public speaking skills, understanding the media, understanding parliamentary procedures, networking, assertiveness, conflict resolution and negotiation and identifying and addressing gender concerns within their constituencies and in parliament. Strengthening their ability to carry out their responsibilities and duties efficiently as members of parliament, as government ministers one session was a briefing from the clerk of parliament on parliamentary rules and on how to get into the key parliamentary committees.

Women's involvement in the political process is also hindered during the voting process. The following areas are some of the obstacles women face as voters: logistical problems with registration, intimidation by family members, lack of information on how to vote or about party manifestos and candidates. Other obstacles include family voting (husbands, father, brothers usurp women's votes and vote for their own choice of party on behalf of the household), bribery and/or threats and intimidation to coerce grass-roots women to vote a certain way and the need to produce identity documents

In the post-conflict context

In elections in which the rule is that voters have to show their identify cards it can be a disadvantage for women. In case of loss of identity cards when they have fled hostilities, women may fear intimidation or sexual harassment if they apply for new documents. Many women are identified by their fathers or husbands identity (ID) cards.

Opening times and locations of voter registration centers should be safe and accessible for women. Certain efforts have been made to ensure voter registration. For example Liberia had mobile registration booths. The booths went to the markets where women could easily be found. India used elephants to transport voter registration to remote villages. In Nigeria limited periods of time for registering to vote clashed with times when women would be in the markets. In the UK a voter registration form for each individual is delivered to the residence.

Safety for women during elections

Electoral authorities have an obligation to do everything possible to safeguard against electoral violence directed against women. Political parties and civic organizations also concerned with electoral matters and broader civil and political rights can also help to make it safer for women to participate in elections.

Actions to reduce violence

Train candidates, campaign managers and supporters in techniques to reduce violence. Increase the number of women election workers. Introduce a code of conduct for political parties with a stringent fine in cases of violence incitement as the case in Liberia. In Liberia, political parties also met to agree on a joint code of conduct and norms for campaign. Civil

society can promote an environment of non-violence, civic education on the voting process, and transparency in all election activities. Media can aid in the dissemination of electoral details to voters, explain precautions and measures to secure fair and non-violent elections, and encourage the voter turnout.

Where UNSCR 1325 is concerned

Grass roots awareness of the peace process, the right of women to participate as equal partners and the mechanisms to participate, the safety of women candidates and voters during elections, the effective participation of women once they are elected, the need for data on sexual and gender based violence, and the transitional justice system need to be taken into account.

6.3.1 Case study: The Aceh DDR process

In Aceh the tsunami had affected more women than men: Three times more women than men went missing. They drowned because they were at home working early in the morning while the men were already out. One positive effect of the tsunami is that it triggered a new peace process towards a memorandum of understanding (MoU) between the GAM (peace fighters) and the Indonesian government. The DDR process was part of the MoU. The DDR should have begun with GAM handing over a list of beneficiaries that would get the benefits of DDR, but they did not trust the government and did not want to give names. Women were left out of DDR – the GAM did not give their names in order to protect them.

The government was meant to conduct the DDR, but due to GAM's suspicion, the International Organization for Migration (IOM) was asked to do the DDR for 3,000 combatants and political prisoners. Over 1,000 amnesty prisoners were released, among them only 28 women. Since women were engaged in smuggling drugs for the men, they were treated as criminal prisoners and not as political prisoners.

Paragraph 13 of UNSCR 1325 spells out explicitly that women should be involved in DDR and that their needs should get special attention. Paragraph 20B of the European Parliament Resolution on participation of women in peaceful conflict also talks about women ex-combatants. If DDR does not take into account female ex-combatants, existing gender inequalities are reinforced and the armed force will experience tremendous economic hardships while the trauma remains unresolved.

IOM Aceh DDR Reintegration program

There had been no provision in the MOU for women to be included as beneficiaries of the DDR program. The IOM Program Director wanted to ensure that women were not overlooked. The IOM DDR gender Review began by finding out approximately how many women were involved with the armed groups of the conflict, as well as how to contact them and find out their needs. The International Organization for Migration (IOM) program focused on four concepts: delivering assistance to individual former political prisoners and former combatants; mobile

medical teams to deliver assistance to individual former combatants and to the community; post-conflict community projects; and psychosocial assessment program intended to form the long term assistance.

Women had participated as cooks, intelligence gatherers, logistics support, fighters and in other support roles which would bring them into the definition of Women Associated with Armed Forces. The WAAFS definition also includes dependents of combatants and Widows. There was plenty of evidence that the Indonesian army had been brutal to women. Women were raped and tortured to humiliate the Aceh men and to find out where the men were hiding. A woman who had been brutalized to say where her husband was, said "after the conflict, we women went back to the field or town … it felt as if we were released like cattle". Men who during the struggle had valued contributions of female colleagues wrote women out of the liberation struggle.

The political prisoners were released before the start of the DDR program. IOM interviewed some of the former political prisoners to identify lessons to improve the program before the combatants began the disarmament. One of the things most appreciated by women was the clothes they were given on release from prison – including a set of clothes used by women in Aceh for attending the Mosque.

Community process: In a number of conflict affected communities women had shared equal say with men in deciding how the community fund would be spent. In other communities project facilitators were in need of gender training to ensure the women were empowered to speak up during the community discussions. There were differences about the priority on which each community decided to spend the grant money. There were also gender differences. In a number of villages women wanted to spend the money on wedding paraphernalia. Women are the wedding organizers and this would provide a good income. In some instances what men and women wanted differed; in some cases men wanted pumps for irrigation. Because of the specific commitment from IOM to including a gender perspective in their DDR program nearly one third of the 3,000 former combatants to benefit from the IOM post conflict reintegration program were women. By contrast, fewer than 5% of the beneficiaries of the Government DDR program were women.

The participants shared their experiences with DDR processes as follows:

Liberia - Disarmament posters showed only men with guns, but the posters should depict men as well as women combatants. One needs to show the impact of conflict on all men, women, and children and recruit some male counselors as there were more female than male counselors. Provide jobs and education for women and men and not only in the traditional roles.

Community workshop discussions about reintegration of ex-combatants should include women as well. Ex-combatants are considered a lost generation, whether they are men or women. There should be community awareness and education to try and change people's attitudes about women ex-combatants.

Colombia - During identification, it is important to do a mapping of the number of women and men who were ex-combatants, and also to include women in the identification activities. Sensitize and lobby the commander who is in charge of the list of ex-combatants. Focus-group discussions with women ex-combatants are also important. The assembly and disarmament phase eligibility criteria should be gender sensitive while reintegration and income generating activities give women options. There should be follow-ups on the progress and lessons learnt.

Sudan - Awareness campaigns targeting MAAFs and WAAFs and the community to inform them about the registration should be conducted. The registration area must be safe and private. Instructions to guards should be given about crowd control as well as dealing with men and women. Also consult with the local community letting them know what to expect. Transport to relevant venues should be accessible to all. The criteria for participation must be based on equal benefits and must take into consideration MAAFs and WAAFs. Access to information should be conducted in the local language and simple terminology. Accesses to resources and sustainable jobs are vital. Psychosocial and medical support should also be made available.

7 Bringing it all together: Taking women in armed conflict into account

Facilitated by Lesley Abdela

To round up the training, the resource person facilitated the development of action plans for the future. The participants were guided to work with their personalized "Learn Plan Diaries" which were kept for this purpose throughout the course. Participants were first enabled to prioritize their individual future steps of how to use the training experience and the lessons learned in their respective fields. Then, according to thematic clusters in the room, participants were instructed to work in small groups and develop examples of action plans which circled around the following topics:

- Developing a network of "Women in Armed Conflict" in eastern Africa
- Developing an action plan for DDR in Nepal
- Developing a human rights education for women in Egypt
- Developing a DDR awareness campaign and workshops in Georgia

Acknowledgements

ANNEX

Evaluation
IPT Pilot Specialisation Course on "Women in Armed Conflict"

Every course of the International Civilian Peace-keeping and Peace-building Training Program receives a written and an oral evaluation. The participants use standardised forms to assess the course organisation and its duration, contents, structure, and materials. By the end of the course, ASPR staff member not directly involved with the concerned training activity conduct an oral evaluation of the course with the participants group.

The IPT Pilot Specialisation Course on Women in Armed Conflict was generally well evaluated, both orally and in writing. The course evaluation together with the de-briefings and reflections with the facilitators largely confirmed the structure of the curriculum and its comprehensive contents. Nevertheless there is room for improvement: In future courses on this topic, clarifications on gender and its definitions can be given even more space. The discussion on SGBV (sexual and gender based violence, including children born out of rape) and HIV have to be more explicit in the beginning of the training, and gender in project management could be devoted more time towards the end of the first week. When discussing media in the framework of post-conflict reconstruction, media techniques and interventions of grass roots activists have to be strongly emphasized. What concerns thematic fields in relation to women in armed conflict, it turned out that – partly depending on the background of participants and trainers and partly on the general interest of the group – demobilization, disarmament, and reintegration (DDR) was rather prominent in the pilot course, a result which leads to think that there might be a need for more specialised training on DDR and gender in the field. A relative silence on security sector reform and transitional justice among the participants also suggests that these aspects of peace-building will not only demand greater general attention, but also a stronger focus from a gender perspective in the future.

The pilot course hosted 19 participants from 12 different countries. The percentage of male participants was relatively low (5 out of 19) and should certainly be raised in the future. At facilitation level, apart from sessions on recruitment and networking (see course outline), all trainers in the pilot course were female. Will the course be organised again, it will be important that men's voices as facilitators increase with an attempt to realize a minimum percentage of 40 / 40 between women and men.

The pilot course confirmed that it is crucial to have a focussed attention on women in armed conflict and that training and field approaches on "gender mainstreaming" are not sufficient to address the needs of women, neither in conflict-prone societies nor within peace-building agencies. However, without the translation of the political will for change from higher political levels to the grassroots, not much will change even with a strong emphasis and debate on UN SCR 1325 towards its 10th anniversary in 2010. It is thus vital to support grassroots organisations, international NGOs as well as IGO activities and National Action Plans on UN SCR 1325 (and 1820) which enhance the capacities of women in armed conflict also with focussed training opportunities in the future.
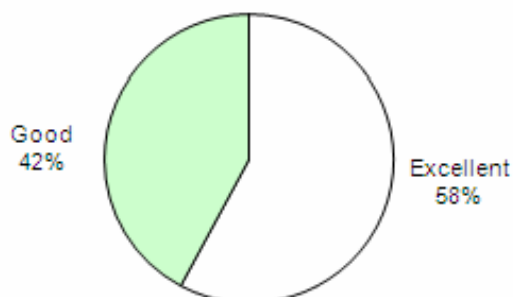
EVALUATION

IPT Specialisation Course "Women in Armed Conflict"

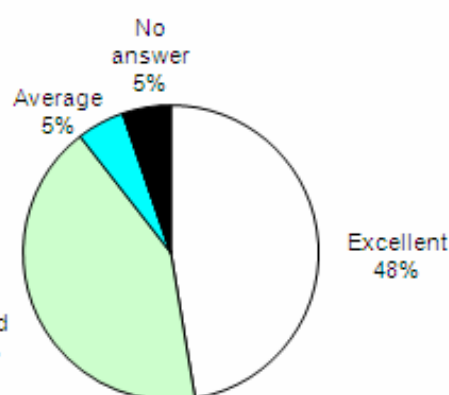12 - 24 Oktober 2008

A. Overall Course Organisation

Course Organisation

Excellent	11
Good	8
Average	0
Poor	0
Very poor	0
No answer	0

Good 42%

Excellent 58%

Course Facilities

Excellent	9
Good	8
Average	1
Poor	0
Very poor	0
No answer	1

No answer 5%

Average 5%

Good 42%

Excellent 48%

Duration of the Course

Good	15
Too short	3
Too long	1

Too long 5%

Too short 16%
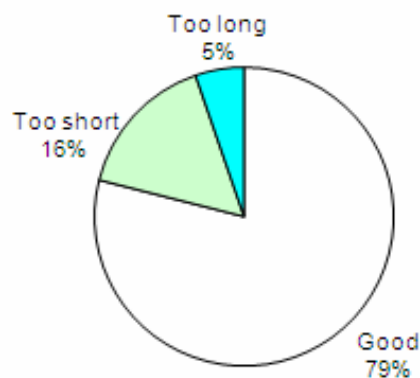
Good 79%

How comprehensive was the information you received before the course?
(organisational information provided by training institution,
homepage, electronic articles, etc.)

Excellent	9
Good	7
Average	3
Poor	0
Very poor	0
No answer	0

Average 16%

Excellent 47%

Good 37%
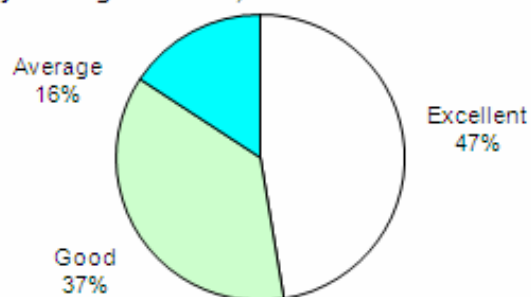
How comprehensive was the information you received during the Course? (Reader, Handouts, CD etc.)

Excellent	13
Good	6
Average	0
Poor	0
Very poor	0
No answer	0
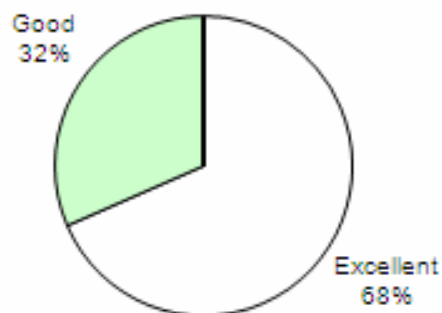
B. Content and Structure

Content of the Course

Excellent	10
Good	6
Average	2
Poor	0
Very poor	0
No answer	1
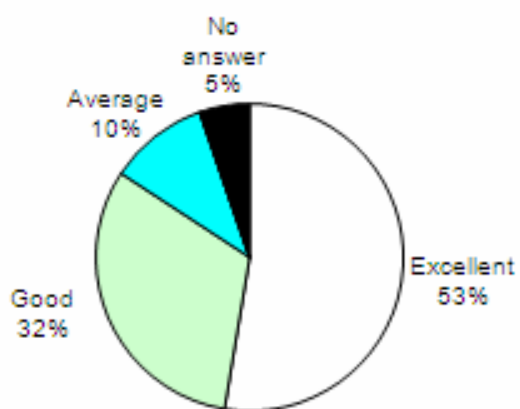
Methodology of the programme: Balance between presentation, exercises and discussion

Excellent	6
Good	9
Average	3
Poor	0
Very poor	0
No answer	1

Average
16%

Excellent
32%

Good
47%
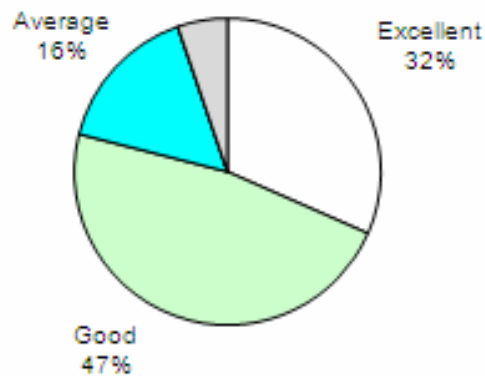
In general, how much of the course is:

Value to you

Little	1
About half	3
Most	14
No answer	1

No answer 5% Little 5%

About half 16%

Most 74%
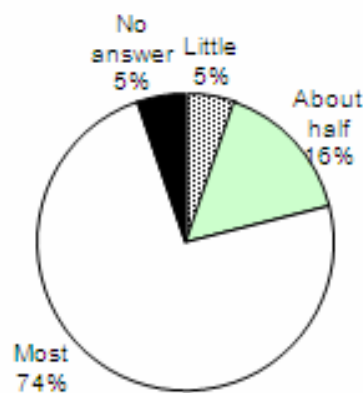
Relevant to you

Little	1
About half	1
Most	16
No answer	1

No answer 5% Little 6% About half 5%

Most 84%
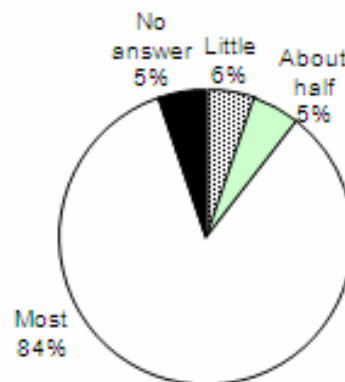
New to you

Little	7
About half	8
Most	3
No answer	1

No answer 5%

Most 16%

Little 37%
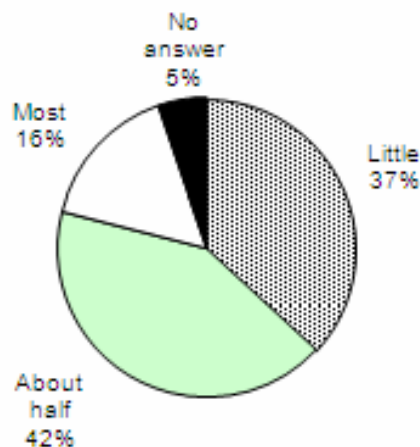
About half 42%

Will be used by you

Little	1
About half	3
Most	14
No answer	1

No
answer Little
5% 5% About
half
16%

Most
74%
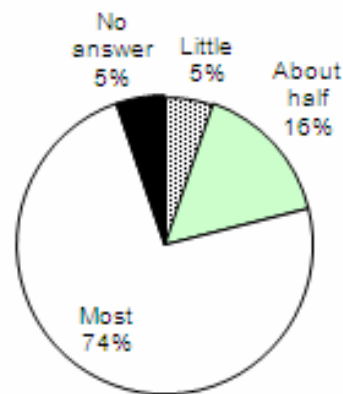
D. Conclusion
Did you miss any subject(s) that should be included in the Course?

Yes	6
No	6
Don't know	5
No Answer	2

No
Answer
10%

Yes
32%

Don't
know
26%

No
32%
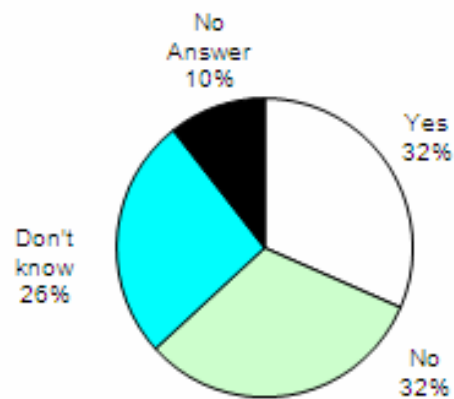
Could you imagine participating in a follow up programme?

Yes	16
No	2
No Answer	1
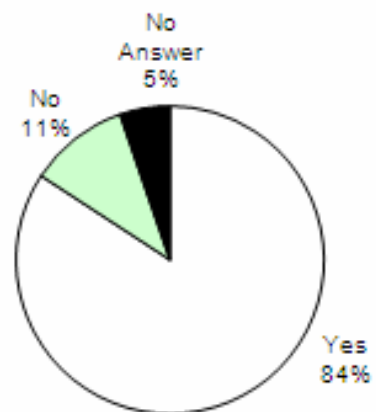
Would you say that after participating in the Course you are more motivated or less motivated to work in the field?

more	15
less	0
the same	3

OUTLINE FOR THE IPT SC ON "WOMEN IN ARMED CONFLICT"
Stadtschlaining, 12 – 24 October 2008

1st Week:	Sun, October 12	Mon, October 13	Tue, October 14	Wed, October 15	Thu, October 16	Fri, October 17	Sat, October 18
		Module 1: Basic Concepts of Gender in Armed Conflict — Simone Lindorfer	**Module 2:** Women in Armed Conflict affected through direct and structural violence — Simone Lindorfer	**Module 3:** Protection - Legal Framework and International Standards — Simone Lindorfer	**Module 4:** Gender-sensitive Conflict Analysis & Gender Mainstreaming in Project Management — Cordula Reimann	**Recruitment for Field Missions**	**DAY OFF**
9-10.30 a.m.		Basic Concepts of Gender	Women Combattants & Women Displaced – Refugees, IDPs and urban Displacement	**UN SC Resolution 1325 and other major international documents – Implementation and Reactions (including National Action Plans) Elisabeth Riederer**	Gender-sensitive Conflict Analysis	Recruitment Possibilities for IPT Alumni — Michael Lidauer	
11-12.30 a.m.		Introduction to Gender Concepts in Peace-keeping and Peace-building Activities	Women as Victims of Trafficking and sexual Exploitation	Monitoring of Human Rights Violations against Women — Gudrun Kroner	Continued	The Work of UNV — Tadiwa Muradzikwa	
3-4.30 p.m.		**Module 2:** Specifics of the Impact of Armed Conflict on Women (including domestic violence)	The Impact of Armed Conflict on Women's Health & the Link between HIV/AIDS and Conflict	Gender Mainstreaming in International Organisations (UN, OSCE, EU, NGOs) — Linda Kartawich	Gender-specific Dimensions to Conflict Transformation	14.00 – TBD UNV Interviews (optional)	
5-6.30 p.m.	Introduction to Centre, Programme, Participants — Welcome Dinner	Continued	Children born of Rape and sexual Exploitation	Codes of Conduct & Gender Awareness Training in Peace-keeping Missions — Natalie Bergmann	Best Practices and Lessons Learnt of Gender-sensitive Project Management		

2nd week:	Sunday, 19 October	Monday, 20 October	Tuesday, 21 October	Wed, October 22	Thu, October 23
	Module 5: Gender-sensitive Approaches and their Implementation in Peace Missions - The peace-building cycle, humanitarian acrtion, and post-conflict reconstruction				
	Participation of Women in Peace Processes			Post-Conflict Reconstruction	
9-10.30 a.m.	Women´s Peace Work: Grass Roots Organising & Activism across Borders Visaka Dharmadasa	Gender Dimensions in DDR Processes Visaka Dharmadasa	Gender and GBV in humanitarian Action in conflict and post-conflict situations Lesley Abdela	Empowering Women In Politics (including Electoral Processes) Lesley Abdela	Developing Action Plans for Use in the Field Lesley Abdela
11-12.30 p.m.	Continued	Continued	Continued	Continued	Continued
3-4.30 p.m.	Case Study on Sri Lanka Visaka Dharmadasa	Security Sector Reform and Transitional Justice Instruments as Chance for Women Julia Sebutinde	Women using Media as a Tool for Peace Lesley Abdela	Case Study on DDR in Aceh Lesley Abdela	Bringing it all together: Taking Women in Armed Conflict into Account Lesley Abdela
5-6.30 p.m.	Continued	Making Violence against Women accountable – the Need for Reconciliation Julia Sebutinde	Continued	Continued	Course Evaluation Ursula Gamauf
7.00 p.m.	Social Event: Dinner at Wine Tavern				Closing Ceremony & Farewell Dinner

List of Resource Persons
IPT Pilot Specialisation Course on "Women in Armed Conflict"

Simone Lindorfer (PhD) is a Psychologist and Catholic theologian with PhD work on "Sharing the Pain of the Bitter Hearts – Liberation Psychology and Gender Violence in Eastern Africa". She has been working as consultant for psychosocial trauma work in Africa since 1998 with three years as development worker in Uganda. There, she set up programmes on psychosocial trauma work at the Uganda Catholic Social Training Centre with particular respect to community settings in collaboration with her Ugandan colleagues, and worked particularly in Northern Uganda. Simone Lindorfer is also a Psychotherapist with specialisation in systemic family therapy and trauma therapy and has worked as a therapist with survivors of torture and political oppression in Stuttgart (Germany) and Salzburg (Austria), where she currently lives.

Elisabeth Riederer graduated from the University of Vienna in Political Science and holds a certificate in Diplomatic Studies from the University of Oxford. She joined the Austrian Foreign Service in 1992 and was posted at the Austrian Mission in Geneva and the Austrian Embassy in The Hague. On her return to Vienna she was deployed in the International Organizations Department and is currently working in the Human Rights Department, where she is in charge of international gender issues.

Gudrun Kroner (PhD) graduated from the University of Vienna in Social Anthropology. She was volunteering for several NGO's in Africa, and for UNHCR in a refugee camp in Ethiopia where she was mainly working on GBV. For her PhD thesis and a research project on Somali refugee women in Cairo and Palestinian refugee women in Gaza, she spent more than four years in the field. During this time, she was also volunteering for INGOs (UNHCR, CARE) working on livelihood and human rights of refugees, especially refugee women. Currently she is working at the Austrian Academy of Sciences as coordinator of an EU educational project based in Palestine and as researcher on statelessness in Jordan. She is lecturer at the University of Vienna and Birzeit University, Palestine.

Linda Kartawich is working as a Gender Officer at the Secretary General's Office in the OSCE Secretariat in Vienna. Prior to this appointment she was working for the Swedish NGO Kvinna till Kvinna in South Caucasus. Based in Tbilisi, she was empowering local women's NGOs in post war and conflict regions in Armenia, Aserbaijan and Georgia. Additionally, Linda has field experience from Central Asia, Eastern Europe and Afghanistan where she was working on elections. Furthermore, Linda has worked on gender and press & information issues for Norwegian Ministries. A Norwegian national born, Linda holds a magister in History of Ideas including studies in Social Anthropology and Russian language/literature from the University of Oslo.

Natalie Bergmann serves as Legal Adviser and Gender Focal Point at the Headquarters EUFOR ALTHEA in Sarajevo, Bosnia and Herzegovina since September 2006. From 2005 to 2006, she worked in the International Law Department of the Austrian Ministry of Defense. Prior to this assignment, Ms. Bergmann served as Research Assistant at the International Law Department of the University of Vienna. Ms. Bergmann was born in 1977 in Vienna, and completed her studies in history/political science and in law at the University of Vienna and at the Albert-Ludwigs-University in Freiburg, Germany.

Cordula Reimann (PhD) is project coordinator and senior researcher at the Centre for Peace-Building/swisspeace in Bern/Switzerland. Before joining swisspeace in 2002, she was with the Department of Peace Studies at the University of Bradford/UK, where she did postgraduate research and her doctorate on gender, conflict and peace-building. Her research has been expanded by various publications, field work in South Asia and the Middle East, university lecturer posts, and consultancy for different Swiss and international NGOs and governmental agencies. In 2008 Cordula Reimann was visiting professor at the University of Graz/Austria and is visiting senior lecturer at the University of Basel. At swisspeace, she is mainly responsible for gender & peace-building, conflict sensitivity, "state-of-the-art" of conflict transformation, and trainings.

Michael Lidauer has a background in Social Anthropology with a Master Thesis on Muslim Minority issues and identity in mainland South East Asia. He participated in the IPT Program first in 2002 and subsequently worked with the OSCE Mission to Georgia and as EU Long-term Election Observer in several African countries, in South Asia, and the Caucasus. Since May 2007, Michael Lidauer is the ASPR Co-ordinator of Trainings for Crisis Regions and is responsible for the IPT Program.

Tadiwa Muradzikwa holds a Bachelor of Arts degree in Psychology and Sociology, a Diploma in Personnel Management and is currently studying for a Masters in Business Administration (Final Year Stage). He has worked in Human Resources Management both at international and national levels with organisations such as the United Nations Children's Fund (Zimbabwe), Asas Outsourcing Snd Bhd (Malaysia), CFI Holdings (Zimbabwe), Africa Sun Limited (Zimbabwe), United Nations Mission in Liberia (Liberia), and is with United Nations Volunteers (Germany) since the beginning of 2008.

Visaka Dharmadasa Parua is the Founder and Chair of the Association of War Affected Women and Parents of Servicemen Missing in Action, Sri Lanka. Ms. Dharmadasa educates soldiers and community leaders about international standards of conduct of war specifically to raise awareness about the importance of combatants' identification tags and treatment of prisoners of war. She also works on disseminating the content of key UN resolutions such as 1325. She is a member of Women Waging Peace as well as of the global advisory council of Women Thrive World Wide. Visaka Dharmadasa Parua holds a degree in negotiations and mediation skills from the United States Institute of Peace, Washington, and in women and security from Harvard University, Cambridge, USA.

Julia Sebutinde, a British-trained Ugandan lawyer, was called to the Uganda Bar in 1979. From 1978-1991 she worked within Uganda's Ministry of Justice, where she rose to the level of Principal State Attorney / Principal Legislative Counsel. From 1991-1996 she worked for the Commonwealth Secretariat, London as a Legislative Consultant and was seconded to the newly-independent Republic of Namibia, where she was attached to the Ministry of Justice as a Legislative expert. In 1996 she was appointed Judge of the High Court of Uganda. Between 1999 and 2003, Judge Sebutinde chaired three high-level Commissions which investigated allegations of corruption in the Uganda Police Force, the Ministry of Defence and the Uganda Revenue Authority, respectively. Appointed by the Secretary-General of the United Nations, Justice Julia Sebutinde works for the Special Court for Sierra Leone in The Hague.

Lesley Abdela is Senior Partner in the UK based consultancy Shevolution. She has worked on the ground in post-conflict situations in Nepal, Aceh, Iraq, Afghanistan, Sierra Leone and Kosovo and in over 40 other countries in Africa, the Middle East, South Asia, Central Asia, the Balkans, Central and Eastern Europe, and Indonesia. Her most recent assignment was in Nepal as GENCAP Senior Gender Advisor to the UN Humanitarian Agencies (September 2007 to February 2008), deployed by the Norwegian Refugee Council. From September 2003 to February 2004, she was Civil Society Consultant to the RTI Iraq Local Governance Programme in South Central Province helping develop human rights groups and women's associations and mobilising Iraqi women to participate in democratic elections. Before, she was Deputy Director of Democratisation for OSCE in Kosovo shortly after the 1999 NATO bombing. Lesley Abdela regularly conducts Gender lectures and implementation of UNSCR 1325 for the Swedish Armed Forces International Centre (SWEDINT) for international military and civilians ahead of deployment on UN Peace Operations.

Peace Center Burg Schlaining

The *Peace Center Burg Schlaining* consisting of the Austrian Study Center for Peace and Conflict Resolution (ASPR) and the European University Center for Peace Studies (EPU) is situated in the medieval town of Stadtschlaining/Austria.

The ASPR was founded in September 1982 as an independent, non-profit and non-partisan organization with the aim of contributing to the world-wide promotion of peace and peaceful conflict resolution on all levels. Programmes organized by the ASPR include the International Civilian Peace-keeping and Peace-building Training Program (IPT).

The EPU, established in 1988, is an international organization with UNESCO status. Its programmes enjoy university status according to Austrian law. The EPU offers graduate and post-graduate study programmes in peace and conflict studies in English.

Both institutions conduct joint research programmes on peace policies, development issues and practical conflict transformation and were awarded the 1995 UNESCO Prize for Peace Education.

In 1997 the EPU's UNESCO Chair on Peace, Human Rights and Democracy was established which organizes, *inter alia*, subregional UNESCO seminars as a Permanent Forum on Education for a Culture of Peace and Human Rights.

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