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**Women in Peace Operations**  
**Part One: Mission Experience**

**BLUE HELMET FORUM AUSTRIA 2016**  
**Vienna, National Defence Academy**  
**13<sup>th</sup> – 14<sup>th</sup> October 2016**

Published in Cooperation with the United Nations  
Information Service (UNIS), Vienna  
[www.unis.unvienna.org](http://www.unis.unvienna.org)

**Vienna, September 2017**



## **Preface**

The topic of the *Blue Helmet Forum Austria 2016* was „Women in Peace Operations“.

The focus will be especially on „mission experience“.

Today women play an increasingly important role in armed forces. Norway has even introduced compulsory army service for women, and Sweden is preparing a similar legal arrangement. In international missions, women serve as political practitioners, civil experts, in police forces and also in various governmental and non-governmental organisations to facilitate peaceful conflict resolution.

For instance, increasing the percentage of women in the police component of missions has shown to have a positive effect on issues that affect women and has also been found to lower the rates of complaints of misconduct, improper use of force or inappropriate use of weapons, as well as authoritarian behaviours in interactions with citizens and lower ranking officers. Here, some positive developments can be noted among the UN's Troop Contributing Countries, for example among the top troop suppliers, three have all-female police units.

Today women are deployed in all areas of peace operations – in the military, police and civilian positions, and have a positive impact on the peacekeeping environment, both in supporting the role of women in building peace and also in protecting women's rights.

Studies show the distinct advantage of having female peacekeepers present - they help to reduce conflict and confrontation, provide a greater sense of security to women and children, improve access and support for local women, and make all UN peacekeepers more approachable to women in general.

Thus female peacekeepers act in situations as important and concrete role models, inspiring women and girls in often male-dominated societies, to push for their own rights and for participation in the peace process so vital to their lives.

With this Conference the Austrian Association of Peacekeepers starts a series of three 'Blue Helmet Forums Austria' dealing with the complex issue of women in peace operations. The *Blue Helmet Forum Austria 2016* looks at the mission experience of military, police and civilian members of past and current peace operations.

This Forum provides an opportunity for the military and relief organisations to explore possibilities and modes of cooperation. It also provides an opportunity for discussion and you, dear participants, are asked to share your experience with one another.

The National Defence Academy is the supreme training and research institution of the Austrian Armed Forces. We train officers in leadership and command at the battalion and brigade levels and above, Higher Quartermasters and Legal Advisers and future General Staff officers. We aim to provide our officers with the skills and qualities necessary for them to meet any present or future challenges.

Concerning the motto of this year's Forum, it is important to mention that as part of its higher officer training courses, the National Defence Academy also covers aspects such as „Women in Peace Operations“.

Lieutenant General Erich Csitkovits,  
Commander of the National Defence Academy



## **Foreword**

The Austrian Association of Peacekeepers (AAP) has a long history of organizing one Blue Helmet Forum Austria (BHFA) every year, dealing with various topics in the context of peacekeeping operations. We are proud to do this in cooperation with the Ministry of Defence and the National Defence Academy. With their assistance we are continuously able to invite high level experts as presenters and to gather them here in this noble baroque room, the Sala Terrena.

The Blue Helmut Forum Austria 2016 is opening a new chapter in the academic history of the Austrian Association of Peacekeepers. We have decided to dedicate the next three Fora to issues of women working in a military environment, as in peace operations, in peacebuilding activities or by serving as soldiers in the military. The present Forum looks at recent developments and challenges, as well as at various perspectives and practical experiences of women.

It was only 16 years ago since the resolution 1325 (2000) on Women, Peace and Security has been adopted by the Security Council. This landmark resolution highlighted the vital role of women in preventing conflict and helping to forge peace. As Force Commander of UN-Peacekeeping operations I encountered women in field missions much earlier. The Swedish Contingent in Cyprus played a leading role by including female soldiers in staff positions. In 1991, after the first Gulf war, Norway sent a medical unit

comprising male and female soldiers to the United Nations Iraq and Kuwait Observer Mission (UNIKOM). The unit was commanded by a female Major and stationed in a camp in the middle of the desert. I admit that I was a little sceptical as to how they would cope with these adverse circumstances. However, their performance was convincing and they were an important asset of the mission.

Resolution 1325 (2000) is the first document from the Security Council focusing on the role of women in regards to peace and security, giving an official framework, which was long overdue, to practical development. Resolution 1325 accelerated and broadened this development and started a worldwide discussion on the role of women in crisis management. This resolution has been further strengthened by the resolutions 1820 (2008), 1888 (2009), 1889 (2009), and 1960 (2010), as well as in various strategic papers from the Secretary-General on mediation and on women, peace and security.

In spite of these positive frameworks and the significant progress made in implementing resolutions 1325 (2000), several areas of concern and stagnation remained. In particular, the low percentage of women as recruited staff of the United Nations peacekeeping missions was still of concern. In September 2015, the Secretary-General's *Comprehensive Review of the Whole Question of Peacekeeping Operations in all their aspects* and *Comprehensive Review of Special Political Missions* stressed the importance of improving the effective representation of women in senior leadership and pointed

out that currently only 23 percent of heads of mission and 17 percent of deputy heads of mission were female. For example, women comprised only 13 percent of the staff of the United Nations Assistance Mission in Afghanistan (UNAMA). In 2015, out of about 125,000 peacekeepers, women constituted only four percent of military personnel and ten percent of police personnel in UN peace operations.

The report also pointed to the fact that a study of 40 peace processes demonstrated that the ability of women to influence negotiations increased the chances of agreements being reached and was positively correlated with greater implementation and had a positive impact on the durability of peace.

The Security Council in October 2015 adopted Resolution 2242 (2015) to improve implementation of Resolution 1325 (2000). Through the Resolution, the council decided to integrate women, peace and security concerns across all country-specific situations on its agenda. It expressed its intention to dedicate consultations to the topic of women, peace and security, to convene meetings of Council experts as part of an informal experts group on women, peace and security, and to invite civil society to make presentations during its country-specific considerations. The Council also called on the Secretary General to initiate a revised strategy to double the numbers of women in peacekeeping operations over the next five years.

In April 2016, the Security Council adopted Resolution 2282 (2016) on the post-conflict peacebuilding architecture and underscored the importance of women's leadership and participation in conflict prevention, resolution and peacebuilding, the need to increase representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention and resolution of conflict, and the consideration of gender-related issues in all discussions pertinent to sustaining peace.

In May 2016, The UN General Assembly held a High Level Thematic Debate on Peace & Security, which inter alia concluded with the agreement that women must be more involved right across the continuum of sustaining peace.

The integration of women into the whole spectrum of crisis management has already gathered momentum. However, we need to accelerate the process and the AAP intends to make a contribution by organizing a series of Fora. The Blue Helmet Forum Austria 2016 will offer a platform to discuss possible strategies and to learn from practical experience.

In a geopolitical context where 1.5 billion people worldwide live in fragile and conflict-affected regions, the challenges to overcome the low representation and participation of women in peace negotiations and missions becomes urgent and requires to set up complex strategies and approaches at various levels. We need to effectively

tackle prevailing barriers to women's participation in peace prevention (PEACE PREVENTION REALLY?) negotiations and peacebuilding processes at national and international levels. We need to ensure their full inclusion at every stage of crisis management and to develop appropriate mechanisms to recruit more women into the military and police contingents of peacekeeping missions.

Increasing the percentage of women in peace operations also has a positive effect on the performance of personnel in peace operations. It has been found to lower the rates of complaints of misconduct, inappropriate use of weapons and improper behaviour when interacting with the civilian population.

Austria was among the first UN-Member States to adopt a National Action Plan on the implementation of Resolution 1325 on 8 August 2007. Since then it has taken numerous successful initiatives and affirmative action measures in the course of foreign policy and development policy in order to empower women in the context of peacekeeping and state rebuilding. Austria organises and supports training for the development of gender expertise to prepare women for the appointment of gender representatives or gender advisers for international peace operations.

The series of Blue Helmet Forum Austria will be part of these efforts. The BHFA 2016 will look at the mission experience of military, police and civilian members of past and current peace operations. The BHFA 2017 will widen

the scope and address the role of women in reconciliation and peacebuilding.

In 2018 we want to concentrate on the role of women in the military and compare various national systems: to learn from each other and to adopt best practices will be of great importance. We have seen already a lot of initiatives and resolutions by the United Nations, but at the end of the day the implementation of all these recommendations will depend on the cooperation and resolve of national institutions. The AAP is convinced, that we can no longer ignore the creativity and skills of 50 percent of the world population and these women must play an important role in peace and security. With the series of Blue Helmet Fora Austria we would like to make a contribution to achieve this goal.

General (ret) Günther Greindl,  
President of the Association of Austrian Peacekeepers

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Georg Ebner

## **Introduction**

This publication contains the large part of the presentations delivered at the Blue Helmet Forum Austria 2016, printed in the order of these presentations. It aims at illustrating the exceedingly wide field of “Women in Peace Operations” as related to soldiers and different organisations in international operations.

Today women are deployed in all areas of peace operations – in the military, police and civilian, and have a positive impact on the peacekeeping environment, both in supporting the role of women in building peace and in protecting women’s rights.

The contributions deal with different parts of working situations during the preparation, operation and reintegration after international operations. The publication offers different approaches from various fields of such care. The contributions are both of a military as well as a civilian nature and therefore give good guiding principles for networks and possibilities of cooperation in the field of international operations. By this interdisciplinary approach to this subject area in particular, many new approaches are pointed out, and for the observer new possibilities are opened up in order to apply new and innovative methods in this tension field for the improvement of the support of soldiers, policemen and women, governmental and non-governmental organisations as well as their families. With

these contributions possibilities shall be indicated that will offer transnational variables, ideas and improvements also for operations in future.

This Forum presented and discussed the possibilities and differences in the context of successful command and control in missions.

Only by way of targeted preparation, but also with sensitivity on the part of troops, persons, organisations and their commanders when dealing with differences between men and women, operations can be carried out successfully. All soldiers have to learn how to handle differences and live in diversity as well as to master their possible countermeasures. As early as possible, every person has to undergo the best possible training, get a good picture of the operation, receive targeted preparation for the operation, be offered comprehensive care and also develop trust in their superiors and the care offered.

A comprehensive concept from the field helps an operation to be successful. The better and diverse the measures and the higher the trust of the soldiers in command and control are, the easier it is to work efficiently.

In this context, particularly the National Defence Academy offers various teaching contents within the framework of officer training as well as further and advanced training. In all courses for higher officer training, preparation for international operations as well as handling operational scenarios as well as prejudices and stereotypes in different settings are taught *inter alia*. Special attention is

paid to operational relevance in order to offer a broad spectrum of possibilities of how to handle differences between groups, persons and gender to commanders in particular and to sensitise them for their work and also for being able to start the process. It is important to be aware that commanders as well are different persons during operations and, therefore, also utilise the resources mentioned above and have the available specialists integrated in order to ensure a successful operation.

In the following, experienced and high-ranking commanders shed light on aspects from the fields of command and control from a different point of view. In addition, specialists will comment on the possibilities of adequate care before, during and after an operation, dealing with various points of view.

With so many interesting articles, I am convinced that this publication will be an exciting and highly informative read.



Nasra Hassan

## **A Historical Review and Future Challenges**

The first UN resolution to focus specifically on women was Security Council Resolution 1325 (2000) on Women, Peace and Security while the most recent one 2282 (2016) concluded that women must be involved right across the continuum of sustaining peace. Challenges have been identified, but their implementation needs continuous attention and support, in particular regarding gender equality and women's leadership in both civilian and military roles.

NATO Secretary General's Special Representative for Women, Peace and Security, whose task is to facilitate coordination and consistency in NATO policies and activities and to take forward the implementation of the NATO Policy and Action Plan on the implementation of UNSCR 1325 and related resolutions. For example, gender equality was not a favor to women but a hard-core security issue.

Chances for maintenance of peace accords increased by 35 percent if women were involved and women were drivers of transformation and agents in their own right - all this was relevant to NATO in that it was not simply a women's issue but one of operational effectiveness, capability and credibility, and gender was also about males!

Other issues raised were:

- NATO in 2015 making for the first time gender a normal part of its planning cycle *via* its Committee on Gender Perspectives;
- connection to UN's Sustainable Development Goal 16 on promoting peaceful and inclusive societies for sustainable development,
- providing access to justice for all and building effective, accountable and inclusive institutions at all levels;
- sexual violence crimes involving peacekeepers and issues of impunity and national military laws;
- gender inclusion in peace operations' mandates;
- NATO's standard operating procedures for gender advisors and gender focal points;
- the importance of beginning gender socialization early; and
- the NATO Command & Control structure making such tasks easier than in non-NATO peace operations.

Examples from two UN peace operations:

- (i) in UNFICYP, the use of gender-neutral words, a female network of personnel, pre-deployment training and using gender advisors to open doors to the entire female community on the island;
- (ii) in MINUSMA, the three Ps to strengthen women's human rights: protection, prevention & participation and adopting a very interactive stance.

In conclusion:

Gender awareness is a defining aspect of professionalism; gender capacity is a core capability; the main challenge in a drastically changed security environment is to sustain the capacity already built, to internalize the institutionalised gender lens, and to adapt that lens to the security environment of today.

Gender perspective has to be part of the more multidimensional, comprehensive approach needed to not only fight the symptoms but address the root causes of today's complex security threats.

The gender perspective will help find new, evidence-based, more inclusive and sustainable responses to issues such as for example the refugee crisis, radicalisation and violent extremism, and hybrid threats.

Equal participation is indispensable for lasting peace, for the resilience of societies, for the effectiveness of missions and for doing the peacekeeper's job right.



Marriët Schuurman

## **Gender Equality in Peace and Security: The New Normal**

If there is *one* thing I would like you to take away from my address, it is that gender equality is *not* a favor to women, but a hard core security interest. The more inclusive, gender-equal a society is, the more stable. That is a fact. And when women have a seat at the table, in their own right, and a voice, the chances of a peace agreement being reached increases, and the chance of that agreement to hold more than 15 years increases by 35 percent. That's a fact as well.

Gender equality is not a women's affair – it is in the interest of all. Promoting gender equality is not simply adding women to the equation whilst treating them as failed copies of the white male model, as a Norwegian senior officer described her 30 years working experience. But it is about building on diversity of talents and perspectives as a strength by allowing men and women to use their full potential, in their own right. Equal participation is not about assimilation but about infusion of talent. An infusion that will fuel change and innovation. Promoting gender equality then becomes a driver of the modernization and transformation of peacekeeping and peace-building we are striving for.

However, progress has been slow. Fifteen years after the adoption of United Nations Security Council Resolution

1325, the Global Study on the Implementation of UNSCR 1325 (view the study at [wps.unwomen.org](http://wps.unwomen.org)) concluded that while there was considerable progress in developing a normative framework, there were fewer advances in implementing real impacts on daily life. Considerable headway was made on protection, but much work remains on the key aspects of prevention: equal participation and women's empowerment.

My explanation for this state of affairs is that protection is very much in the peacekeeper's comfort zone. Participation requires to get out of that comfort zone and recognise the uncomfortable truth that women are *agents* in their own right. That their experience and interests and concerns are as valuable as those of the male, half of the population.

Hence UNSCR 2242 (2015), the resolution adopted to follow-up on the recommendations of the global study, leads us back to basics: recognising gender equality as foundational for preventing conflict and securing lasting peace, it urges us to make gender equality and women's empowerment *central* to all peace and security strategies.

#### UNSCR 1325: an agenda for change

This requires a different mindset: a change in how we define security, in a more inclusive and comprehensive way, far away and at home. UNSCR 1325 is indeed an agenda for change. Change that leads to better, lasting peace.

Like all change processes, this change is slow and can only happen with committed leadership - leadership that

leads by example and convinces the skeptics, the so-what-colleagues, the bearers of organisational culture who resist change.

The main challenge ahead will be to demonstrate in practice, on a daily basis, the relevance of gender equality and UNSCR1325.

That is our common challenge: to demonstrate that “1325” is as alive, indispensable and relevant for today’s security context, as it was in 2000, when this Resolution was adopted.

Let me briefly take you through NATO's efforts and lessons in making 1325 relevant for our day-to-day tasks. What is the relevance for NATO? What does that mean in practice? What is the challenge ahead now, and what is our measure of success - when is our mission accomplished?

### Why is gender equality relevant?

Gender is not an issue, it is a perspective, an analytical tool that allows us to get the full picture, and stops us from missing the point. Gender equality is not a women’s affair, but it is a matter of operational effectiveness *and* institutional excellence. A matter of readiness *and* resilience, a matter of credibility *and* capability. Because we have to lead by example and live up to the fundamental principles we have been tasked to defend: equal rights and freedoms as the very foundation of our peace and security, and also because we cannot afford to leave any talent untapped. We have to use 100% of the talent pool, the full potential that our institutions and societies have to offer.

In recent years, there have been two types of eye-openers that demonstrated to our leadership the relevance of gender equality. First, our operations in Afghanistan: We learnt in practice that it makes a difference to have female peacekeepers, who have access to the female half of the population, so that we better understand the different security needs of men, women, boys and girls, better respond to those different needs and avoid doing more harm than good. It made a difference to train Afghan female searchers and election monitors, as they allowed Afghan women to come out and vote - resulting in a historically high turnout of female voters in the last presidential elections. It made a difference to engage with female leaders and activists, as their knowledge and expectations were different, but just as valuable as those of their male counterparts. By engaging them, we also provided a platform for them to have their voices heard, and empowered them to claim their rightful seat at the table.

So we have learnt that applying a gender lens to our operations enabled us to better deliver on our mandate.

The second set of eye-openers is less positive: the gender-based bullying, sexual harassment and misconduct in our own forces. We have realised how this not only harms individuals but undermines cohesion and effectiveness of the entire team and organization. And it is killing our credibility, legitimacy and trustworthiness, and hence killing our mission success. We have recognised that sexual misconduct and intimidation is not a problem of individual

perpetrators, but a structural problem, a result of detrimental organisational cultures.

## How do we demonstrate the relevance?

The NATO line of action has been: keep it simple, keep it practical, and start at home. Our ambition is to make gender awareness a *basic* skill, and gender analysis a *basic* tool for every security provider, civilian and military.

Our action plan follows a two-track approach: to reduce barriers for active and meaningful participation of women in our own structures, in all NATO and national levels; and to integrate gender perspectives in our daily work. In the past decade, we went far on the second track, particularly in the planning, execution and evaluation of operations. We have set up a well-connected network of gender advisors and gender focal points, directly advising the person in command, at all levels. We have invested a lot in education, training and exercises. We have integrated gender in policy documents and practical guidance. We have achieved less, across the board, with regard to equal participation. But things are moving: last year, we welcomed the first female commander of a NATO HQ, in Sarajevo. In June, the first female Joint Force Commander assumed the command of JFC Naples. In July, the first ever female commander of NDC was elected. On Monday, our first ever female SG will take office.

The final goal, the *end state* of this change process is that gender awareness is a defining aspect of our professionalism; that gender analysis is a *basic* tool in the toolbox of every security provider; that gender capacity is a *core* capability; that our institutions recruit and promote on

the basis of merit, *not* gender - when we have moved from the 'first ever' female commander to female commanders as the new *normal*.

### What next?

However, we live in a rapidly changing world, in a security environment that has drastically changed. The main challenge ahead of us now is to sustain the capacity built. We have *institutionalised* the gender lens, now is the time to *internalise* and *adapt* that lens to the security environment of today. If we want to sustain and build on lessons learnt, we have to demonstrate in practice the *relevance* of applying a gender lens to the complex security challenges of today. Gender perspective has to be part of the more multidimensional, comprehensive approach needed to not only fight the symptoms but address the *root causes* of today's complex security threats. The gender perspective will help us find new, evidence-based, more inclusive and sustainable responses to e.g. the refugee crisis, radicalisation and violent extremism, and hybrid threats.

### Conclusion

As I said, this adaptation requires a change in our mind-sets, a change in how we define security, far away and at home. A change that requires engaged leadership, top-down and bottom-up. Like every change process. And like every change process, change meets resistance: your *so-what-colleague*. We all have *so-what-colleagues*.

In short: my approach to convincing *so-what-colleagues* has been:

1. Promote gender equality as a matter of effectiveness and excellence.
2. Keep it as simple and practical as possible, and start at home, in-house.
3. Demonstrate the relevance of gender perspectives and equal participation for the security challenges of *today*.

*‘Gender equality isn’t optional. It is fundamental. It allows us to respond better -- and smarter -- to the many complex security challenges we face today.’*

There is no better summary of why gender equality matters to NATO than this quote from SG Stoltenberg. Because we have to *live* the fundamental values we are supposed to safeguard and restore - values of equal dignity and rights, but also because diversity is our strength. Because mixed teams are smarter and perform better. Because diversity of perspectives fosters innovation and creativity. Because we need ALL the talents our societies have to offer to respond to today’s complex security challenges.

Equal participation is not a favour to women, but it’s a hard core security interest. It is indispensable for lasting peace - for the resilience of our societies - or the effectiveness of our missions - for doing our job as peacekeepers right.



Dietmar Pfarr

## **The Civilian and Police Perspective**

Session Two of this year's Blue Helmet Forum Austria dealt with the civilian and police perspective of women in peace operations. In 2009, the United Nations launched a campaign with the ambitious goal of ensuring that women would make up one fifth of all United Nations police components by 2014.<sup>1</sup> Surely the United Nations has made some progress in increasing the portion of female civilian and police women in this respect. Nevertheless, the goal mentioned above has still not been met. The percentage of individual police women is still at 17 percent and at six percent for women in formed police women.

In her presentation Colonel Andrea Wietinger addressed the key findings of a 2010 study of the Austrian Ministry of the Interior together with the "Sicherheitsakademie" as well as external partners. COL Wietinger added her personal experience seeing as she was both part of the implementation team of the National Action Plan on UNSC Resolution 1325 and deployed twice. The study focused on the following main issues: Access to information about police missions, transparency of deployment procedures, motivation for application, career planning, department, and the role of family and relationships. The main obstacle - at

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<sup>1</sup> See Report of the Secretary-General on women and peace and security. Document S/2015/716 Point 81. Available at Internet URL [http://www.un.org/ga/search/viewm\\_doc.asp?symbol=S/2015/716](http://www.un.org/ga/search/viewm_doc.asp?symbol=S/2015/716) [22. December 2016].

least in the case of Austria - for the deployment of more police women is that the UN wants or needs at least mid-management level officers. Once an Austrian police woman has reached such a position at home which would make her eligible for deployment abroad she is not keen on leaving said post. Austrian police women want to be deployed during basic level assignments. In addition, caring for a baby, a toddler or a family member are reasons of excluding such a deployment. Last but not least, a deployment abroad does not lead to a substitution at home which results in a weakening of the (wo)man-power.

Mrs. Yvette Langenhuizen, shared her experiences made as a Political Advisor for the NATO Senior Civilian Representative in Afghanistan. These are among others the necessity of training, identification of concrete goals and actions, implementation of Gender Advisors within the Command Group, correlation of Gender Awareness and Cultural Awareness, and the necessary requirement of an appropriate handover, takeover as well as an evaluation for future training - both internationally and nationally.

Yvette Langenhuizen

## **Experiences from the NATO Civilian Office in Afghanistan**

### *Ten practical pointers to implementing UNSCR 1325 in a mission environment*

I am delighted to give you my experiences working as a *civilian* Political Advisor for the NATO-led mission in Afghanistan from (Sept) 2012 to (Febr) 2014. What does female civilian expertise add to a peace operation? I will try to answer that question and, moreover, would specifically like to zoom in on my experiences integrating United Nations Security Council Resolution (UNSCR) 1325 objectives on women, peace and security in my daily work.

Before I worked as a Political Advisor in Kabul, I had already been deployed to Afghanistan once with the first Dutch contingent in Regional Command North, Mazar-e-Sharif (2011). I might also use some examples and illustrations from that experience when discussing UNSCR 1325 implementation ‘in the field’.

You can probably imagine my experience was that of being a ‘double minority’ at the Headquarters (HQ) of the International Security Assistance Force (ISAF). Firstly, being a woman in a male-dominated environment. Secondly, being a civilian in a NATO-led mission mainly existing of military personnel. So, a double minority - but I would also claim a double asset.

Whereas my military colleagues were often very restricted to leave base and interact with local people, our civilian office would invest heavily in spending as much time as possible outside of the base to meet with a variety of counterparts throughout the country. It was our core duty to report, assess and advice on developments outside of military structures and we had the mandate and logistical support in place to realize this (largely thanks to military support staff!). I also believe for a lot of civilian counterparts, including NGO representatives, it makes a difference, at times even on a principal level, whether to engage with someone entering a meeting armed and in uniform – versus an unarmed civilian advisor with perhaps a head scarf. As a result of being positioned in this way, having this broad access, I believe we had the opportunity to gain a quicker and more thorough understanding of Afghan society and local (perceptions of) political and security developments.

It was, additionally, very helpful to be female on several occasions. As an example, while visiting the Northern province of Faryab, I was welcomed into the houses of families who were much more willing to share an insight in their lives and concerns. My male colleagues had to wait outside. In the context of rural Afghanistan letting male strangers enter your house where women are present could be a socially unacceptable thing to do.

In addition to being well-positioned to establish broad networks, civilian political staff in the mission would have longer tours in theatre than most military colleagues. So,

whereas my Dutch military colleagues rotated out after 5 months, I remained in my position for 18 months. Many of my civilian colleagues stayed on even much longer. I witnessed more or less three military rotations during my 1.5 years at ISAF HQ. All coming in with fresh ideas, these were in reality not necessarily new nor had never been tried (unsuccessfully) before. I will come back to this later.

Yes, I did at times get some strange stares when I entered a meeting room on base and took a seat at the table joining only male, often high-level, officers. I am pretty sure some of my colleagues must have thought along the lines of ‘what is this young female civvy doing here?’. However, against the background I just described, it soon became clear that synergy could be created working together. This is what a female civilian brings to the mission; access, networks, in-depth understanding – *in addition to* the qualifications that landed me the job of Political Advisor in the first place.

Now when it comes to the broader UNSCR 1325 agenda, I had arrived in theatre knowing I would be the lead Political Advisor on topics such as Afghanistan-Pakistan relations and reconciliation initiatives – but had not been informed about getting the lead on UNSCR 1325/Gender Perspective. I had to start from scratch (sadly, google!) and learned a lot along the way. Many of us made mistakes through this learning by doing approach – and I was no exception. I will highlight some examples today – and hope my lessons identified, practical pointers as such, will perhaps give you a head start next time you deploy to a peace operation.

My ten points or recommendations roughly follow the cycle of preparation, deployment and redeployment.

## **1. Invest in (pre-deployment) training**

Of course, working within a mission, it is not exceptional for your exact tasks to take shape only after arrival but obviously an opportunity to arrive better prepared was lost in my case. This despite the fact that a lot of training opportunities on UNSCR 1325 is available, including online. It is also crucial to not only provide training to those explicitly working on implementing the women, peace and security agenda but to reach a training audience as broad as possible:

### *Pre-deployment*

An increasing number of nations include training on UNSCR 1325/Gender Perspective in their pre-deployment trainings. Moreover, online gender trainings are available for instance through UNITAR and NATO (ACT) websites. This is great news of course. At the same time, there are still nations that do not put *any* focus on the topic before deploying troops. As a result of this, troops arrive in theatre with completely different levels of understanding.

### *Induction Training*

This is why including UNSCR 1325 into the induction training in theatre is so important. It is not near enough to giving the topic sufficient attention but it is something. Within ISAF HQ the Gender Advisors had a time slot of

about 5 minutes within the induction training – a day of power point presentations ranging from how to write a FRAGO to what to do when the alarm goes off – to discuss UNSCR 1325/Gender Perspective. They used their time wisely, not trying to cover all the relevant international resolutions within those minutes but focusing mainly on getting the following message across - *whilst being deployed here please ask yourself the questions:*

- *Do my plans or my decisions impact men, women, boys or girls differently?*
- *If yes, is this my intention or are there ways to mitigate this differential impact?*
- *How can I include the needs and concerns of men, women, boys and girls in my decision making process?*

This message was being illustrated by practical examples. Ex.: the ISAF-supported development and construction of police stations in Afghanistan; without separate facilities for women. If we want to ensure the inclusion of women in the Afghan police force, facilities for them should be available. Worse, the lack of separate facilities led to higher harassment levels inside the police stations (*Human Rights Watch: Afghanistan: Urgent Need for Safe Facilities for Female Police, Inadequate Facilities Imperil Women Officers April 25, 2013*).

### *Specialist Training*

For those that join a mission and are tasked to specifically work on UNSCR 1325 implementation, for

instance as a Gender Advisor or Gender Focal Point, specialist trainings are highly recommendable. The Nordic Centre for Gender in Military Operations (NCGM) is offering a range of specialist trainings, there is a biannual course organized by The Netherlands and Spain entitled ‘A Comprehensive Approach to Gender in Operations’, the Folke Bernadotte Academy offers several courses including such with a focus on CSDP missions et cetera. These specialist courses are also very valuable for the expertise different participants bring in and the networks that are being built during the course of such trainings.

## **2. The essential point: gender perspective = better results**

ISAF’s primary objective was to enable the Afghan government to provide effective security across the country and to develop the Afghan security forces in order to permit reconstruction, development and stability. An important message, which we also tried to get across in those few minutes of induction training, is the fact that using the so-called gender lens would benefit our mission and our objectives. This was more than an exercise in ‘political correctness’ (a reaction heard more than once) and we, maybe unfortunately, had a range of examples to illustrate lost opportunities, risks even, by not paying attention to gender dimensions.

As a start, why would you only discuss security matters with 50 percent of the population? Women would often have different patterns of life than men, hence different

security needs – as well as a different information position. The operational effectiveness argument also highlights the importance of having mixed units going out on patrols. Having women in your unit could be helpful, and at times necessary, including for engagement with the female part of the population. Earlier on I gave the example of being invited into local houses in Faryab. People were eager to speak with me. However, because we did not have one single female interpreter with us, we had to stick to a few basic English words and something resembling sign language. This was a lost opportunity to improve our situational awareness, information position and understanding.

Moreover, regarding the effectiveness of peace operations, it is perhaps interesting to note that the UN Global Study on 1325 recently concluded that when women are part of peace negotiations it increases the probability of a peace agreement lasting two years by 20 percent and shows a 35 percent increase in the probability of a peace agreement lasting 15 years. More inclusive societies are more resilient communities. Would it not be more sustainable if our efforts would prioritize such inclusiveness?

### **3. Appoint Gender Advisors M/F – within the Command Group**

Senior leadership buy-in is essential for successfully mainstreaming gender within a mission - or as a matter of

fact within every organization. In order to get buy-in, access to the Commander is needed. Moreover, gender expertise should be placed on a strategic level from where the different branches can be influenced and advised. Interestingly, within ISAF (IJC) the first Gender Advisor was originally placed within CJ1 (Personnel), then moved to the Stabilization Unit, and eventually was placed within the Office of the Chief of Staff. This process, moving from personnel to the core of the mission, actually took a few years.

When it comes to having the right access, obviously rank also plays a part. [*Slide Gender Advisory Team, ISAF, June 2014*] Here you see what I like to describe as the ISAF Gender ‘dream team’. This team, in a nutshell that does not really do them justice, focused both on training and advising fellow international military colleagues on gender perspectives as well as engaging local women’s organizations and mentoring Afghan national security forces on gender perspectives. Whereas for several years the Gender Advisor position was taken up by a LTC (OF-4), it eventually became a COL (OF-5) position. Then, in 2014, the first ever 1\* General (OF-6) filled the lead Gender Advisor position. She was supported by a male NCO, a female civilian and a male LTC. This diverse team made it easier to communicate effectively with NCOs, middle-management and senior leadership as well as civilian structures. It is not impossible at all for a lower-ranking officer or a purely civilian team to do so but probably it would have been more challenging. Moreover, this dream

team also represented a clear point: gender is not only a business for women. (So glad to also see male Gender Advisors here today!)

#### **4. Build a network of Gender Focal Points to effectively mainstream a gender perspective**

Further to the full-time experts, I learned about the importance of a well-functioning Gender Focal Point (GFP) network. GFPs are appointed to create a HQ-wide network to support and enhance the Gender Advisor functions within the staff functions and processes. They are appointed to enable a network throughout the HQ to maintain dialogue, liaison and coordination on gender topics and to support the further integration of gender perspectives into daily routine, staff work and processes. Obviously, GFPs are preferably trained on UNSCR 1325/Gender Perspectives prior to joining the mission. At ISAF, the GFPs would come together on a weekly basis through a meeting chaired by the Gender Advisor. It proved to be an incredibly valuable network for sharing information and advice.

Besides holding the post of Political Advisor, I was also the official GFP within the Office of the NATO Senior Civilian Representative (SCR). Ex.: when my colleagues started with election preparation reporting in 2013, I discussed with them the importance of reporting on sex-disaggregated data (percentages of men/women registering to vote, male/female candidates) and on specific protection

issues female candidates on the campaign trail were or could be experiencing.

## **5. Set concrete goals and targets and attach resources to implementation efforts**

Besides experts and training, you need a plan. What I learned, mainly during my post-Afghanistan time at NATO HQ, is that clear-cut goals and targets are helpful to channel efforts – and hold people accountable for progress. [*For example: the first public NATO/EAPC Action Plan on 1325*

[http://www.nato.int/nato\\_static/assets/pdf/pdf\\_2014\\_06/20140626\\_140626-wps-action-plan.pdf](http://www.nato.int/nato_static/assets/pdf/pdf_2014_06/20140626_140626-wps-action-plan.pdf)]

As an example you will see an Action Plan holding:

- Concrete targets (*e.g. target no 7. Reduced risk for conflict-related sexual and gender based violence and improved responsive measures that have taken into consideration women and girls' protection needs*);
- Actions to get there (*incl. 7.1. Ensure that mandates and plans for any future NATO-led operation and mission, as relevant, provide direction on how to respond to conflict-related sexual and gender based violence, and direct creation of systematic and robust monitoring and reporting mechanisms in order to follow trends*);
- Indicators to measure progress (*incl. 7.1.1. Development and usage of mechanisms for data collection, monitoring trends and reporting on conflict-related sexual and gender based violence*);

- Reference to responsible entities (*in this example: NATO International Staff NATO Military Authorities Relevant national authorities*)
- A timeline (*2 yrs for this specific plan*).

It is of key importance that the Action Plan outlines clear reporting requirements and ensures a high-level focal point is given the responsibility to check on progress and redirect, or adjust, course where necessary. And be a driving force, like Ambassador Schuurman, NATO's Special Representative on Women, Peace and Security, present here today. Within a military operation the high-level focal point, responsible for implementing such an action plan, could be the Chief of Staff – or the Commander her- or himself. This NATO Action Plan needs to be implemented within the military missions, ideally as an integral part of the Operations Plan or OPLAN. It provides guidance in personnel planning, in intelligence collection, in the design of operations, in long-term planning, in drafting the J-9's Engagement Matrix et cetera. This will help to ensure a gender lens is applied in all aspects of the mission.

Content apart, a point that has come back continuously including with reference to the implementation of National Action Plans on UNSCR 1325 is the fact that action plans should be properly resourced; without dedicated staff and budget it is difficult to achieve change. (*See f.i. Cordaid's 2014 report: Financing for the Implementation of National Action Plan on UNSCR 1325: Critical for Advancing Women's Human Rights, Peace and Security*).

Lastly, as I mentioned, this (*slide*) was the first *public* Action Plan on 1325 developed by NATO at the HQ level. A range of NGOs with 1325 expertise were involved in the exercise to translate policy documents into this Action Plan. Their insights strengthened the plan substantially. By subsequently publishing the Action Plan, outside ‘pressure’ on implementation was also guaranteed. Both national parliamentarians and NGOs have continued to ask questions about the implementation of this plan. This is *not* a burden; this is helpful to come to inclusive steps forward.

## **6. Reflect on your own organization; women in leadership positions, are we setting the right example?**

In many ways working on UNSCR 1325 in Afghanistan triggered me to actually look more closely at the role of women in our own organization – and more broadly within the international community in Afghanistan. It was in many ways a very eye opening experience. Imagine: discussing the crucial role women have to play in the Afghan security forces. Imagine: an ISAF commander stipulating the importance of having female leaders in these forces. Then imagine: Afghan counterparts listening to this coming from an exclusively male mission leadership.

I was actually also surprised to see this lack of female leaders reflected in the international civilian community in Kabul at the time. During the weekly Ambassadorial meeting at the UN about 25 Ambassadors had a seat at the table, with political assistants taking a backseat. I recall the

Director of UN Women providing a briefing at the forum, with not one female Ambassador at the table. Generally, on the junior level there was a good balance within the civilian political staff but already on the middle-management level, men dominated the international political positions. This is not strange when taking into account women often tend to start having families during their early- mid thirties, and subsequently often drop out of career tracks linked to non-family postings. Then again, many men with families back home were active within embassies and international organizations on the middle-management level. This, in my personal view, reflects the way society still functions also in the Western world. Traditional thinking at home, impacts missions abroad.

We, the nations represented here today and the alliances we are part of such as NATO and the EU, are not there yet. We need to take this into account. We have to integrate gender equality principles into our own organization in order to be credible and successful in peace and security efforts and in our efforts to support local stakeholders on this agenda.

## **7. Emphasize Women as Actors...**

The position of women in Afghanistan, especially in more rural areas in the southern and eastern part of the country, is often – put bluntly, and apologies for the lack of nuance here – bad. Afghanistan continues to be somewhere at the bottom of the list of the yearly Gender Equality Index.

Looking at the experiences of many of my own national military colleagues in the conservative province of Uruzgan, women played a very minor public role in that region. Many were wearing burqas and it would have been problematic for a male soldier to approach a local woman, let alone enter her living quarters. Such actions could have had serious repercussions.

For some colleagues serving in such a context severely shaped their perception of how to deal (or better, not deal) with Afghan women. Better safe than sorry is an understandable approach. However, this also means lost opportunities. There are incredible strong women in Afghanistan, even in the most conservative regions. With a sense of cultural sensitivity and proper situational awareness one can engage with Afghan women, without high risk factors, and actually learn a lot from their insights. Also, engaging with women does not always need to boil down to discussing ‘women’s issues’ (not a fan of this term). Ask women and girls about politics, security, education and the economy! In this sense a good practice, unfortunately never standardized, was to involve local women’s organizations, strong voices, in elements of the induction training of troops arriving in theatre.

Ex.: our office organized a (bi-)monthly get-together between Afghan Members of Parliament (MPs) and the NATO SCR in order to discuss security, developmental and political affairs. Initially, a separate roundtable was organized to discuss ‘women’s issues’ with a group of exclusively female MPs. As GFP I suggested another

approach; inviting both male and female MPs to the discussion and place security, developmental and political topics on the agenda plus a specific point related to UNSCR 1325 implementation (for instance topics such as representation of women in the High Peace Council or progress regarding the Elimination of Violence Against Women Law). I joined one of the meetings under this new approach and was impressed by the broad knowledge female MPs brought to the table – including a wish list with desirable military hardware for the Afghan armed forces (!). It provided male and female MPs with an equal platform plus triggered male MPs to discuss UNSCR 1325 objectives.

### **8. ...But do no harm & it's more than a photo opportunity!**

Of course, referencing the example of the involvement of women's organizations in induction trainings, this should not be 'pushed'. Local organizations need to feel safe and comfortable to participate – and this might be a lot easier in the context of the NATO-led mission in Kosovo (KFOR) versus the NATO-led mission in Afghanistan (ISAF, at the time). Moreover, patrols obviously should not endanger local women or themselves in a quest to 'talk to women'. Especially in a context of violence and insecurity there needs to be a clear plan and objective as to why and how outreach will be conducted. Also, women joining discussions on base, could actually risk their live by doing

so. Please, talking to women is more than a photo opportunity! Commanders and their staff should not talk to women just for checking the box. There needs to be focus, an open discussion and (!) follow-up.

## **9. Gender Awareness ↔ Cultural Awareness**

This has actually come back at several points during my intervention. In order to be able to successfully implement a gender perspective it is essential to invest in understanding the local culture and context. Whereas UNSCR 1325 holds universal values, successful implementation tools are those best adapted to the nuances of the local cultural and socio-economic situation. Also when it comes to training staff on implementing a gender perspective, it is most effective to use local examples of what it means to use implement UNSCR 1325.

## **10. Invest in End of Tour Report, Hand Over & Evaluation**

We need to be careful not to reinvent the wheel over and over. Especially in mission areas hand over / take overs (HOTOs) are usually very short, if existing at all. Military personnel tend to rotate every 5-6 months and also civilians often do not spend more than a few years in such a conflict setting. I would therefore like to highlight the importance of investing in a proper end of tour report and hand over. In case you hold a managerial position, please also take achievements on UNSCR 1325/Gender Perspective into

account when evaluating your staff's work. I recall the UNDP office in Afghanistan making it customary to include one question on gender mainstreaming during every selection interview for new staff. They also included gender mainstreaming as a standard in staff review forms - this not only for those explicitly focusing on UNSCR 1325 but for all staff.

Erika Wietinger

## **Women in Peace Operations - The Austrian Experience**

In 2010 the Austrian Ministry of the Interior and the Ministry's 'Sicherheitsakademie', together with external partners (Vienna University, CARE Austria), conducted and published a study on police missions abroad on four main topics:

- The police tasks in international peace operations
- The police related civilian crisis management of the European Union
- The legal framework and
- Austrian police officers (male and female) in peace operations.

After a bit of information on the role of police in crisis management operations I will guide the reader through the content and the findings of the study with a special focus on the gender aspects.

International peace operations are usually related to the „Blue helmets“, the peacekeeping soldiers of the United Nations. Less known is the police component of such international commitments.

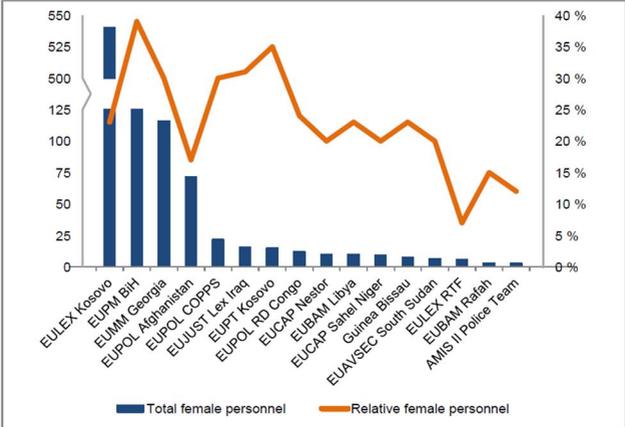
Austria has been participating in peace-building and peace-keeping operations since 1960 and has been seconding police units since 1964. Since then around 1,300

Austrian police officers participated in more than 30 different missions.

Over the years the Austrian focus has shifted towards European Union police operations (CSDP – Common Security and Defense Policy) in the Balkans and the Middle East and the numbers of seconded police officers has dropped significantly. Nowadays the total number of seconded police officers abroad lies somewhere between 30 and 35 per year. And of these eight to ten percent are female.

The study raises also the question if there are special reasons for this quite low percentage of participating women and tries to elaborate on measures that could be introduced to improve the situation.

Absolute numbers and percentages of women deployed in individual civilian CSDP missions (2007-2013 averages)



Source: European External Action Service

## **Police tasks in the framework of international peace operations**

Until the early 90s the police had no major role in international peace operations. This changed with the higher number of 'extended peacekeeping missions'. These missions focus on the stabilization of an inter-state conflict (peace-building, nation-building) which gives the police a more important role (mentoring – monitoring – advising – training).

In 1995 the United Nations listed the police tasks in the so called SMART-concept:

**S**upport for human rights

**M**onitoring the local police

**A**dvice on best practice

**R**eporting on situations and incidents

**T**raining local police

## **What makes policing extremely challenging in conflict areas?**

Whereas the police force is an integrated part in the Western world and is considered an important element of peaceful societies the situation is different in conflict areas: police often has an extremely negative connotation and is considered a brutal force that uses torture and is corrupt moreover.

Especially in the framework of an UN-peace operation police officers from different (police-) cultures come together with often quite different approaches towards policing and human rights. They might have different qualifications and working preconceptions as well as different legislative backgrounds. This might become very obvious in discussions about the ‘rules of engagement’ and the ‘use of force’ and training concepts for local police.

Not only the language barrier is a challenge and makes communication with the population of the host nation difficult. Individual arrogance and missing cultural awareness can have a tremendous impact on the relationship with local police. Police is only a guest!

UN and EU police officers enjoy diplomatic immunity in the framework of their police duties – not as a private person. The perception of the international police – regardless of all the regulatory frameworks like the „Code of Conduct“, the „Standard Operations Procedures“, the „Concept of Operations“ etc. - very often is, that they get paid a fortune, the officers don’t have a real job to do and they can do whatever they want without any legal or disciplinary consequences.

## **The mandates**

The police tasks depend on the specific mandate of the operation. Often the mandate is a political compromise and does not completely reflect the needs and requirements of the host nation. And the mandate is very closely connected to the operational budget secured for mid- and long-term.

Depending on the mandate and the specific tasks of the international police in the area of operations questions with regards to equipment and armament are always an issue. And that creates another challenge since international police is not compatible when it comes to arms and equipment. Some European police services even don't issue weapons to their officers as a strategy of de-escalation (Great Britain, Ireland and Norway). And then they suddenly find themselves in an environment where an AK-47 is a regular caliber for police forces.

The mandates for police distinguish between 'executive' and 'non-executive', either having executive powers (like arrest, body- and house search etc.) or not. They also distinguish between 'armed' and 'unarmed' which can apply for both executive and non-executive missions. The use of force under non-executive mandates is limited to self-defence.

### *Formed Police Units (FPU)*

FPU as a special component in police missions were actually ‘invented’ to close the security gap between the military and the police. The UN describes an FPU as ‘a cohesive and trained team of 140 armed and well equipped (for crowd control) police officers’.

### **Training local police**

In the long term effective policing must be taken over by the host country. International police cannot stay forever. That is why a quick but not hasty handover of policing responsibilities to local police is necessary and important. There are two bigger operations in the younger past that serve as an example – Kosovo and East Timor. Both operations started in 1999 and international police took over executive powers just in a short transition phase. After that the focus shifted towards training and monitoring local police.

### **The Civilian Crisis Management of the European Union**

**The Civilian Common Security and Defense Policy** (CSDP) missions have become a key instrument of the Common Foreign and Security Policy (CFSP) of the EU.

Considering the complexity of conflicts and the high necessity of crisis management instruments, the European Union has set the quantitative and qualitative goals (Civilian

Headline Goals) regards the civilian aspects of CSDP in 2008 and 2010 in order to secure sufficient force for civilian crisis management and to be able to maintain multiple civilian missions at the same time for a longer period of time.

Amongst others it includes measures in the area of human resources management (detailed and standardized job descriptions for more systematic recruitment), training (European Security and Defense College, European Police Academy), and equipment (warehouse concept).

### **The role of police in CSDP**

The police are deployed in the framework of both ‘strengthening of local police forces’ and ‘substituting local police forces’.

Strengthening police forces is a key function in conflict prevention and reconstruction. The international police are striving to raise the level of policing in the host country through training, mentoring, monitoring and advising.

In contrast, substituting police forces is a minor part in crisis management operations and only applies when no police force exists or existing police is not able to take over police tasks.

## **Training international police**

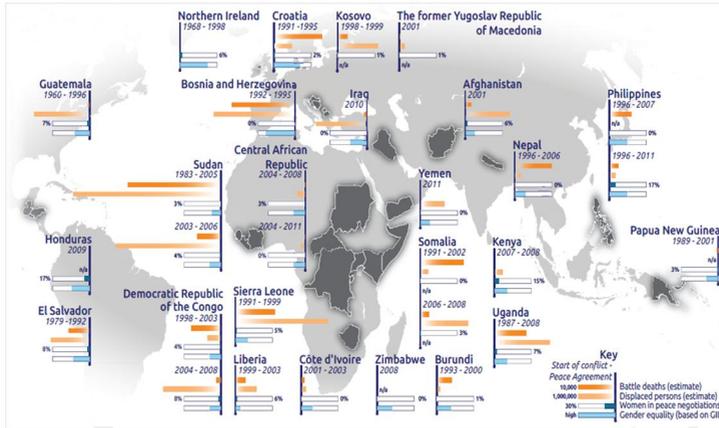
The European Union emphasizes the importance of preparing international police personnel for deployment. In the ‘Training curricula for Police Officers for deployment to international civilian crisis management missions’ the EU recommends a general preparatory training, a missions-specific training and an in-mission training and offers the management training part at the European Police College.

## **Gender aspects**

Women play an important, often underestimated role in the entire peace process and are a valuable asset to international intervention. Behind the spotlight women organizations very often hold important functions in the peace process. Approaching these organizations is very likely easier for women – police women.

A former police adviser to the UN, *Andrew Hughes*, said in 2009: *‘In addition to regular policing duties, female police officers bring a much-needed, extra dimension to the role.’* And *Ann Marie Orlor*, his successor in 2010, has added: *‘By having more women officers deployed in peacekeeping missions, they inspire more women to join their local police services, and this in turn will in the future give contributing countries a larger base from which to recruit officers.’* She added that *‘frequently women and children are more comfortable reporting their experiences to female officers and the fact that a woman is the authority can be empowering women and girls.’*

### Gender in major conflicts and peace processes 1992 - 2011



Sources for data: UCDP, UNHCR, UN WOMEN, UNDP

In October 2000 the United Nations Security Council adopted the *Resolution 1325 on Women, Peace and Security* and more resolutions were to follow...

**The normative framework of the Women,  
Peace and Security agenda<sup>2</sup>**

The UN Security Council adopted Resolution 1325 on Women Peace and Security on 31 October 2000. The resolution reaffirms the important role of women in the prevention and resolution of conflicts, peace negotiations, peace-building, peace-keeping, humanitarian response and in post-conflict reconstruction and stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.

Four follow-up resolutions provide support for Resolution 1325.

**Resolution 1820** (2008) recognises that conflict-related sexual violence is a tactic of warfare, and calls for the training of troops on preventing and responding to sexual violence, deployment of more women to peace operations, and enforcement of zero-tolerance policies for peacekeepers with regard to acts of sexual exploitation or abuse.

**Resolution 1888** (2009) strengthens the implementation of Resolution 1820 by calling for leadership to address conflict-related sexual violence, deployment of teams (military and gender experts) to critical conflict areas, and improved monitoring and reporting on conflict trends and perpetrators.

**Resolution 1889** (2009) addresses obstacles to women's participation in peace processes and calls for the development of global indicators to track the implementation of UNSCR 1325, and the improvement of international and national responses to the needs of women in conflict and post-conflict settings.

**Resolution 1960** (2010) calls for an end to sexual violence in armed conflict, particularly against women and girls, and provides measures aimed at ending impunity for perpetrators of sexual violence, including through sanctions and reporting measures.

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<sup>2</sup> Source: European Institute for Research Study, September 2015

## **Austria and police missions – A study of the Ministry of the Interior**

Since Austria implemented the National Action Plan (NAP) on UNSCR 1325 the Ministry of Interior decided to carry out a research study on police in peace operations with a focus on the gender aspects.

As I myself was part of the NAP working group I strongly felt that the ratio of women in crisis management operations was too low. I also had the impression that policewomen get deployed once and after that never apply again – other than policemen.

And I had my own experience when deployed twice in crisis management operations, in Bosnia-Herzegovina in 2005 and in Afghanistan in 2012.

In specific the study should show what the gender-specific reasons and motivation for female police officers were to apply for a police mission, how they did experience the operation in the field and what situations and challenges they were faced with when they returned to their department.

The study also tried to answer the question if or why female police officers do not apply repeatedly – something their male colleagues often do.

The study was carried out amongst police officers, both male and female, who have already been deployed abroad.

**The areas of interest were:**

Access to information about police missions: Not quite surprisingly women find it easier to access information. Most information is drawn from informal sources/contacts followed by information published on the police Intranet and from police schools.

Transparency of secondment procedures: The majority of participating officers (both male and female) get along with the criteria set by the Ministry of the Interior. However, a fifth of the policewomen and -men were criticizing the EU-selection procedures.

The measures set with the Civilian Headline Goals (see above) with regards to more systematic recruitment had a huge impact on EU job requirements. Nowadays many positions require at least mid-management-level experience and several years of work experience in specific fields of policing. The young patrol officers can hardly fulfill these requirements. And still the majority of police women are deployed on the basic level.

Applicants have to undergo a telephone interview and the final selection is done by the EU. The home organization does not have much say in the selection process.

From my experience I've learned, once a woman has reached a mid- or even high-management-level position she is not so keen to leave that post.

Motivation for application: For the majority of police officers the possibility of gathering experience and the challenge of working in an international environment are most important and motivating factors, followed by reasons of personal development and breaking with routines. Salary was never mentioned as the only motivator and was even less important to women.

Career planning and perceptions: It was clearly shown that career and deployment abroad were in opposition. Unfortunately, there is still no benefit of bringing international experience into your job and your CV. Quite the contrary, officers risk decreased career opportunities due to the fact that there is very little information on job opportunities provided to them during their absence and one might not be the first choice for a higher position while out of view.

The department: The Austrian police structures are challenging. When a police officer leaves his or her position temporarily there is no substitution for the department. That is also a reason why the perception of officers going abroad is mostly negative – you leave your department with weakened (wo)man-power.

The role of family and relationship: It turned out that women clarify all relevant questions with partners and families and make sure of their support before they apply for deployment abroad. Thus they leave more easily than men, they have fewer problems in the field and they return rather problem-free to their families and partners.

However, most of the questioned female police officers had no actual responsibilities (partner, children) at the time of secondment.

### *A surprising gender perspective*

Men seemed to suffer higher pressure from being separated from their partner/family. Their relationships seemed to be more effected (one third reported separation issues and major family problems after their return). Around a quarter of the male police officers reported that the deployment damaged their domestic situation in one way or another. Around 18 percent of the men reported that they had other problems when they returned.

And guess what? **100 percent of the policewomen reported no negative effects at their return!**

### **The female perspective**

The majority of women could not imagine a deployment as long as they are mother to a baby or a toddler or if there is a family member to care for (*gender-specific role perception*). Surprisingly 77 percent of the questioned policewomen would not give up their plans of deployment just for family/partnership reasons. 50 percent of the women reported they would be ready to go out again and that they didn't feel restricted in any way.

*The role of female police officers in the field:* 100 percent of the women reported only positive experiences abroad (no mention of discriminative behavior towards them or sexual assaults). The women also described the situation in the field as equal for men and women. A small percentage of policemen considered their female colleagues inferior and not suitable for certain tasks.

And another surprise: **over 90 percent** of the participating policewomen stated that **they would apply again!**

### **Recommended measures**

Based on the findings the study recommends amongst other things the following measures to be implemented by the police in order to increase the participation of women in police missions:

- Improved access to information
- Transparency regarding selection criteria
- „Pool“-solution (human resources)
- Implementation of a quota

### **Conclusion**

When I read the findings of this study I was stunned. There was no proof that female police officers would not be ready for a new deployment or that they would not apply again. So why is it still a fact that the ratio of policewomen

in crisis management operations is so low (in Austria between 8 and 12 percent)?

The European Union might have a role in this by setting job requirements that cannot be matched by young policewomen (and not by policemen either) due to the lack of specific training and experience, and once they could provide the requested experience they might be in a mid-level-management position they are not willing to leave and/or it might be time for starting a family.

The police organization might have a role in this by not giving international experience an appropriate value and benefit to one's career, by not tackling the issue of a human resources pool in order to substitute temporarily absent police officers.

I am not a friend of a "quota" solution, this always hits back on women – regardless of your achievements or your position, you'll be the "quota-woman".

In conclusion, as a female police officer with the Austrian federal police for more than 30 years, as a policewoman serving in two international police missions and as a study participant myself, it comes back to the public perception of our role in society and there is little to do about this. Remember, the policewomen participating in the study did NOT have actual responsibilities/family strings at that time! It could be interesting to follow up on this...and give it some more time.

Kristin Lund

**UNFICYP 1964**

The United Nations Peacekeeping Force in Cyprus (UNFICYP) is a United Nations peacekeeping force that was established under United Nations Security Council Resolution 186 in 1964 to prevent a recurrence of fighting following intercommunal violence between the Greek Cypriots and Turkish Cypriots, to contribute to the maintenance and restoration of law and order and to facilitate a return to normal conditions.

*In the interest of preserving international peace and security to use its best efforts to prevent a recurrence of fighting and, as necessary, to contribute to the maintenance and restoration of law and order and a return to normal conditions (UNSCR 186/64).*

Following the 1974 Greek Cypriot coup d'état and the Turkish invasion of Cyprus, the United Nations Security Council (UNSC) extended and expanded the mission to prevent the dispute turning into war, and UNFICYP was redeployed to patrol the United Nations Buffer Zone in Cyprus and assist in the maintenance of the military status quo. Since its establishment, the force has also worked in concert with the Special Representative of the Secretary-General and representatives of the two communities to seek an amicable diplomatic solution to the Cyprus dispute.

In 1964, UNFICYP consisted of military and civilian contingents drawn from Australia, Austria, Denmark,

Finland, Canada, Sweden, Ireland, New Zealand, and the United Kingdom.



## Forces

### Sector One

It has been the responsibility of the Argentinean Contingent since 16 October 1993. Sector One Headquarters and Command Company are located in San Martin Camp, which is near Skouriotissa village. Support Company finds its home at Roca Camp, near Xeros in the north. In addition to its responsibilities in Sector One, the Argentinean Contingent provides personnel to UN Flight unit and contributes to UNFICYP's Mobile Force Reserve and Headquarters.

Sector Two is the responsibility of the British Contingent, and has been since 1993. The Sector's Headquarters is located at Wolseley Barracks, inside the buffer zone near the western edge of the Venetian Walls that surround Nicosia's old town. The once-stately Ledra Palace

Hotel where sector two troops are stationed has been home to UNFICYP peacekeepers since 1974 under an agreement with the Government of Cyprus. The British Contingent also provides personnel to UNFICYP's Mobile Force Reserve and to mission Headquarters.

**[Sector Three** - no longer existent.]

**Sector Four** is the responsibility of a Slovakian, Hungarian, Serbian and Ukrainian Contingent. The Sector Headquarters is located in Famagusta, at Camp General Stefanik. Sector Four's contingents also provide personnel for the Mobile Force Reserve, Engineers Platoon and UNFICYP Headquarters.

### **Other Key Units**

#### **Military Observer Liaison Officers**

UNFICYP currently has about twenty-eight Military Observer Liaison Officers (MOLOs) and Sector Civilian and Military Liaison Officers (SCAMLO) serving across all three sectors. MOLOs are involved at all levels across the Force in daily negotiations and liaison functions with both opposing forces (OPFOR).

The MOLOs form the backbone of the way UNFICYP deals with the OPFOR, be it at Regimental level in the sectors or at the highest levels in the Headquarters in the pursuance of conflict resolution, improved communications and confidence building.

### The Mobile Force Reserve (MFR)

The MFR consists of Argentinean, British, Hungarian and Slovakian peacekeepers. Formed in 1997 at UNFICYP from the previous Permanent Force Reserve, it provides the Force Commander with a flexible and well-equipped response force (QRF) to any situation that may arise inside the buffer zone. The MFR provides support wherever necessary to other military elements of UNFICYP, using its fleet of Tactical Armored Personnel Carriers.

The MFR is also responsible for the security of the United Nations Protected Area (UNPA) at the Old Nicosia International Airport, where UNFICYP Headquarters are situated.

### UNFLIGHT

UN Flight has three helicopters, with two in operation at all times. The unit is based at UNFICYP headquarters and staffed by 28 personnel from the Argentinean contingent. Using Hughes 500 and a Bell 212 helicopters, the unit conducts patrols along the buffer zone and provides logistical support for UNFICYP operations and emergency assistance such as medical evacuations as required.

## UN Force Military Police Unit (FMPU)

The FMPU is a multi-national organization with personnel from the UK, Hungary, Slovakia and Argentina. The FMPU remit is to provide protection against crime, enforce military regulations such as traffic control and general military law, and to provide policing advice and investigative assistance to scenes of crime occurring within the buffer zone.

## Force Engineers

Engineering support to UNFICYP is provided by Slovakia. Engineers are essential part of the UNFICYP mission with the main role to construct, maintain and repair all facilities under UN responsibility. It means to repair and maintain patrol tracks helicopter landing sites, camps, observation posts and patrol base facilities.

## UNPOL

The United Nations Police (UNPOL) has been part of UNFICYP since 14th April 1964. UNPOL works in collaboration with UNFICYP's Military and Civil Affairs components as part of a "three-pillar" concept, developed to maximize internal collaboration on all aspects of the Mission's mandate. UNPOL contribute to the maintenance and restoration of law and order in the buffer zone and cooperate with UNFICYP's military and the Civil Affairs components concerning civilian activity in the buffer zone, humanitarian matters and to assist in the return to normal conditions within the buffer zone.

UNPOL assist the Good Offices of the UN Secretary General in the implementation of measures towards achieving a comprehensive peace agreement, through the facilitation of the Technical Committee on Crime and Criminal matters, established in 2008 to launch and promote the cooperation between the local law enforcement agencies.

### **Duties in the buffer zone**

The buffer zone exists to prevent renewed hostilities between the opposing forces in the Cyprus conflict. While Cyprus has been peaceful for a long time, shots are sometimes fired into the buffer zone. In addition, thousands of land mines still lie dormant between the de facto ceasefire lines.

These are some of the reasons UNFICYP does not allow any activity within the buffer zone without prior approval, except within specially designated Civil Use Areas. Safety and operational requirements of UNFICYP come first, followed by adherence to ownership rights of the land within the buffer zone.

In order to manage activities within the buffer zone, UNFICYP's Civil Affairs Section manages four permit schemes: for construction, farming, work and access. All permits have a limited duration and permit holders must apply for their renewal prior to expiration of the permit.

### Good Offices (GO)

The mandate of the Secretary General's Good Offices and the Office of his Special Adviser is to support the conduct of negotiations between the Greek Cypriot and Turkish Cypriot leaders.

While there is close cooperation between UNFICYP and the Office of the Special Adviser, Espen Barth Eide, in supporting the peace negotiations, there is no overlap between the two missions. UNFICYP, with its present mandate and structure, is not equipped to provide direct support to the negotiations. It does, however, play a vital role in support of the peace process by ensuring a stable environment conducive to the negotiation process. The Office of the Special Adviser has been established specifically to provide direct support to the negotiations. Consequently, the office consists of political affairs officers and thematic experts, whose main task is to provide in-house expertise and facilitate the negotiation process, including support for the working groups and technical committees and the chairing of the meetings of the leaders and their representatives.

## **Conclusion**

As a Force Commander for United Nation Peacekeeping Force in Cyprus I had a fantastic opportunity to be involved in several military and civilian activities.

As a Force Commander you will spend a lot of time with leading and inspecting the military component. Since May 2015 the peace process has been moving forward. This and the fact that the conflict is at the current status quo made it possible for me to engage actively and reach out to 100 percent of the population.

More or less every military task we do on the island becomes a political issue. So it's important to maneuver carefully in the political jungle. Much of my time was used to build trust and engage in networking.

The fact that the FC was a woman opened totally different doors than for previous Force Commanders. As a female you had access to the different parts of society and as such the whole of society.

A military female network with the OPFOR was established– National Guard and UNFICYP. This network gave valuable insight about Women, Peace and Security on the island.

Furthermore, having a female SRSG, Lisa Buttenheim was incredible motivational. Having a civilian leader with the same foundation is extremely important and we complemented each other well.

Engaging in different women's networks was important to the peace process. Especially getting the two 'leading' ladies on the stage was tremendously valuable for the women on Cyprus. They are important role models.

United Nation should continue to strive for female leaders because they will be able to reach out to a much wider audience which is utterly important for a sustainable peace. The entire society must be involved and not just parts of it.



Natalie Brely

## **Role of Women in UN Peace Keeping**

The United Nations defines Peacekeeping as “*a way to help countries torn by conflict to create conditions for Sustainable Peace.*”

The First Official Peace Keeping operation was in 1948 when the United Nations Security Council authorized the deployment of UN unarmed military observers to the Middle East – the United Nations Truce Supervision Organization (UNTSO).

On 31 October 2000, the Security Council adopted resolution (S/RES/1325) on Women and Peace and Security. *The resolution reaffirms the important role of women in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, humanitarian response and in post-conflict reconstruction and stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.*” The Resolution urged all Stakeholders to increase women participation in all aspects of Peace & Security and provides a number of important operational mandates.

On 18 October 2013, the UN Security Council passed another resolution (S/RES/2122) reaffirming “*that women’s and girls’ empowerment and gender equality are critical to efforts to maintain international peace and security, and emphasizing that persisting barriers to full implementation of resolution 1325 will only be dismantled through*

*dedicated commitment to women's empowerment, participation, and human rights, and through concerted leadership, consistent information and action, and support, to build women's engagement in all levels of decision-making..."*

Notwithstanding the above two SC Resolutions and follow-on collective efforts, according to the latest statistics, today, as of July 2016, yes, women might serve in every UN peacekeeping mission either as troops, police, or civilian staff, but let's take a closer look at the numbers. When looking at the numbers reported by the DPKO/OMA Statistical Report on Female Military and Police Personnel in UN Peacekeeping Operations (prepared for the 10<sup>th</sup> anniversary of the above mentioned SCR 1325), the percentage of women involved only started to be visible in 2005 (with 1.5 percent) and rose to a high of 3.33 percent (in 2010). Accordingly, the latest statistics show that these numbers have reached 4 percent in 2016.

My presentation concentrates only on my first-hand experience as a Canadian Military Officer serving for the United Nations Disengagement Observer Force (UNDOF) in the Golan Heights in 1995, for one year. I was in charge of Maintenance and Transport Support out of the Canadian Contingent to two Infantry Contingents: AusBatt and Polbatt. Referring to the above statistics, I can only assume that at the time, my contribution, together with some of my lady colleagues, was only part of such a small number of women that we did not even make it to the statistics or perhaps these statistics only report Men & Women directly

working for DPKO. However, if that is the case, perhaps compiling the relevant statistics on the various national contributions towards Peace Keeping missions could be useful and enlightening. Based on those results one could perhaps see where Diversity Integration has more success and then enable one to try to analyze why.

Going back to my experience working as a Military Woman UN Peace Keeper. More often than not, I (and the other Women & Men) working with me, were so busy at making sure that we would deliver a timely and reliable support to the Mission that we forgot that we were men and women. And so did the people we were providing a service to. We were co-workers/members of a team, working towards a common goal. Each member having strengths and weaknesses which needed to be taken advantage of and/or turned into opportunities.

My presentation, based on my experience, does highlight the fact that Women are *different* from Men. But then again, as a Leader of Men I also know that Men are also different from each other. The Challenge and Opportunity is to recognize those Differences, understand them and use them to the best of their Abilities based on the required tasks. Not every person is the best at everything – but everybody has a Contribution to bring to our Collective Goal which is Sustainable Peace in the World.

It is also important to acknowledge that Peace Keeping Operations are in different places in the world where a Different Way at tackling problems/issues, often perhaps

also outside a potential military framework, is an important part of building Sustainable Peace within the region. There comes the Opportunity of using our full spectrum of Resources (Women & Men from all Origins). We really need to stop thinking that “*this is how it was always done*” and start analyzing what has worked and what could be done better. Because clearly, the way it has always been done, did not work fully.

Once again, relying on statistics made available through UN Peace Keeping website, as of 31 August 2016, there were 100,019 uniformed personnel (85,442 troops, 12,885 police and 1,692 military observers) deployed. The question one could pause is why not take advantage of Military Women who have demonstrated their qualification and value on so many occasions within their own country. What stops us to bring those numbers up? One should try to find the root cause and go from there. It makes no sense to “just send more Women” prior to finding out why the numbers continue to being so low even after more than 15 years since UNSCR 1325 has been passed.

Finally, as a closing, my presentation also highlights the importance of having strong and reliable national support before, during and after Peace Keeping missions. This will enable the soldiers (Women or Men) to have the peace of mind that all is fine back home so that they can concentrate at providing the best support to build and sustain Peace away from home.

I strongly believe that Diversity is a Strength and an Opportunity which needs to be taken advantage of. *Women are Different than Men* – yes they are! Good! Let's use this difference to make a difference!! To Work Collectively towards Building & Sustaining Peace for our Children and Generations to come.



Ingrid Tomekova

## **Slovak Female Soldiers' Contribution in the Peacekeeping Operations**

### Legal Background

Among significant turning-points in the history of the Slovak Armed Forces are the year 1947 – activation of women into the Czechoslovak Army approved by Parliament, then 1949 with the Defence Act about military service for women in emergency. Later, in 1964, 12 months of military service for women was approved. After 1968 until today recruitment of women was on the voluntary basis. Sept 1st 2005 marked the end of the compulsory military service for men. Since Jan 1st 2006 there is full professional Slovak Armed Forces (SAF).

As the National Strategy for Gender Equality in the Slovak Republic 2014 - 2019 states the existing *legislation and political commitments* of the Slovak Republic in the area of gender are a) the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979) and b) the Optional Protocol to the Convention1 (1999). Both ratified by the Slovak Republic. The UNESCO Convention against Discrimination in Education, the UN Declaration on the Elimination of Discrimination against Women, the Vienna Declaration and Action Plan, the Cairo Action Plan5 and the Beijing Platform for Action6 represent further relevant international provisions on gender equality

and non-discrimination. The United Nations Development Fund<sup>7</sup> also introduced the Gender Equality Strategy 2014 - 2017. Slovak Republic is a state party to these international documents.

### Civil Stereotypes

The objective of the National Strategy for Gender Equality in the Slovak Republic 2014 - 2019 is to ensure full integration of all women and men into society based on individual merit and abilities.

Parenthood and family are considered to be the most important values in Slovakia. Yet, despite the declared support to parents, parenthood tends to impact men and women differently when it comes to custody, jobs and free time. Stereotypes often result in limiting one of the parents (typically the father) in his ability to participate in the care for his children. The post-divorce situations then tend to be specifically strenuous as custody becomes an issue. Related expectations of mothers to take maternity leave is so traditional in the society that in case of divorce the decision is leading to sole custody for the mother.

The Document *National Strategy for Gender Equality in the Slovak Republic 2014 – 2019* also indicates participation of women in the decision-making process.

According to that document, women remain underrepresented in top management and on boards of companies as well as in central government bodies. Yet, the percentage of successful female candidates is generally lower than male and as a result, women's involvement in the

public life is much lower. Many women are not encouraged enough to fight for higher positions and often avoid being rebellious.

The Slovak labour market is among the most vertically segregated labour markets in Europe, meaning that women, despite their increasing participation in leadership and management, remain working in lower positions as opposed to men. This is much comfortable to remain on the same posts, not to show a conflict but patiently wait for superior's offer for promotion. Apart from regular management outside military, inside military female soldiers are braver to speak for themselves. But still there are many who wait for their superiors to appreciate them. And the appreciation rarely happens.

### Best Practice

One who showed his appreciation is my former military Battalion commander Col Stefan JANGL, who used to be my commanding officer during my stay in former Yugoslavia mission in Eastern Slavonia – UNTAES 1996-1997. He knew exactly what kind of skills his females in the unit had and he used them perfectly. For example he had two women who were working as contact persons to the local population and were gathering information for him. Also other women under his command fulfilled official tasks they were good in and everyone could see that. Therefore all women felt helpful, important and respected by male colleagues. For their chance to prove that they can do a good job he received high appreciation from all the

servicewomen. It does not mean he led them differently than men or made any privilege. That never happened. He was just so talented to show how women and men can work together, especially in the military service with all the different tasks. After the mission, he made sure he could promote those female soldiers. He managed to support more than 6 female soldiers for deployment into the international NATO and EU structures.

### Gender Policy

Returning to the current military legislation: In the Slovak Armed Forces the Law N 346 on the State Service of the Professional soldiers in the SAF from Sept 1st 2005 is valid, where § 3 speaks about the Equal Treatment Principle which guarantees the salary is based on the rank. So there are no differences in payment between service men and women in Slovakia already since the year 2005.

According to the UN Security Resolution Council 1325 gender policy was adapted by the MOD and Slovak Armed Forces and included in the Annual Plan for Training in the years 2006 – 2008. It gave full range of lectures and seminars for personnel of all military ranks and positions in the Armed Forces from Commanding Officers through company commanders and platoon leaders including all the ranks of female soldiers.

## Statistics

According to the Gender Equality Plan of the Ministry of Defence the total number of female soldiers in the Slovak Armed Forces in 2013 was 9.1 percent<sup>3</sup>. The statistics from the end of the December 2015 showed up 9.7 percent of service women in the Armed Forces indicating its growing tendency. Considering the fact that mission recruitment is on the voluntary basis. Today, the number of the Slovak service women in the UN missions from 2015 is 4.2 percent<sup>4</sup>. In 2015 there was one lady among the three Slovak UN observers, or 33.3 percent.

**INTER. CRISES MANAGEMENT OPERATIONS 2015  
SLOVAK SERVICE WOMEN IN PEACE OPERATIONS**

<b>OPERATION</b>	<b>TOTAL</b>	<b>FEMALES</b>	<b>%</b>
<b>Observers</b> <i>UNTSO, EUMM</i>	<b>3</b>	<b>1</b>	<b>33,3</b>
<b>UNFICYP</b> <i>Cyprus OSN</i>	<b>159</b>	<b>7</b>	<b>4,4</b>
<b>ALTHEA</b> <i>HQ EUFOR HQ NATO Sa + MP EU, NATO</i>	<b>38</b>	<b>0</b>	<b>0,0</b>
<b>RS</b> <i>Afganistan NATO</i>	<b>36</b>	<b>2</b>	<b>5,5</b>
<b>TOTAL</b>	<b>236</b>	<b>10</b>	<b>4,2</b>

<sup>3</sup> Figure from July 2013

<sup>4</sup> Annual Personnel Statistics Book 2015

## Women's Association in the Slovak Armed Forces

Since 1996 there is a voluntary organization named Women's Association in the Slovak Armed Forces which consists of its members - professional female soldiers, female civilians and military wives.

Women's Association in the Slovak Armed Forces advises their female colleagues in their professional career development, deals with the issues to deploy female soldiers in peacekeeping forces with the aim of gender equality. The Association also negotiates on critical issues affecting women in the Slovak Armed Forces. It is kind of advisory body of the Armed Forces structure which assist in various improvements such design for women's military uniforms. The Association is implementing many international activities such as the regular conferences for female soldier representatives from Vysegrad 4 Group countries. In Slovakia we organized such meetings with neighbouring countries for 3 times, all on behalf of the association's initiative. The agenda of the conferences were different each time, so the female representatives could prepare on various discussions.

All the participating countries brought their interesting presentation on how they deal with:

- recruitment,
- deployment of servicewomen,
- maternity leave,
- language or special training courses abroad,
- process in promotion to higher posts or ranks and
- participation in the missions abroad while children are at home.

A comparison of all collected information from each country shows how problems can be solved differently. The most interesting comparison was the military structure and the different numbers in recruitment of women.

Women's Association in the Slovak Armed Forces also made invitations to high ranking observers from USA, Canada and Germany bringing them to the conference to share their experience and lessons learned. Each time Slovakia organizes such 3 days conferences foreign participants are also visiting different units in the Air Force, Ground Force and Training Base. And the Minister of Defence of the Slovak Republic supported the initiatives and organized a reception hold on the occasion of appreciation of the high level of the conference.



Ursula Hann & Daniela Scheibelhofer

## **Gender Issues**

Within the topic of the panel – *Gender Issues in Peace Operations* – the panellists were invited to reflect on the UN’s approach towards integrating gender aspects into its daily work and the UN’s respective structures in the field.

At the outset, all panellists highlighted the importance of leadership for the success of any UN peace operation. Consequently, commanders also play a central role within the UN’s approach to integrating gender aspects in field missions. On the other hand, it was stressed that representation through an adequate number of women in the mission structure (e.g. within the number of designated officials) is a pre-requisite for an increased understanding of gender aspects within missions. In this respect, panellists underlined that there was no valid reason or excuse for any notion not to integrate female military personnel into UN peace operations. They emphasised that daily activities, such as patrols, need to make the active participation of women visible in order to reflect the UN’s conceptual approach. In addition, one panellist noted that small details, such as the language and tone used within a mission, can also be the foundation for long-term changes.

Regarding strategic communication, one panellist highlighted the need for commanders to reach out to all parts and people of the mission and to show presence, for example by visiting high-level leadership staff or by

engaging with local leaders. Panellists agreed that a top-down approach, in particular the support from the headquarters, remains crucial for all these undertakings.

Regarding the role of military Gender Advisors, one panellist pointed out that it is a crucial task of a military Gender Advisor to make gender a top priority within the mission. This is especially valid in missions where gender aspects are not inherently present due to the context of the operational environment, such as high levels of violence. Panellists agreed that the task of a military Gender Advisor was to constantly encourage and inspire the leadership of a UN mission to adapt their mind-set and to include gender aspects in their regular work and assessments. It was highlighted that there are actually three valuable tiers of enhancing situational awareness with an effective gender-lens – firstly to observe (and report) the situation of different members of society through UN mission personnel, secondly to make gender aspects and the situation of women a topic by addressing it continuously, and thirdly to talk to the local population in order to better understand existing gender-related issues.

In operational terms, field personnel can be asked to increase their interactions with local women and to connect with key female leaders of the local society. However, gender-related observations and actions are only a starting point, serving to remind the mission about the importance of gender. Ultimately, the end goal is to mainstream gender aspects within the mission's regular activities and processes. In this respect, panellists agreed that the mere presence of a

military Gender Adviser can serve as an accelerator for changing mind-sets towards adopting a more gender-sensitive approach within any UN peace operation.

During the questions and answers session, it was stressed that the troop contributing countries (TCCs) also play a central role: the UN is made up of member states and represents the sum of their actions. Therefore, in support of the efforts of the UN to integrate gender aspects in peace operations, every nation should make their best efforts to increase the number of qualified female candidates.

Finally, it was acknowledged that it takes time for women to reach the level of high-level leadership positions. However, simple measures, such as actively promoting young females and informing them about possibilities and careers within the military system can have a significant impact. As one panellist summed it up in a simple and straightforward manner: enhancing the training of troops is crucial, because better prepared troops ultimately lead to more successful missions.



Ursula Hann

## **Expert Discussion and Summary**

The 2016 Blue Helmet Forum Austria (BHFA) focussed on the topic of “Women in Peace Operations”. As part one of the first event in a three-year-long series, the 2016 BHFA looked at the “Mission Experience” of military, police and civilian members of past and current peace operations. During the course of four panels, the participants of the 2016 BHFA discussed the topic of women in peace operations, covering a *Historical Review and Future Challenges* of peace operations, the *Civilian and Police Perspective*, the *Military Perspective* as well as *Gender Issues* in peace operations.

Regarding the role of women in peace operations – be it as peacekeepers or vulnerable persons in need of protection – participants of the BHFA 2016 identified the following common challenges that require continuous attention and support, from the civilian, the police as well as the military side:

Security is more than just the absence of violence.

Security is directly linked to how inclusive societies are and, therefore, to gender equality. Accordingly, gender equality is not a favour to be given to women, but a security matter, central to all members of society. Including women is also not simply about adding women to the equation; rather it is understanding diversity as strength. Without the real inclusion of women and men, girls and boys, across the

continuum of peace, it is impossible to build sustainable and resilient societies.

Women have roles in conflict other than being victims and recipients of protection.

A shift of focus is needed from the current emphasis of protecting women as victims towards viewing women as active members of society. A first step could be recognizing that for every victim, there is also a perpetrator. Therefore, efforts towards creating inclusive societies need to encompass a focus on the prevention of gender-based violence. Similarly, environments and conditions are necessary where women are able to actively participate in conflict prevention, management and resolution, including in peace operations.

Gender aspects are a concern to all actors in peace operations (civilian, police and military).

Gender is not a women's affair, but a matter of operational effectiveness and ultimately a matter of success for any peace operation. All actors need to understand gender as a tool, not as an "issue". To ensure the necessary levels of knowledge, awareness and preparation, gender aspects need to be streamlined into the national training and become a part of the basic curricula for civilian, police and military personnel. Building upon this foundation, the preparations during pre-deployment training for peace operations can then focus on the situational context of gender-sensitive aspects in order to ensure that they can be correctly observed, reported and reacted to.

Leadership is key for the successful integration of gender aspects into peace operations.

The successful integration of gender aspects into peace operation comes down to leading individual persons. Active key leaders that are willing to personally engage and demand follow-up processes are therefore a crucial factor for success and for sustainable change. Key leaders (e.g. Force Commander, Head of Mission, etc.) need to openly and continuously address gender equality and gender-related issues such as sexual exploitation and abuse (SEA). It is important that key leaders walk the talk by having more gender-sensitive discussions and watching the tone and language used within peace operations.

Diversity needs to be understood, valued and embraced as a vital asset.

Today's peace operations are becoming more and more complex, making a broad approach and teamwork an absolute necessity. On the one hand, this requires to understand, to respect and to accept differences. However, it equally requires a focus on similarities with the aim of finding common grounds for working together. All actors need to perceive diversity as normality (accepting different persons and their behaviour) and even more as an inherent strength (different talents are needed in peace operations). Taking action towards empowering women within peace operations enhances the problem-solving approach of developing opportunities within societies recovering from conflict. There should be a zero-tolerance policy towards

bullying, misconduct and SEA. None of these phenomena are problems of individuals, but instead need to be understood for what they truly are – structural and cultural shortcomings.

Both genders have to be visible at all times and all levels in peace operations.

If an organization wants to truly live up to its conceptual approach of gender equality, both women and men need to be seen in different roles and at different levels. For the police and military components, it has shown that simply increasing the number of female candidates will not result in more appointments to peace operations. Instead, a solid foundation of human resources has to be created at an early point of time by engaging with women in junior branches and opening up opportunities for women in lower-ranking positions. While doing so, it is important to place women in positions correlating to their level of training and experience in order to ensure a suitable and sustainable transition into leadership positions.

Gender stereotypes are a massive obstacle for sustainable change.

All actors need to be aware of how socialization and its processes can produce stereotypes regarding gender roles and how these influence conflict prevention, management and resolution. It is our shared responsibility to observe and identify stereotypes and to actively break them if we want to achieve sustainable change in the framework of inclusive societies. The development of stereotypes regarding women

and men starts at a very young age. While all actors should acknowledge that stereotypes are a normal human reaction, as people try to fit into their environment, we need to work towards enlarging the picture of what is socially acceptable and what is socially encouraged. To this end, we ought to use the momentum of having female role models in the police and the military to break with traditional images and to empower women und ultimately entire societies in a transitioning period.



## Authors



### **Erich CSITKOVITS, Mag., LTG**

was born in 1961. He attended the Theresian Military Academy at Wiener Neustadt for three years. From 1983 to 1991 he served as a leader of a light tank platoon, and as the commander of a mechanised infantry company, a light tank company and a headquarters company. Following his duties as S3 and XO of a mechanised infantry battalion, he completed General Staff Officer Training at the National Defence Academy in 1994. He served as the CO of an engineer battalion and in several managerial capacities in the Ministry of Defence. Since 2011 he has been the Commandant of the Austrian National Defence Academy in Vienna.

He also gained international training experience, *inter alia*, at the Command and Staff College of the German *Bundeswehr* in Hamburg and the NATO Defence College in Rome.

Lieutenant General Csitkovits is married with two daughters.



**Günther GREINDL, DI Mag.,  
GEN (ret)**

was Force Commander of the United Nations Disengagement and Observer Force (UNDOF), of the United Nations Force in CYPRUS (UNFICYP) and of the United Nations IRAQ–KUWAIT Observation Mission (UNIKOM). Later he served as Director General for Security Policy in the Austrian Ministry of Defence. In 2000 he was appointed as the first Austrian Military Representative to the European Union and as Military Representative to NATO. He is now President of the Association of Austrian Peacekeepers.



## **Georg EBNER, Mag., COL**

is psychologist, teacher and scientist at the National Defence Academy Vienna, Center for Leadership and Defence Awareness, Division Coaching, Mediation and Leadership.

Research focus: guidance, responsibility, contact with incriminating situations, intercultural competence, change management, diversity management, stress and stress-management, psychosocial care of soldiers in international operations.

**Nasra HASSAN, former  
Director UNIS**



worked for the United Nations for 27 years in peace-keeping; refugee & humanitarian affairs; political affairs; social development; drugs, crime & terrorism; & in public information -- serving at UN Headquarters in New York & Vienna and in field postings: in the Middle East (UN Agency for Palestine Refugees); in the Balkans (as Chief of Staff of the UN Mission in Kosovo UNMIK); & in Central Asia (head of the UN Office on Drugs & Crime); as Director of the United Nations Information Service (UNIS) at UNHQ Vienna and simultaneously 2005-2007 she was with the UN Independent Investigation Commission on the assassination of former Prime Minister Hariri of Lebanon.

Ms. Hassan lives in Vienna, Austria and is currently Director International Relations, Association of Austrian Peacekeepers; Senior Advisor, International Peace Institute; on the Faculty of Salzburg Global Seminar & on the Vienna Advisory Board of the Academic Council on the United Nations System ACUNS.

Ms Hassan continues to be active on issues related to peacekeeping and security. She carries out primary research on suicide terrorism in the Islamic world and on jihadist militancy. Some of her research data has been published and is widely cited in academic and other publications.



## **Marriët SCHUURMAN, Ambassador**

was appointed the NATO Secretary General's Special Representative for Women, Peace and Security in October 2014.

She is the high-level focal point on all aspects of NATO's contributions to the Women, Peace and Security agenda, with the aim to facilitate coordination and consistency in NATO's policies and activities and to take forward the implementation of the NATO/EAPC Policy and Action Plan on the Implementation of United Nations Security Council Resolution (UNSCR) 1325 and related Resolutions.

Ambassador Schuurman is a career diplomat having served the Netherlands Ministry of Foreign Affairs for more than 17 years. Prior to her nomination as Special Representative, Ambassador Schuurman was the representative of the Kingdom of the Netherlands to the Former Yugoslav Republic of Macedonia<sup>5</sup>. Other duties include postings in Sudan, Zambia and Moscow, and strategic policy development regarding Kosovo and the African Great Lakes region.

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<sup>5</sup> Turkey recognizes the Republic of Macedonia with its constitutional name.

Ambassador Schuurman holds a doctorate for Public Service *honoris causa* from the University of Maryland University College. She has held several board positions including the Presidency of the Works Council of the Netherlands Ministry of Foreign Affairs and the Presidency of the Council of the University of Amsterdam.



**Dietmar PFARR, Mag.,  
M.A., COL**

was born in Melk / Lower Austria in 1962. After school he attended the Theresian Military Academy, which he completed in 1984 as Second Lieutenant. Immediately following, Colonel Pfarr was platoon leader and company commander in a signal battalion.

From 1992 to 1996 he studied at the University of Vienna where he obtained his Master's Degree in Political Science. From 2002 to 2003 he pursued postgraduate studies at the Naval Postgraduate School in Monterey/CA USA with a M.A. in National Security Affairs. At present, Colonel Pfarr is Head of Division of "Civic Education and Coordination with Partner Organizations for the Center for Human Oriented Leadership and Defense Policy" of the National Defense Academy, Vienna.



## **Yvette LANGENHUIZEN**

is currently working as Senior Policy Officer within the Counter-Terrorism and National Security Policy Department at the Netherlands Ministry of Foreign Affairs.

Prior to this, she was the Advisor to the NATO Special Representative for Women, Peace and Security at NATO Headquarters. Before joining NATO Headquarters, she worked as a Political Advisor for the NATO Senior Civilian Representative in Afghanistan.

She started her career at the Netherlands Ministry of Defence working on political and security developments in the Horn of Africa, with a specific focus on Somalia and Dutch contributions to anti-piracy operations. She graduated cum laude from Tilburg University with a MA degree in International Public Law: Accent Human Rights Law.



## **Erika WIETINGER, COL**

serves as a police officer in the Austrian Federal Police for 30 years.

She started her career with the Criminal Investigation Department in 1986 as an Inspector specialized on homicide and sexually motivated crime.

After graduating from the ‘Sicherheitsakademie’ – senior police officers training – she started working with Human Resource Management within the Directorate General in the Ministry of Interior. From 2003 to 2013 she served in multiple assignments within the Ministry of Interior (Department Operational Affairs, Law Enforcement Service Unit, Human Resources and Structure Development).

In September 2013 she was appointed Deputy Chief Personnel at the “Special Operations Unit COBRA / Directorate for Special Units”.

From December 2004 to December 2005 she served in the European Union Police Mission in Bosnia-Herzegovina (EUPM).

From 2006 to 2009 she held the position of the President of the European Network of Policewomen.

From October 2011 to September 2012 she served in EUPOL Afghanistan in the position of a mentor to one of the Deputy Ministers of the Afghan Ministry of Interior.

Besides she is trainer on gender issues in national and international police trainings and Deputy Head of a police negotiation team.



## **Kristin Lund, MG**

11<sup>th</sup> August 2014 MG Lund took command as Force Commander UNFICYP (United Nations Forces in Cyprus), becoming the first female Force Commander in UN history. She returned back to Norway on 30<sup>th</sup> July 2016. She is now an adviser at the

Norwegian Defence University College in Oslo.

Major General Lund was born in Oslo 16<sup>th</sup> of May 1958. She enlisted in the Norwegian Army Transportation Corps/Army Logistic in 1980 and graduated the following year from its Officer Candidate School. She entered the Military Academy in 1983. She was commissioned 1<sup>st</sup> Lieutenant in 1985 and in 1986 she took on her first mission abroad, UNIFIL, Middle East.

From 1986 to 1988 MG Lund was attached to the Brigade North as platoon commander. She then took position as Transport Officer in NORMEDCOY, UN Standby Force, until she in 1990 was promoted Captain and appointed Women's Service Inspector, Norwegian Home Guard. This position she held until 1993. She deployed with NORMEDCOY/Saudi Arabia in 1991 (Operation Desert Storm). In 1992/1993 she deployed as Deputy Commander/S3 NORMOVCON/UNPROFOR in Sarajevo/Balkans.

In 1993 to 1995 she held positions as Assistant G3, UN/NATO Section, Jegerkopset Akerhus Regiment. She was headhunted in 1994-95 and deployed as Staff Officer J3/J5, JMCC, UNPF (as civilian, UN contractor) on the Balkans.

From 1995 to 2000 she was attached to HQ Defence Command Norway as Staff officer, International Operations, Army Staff and Section Chief, Operations Division. During this period she was promoted Major in 1996. After Command and Staff College to LtCol in 2001. She also held the position as Commander National Support Element, SFOR, Balkan in 1998-99.

From 2000 to 2001 MG Lund worked as Head of Office/Senior Staff Officer LOG/CIMIC, Ops DIV, HQDEFCONOR before she in 2001 moved to the Netherlands as Deputy Branch Chief CJ5, CIMIC Group North in Budel. In 2003-2004 she was deployed as Deputy Chief CIMIC Coordination Center, ISAF HQ, Afghanistan.

Upon return from Afghanistan in 2004 she was promoted Colonel and appointed Head of Operations and Planning Branch, Norwegian Defense Forces Logistic Organization. This position she held until she attended US Army War College in 2006 and got her masters degree in Strategic Studies. MG Lund was promoted Brigadier General and posted as Deputy Commander Norwegian Army Forces Command when returned to Norway in June 2007 until September 2009. MG Lund was appointed Chief of Staff of

the Norwegian Home Guard in October 2009 until end of November 2013.

From November 2013 to July 2014 MG Kristin Lund was appointed as head of the Veteran Division to the Norwegian Defence Staff.

MG Lund is the first Norwegian female Army officer to reach the rank of Major General. Her main focus military subjects have been logistics, CIMIC (Civilian Military Cooperation/coordination), and light Infantry (Homeguard). It should also be noted that because of her persistent work for gender equalization within the Norwegian Armed Forces, she was awarded the Norwegian Armed Forces Equality Award in 2004. In 2015 she received the French Ordre National de la Légion d'honneur.



## **Natalie BRELY, MJR**

was born in Canada. She is a Chemical Engineer by trade and specialized in Quality & Reliability Engineer in her post graduate studies. She has served in the Canadian Military for 20 years as a Logistics and Maintenance Officer for the Army. During her military career, Natalie has had the opportunity to work in the various levels of support to military operations, nationally but also internationally through the Canadian participations in United Nations and NATO commitments.

In 1995, Natalie was part of the United Nations Disengagement Observer Force in the Golan Heights, for a year, in charge of Maintenance and Transport Support out of the Canadian Contingent to two Infantry Contingents: AusBatt and Polbatt.

Since 2005 Natalie has been working at the Comprehensive Test Ban Treaty (CTBT), in Vienna AUSTRIA, as Chief Monitoring Facilities Support. Throughout her career, she has continuously advocated for Knowledge Capture & Sharing as well as Capacity Building as close as possible to the system being supported.

Gender & Diversity Respect are Values that have always been important to Natalie and she strives to promote and

implement an All-Inclusive Environment which takes advantage of this important Cultural & Society Reality in all aspect of her life.

She and her husband Rejean, have 4 children: Justin, Vincent, Claudele and Emile. All of which can drive the tractor, cook and do dishes.



**Ingrid TOMEKOVA, PhD.,  
LTC (ret.)**

born in 1971.

Military posts:

Interpreter/Translator, Foreign  
Affairs Department, MOD SR (1997-  
2000)

HQ Registry Office, UNTAES HQ, Vukovar, East Slavonia  
(1996-1997)

Military Public Information Officer, UNFICYP HQ in  
Nicosia, Cyprus (2002 – 2005)

Section Chief, Quality of Life, Personnel Management, J-1,  
General Staff (2005-2009) Humanitarian Law lecturer,  
(cooperation with the Austrian Association for Culture  
Property Protection, MOD representative for Humanitarian  
Law in the Ministry of Affairs Committee, in cooperation  
with Red Cross, Ministry of Culture, Ministry of Interior),  
policy for the military families and its implementation,  
Slovak Armed Forces representative for gender agenda,  
Drug prevention policy, Military Insignia and Army awards.

PhD. in International Relations and Diplomacy, Matej Bel  
University, Banska Bystrica, 2006, thesis: Issue of the  
Culture Property Protection in the Event of International  
Armed Conflict

Interests: Yoga, Natural medicine, reading books, hiking.

## **Ursula HANN, Mag.**



completed her studies of law at the Faculty of Law of the University of Vienna, Austria, in June 2005. During her studies, she had specialized in public international law. After completing internships at two of Vienna's biggest law firms, "*Wolf Theiss Rechtsanwälte OEG*" and "*Freshfields, Bruckhaus, Deringer*", she began working as a Legal Advisor for the Federal Ministry of Defence and Sports of the Republic of Austria in December 2005.

In her current position as Section Head for UN & International Cooperation of the Military Policy Division, she is responsible for the strategic assessment of UN developments, preparation of political advice for the Minister and the Chief of General Staff, coordination of activities in support of the UN, in particular deployments and training activities, as well as acting as the main focal point for the implementation of UNSC Resolution 1325 within the Federal Ministry of Defence and Sports.

### *Selected Publications*

2015    Enhancing Women's Share in Peace & Security, Summary Report, Chief Editor and Co-Author

- 2015 Advancement of Women and Non-Discrimination in the Austrian Ministry of Defence and Sports and the Austrian Armed Forces
- 2014 Development of Military Operations in Public International Law (German)
- 2013 Responsibility to Protect (R2P) – Definition in Public International Law (German)



**Daniela SCHEIBLHOFER,  
M.A.**

currently works as a Project Officer at the Military Policy Section of the Austrian Federal Ministry of Defence and Sports. There, she focuses on the EU's cooperation with international organisations during the Austrian Presidency of the Council of the European Union in the second half of 2018. Previously, Daniela covered the areas of Protection of Civilians and the Women, Peace and Security agenda (i.e. matters related to the UN Security Council resolution 1325).

She took part in the double M.A. degree programme of Political Science between the University of Konstanz, Germany and Rutgers University, the State University of New Jersey. In May 2016 she graduated with a M.A. in Political Science - Concentration in United Nations and Global Policy Studies from Rutgers University. In April 2017 she graduated from Konstanz University with a M.A. in Political Science and Public Administration.

She previously interned at UN Women, where she supported the Gender Advisor in promoting gender equality and women's empowerment in humanitarian action towards the 2016 World Humanitarian Summit in Istanbul. She has gained research experience from working as a research assistant at the Department of Politics and Management at the University of Konstanz, supporting the project "Traditional Governance and Modern Statehood". During a research internship at the Austrian Institute for International Affairs (oiip), Daniela co-authored the paper "The Essence

of Peacebuilding from a Human Rights Lens” together with Dr. Jan Pospisil and Dr. Vedran Dzihic, which was published as part of the Vienna Guidebook on Peaceful and Inclusive Societies “All Human Rights For All” (2014). While interning at the United Nations Information Service (UNIS) at the UN Office in Vienna, Daniela published the article “I Was Always the First Woman in Every Appointment”, focusing on women in peacekeeping, in the magazine *The Austrian Peacekeeper*.

Apart from work and university life, Daniela is an active member in different UN associations such as the UN Association of the University of Konstanz and the Austrian Academic Forum for Foreign Affairs (AFA). As a MUN aficionada, she took part in several international MUN conferences and acted as Secretary-General of the Konstanz Model United Nations (KonMUN) 2015.

Next to a M.A. in Political Science, Daniela holds a B.A. in Political Science as well as a B.A. in Transcultural Communication from the University of Vienna. She is fluent in German, English and Spanish.

## **United Nations Resolution 1325 (2000)**

Security Council  
31 October 2000

Distr.: General

Resolution 1325 (2000)

Adopted by the Security Council at its 4213th meeting, on  
31 October 2000

The Security Council,

Recalling its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and recalling also the statement of its President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC/6816),

Recalling also the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First

Century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict,

Bearing in mind the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security, Expressing concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and recognizing the consequent impact this has on durable peace and reconciliation,

Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and stressing 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,

Reaffirming also the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts,

Emphasizing the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls, Recognizing the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard noting the Windhoek Declaration and the Namibia Plan of

Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693),

Recognizing also the importance of the recommendation contained in the statement of its President to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in conflict situations, Recognizing that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security,

Noting the need to consolidate data on the impact of armed conflict on women and girls,

1. Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;
2. Encourages the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decisionmaking levels in conflict resolution and peace processes;

3. Urges the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard calls on Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;
4. Further urges the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;
5. Expresses its willingness to incorporate a gender perspective into peacekeeping operations, and urges the Secretary-General to ensure that, where appropriate, field operations include a gender component;
6. Requests the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peacebuilding measures, invites Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment, and further requests the Secretary-General to ensure that

civilian personnel of peacekeeping operations receive similar training;

7. Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies;
8. Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including inter alia:
  - (a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;
  - (b) Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;
  - (c) Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;

9. Calls upon all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;
10. Calls on all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;
11. Emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard stresses the need to exclude these crimes, where feasible from amnesty provisions;

12. Calls upon all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;
13. Encourages all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants;
14. Reaffirms its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;
15. Expresses its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;
16. Invites the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and

conflict resolution, and further invites him to submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;

17. Requests the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;
18. Decides to remain actively seized of the matter.

## **United Nations Resolution 2242 (2015)**

Security Council

Distr.: General

13 October 2015

Resolution 2242 (2015)

Adopted by the Security Council at its 7533rd meeting, on 13 October 2015

The Security Council,

Reaffirming its commitment to the continuing and full implementation, in a mutually reinforcing manner, of resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), and 2122 (2013) and all relevant statements of its President,

Bearing in mind the Purposes and Principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

Affirming the primary role of Member States to implement fully the relevant provisions of Security Council resolutions on women, peace and security, and the important complementary role of United Nations entities and regional organizations,

Recalling the commitments of the Beijing Declaration and Platform for Action and their twentieth anniversary, welcoming the Global Leaders Meeting on Gender Equality and Empowerment held on 27 September 2015 and commending the concrete national commitments made by national leaders in connection to this meeting,

Reaffirming the obligations of States Parties to the Convention on the Elimination of All Forms of Discrimination against Women and the Optional Protocol thereto and urging States that have not yet done so to consider ratifying or acceding to it, further noting General Recommendation 30 of the Committee for the Elimination of All Forms of Discrimination against Women on Women and Conflict Prevention and Post-Conflict Situations,

Welcoming the report of the Secretary-General of 17 September 2015 (S/2015/716) submitting the results of the Global Study on the implementation of resolution 1325, recognizing with appreciation all the work undertaken for the Global Study and encouraging close examination of its recommendations,

Noting the substantial link between women's meaningful involvement in efforts to prevent, resolve and rebuild from conflict and those efforts' effectiveness and long-term sustainability, as well as the need for greater resourcing, accountability, political will and attitudinal change,

Taking note of the Report of the Secretary-General on the Future of United Nations peace operations:

implementation of the recommendations of the High-level Independent Panel on Peace Operations (S/2015/682), and the Report of the Advisory Group of Experts for the Review of the United Nations Peacebuilding Architecture (S/2015/490), and welcoming the recommendations contained therein relating to Women, Peace and Security, and further urging all actors to consider their implementation,

Reaffirming the obligations of States and all parties to armed conflict to comply with international humanitarian law and international human rights law, as applicable, and the need to end all violations of international humanitarian law and all violations and abuses of human rights,

Reaffirming that sexual violence, when used or commissioned as a method or tactic of war or as a part of a widespread or systematic attack against civilian populations, can significantly exacerbate and prolong situations of armed conflict and may impede the restoration of international peace and security,

Welcoming the emphasis placed on achieving gender equality and the empowerment of women and girls in the recent adoption of the 2030 Agenda for Sustainable Development, reaffirming that women's and girls' empowerment and gender equality are critical to conflict prevention and broader efforts to maintain international peace and security, noting in this regard the emphasis of the Report of the Independent High-level Panel on Peace

Operations (S/2015/446), the Report of the Advisory Group of Experts for the Review of the United Nations Peacebuilding Architecture (S/2015/490), and the Global Study on the need, inter alia, to invest more in conflict prevention and women's empowerment, and further emphasizing that persisting barriers to the full implementation of resolution 1325 (2000) will only be dismantled through dedicated commitment to women's participation and human rights, and through concerted leadership, consistent information and action, and support, to build women's engagement in all levels of decision-making,

Reiterating the important engagement by men and boys as partners in promoting women's participation in the prevention and resolution of armed conflict, peacebuilding and post-conflict situations,

Noting the changing global context of peace and security, in particular relating to rising violent extremism, which can be conducive to terrorism, the increased numbers of refugees and internally displaced persons, the impacts of climate change and the global nature of health pandemics, and in this regard reiterating its intention to increase attention to women, peace and security as a cross-cutting subject in all relevant thematic areas of work on its agenda, including threats to international peace and security caused by terrorist acts,

Recognizing the differential impact on the human rights of women and girls of terrorism and violent extremism,

including in the context of their health, education, and participation in public life, and that they are often directly targeted by terrorist groups, and expressing deep concern that acts of sexual and gender-based violence are known to be part of the strategic objectives and ideology of certain terrorist groups, used as a tactic of terrorism, and an instrument to increase their power through supporting financing, recruitment, and the destruction of communities, as described in the Secretary-General's Report on Sexual Violence in Conflict of 23 March 2015 (S/2015/203), and further noting the Global Counterterrorism Forum's good practices on Women and Countering Violent Extremism,

Recognizing the significance of the fifteen-year anniversary of resolution 1325 (2000), the progress made as well as the opportunity and need for far greater implementation of the women, peace and security agenda, remaining deeply concerned by the frequent underrepresentation of women in many formal processes and bodies related to the maintenance of international peace and security, the relatively low number of women in senior positions in political, peace and security-related national, regional and international institutions, the lack of adequate gender-sensitive humanitarian responses and support for women's leadership roles in these settings, insufficient financing for women, peace and security, and the resulting detrimental impact on the maintenance of international peace and security,

Recognizing the important contribution of civil society, including women's organizations, during the last fifteen years in the implementation of resolution 1325,

Recognizing the new Global Acceleration Instrument on women's engagement in peace and security and humanitarian affairs, in addition to existing complementary mechanisms, as one avenue to attract resources, coordinate responses and accelerate implementation,

1. Urges Member States, in light of the High-level Review, to assess strategies and resourcing in the implementation of the women, peace and security agenda, reiterates its call for Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, and resolution of conflict, encourages those supporting peace processes to facilitate women's meaningful inclusion in negotiating parties' delegations to peace talks calls upon donor countries to provide financial and technical assistance to women involved in peace processes, including training in mediation, advocacy, and technical areas of negotiation, as well as providing support and training to mediators and technical teams on the impact of women's participation and strategies for women's effective inclusion, further encourages the meaningful participation of civil society organizations at international and regional

peace and security meetings, as appropriate, including donor conferences to help ensure gender considerations are integrated in the development, prioritization, coordination, and implementation of policies and programmes, and encourages the hosts of such meetings to give due consideration to facilitating a cross representation of civil society participants

2. Welcomes the efforts of Member States to implement resolution 1325, including the development of national action plans, further welcomes the increase in national action plans in recent years, and calls upon Member States to further integrate the women, peace and security agenda into their strategic plans such as national actions plans and other planning frameworks, with sufficient resources, including implementation of relevant obligations under international humanitarian law and international human rights law, through broad consultation, including with civil society, in particular women's organizations, calls upon countries with national action plans to provide an update on the progress made in their implementation and review during the annual Security Council Open Debates on Women, Peace and Security, further welcomes the efforts of regional organizations to implement resolution 1325, including through the adoption

of regional frameworks, and encourages them to pursue further implementation;

3. Encourages Member States to increase their funding on women, peace and security including through more aid in conflict and post-conflict situations for programmes that further gender equality and women's empowerment, as well as through support to civil society, and to support countries in armed conflict and post-conflict situations, including through capacity-building, in their implementation of women, peace and security resolutions, calls for increased international development cooperation related to women's empowerment and gender equality and invites aid providers to track the gender focus of aid contributions;
4. Urges the Secretary-General and relevant United Nations entities, including but not limited to the Department for Peacekeeping Operations (DPKO), the Department for Political Affairs (DPA), and the Peacebuilding Support Office (PBSO) to redouble their efforts to integrate women's needs and gender perspectives into their work, including in all policy and planning processes and assessment missions, and in relation to requests made in resolution 2122 (2013), and to address deficits in accountability including through the addition by the Secretary-General of gender targets as an indicator of individual performance in all compacts with

senior managers at United Nations Headquarters and in the field, including Special Envoys, Special Representatives of the Secretary-General, Resident and Humanitarian Coordinators, to be used for monitoring and to inform decision-making by the Secretary-General, including for recruiting for future posts, and further encourages closer working relationships within the United Nations among all those responsible for implementing the women, peace and security agenda, including UN-Women, taking into account their role on women, peace and security coordination and accountability, and the Secretary-General's Special Representative on Sexual Violence in Conflict;

5. Recognizes the ongoing need for greater integration of resolution 1325 (2000) in its own work in alignment with resolution 2122 (2013), including the need to address challenges linked to the provision of specific information and recommendations on the gender dimensions of situations on the Council's agenda, to inform and help strengthen the Council's decisions, and therefore in addition to elements set out in resolution 2122 (2013), and in accordance with established practice and procedure:
  - (a) Expresses its intention to convene meetings of relevant Security Council experts as part of an Informal Experts Group on Women, Peace and

Security to facilitate a more systematic approach to Women, Peace and Security within its own work and enable greater oversight and coordination of implementation efforts;

- (b) Decides to integrate women, peace and security concerns across all country-specific situations on the Security Council's agenda, taking into account the specific context of each country, expresses its intention to dedicate periodic Security Council consultations on country situations, as necessary, to the topic of Women, Peace and Security implementation, progress and challenges, and reiterates its intention to ensure Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;
- (c) Expresses its intention to invite civil society, including women's organizations, to brief the Council in country-specific considerations and relevant thematic areas, as well as the Under-Secretary-General/Executive Director of UN-Women and the Under-Secretary-General/Special Representative of the Secretary-General on Sexual Violence in Conflict to brief more regularly on country situations and relevant thematic areas of work on its agenda including on matters of urgency for women and girls in conflict and crisis;

6. Expresses its intention, when adopting or renewing targeted sanctions in situations of armed conflict, to consider designating, as appropriate, those actors, including those in terrorist groups, engaged in violations of international humanitarian law and violations and abuses of human rights, including sexual and gender-based violence, forced disappearances, and forced displacement, and commits to ensuring that the relevant expert groups for sanctions committees have the necessary gender expertise;
7. Urges DPKO and DPA to ensure the necessary gender analysis and technical gender expertise is included throughout all stages of mission planning, mandate development, implementation, review and mission drawdown, ensuring the needs and participation of women are integrated in all sequenced stages of mission mandates, welcomes the commitment of the Secretary-General that Senior Gender Advisors will be located in the offices of his Special Representatives, calls for senior gender advisors and other gender officer posts to be budgeted for and speedily recruited where appointed in special political missions and multidimensional peacekeeping operations, and encourages greater cooperation between DPKO, DPA and UN-Women to enable more gender responsive United Nations peacekeeping operations and special political missions, including

through providing field-based gender advisors and other missions' sectors with full access to the policy, substantive and technical support of these entities on the implementation of resolution 1325 (2000) and successive resolutions, making full use of respective comparative advantages;

8. Welcomes the Secretary-General's commitment to prioritize the appointment of more women in senior United Nations leadership positions, bearing in mind a cross-geographical representation and in accordance with existing relevant rules and regulations governing administrative and budgetary issues, and encourages him to review the obstacles preventing women's recruitment and professional advancement, further welcomes efforts to incentivize greater numbers of women in militaries and police deployed to United Nations peacekeeping operations, and calls upon the Secretary-General to initiate, in collaboration with Member States, a revised strategy, within existing resources, to double the numbers of women in military and police contingents of UN peacekeeping operations over the next five years;
9. Expresses deep concern over continuing allegations of sexual exploitation and abuse by United Nations peacekeepers and non-United Nations forces, including military, civilian and police personnel, urges police-and troop-contributing countries to provide robust pre-

deployment training on sexual exploitation and abuse and vetting of their peacekeeping personnel, to conduct swift and thorough investigations of their uniformed personnel and, if appropriate, to prosecute, and to inform the United Nations in a timely manner of the status and outcome of investigations, calls upon the United Nations to cooperate as appropriate and in a timely manner with national authorities, including courts responsible for investigating such allegations, when requested for that purpose, and requests United Nations troop-and police-contributing country meetings to address sexual exploitation and abuse whenever relevant and the United Nations Military Staff Committee to discuss these issues as part of its regular programme;

10. Welcomes the Secretary-General's continued efforts at implementing his policy of zero tolerance of misconduct, in particular the wide-ranging proposals on prevention, enforcement and remedial action which promote greater accountability, including his commitment to bring to public light misconduct by United Nations personnel, as well as his proposal to keep the Security Council informed of developments regarding implementation of his zero tolerance policy on sexual exploitation and abuse, and his decision that all countries repeatedly listed in the annexes of his reports on Children and Armed Conflict and

Sexual Violence in Conflict are prohibited from participating in United Nations peacekeeping operations, and urges those troop-and police-contributing countries that are currently listed to cease such violations and implement actions plans expeditiously, thereby avoiding suspension from peace operations, further requests the Secretary-General to include a section on conduct and discipline including, whenever relevant, adherence to his zero tolerance policy on sexual exploitation and abuse, in all his reports on country-specific situations to the Security Council;

11. Calls for the greater integration by Member States and the United Nations of their agendas on women, peace and security, counter-terrorism and countering-violent extremism which can be conducive to terrorism, requests the Counter-Terrorism Committee (CTC) and the Counter-Terrorism Committee Executive Directorate (CTED) to integrate gender as a cross-cutting issue throughout the activities within their respective mandates, including within country-specific assessments and reports, recommendations made to Member States, facilitating technical assistance to Member States, and briefings to the Council, encourages the CTC and CTED to hold further consultations with women and women's organizations to help inform their work, and

further encourages the Counter-Terrorism Implementation Task Force (CTITF) to take the same approach in activities within its mandate;

12. Urges Member States and requests relevant United Nations entities, including CTED within its existing mandate and in collaboration with UN-Women, to conduct and gather gender-sensitive research and data collection on the drivers of radicalization for women, and the impacts of counter-terrorism strategies on women's human rights and women's organizations, in order to develop targeted and evidence-based policy and programming responses, and to ensure United Nations monitoring and assessment mechanisms and processes mandated to prevent and respond to violent extremism, which can be conducive to terrorism, have the necessary gender expertise to fulfil their mandates, including relevant sanctions experts groups and bodies established to conduct fact finding and criminal investigations;
13. Urges Member States and the United Nations system to ensure the participation and leadership of women and women's organizations in developing strategies to counter terrorism and violent extremism which can be conducive to terrorism, including through countering incitement to commit terrorist acts, creating counter narratives and other appropriate interventions, and building

their capacity to do so effectively, and further to address, including by the empowerment of women, youth, religious and cultural leaders, the conditions conducive to the spread of terrorism and violent extremism which can be conducive to terrorism, consistent with the United Nations Global Counter-Terrorism Strategy - A/RES/60/288, welcomes the increasing focus on inclusive upstream prevention efforts and encourages the forthcoming Secretary-General's Plan of Action to Prevent Violent Extremism to integrate women's participation, leadership and empowerment as core to the United Nation's strategy and responses, calls for adequate financing in this regard and for an increased amount, within the funding of the UN for counter-terrorism and countering violent extremism which can be conducive to terrorism, to be committed to projects which address gender dimensions including women's empowerment;

14. Urges Member States to strengthen access to justice for women in conflict and post-conflict situations, including through the prompt investigation, prosecution and punishment of perpetrators of sexual and gender-based violence, as well as reparation for victims as appropriate, notes that the fight against impunity for the most serious crimes of international concern committed against women and girls has been strengthened through the

work of the International Criminal Court, ad hoc and mixed tribunals, as well as specialized chambers in national tribunals and reiterates its intention to continue forcefully to fight impunity and uphold accountability with appropriate means;

15. Encourages empowering women, including through capacity-building efforts, as appropriate, to participate in the design and implementation of efforts related to the prevention, combating and eradication of the illicit transfer, and the destabilizing accumulation and misuse of small arms and light weapons, and calls upon Member States, United Nations entities, intergovernmental, regional and subregional organizations to take into consideration the specific impact of conflict and post-conflict environments on women's and girls' security, mobility, education, economic activity and opportunities, to mitigate the risk of women from becoming active players in the illicit transfer of small arms and light weapons;
16. Calls upon Member States, the United Nations, and other relevant actors to ensure due consideration is given to the Women, Peace and Security agenda in the process and outcome of the World Humanitarian Summit in Istanbul, Turkey, in 2016, further recognizes the importance of integrating gender considerations across humanitarian programming by seeking to ensure the provision of access to protection and the full

range of medical, legal and psychosocial and livelihood services, without discrimination, and through ensuring women and women's groups can participate meaningfully and are supported to be leaders in humanitarian action, and urges the Secretary-General to strengthen leadership and political will at all levels on this issue and ensure accountability to existing humanitarian frameworks related to women's empowerment and gender equality which contribute to the implementation of the Women, Peace and Security agenda;

17. Invites the Secretary-General in his next annual report on the implementation of resolution 1325 (2000) to submit information on progress made to follow up on the High-level Review including the recommendations highlighted in the Secretary-General's report on the Global Study and new commitments made as part of the High-level Review, as well as appropriate monitoring and evaluation arrangements for the UN system, and to make this available to all Member States;
18. Decides to remain actively seized of the matter.

## **United Nations Resolution 2282 (2016)**

Security Council

Distr.: General

27 April 2016

Resolution 2282 (2016)

Adopted by the Security Council at its 7680th meeting, on  
27 April 2016

The Security Council,

Guided by the purposes and principles of the Charter of  
the United Nations,

Reaffirming its resolutions 1645 (2005), 1646 (2005)  
and 1947 (2010), and recalling its resolutions 2171 (2014),  
1325 (2000) and its subsequent resolutions, and 2250  
(2015) and the Statements of the President of the  
Security Council S/PRST/2001/5, S/PRST/2011/4,  
S/PRST/2012/29 and S/PRST/2015/2, and recalling  
General Assembly Resolutions A/69/313, A/70/6 and  
A/70/1,

Taking note of the report of the High-Level  
Independent Panel on Peace Operations (A/70/95-  
S/2015/446) and the report of the Secretary-General on  
the Implementation of the Recommendations of the High-  
Level Independent panel on Peace Operations of 17 June  
2015 (A/70/357--S/2015/682) and the report of the  
Secretary-General of 7 September 2015 (S/2015/716)

submitting the results of the Global Study on the implementation of resolution 1325 (2000), and encouraging coherence, synergies, and complementarities in taking them forward,

Recognizing that development, peace and security, and human rights are interlinked and mutually reinforcing,

Reaffirming its primary responsibility for the maintenance of international peace and security, in accordance with the Charter of the United Nations,

Deeply concerned by the high human cost and suffering caused by armed conflicts, and recognizing the significant number of simultaneous security and humanitarian crises that the world currently faces, and the strain that this places on the resources of the United Nations' system,

Recalling the determination of the peoples of the United Nations to save succeeding generations from the scourge of war, further recalling the determination to establish a just and lasting peace all over the world in accordance with the purposes and principles of the Charter of the United Nations,

Recognizing that 'sustaining peace', as drawn from the Advisory Group of Experts report, should be broadly understood as a goal and a process to build a common vision of a society, ensuring that the needs of all segments of the population are taken into account, which encompasses activities aimed at preventing the outbreak, escalation, continuation and recurrence of conflict,

addressing root causes, assisting parties to conflict to end hostilities, ensuring national reconciliation, and moving towards recovery, reconstruction and development, and emphasizing that sustaining peace is a shared task and responsibility that needs to be fulfilled by the government and all other national stakeholders, and should flow through all three pillars of the United Nations' engagement at all stages of conflict, and in all its dimensions, and needs sustained international attention and assistance,

Reaffirming the primary responsibility of national governments and authorities in identifying, driving and directing priorities, strategies and activities for sustaining peace, and in this regard, emphasizing that inclusivity is key to advancing national peacebuilding processes and objectives in order to ensure that the needs of all segments of society are taken into account,

Stressing that civil society can play an important role in advancing efforts to sustain peace,

Recalling General Assembly resolution A/70/1, entitled "Transforming our world: the 2030 Agenda for Sustainable Development", which adopted a comprehensive, far reaching and people-centred set of universal and transformative Sustainable Development Goals and targets,

Emphasizing the importance of a comprehensive approach to sustaining peace, particularly through the prevention of conflict and addressing its root causes, strengthening the rule of law at the international and

national levels, and promoting sustained and sustainable economic growth, poverty eradication, social development, sustainable development, national reconciliation and unity including through inclusive dialogue and mediation, access to justice and transitional justice, accountability, good governance, democracy, accountable institutions, gender equality and respect for, and protection of, human rights and fundamental freedoms,

Recognizing that peacebuilding is an inherently political process aimed at preventing the outbreak, escalation, recurrence or continuation of conflict, and further recognizing that peacebuilding encompasses a wide range of political, developmental, and human rights programmes and mechanisms,

Recognizing that an integrated and coherent approach among relevant political, security and developmental actors, within and outside of the United Nations system, consistent with their respective mandates, and the Charter of the United Nations, is critical to sustaining peace, and essential for improving respect for human rights, advancing gender equality, empowering women and youth, strengthening the rule of law, eradicating poverty, building institutions, and advancing economic development in conflict-affected countries,

Welcoming the work of the Peacebuilding Commission as a dedicated intergovernmental advisory body to bring a strategic approach and coherence to

international peacebuilding efforts, and recognizing the valuable work done in all its configurations and meetings,

Recognizing the need for United Nations peacebuilding efforts to have adequate, predictable and sustained financing in order to effectively assist countries to sustain peace and prevent the outbreak, escalation, continuation and recurrence of conflict,

Welcoming the valuable work undertaken by the Peacebuilding Fund as a catalytic, rapid-response and flexible pre-positioned pooled fund providing financing to activities to sustain peace in conflict-affected countries, and in advancing strategic alignment within the United Nations system and between the United Nations and the international financial institutions,

Recognizing the importance of strategic partnerships, pooled funding and blended finance between the United Nations, bilateral and international donors, multilateral financial institutions, and the private sector in order to share risks and maximize the impact of peacebuilding efforts, taking into account the need to ensure transparency, accountability and appropriate monitoring of funds,

Recognizing that the scale and nature of the challenge of sustaining peace calls for close strategic and operational partnerships between the United Nations, national governments and other key stakeholders, including international, regional and sub-regional organizations, international financial institutions, civil society organizations, women's groups, youth organizations, and

the private sector, taking into account national priorities and policies,

Welcoming the contribution of peacekeeping operations to a comprehensive strategy for sustaining peace and, noting with appreciation the contributions that peacekeepers and peacekeeping missions make to peacebuilding,

Reiterating that United Nations' cooperation with regional and sub-regional organizations is critical to contributing to the prevention of the outbreak, escalation, continuation and recurrence of conflict, in line with Chapter VIII of the United Nations Charter,

Reaffirming the important role of women in peacebuilding and noting the substantial link between women's full and meaningful involvement in efforts to prevent, resolve and rebuild from conflict and those efforts' effectiveness and long term sustainability, and stressing, in this regard, the importance of women's equal participation in all efforts for the maintenance and promotion of peace and security and the need to increase women's role in decision-making with regard to conflict prevention and resolution and peacebuilding,

Reaffirming the important role youth can play in the prevention and resolution of conflicts and as a key aspect of the sustainability, inclusiveness and success of peacekeeping and peacebuilding efforts,

1. Welcomes the valuable input of the Advisory Group of Experts on the Review of the

Peacebuilding Architecture entitled the ‘Challenge of Sustaining Peace’;

2. Emphasizes that sustaining peace requires coherence, sustained engagement, and coordination between the General Assembly, the Security Council, and the Economic and Social Council, consistent with their mandates as set out in the Charter of the United Nations;
3. Reaffirms the importance of national ownership and leadership in peacebuilding, whereby the responsibility for sustaining peace is broadly shared by the Government and all other national stakeholders and underlines the importance, in this regard, of inclusivity in order to ensure that the needs of all segments of society are taken into account;
4. Reaffirms its Resolution 1645 (2005), including the main purposes of the Peacebuilding Commission as an intergovernmental advisory body, and stresses the importance of the Peacebuilding Commission to fulfil the following functions in this regard:
  - (a) To bring sustained international attention to sustaining peace, and to provide political accompaniment and advocacy to countries affected by conflict, with their consent;
  - (b) To promote an integrated, strategic and coherent approach to peacebuilding, noting

that security, development and human rights are closely interlinked and mutually reinforcing;

- (c) To serve a bridging role among the principal organs and relevant entities of the United Nations by sharing advice on peacebuilding needs and priorities, in line with the respective competencies and responsibilities of these bodies;
  - (d) To serve as a platform to convene all relevant actors within and outside the United Nations, including from Member States, national authorities, United Nations missions and country teams, international, regional and sub-regional organizations, international financial institutions, civil society, women's groups, youth organizations and, where relevant, the private sector and national human rights institutions, in order to provide recommendations and information to improve their coordination, to develop and share good practices in peacebuilding, including on institution building, and to ensure predictable financing to peacebuilding;
5. Encourages the Peacebuilding Commission, through its Organizational Committee, to review its provisional rules of procedure in order to improve the continuity of its Chairs and

Vice-Chairs, enhance its focus on developments at the country and regional level, and foster greater engagement by its membership, and further encourages the Peacebuilding Commission, through its Organizational Committee, to consider diversifying its working methods to enhance its efficiency and flexibility in support of sustaining peace including by:

- (a) Providing options for its country-specific meetings and formats, to be applied upon the request of the country concerned, as referred to the Commission in accordance with the relevant provisions of its resolution 1645;
  - (b) Enabling it to consider regional and cross-cutting issues relevant to sustaining peace;
  - (c) Enhancing synergies between the Peacebuilding Fund and the Peacebuilding Commission, and;
  - (d) Continuing to use its annual session to facilitate closer engagement with relevant stakeholders;
6. Reaffirms its call upon the Peacebuilding Commission to integrate a gender perspective into all of its work;
  7. Requests the Peacebuilding Commission to include in its annual report information on progress in implementing the provisions of its present resolution relating to its working methods and provisional rules of procedure;

8. Acknowledges the importance of strong coordination, coherence and cooperation with the Peacebuilding Commission, in accordance with its resolution 1645, and in this regard, expresses its intention to regularly request, deliberate and draw upon the specific, strategic and targeted advice of the Peacebuilding Commission, including to assist with the longer-term perspective required for sustaining peace being reflected in the formation, review and drawdown of peacekeeping operations and special political missions mandates;
9. Emphasizes the importance of drawing upon the advice of the Peacebuilding Commission when major agreements that relate to United Nations mission mandates and transitions, are agreed between the United Nations, national governments and authorities, and other relevant stakeholders;
10. Stresses the importance of closer cooperation between the Economic and Social Council and Peacebuilding Commission, in accordance with their respective mandates, including through enhanced dialogue in support of promoting coherence and complementarity between the United Nations' peace and security efforts and its development, human rights and humanitarian work, and encourages the Peacebuilding Commission to draw on the expertise of

relevant Economic and Social Council subsidiary bodies, as appropriate;

11. Encourages United Nations Member States participating in the Universal Periodic Review process of the Human Rights Council to consider the human rights dimensions of peacebuilding, as appropriate;
12. Stresses that a comprehensive approach to transitional justice, including promotion of healing and reconciliation, a professional, accountable and effective security sector, including through its reform, and inclusive and effective demobilization, disarmament and reintegration programmes, including the transition from demobilization and disarmament to reintegration, are critical to consolidation of peace and stability, promoting poverty reduction, rule of law, access to justice and good governance, further extending legitimate state authority, and preventing countries from lapsing or relapsing into conflict;
13. Recognizes that effective peacebuilding must involve the entire United Nations system, and in this regard, emphasizes the importance of joint analysis and effective strategic planning across the United Nations system in its long term engagement in conflict-affected countries and, where appropriate, in cooperation and

coordination with regional and sub-regional organizations;

14. Emphasizes the important role that effective and responsive leadership in United Nations country operations can play in bringing together the United Nations system around a common strategy for sustaining peace, and in this regard, stresses the need for more coordinated, coherent and integrated peacebuilding efforts, including among United Nations missions, United Nations country teams, and national, regional and international development actors, in ensuring greater effectiveness and efficiency in the delivery of critical peacebuilding tasks;
15. Stresses that the Peacebuilding Support Office should be revitalized, and emphasizes that the full support of the Secretary-General is needed, in order for the Peacebuilding Support Office to support the Peacebuilding Commission, to increase synergies with other parts of the United Nations system, and to provide strategic advice to the Secretary-General, drawing together the expertise of the United Nations system to facilitate coherent system-wide action and support partnerships for sustaining peace;
16. Recognizes that development is a central goal in itself and recognizes the important contributions of the United Nations development system to

peacebuilding, particularly through economic development and poverty eradication, and stresses the need to continue strengthening cooperation and coordination for that purpose in the field through United Nations Country Teams and at United Nations Headquarters, in accordance with their respective mandates, and with respect for national ownership and priorities of countries-affected by conflict, including through the overarching framework of the United Nations operational activities for development;

17. Takes note of the Secretary-General's decision to request the United Nations Development Group to take forward a review of the current capacities of agencies, funds and programmes and particularly looks forward to its findings contributing to enhancing the United Nations capacities relating to sustaining peace;
18. Underlines that the scale and nature of the challenge of sustaining peace can be met through close strategic and operational partnerships between national governments, the United Nations, and other key stakeholders, including international, regional and sub-regional organizations, international financial institutions, regional and other development banks, civil society organizations, women's groups, youth organizations and where relevant, the private sector, and encourages the Peacebuilding

Commission to consider options for regular exchanges and joint initiatives with key stakeholders to promote sustainable peace, including in the framework of the annual sessions of the Peacebuilding Commission;

19. Stresses the importance of partnership and cooperation between the United Nations and relevant regional and sub-regional organizations, including the African Union, to improve cooperation and coordination in peacebuilding, to increase synergies and ensure the coherence and complementarity of such efforts, and in this regard, urges the Peacebuilding Commission to hold regular exchanges of views with relevant regional and sub-regional organizations and encourages regular exchanges, joint initiatives, and information sharing between the Peacebuilding Support Office and relevant bodies of regional and sub-regional organizations, such as the African Union Commission;
20. Requests the Secretary-General to explore options for strengthening the United Nations-World Bank collaboration in conflict-affected countries in order to:
  - (a) assist such countries, upon their request, in creating an enabling environment for economic growth, foreign investment and job creation, and

in the mobilization and effective use of domestic resources, in line with national priorities and underscored by the principle of national ownership;

(b) marshal resources, and align their regional and country strategies, to promote sustainable peace;

(c) support the creation of enlarged funding platforms bringing together the World Bank Group, multilateral and bilateral donors and regional actors to pool resources, share and mitigate risk, and maximize impact for sustaining peace;

(d) enable and encourage regular exchanges on priority peacebuilding areas;

21. Underscores the importance of women's leadership and participation in conflict prevention, resolution and peacebuilding, and recognizes the continuing need to increase representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention and resolution of conflict, and the consideration of gender-related issues in all discussions pertinent to sustaining peace;

22. Encourages the Secretary-General to promote the gender dimensions of peacebuilding, including through the delivery of gender-sensitive and

targeted programming, through the strengthening of women's meaningful participation in peacebuilding, supporting women's organizations and through monitoring, tracking and reporting achievement;

23. Calls upon Member States and relevant United Nations organs and entities to consider ways to increase meaningful and inclusive participation of youth in peacebuilding efforts through creating policies, including in partnership with private sector where relevant, that would enhance youth capacities and skills, and create youth employment to actively contribute to sustaining peace, and in this regard, requests the Secretary-General and the Peacebuilding Commission to include in their recommendations ways to engage youth in peacebuilding;
24. Emphasizes the need for predictable and sustained financing to United Nations peacebuilding activities, including through increased contributions, and strengthened partnerships with key stakeholders, while also noting the significance that non-monetary contributions can play in peacebuilding efforts;
25. Welcomes the contributions made to the Peacebuilding Fund, takes note of the proposals in the Advisory Group of Experts' report in this regard and urges all Member

States, including non-traditional donors and other partners, to consider making voluntary contributions to the fund, including by building on the practice of making multi-year commitments to the fund;

26. Recognizes the importance of adequately resourcing the peacebuilding components of relevant United Nations peacekeeping operations and special political missions, including during mission transitions and drawdown, to support stability and continuity of peacebuilding activities;
27. Stresses the importance of enhancing the mobilization of resources for initiatives that address the particular needs of women in peacebuilding contexts, advance gender equality, and empower women;
28. Takes note of the General Assembly decision to include in the agenda of its seventy-first session an item entitled 'Peacebuilding and Sustaining Peace';
29. Takes note of the General Assembly decision to convene at its seventy-second session, under the agenda item 'Peacebuilding and Sustaining Peace', a high-level meeting of the General Assembly on efforts undertaken and opportunities to strengthen the United Nations' work on sustaining peace, on a date and in a format to

be decided by the President of the General Assembly;

30. Takes note of the General Assembly decision to invite the Secretary-General to report to the seventy-second session of the General Assembly, at least sixty days prior to the high-level meeting on 'Peacebuilding and Sustaining Peace', on efforts to implement its present resolution, including in the following areas:

(a) To strengthen operational and policy coherence within the United Nations system towards sustaining peace, including strengthened strategic planning across the United Nations system;

(b) To improve internal United Nations leadership, capability, and accountability — at Headquarters, and in the field — on efforts to sustain peace;

(c) To ensure continuity of relevant peacebuilding programmes, senior leadership, and personnel, as appropriate, through the different phases of United Nations engagement, in order to improve mission transitions;

(d) To strengthen partnerships between the United Nations and key stakeholders, including international, regional and sub-

regional organizations, international financial institutions, and civil society organizations;

- (e) To provide options on increasing, restructuring and better prioritizing funding dedicated to United Nations peacebuilding activities, including through assessed and voluntary contributions, with a view to ensuring sustainable financing for the consideration of Member States;
- (f) To provide options for adequate resourcing of the peacebuilding activities of United Nations Country Teams, and the peacebuilding components of United Nations peacekeeping operations and special political missions, including during mission transitions and drawdown for the consideration of Member States;
- (g) To strengthen the capacity of the senior leadership of the United Nations Country Team to absorb relevant peacebuilding functions following the drawdown of Security Council mandated missions;
- (h) To support the participation of women and youth in peacebuilding processes, including through advocacy with national stakeholders, and support to women's and youth organizations;
- (i) To revitalize the Peacebuilding Support Office;

31. Calls for a further comprehensive review of United Nations peacebuilding at its seventy-fourth session;
32. Decides to remain seized of the matter.