

ANNEX I.

FULL LIST OF TECHNICAL RECOMMENDATIONS

WOMEN'S PARTICIPATION AND A BETTER UNDERSTANDING OF THE POLITICAL

The UN should:

- ✓ Include a specific responsibility drafted into the Terms of Reference of every mediator and envoy, every SRSG and Deputy SRSG, to advance women's engagement in national decision-making processes, and specifically all aspects of conflict resolution, power-sharing, national dialogue and reconciliation.
- ✓ Ensure that UN-appointed mediators and special envoys report on their consultations and outreach to women's groups in line with Security Council resolution 2122 (2013).
- ✓ Commit to mediate between women's organizations and dominant national political leaders to encourage national political actors, including leaders of belligerent parties, to include women in their delegations and to address women's concerns in their negotiations. Member states in contact groups supporting specific peace processes could offer the negotiating parties various incentives to do this—training, logistical support, or adding delegate seats for example.
- ✓ Commit to include agenda items on women's participation in meetings with Groups of Friends and other facilitators of national dialogue, including organizing meetings between representatives of national women's organizations and the Member States making up Groups of Friends.

Member States, the UN, and the international community should:

- ✓ Ensure that all actors, mediators, Groups of Friends, and parties to the conflict guarantee that women's participation in talks is equal and meaningful, and barriers to their participation, whether these exist in law or in practice, are completely eliminated.
- ✓ Desist from any use of observer status as a substitute for real and effective participation. Women should not be on the sidelines observing, but an integral part of negotiations and decision-making on the future of their country.
- ✓ Invest in developing tools that examine the gendered impacts of various outcomes of peace talks, whether they be federalism, constitution making, transitional justice, power sharing, or cease fire provisions.
- ✓ For each process, develop and fund a strategy of long-term support to build the capacity of women's networks to engage in political dialogue, strengthen the gender awareness of mediators, facilitators and conflict parties, address practical issues that may limit women's engagement—from granular details such as procedures for circulation of agenda and materials to bigger issues like the use of local languages, and protect women activists from potential backlash.
- ✓ Advocate for and support inclusive and transparent selection criteria for women at negotiations or beyond, including, for example, by ensuring women's participation in the leadership committees of peace talks, national dialogues, and consultative forums; and creating formal mechanisms to transfer women's demands to the negotiation table.

- ✓ Support women's engagement and participation not just in peace talks, but in preventive diplomacy and the monitoring and implementation of agreements. This should be extended to both the preparatory and implementation phases of peace processes and political transitions, rather than limited to a given round of negotiations or national dialogue.

Member States should:

- ✓ Increase the number of women in their foreign service and national security establishments, and take steps to ensure that women diplomats are engaged in leadership roles in conflict resolution.

Mediators and Special Envoys should:

- ✓ Assume a specific responsibility to advise all parties to dialogue/peace talks/constitutional reform about the value of temporary special measures to increase the numbers of women on negotiating parties. At the same time, the mediator/envoy's office must advise national women's organizations of the range of temporary special measures available and their effectiveness in other contexts.
- ✓ Commit to meet with representatives of a cross-section of women's organizations within the first 30 days of any deployment, and to follow this with periodic (at least four times a year), scheduled, and minuted meetings. These meetings should be used not only to hear women's perspectives on conflict resolution, but also to provide women's groups with information about opportunities to engage in upcoming dialogue, donor conferences, and informal and formal peace processes.

- ✓ Commit to raise, as a matter of course and routine, specific gender issues for inclusion in ceasefires and peace talks, such as the prevention of sexual violence, justice for gender crimes, temporary special measures for women's political engagement, specific gender quotas in the leadership of post-conflict commissions to implement the peace accord, and gender-specific provisions in administrative and economic recovery arrangements (including women's land access and property rights). For example, military power sharing should focus not just on merging armies and command structures, but also putting in place rights protections, civilian and democratic accountability, and ensuring women's representation throughout. Territorial power-sharing should include protection for women's rights and participation at the sub-national level, with attention paid to the relationship between women's rights and local customary and traditional laws.

- ✓ Commit to include a gender advisor on the mediation team as well as to include women who are experts in political analysis and other areas covered by the team.
- ✓ Recognize that women's participation does not mean that they are solely responsible for women's issues, but that they are allowed to participate and be decision-makers on the full range of issues involved in the peace process.
- ✓ Commit to ensure that technical experts on a mediators' team are trained on the gender-related aspects of their technical area, and that these technical experts themselves have the relevant technical knowledge on the impact of women's participation and the skills to support effective inclusion.

PROTECTING AND PROMOTING THE RIGHTS AND LEADERSHIP OF WOMEN AND GIRLS IN HUMANITARIAN SETTINGS

Member States should:

- ✓ Remove discriminatory laws and regulations that impede full equality in accessing basic rights and services during and after conflict—including the rights

to life, health, education, property and livelihood—and remove discriminatory laws and regulations that impede full equality in accessing basic rights and services, including the right to nationality.

Member States and the UN should:

- ✓ Ensure that preparations for and outcomes of the 2016 World Humanitarian Summit have gender equality and women's human rights as a focus area as well as integrated throughout the other themes.

Donors, including Member States and private foundations, should:

- ✓ Expressly mandate that all programmes adopt and apply the Gender Marker and relevant IASC guidance on gender and gender-based violence interventions in humanitarian settings throughout the entire project cycle and require it in all funding applications.
- ✓ Increase current levels of targeted funding for women's and girls' programming to a minimum of 15 per cent. Current levels of approximately 1 per cent funding for local women's organizations, including women's human rights defenders, should be increased until they reach at least 5 per cent in the next three years, before setting progressively more ambitious targets in the following years. Funding for core operations, advocacy and capacity building should match funding for projects.¹
- ✓ Fund the establishment of an independent monitoring mechanism run by women's civil society groups and women's human rights defenders to track the compliance of humanitarian assistance with normative frameworks and standards and international human rights law as well as performance on gender equality—from the collection of sex-disaggregated data and gender-sensitive analysis to the systematic application of the Gender Marker and the engagement of local women.
- ✓ Invest in translating all relevant tools on sexual and reproductive health and prevention and response to sexual and gender-based violence into local languages to ensure local engagement and sustainability. Translations and long-term capacity building should be prioritized over the repetitive

production of new tools, strategies, guidelines and advocacy campaigns from capitals in donor countries.

The UN and NGOs should:

- ✓ Commit to create a humanitarian workforce that is 50 per cent women and 100 per cent trained in gender equality programming and the protection of women's human rights.²

The UN should:

- ✓ Ensure that UN Women is a member of all relevant high-level inter-agency forums on peace and security and humanitarian response, including the IASC and the Senior Advisory Group on peace and security, to ensure a gender perspective is mainstreamed throughout the UN's response in conflict and emergencies.

All relevant actors, including Member States, the UN, donors, and civil society, should:

- ✓ Ensure that all global humanitarian and local health-care workers are trained in basic life-saving sexual and reproductive health care, in accordance with international human rights standards, as well as emergency response for survivors of domestic and sexual violence, including emergency contraception and abortion/post-abortion services. Increased investment must be made in local health systems' ability to provide quality sexual and reproductive health and care for survivors and to put in place referral pathways to specialist care in all fragile settings.
- ✓ Ensure that women affected by humanitarian crises, including refugees, internally displaced and stateless women, are supported to participate meaningfully and equally in community decision-making, in leadership roles and in the design, implementation, monitoring and evaluation of humanitarian interventions. Obstacles to their participation should be addressed within programme design.

TOWARD AN ERA OF TRANSFORMATIVE JUSTICE

Member States, the UN and civil society should:

- ✓ Adopt a transformative justice approach to programming for women's access to justice, including by developing interventions that support legal orders to challenge the underlying socio-cultural norms and contexts of inequality that perpetuate discrimination against women, and enable conflict-related violations to occur.
- ✓ Ensure that accountability mechanisms mandated to prevent and respond to extremist violence have the necessary gender expertise to do so, in light of the escalating rate of deliberate attacks on women's rights, including SGBV, by extremist groups.

PROSECUTIONS

Member States and the UN should:

- ✓ Invest in strengthening national justice systems to investigate and prosecute international crimes, including SGBV, in accordance with the principle of complementarity. This includes by:
 - Supporting legal frameworks that incorporate definitions and elements of SGBV crimes, procedures for victim and witness support and provisions for reparations, in line with international standards, including the Rome Statute.
 - Working together and providing expertise to ensure States have the technical capacity to investigate and prosecute conflict-related SGBV.

Civil society should:

- ✓ Advocate for State ratification and domestic implementation of the Rome Statute; and adoption of national legislation in line with international standards on women's rights, including specific legislation on SGBV crimes.

TRANSITIONAL JUSTICE

Member States and the UN should:

- ✓ Invest in the design and implementation of gender-sensitive transitional justice measures that recognize and respond to women's experiences of conflict, and their justice and accountability needs.
- ✓ Prioritize the design and implementation of gender-sensitive reparations programmes with transformative impact, including through implementing the Guidance Note of the Secretary General on Reparations for Conflict-Related Sexual Violence.
- ✓ Institute specific measures to ensure the active participation of women and civil society organizations in the design, implementation, monitoring and evaluation of transitional justice mechanisms, so as to guarantee that women's experience of the conflict is included, their particular needs and priorities are met and all violations suffered are addressed.

Members States and the UN should:

- ✓ Invest in gender-responsive capacity building of the justice sector by:
 - Providing gender-sensitive training for all justice sector actors—especially those involved in justice-related service delivery including traditional leaders, health professionals and police.
 - Supporting increasing the participation of women at all levels in justice service delivery, across both formal and informal systems, through measures that can include quotas and support to women's legal education, including scholarships.

Members States, the UN and civil society should:

- ✓ Collaborate on the design and implementation of legal empowerment initiatives that build women's

confidence and access to legal systems, and enable women to be active participants in navigating them.

- ✓ Support grassroots women to lead and engage with traditional justice mechanisms.

KEEPING THE PEACE IN AN INCREASINGLY MILITARIZED WORLD

Member States should:

- ✓ Set specific targets for the improved recruitment, retention and promotion of women in their armed forces and the leadership of security institutions.
- ✓ Ensure that every soldier they deploy is thoroughly vetted, trained and held accountable for their actions, including when they abuse or exploit women and girls.
- ✓ Commit to doctrines and planning that takes into account the impact on women and girls of every military deployment and operation, and that considers the use of unarmed military protection as a preferable or complementary protection method, where appropriate.

The UN, in collaboration with Member States, should:

- ✓ Encourage Member States to deploy more female military officers to UN peacekeeping missions by adopting financial incentives, such as a gender-balance premium.
- ✓ Ensure gender-responsive budgeting and financial tracking of investments on gender equality in missions by requesting peacekeeping budget experts and planning officers, along with gender-responsive budget experts, to review mission budgets and make a recommendation on methodology and capacity needed.³
- ✓ Ensure that all UN peacekeepers are provided scenario-based training on issues related to gender equality—from gender mainstreaming in peace operations to preventing and responding to conflict-related sexual violence—by calling on Member States

Member States should:

- ✓ Ensure constitutional equality guarantees apply to all laws and justice systems, in line with international law.

to invest in the capacity of national peacekeeping training centers for the largest troop contributing countries, so that they become permanent features in their pre-deployment training curriculum.

- ✓ Address impunity and lack of assistance for victims of sexual exploitation and abuse by fully implementing the recommendations of the High-Level Independent Panel on United Nations Peace Operations⁴ and the Secretary-General's recent annual report on sexual exploitation and abuse.⁵ In addition:

- Countries that repeatedly fail to live up to their written assurances to investigate and prosecute their soldiers should not be allowed to contribute troops to peacekeeping missions.
- If the United Nations has obtained *prima facie* evidence of misconduct, the home country of the alleged perpetrator should be under the obligation to prosecute, and if they don't, they should be obligated to provide a detailed explanation of their findings.
- The United Nations should empower an independent commission of inquiry to conduct a broad-based investigation on sexual exploitation and abuse and the handling of allegations by both member states and the UN itself, including the failure to systematically apply many of the powers that it already has to hold individuals accountable for their actions.
- Consider engaging with States in support of establishing an international tribunal with jurisdiction to try UN staff and all categories of peacekeepers that have allegedly committed serious crimes, including sexual abuse.

- Make concrete proposals on the ground about how to fund Victims Assistance Mechanisms and render them operational, including from pooled funds in each country or from the operating budget of the entities that employ the accused.
- ✓ Take steps to improve regulation and oversight of all private contractors hired by the United Nations with regards to sexual exploitation and abuse. The UN should revise and fully implement guidelines to regulate these companies, including through permanent or temporary debarment of companies from further contracts and keeping a centralized register of companies whose staff have repeatedly been linked to allegations of sexual exploitation and abuse.⁶
- ✓ Promote women's empowerment and non-violent means of protection, and take into account the whole range of women's protection issues and the interventions to address them—including women's leadership and women's empowerment—in mission planning, implementation and reporting, as well as in policy discussions on the protection of civilians in the context of peace operations.
- ✓ Scale up their support to unarmed civilian protection (UCP) in conflict-affected countries, including working alongside peace operations.

BUILDING INCLUSIVE AND PEACEFUL SOCIETIES IN THE AFTERMATH OF CONFLICT

Member States and the UN should:

- ✓ Ensure that all local level peacebuilding efforts are preceded by mapping exercises to ascertain what programmes are relevant for communities affected by war, and which will most effectively empower women. There should not be a one-size-fits-all policy.
- ✓ Design programmes with meaningful participation and end-benefit in mind for rural women, widows and female heads of households.
- ✓ Develop and use gender-sensitive tools that would map and analyze local contexts and markets to implement livelihood activities that are locally relevant, conflict sensitive, and that empower women instead of further pushing them into poverty.

WOMEN'S ECONOMIC EMPOWERMENT FOR PEACEBUILDING

Member States should:

- ✓ Consult with local women leaders, including women's human rights defenders, on concessions agreements negotiated as part of post-conflict reconstruction efforts, and ensure a minimum level of 30 per cent women's representation in all decision-making bodies with regards to the country's natural resources.
- ✓ Develop guidance on post-conflict macroeconomic policies that take into account gender dimensions, and prioritize public expenditure to reconstruct vital services for women.
- ✓ Design economic recovery programmes and macroeconomic policies in a gender-responsive manner and evaluate their impact on women's economic security and human rights.

The UN should:

- ✓ Design programmes for economic recovery that target women's empowerment, challenge rather than entrench gender stereotypes and are forward looking on the transformative role women can play in an economy for the future.
- ✓ Make effective and meaningful participation of women in decision-making and planning a condition of any UN-supported economic recovery programme.

- ✓ Design, implement and monitor economic recovery programmes and macroeconomic policies in a gender-responsive manner, and evaluate them for their impact on women's economic security.

WOMEN IN POST-CONFLICT GOVERNANCE

Post-conflict Member States should:

- ✓ Adopt legislative and policy measures to eliminate discrimination against women in the political and public life of the country, and to ensure that women have equal opportunities to participate in the new, post-conflict structures of governance. This includes the adoption of temporary special measures to accelerate achievement of gender equality in all decision-making posts.
- ✓ Establish quotas for women of a minimum of 40 per cent of service delivery employment opportunities at local level.
- ✓ Provide women and girls with identity documents as a matter of priority during and after conflict, in order to register to vote, access land and avail themselves of social services and benefits, including education and health services.
- ✓ Adopt service delivery measures that specifically target women and take into account the often-disproportionate burden that women face in caregiving responsibilities, including child grants for households; education incentives for girls; free and accessible healthcare of good quality, including sexual and reproductive health, for pregnant mothers and young children; and other measures designed to alleviate the burden of unpaid work and family care.

The UN should:

- ✓ Continue to ensure that technical assistance to post-conflict elections includes advice on temporary special measures. Elections basket funds should allocate a minimum of 15 per cent of their funding to women's participation. Elections bodies should be

supported to develop capacity in gender-sensitive data collection and the management of sex-disaggregated data.

- ✓ Provide technical assistance to public administration reform, to assist governments to implement schemes to achieve gender parity in civil service.
- ✓ Facilitate grassroots women's organizations and women human rights defenders' access to participate in the planning and delivery of basic services in crisis contexts, taking into consideration the implications for women's security and their often disproportionate burdens of care.

Member States and the UN should:

- ✓ Provide leadership capacity-building opportunities to national and local women leaders.

SSR AND DDR

Member States should:

- ✓ Incorporate a gender-sensitive approach in SSR and DDR, ensuring that not only are these responsive to women's particular experience of conflict, but that women fully participate, and their rights and perspectives are adequately addressed.
- ✓ Develop and implement strategies to increase participation and leadership of women within armed forces, police services, defense institutions, the penal system and the judiciary.
- ✓ Ensure that security sector reform fosters family-friendly and non-discriminatory work environments free of all forms of harassment and violence within the security sector, in order to increase the participation, retention and promotion of female personnel.
- ✓ Vet candidates for new or re-forming armed and police services for crimes of sexual violence and other violations of international human rights and

humanitarian law, giving particular attention to confidentiality and protection of victims of sexual violence.

The UN should:

- ✓ Include gender analysis and full consideration of women's human rights in SSR/DDR planning and implementation, so that entry requirements do not inhibit women's access, and that reintegration opportunities do not further entrench harmful gender stereotypes and gender-based discrimination, or violate women's human rights.
- ✓ (Department of Peacekeeping Operations) Should ensure gender-responsive DDR/SSR are integrated in mission planning with dedicated funding, gender expertise, and regular reporting on gender-responsive DDR and SSR in mission reports and briefings to the Security Council.
- ✓ Ensure female uniformed personnel in all UN peace missions participate in the implementation of DDR/SSR programmes, as they can play a key role in confidence-building, especially in screening activities and providing security in demobilization sites.

The UN and Member States should:

- ✓ Facilitate the participation of women leaders and organizations in all stages of DDR/SSR
- ✓ Engagement should be with the entire spectrum of actors involved in SSR, including customary and religious leaders, private military and security companies, security sector oversight actors and the penal system. They should also engage men and boys to strengthen gender equality within DDR and SSR processes, and prevent and respond to human rights violations, including sexual abuse.

The UN and other service providers should:

- ✓ Ensure reintegration processes respond to trauma and improve the availability and quality of psycho-social support services.

Member States, parties to conflict and mediation teams should:

- ✓ Ensure the presence of gender and DDR/SSR expertise in the negotiation of formal peace agreements, to make certain that women participate in DDR and SSR programmes.

PREVENTING CONFLICT: PEACEFUL SOLUTIONS TO OPERATIONAL AND STRUCTURAL CHALLENGES

ADDRESSING INEQUALITY, ARMS PROLIFERATION, ORGANIZED CRIME AND MILITARIZATION

Member States should:

- ✓ As a part of States Parties' obligations to implement the Arms Trade Treaty's provision on gender-based violence (Art. 7(4)), require arms producing corporations to monitor and report on the use of their arms in violence against women.
- ✓ Meet all Sustainable Development Goals—including goal 5 on gender equality, goal 10 on reducing

inequalities within and among countries, and goal 16 on peaceful inclusive societies—ensuring that women and girls benefit equitably from achievement, and prioritizing their consultation and participation in the implementation, monitoring and accountability of programmes relating to the sustainable development agenda.

- ✓ Adopt gender-responsive budgeting practices, including through consultation with civil society, as a strategy to address, highlight and mitigate militarized state budgets and their destabilizing impact on international peace and security and women's rights.

Member States, the UN and civil society should:

- ✓ Provide financial, technical and political support to encourage educational and leadership training for men, women, boys and girls, which reinforces and supports nonviolent, non-militarized expressions of masculinity.
- ✓ Devise educational strategies that lead to a culture of nonviolent resolution of conflict in the home and in public spaces.

Civil Society should:

- ✓ Produce benchmark tools, with a gender perspective, for monitoring the initiatives taken by arms producing corporations on responsibility for the use of arms.

EARLY WARNING

Member States, the UN, regional and international organizations should:

- ✓ Include women's participation, gender-responsive indicators and sexual and gender-based violence related indicators (including conflict-related sexual violence) in all early-warning processes, conflict prevention and early-response efforts, with links to official channels for response at the local, national, regional and international level.
- ✓ Support further collection of data and awareness-raising on causalities between gender inequalities, levels of violence against women and the potential for violent conflict.

TECHNOLOGY

The UN, Member States and civil society should:

- ✓ Work with the private sector to develop and use new technologies which increase women's physical security and strengthen conflict prevention.
- ✓ Support the collection of data on the gender digital divide, and the factors inhibiting and promoting

women's and girls' access to ICTs, particularly in conflict-affected and fragile settings.

ELECTORAL VIOLENCE PREVENTION, DISPUTE RESOLUTION AND MEDIATION

The UN should:

- ✓ Fully implement the recommendations of the High-Level Independent Panel on United Nations Peace Operations pertaining to mediation, ensuring consultation with civil society and women and girls in conflict-affected areas.
- ✓ Develop new strategies to include the women, peace and security agenda more systematically in its wider preventive diplomacy work, including in early warning mechanisms, insider mediation and building infrastructure for peace.

Member States, the UN and Civil Society should:

- ✓ Collaborate, including through financial, technical and political support, to strengthen the capacity of women's civil society to organize and play a greater role in national and community-led election monitoring and electoral violence prevention, dispute resolution and mediation initiatives.

CLIMATE CHANGE AND NATURAL RESOURCE SCARCITY

The UN, Member States and civil society should:

- ✓ Work in partnership with affected women and girls when designing, implementing and monitoring climate-change and natural resource-related strategies, in order to harness their local knowledge and community-level networks for information-sharing.

Member States should:

- ✓ Work with civil society to develop or revise national action plans for the implementation of resolution 1325 to, as relevant, address the role of climate-related

resource scarcity and natural disaster response in exacerbating conflict, and provide inclusive solutions to climate and resource-related insecurity.

- ✓ Develop gender-sensitive natural resource management policies.

COUNTERING VIOLENT EXTREMISM WHILE RESPECTING THE RIGHTS AND AUTONOMY OF WOMEN AND THEIR COMMUNITIES

Member States, the UN and regional organizations should:

- ✓ Detach programming on women's rights from counter-terrorism and extremism, and all military planning and military processes. Any effort at empowering them should be through civilian assistance to the women themselves or to development and human rights agencies.
- ✓ Protect women's and girls' rights at all times and ensure that efforts to counter violent extremism strategies do not stereotype, instrumentalize or securitize women and girls.
- ✓ Work with local women and institutions to engage women at all levels, and allow local women autonomy and leadership in determining their priorities and strategies in countering extremism.

Member States, the UN, regional organizations and civil society should:

- ✓ Build the capacity of women and girls, including mothers, female community and religious leaders, and women's civil society groups to engage in efforts to counter violent extremism in a manner tailored to local contexts. This can include the provision of specialized training, facilitating, training of women religious leaders to work as mentors in their communities, increasing women's access to secular and religious education to amplify their voices against extremist narratives and supporting mother's schools. All this capacity building should again be through civilian agencies and with women peacebuilders deciding the priorities and the content of their programmes.

- ✓ Invest in research and data collection on women's roles in terrorism including identifying the drivers that lead to their radicalization and involvement with terrorist groups, and the impacts of counter-terrorism strategies on their lives. This should include the impact of counter-terrorism laws and regulations on the operation of women's civil society organizations, and their access to resources to undertake activities relating to countering violent extremism.
- ✓ Ensure gender-sensitive monitoring and evaluation of all counter-terrorism and countering violent extremism interventions. This should specifically address the impact on women and girls, including through use of gender-related indicators and collection of sex-disaggregated data.

Member States and the UN should:

- ✓ Develop gender-sensitive disengagement, rehabilitation and reintegration programmes that address the specific needs of women and girls. Draw upon the lessons learned from disarmament, demobilization, and reintegration (DDR) initiatives under the women, peace and security agenda.

The UN should:

- ✓ Ensure accountability mechanisms and processes mandated to prevent and respond to extremist violence have the necessary gender expertise to fulfill their mandates.

KEY ACTORS: MEMBER STATES

All relevant actors—Member States, civil society, donors, and multilateral agencies—should:

- ✓ Document best practices, and promote and adopt global standards for the design, monitoring and implementation of high-impact NAPs, and other women, peace and security domestication tools, building on lessons learned across the areas of: a) leadership and coordination, b) inclusion and collaboration with civil society, c) costing and financing, d) monitoring and evaluation, and e) flexibility and adaptability of plans.
- ✓ Strengthen national and global reporting mechanisms for monitoring progress in the development and implementation of NAPs, to enhance transparency and facilitate exchange of learning, and scale up good practice.

Member States should:

- ✓ Support and invest in participatory processes, social accountability tools and localization initiatives to link global, national and local efforts and ensure

KEY ACTORS: REGIONAL ORGANIZATIONS

Member States should:

- ✓ Ensure adequate funding and political will to effectively implement regional policies and action plans on women, peace and security, as well as other interrelated policies, sector-specific action plans and strategies.
- ✓ Support and fund the attendance and meaningful participation of civil society organizations in regional decision-making processes

Regional organizations should:

- ✓ Appoint high-level women, peace and security representatives to drive implementation at the

the voices of the most affected and marginalized populations inform and shape relevant responses and monitoring of progress.

- ✓ Provide capacity building and support the development, financing, implementation and monitoring of NAPs in conflict-affected countries that lack the resources to initiate and sustain a NAP development and implementation process, through partnerships, bilateral and multilateral cooperation, including through North-South, South-South and triangular cooperation, and with civil society.

The UN should:

- ✓ Facilitate the establishment, by the UN Standing Committee on Women, Peace and Security, of a comprehensive and accessible database of NAPs to share good practices, lessons learned, and ensure transparency and accountability.
- ✓ Ensure the proposed new Assistant Secretary-General for Crisis and Conflict role at UN Women includes a specific focus on monitoring and reporting on NAPs.

regional level, building on the experience of the AU and NATO.

- ✓ Establish channels for women leaders and civil society organizations to systematically contribute to the conflict-prevention and peacebuilding work of regional organizations, including by establishing regional advisory bodies of women peace leaders.
- ✓ Build regional capacity for monitoring and reporting on progress in the implementation of the WPS agenda.
- ✓ Increase engagement and interaction with international and regional human rights mechanisms to ensure full consideration of women's human rights, a central component of the WPS agenda.

- ✓ Establish a network of women's human rights and gender advisors and focal points to further mainstream gender perspectives across all workstreams.

Regional organizations and the UN should:

- ✓ Collaborate to establish avenues for cross-learning and information exchange on gender-

sensitive priorities and concerns pertaining to the implementation of the WPS agenda, including by integrating these issues in joint dialogues and intergovernmental meetings on cooperation between the UN and regional organizations in the areas of peacemaking, preventive diplomacy, peacekeeping and peacebuilding—such as the regularly scheduled meetings between the UN Security Council and AU and EU.

KEY ACTORS: THE UNITED NATIONS

To more effectively drive implementation of the WPS agenda beyond 2015, including follow-up to findings of this report and gender-specific recommendations of the related high-level reviews and processes, the UN should take action in a range of areas, including:

Monitoring and accountability frameworks

Harmonize, strengthen and refine existing monitoring and accountability frameworks (specifically strategic frameworks and indicators) on women, peace and security and humanitarian action by:

- ✓ Building on monitoring experience to date and taking into account new developments in gender statistics, information management systems and emerging priorities.
- ✓ Eliminating duplication and focusing on issues of utmost relevance to achieving commitments.
- ✓ Ensuring measurability of indicators, feasibility of data collection, and attaching to each indicator jointly agreed methodological guidelines that are in line with international statistical standards.
- ✓ Designing and setting up clear reporting mechanisms and enforcing periodic reporting requirements from key actors.
- ✓ Integrating system-wide women, peace and security commitments into policies, strategies, planning

documents and monitoring and evaluation tools of all UN entities working in conflict and post-conflict settings.

- ✓ Strengthening financial and technical capacity of UN entities—including in field missions and country teams—to regularly collect, analyze and report women, peace and security statistics in coordination with national statistical systems where relevant, and to use women, peace and security statistics to inform reports, statements, programme planning, budgeting and implementation.
- ✓ Sharing gender-specific information in code cables, periodic updates, data reporting mechanisms and early warning systems amongst all key actors, including UN field missions and country teams in a timely manner.

Gender-balance

Accelerate action to reach the Organization's staffing gender parity goal at all levels, by:

- ✓ Removing obstacles to the recruitment, promotion and retention of women staff in all categories and levels, and—with the support of Member States—investing in the implementation of recommendations put forward in previous reviews and in reports of the Secretary-General on the improvement in the status of the representation of women in the UN system.

- ✓ Integrating gender-balance targets as an indicator of individual performance in all compacts with senior management. The gender-balance targets in the HRM scorecard should be reviewed every quarter at the senior level by mission and country teams.
- ✓ Investing in making mission life and spaces more friendly and safe for women (e.g., special family or leave arrangements for women, adequate and appropriate mission facilities for women, from accommodation quarters and sanitary facilities to welfare and recreational spaces and activities, special medical and gynecological care), and making contract benefits better known to potential women candidates, as well as improving outreach and communications activities regarding life and work in peacekeeping missions.
- ✓ Facilitating women's representation among national staff contracts in missions through better childcare policies and facilities, and revising experience requirements in countries where women have limited education opportunities or access to the workforce.
- ✓ Actively mentor and groom women in P2-P4 posts to promote career advancement and prepare them for management positions.
- ✓ Introducing greater flexibility in some requirements until parity is reached: for example, allowing for current P5s to be directly eligible for D2 positions if they are eligible for D1 positions, and for D1s to be eligible to apply for ASG positions; reconsidering the non-reversion policy, by which staff at the D2 level are asked to relinquish their right to return to their parent UN organization when assuming head and deputy head of mission positions for a limited duration.
- ✓ Auditing missions who have remained stagnant or regressed, instituting a system of sanctions and rewards for performing and under-performing missions, and holding leaders accountable for progress or lack of progress with regards to gender targets.
- ✓ Since many of the women that leave the organization may have partners but no children, providing full consideration to adding a third category of duty stations that are conducive for couples without children, or staff with healthy adult dependents.
- ✓ Ensuring all review processes integrate a gender perspective, and appoint more women to High-Level Reviews and panels.

Leadership

Make senior leadership accountable for implementing women, peace and security commitments, including recommendations put forward in this Study, through:

- ✓ Inclusion of concrete performance measures in senior managers' Compacts between the Secretary-General and his/her Special Envoys, Representatives, Advisors and other Senior Managers, and revision of senior managers' Terms of Reference to reflect women, peace and security as a key priority. This should include Resident Coordinators in conflict-affected countries.
- ✓ Full compliance with the UN-SWAP commitments demonstrated by marked progress across all indicators by the 2017 deadline.
- ✓ Routine inclusion of gender, conflict and crisis analysis in thematic and country-specific briefings and reports to the Security Council and other key UN bodies.

Gender architecture

- ✓ Ensure the presence of gender expertise in missions at the senior decision-making level and all relevant substantive units, by placing senior gender advisors in all peace operations missions, from the outset and for the whole duration of missions, situated directly in the office of the SRSG, supported by hybrid gender expertise in each of the technical units of the mission (e.g., rule of law, human rights, DDR, SSR, elections).

- ✓ (Member States should) invest in DPKO and DPA gender units at HQ, to increase the resources, seniority and number of staff, ensuring a minimum number of posts are included in the regular budget and giving due consideration to the placement of these units in the Office of the USG.
- ✓ (Member States should) invest in strengthened UN Women country offices in conflict-affected contexts to further inter alia support to women's organizations, women's leaders, and strengthen the UN's implementation of women, peace and security commitments.
- ✓ Strengthen the UN's gender architecture to promote women's full participation in efforts to advance peace and security by expanding the support base for gender work within the missions, and maximize the impact of existing resources, by establishing a formal cooperation arrangement between DPKO, DPA and UN Women so that existing missions have access to UN Women's technical, political and policy expertise. Through this arrangement, UN Women would bring its existing resources, capacities, expertise, and staffing as the lead on women, peace and security to support the relevant components of peace operations missions.
- ✓ Pilot in two future missions: UN Women's more

KEY ACTORS: THE MEDIA

Media outlets should:

- ✓ Commit to accurately portray women and men in all their diverse roles in conflict and post-conflict settings, including as agents of conflict prevention, peacemaking and peacebuilding.
- ✓ Increase women's representation and voice in newsrooms, in decision-making and leadership roles.
- ✓ Monitor media content, including information which may harm or stigmatize victims of sexual violence in conflict, and take into account special protection

effective integration into missions—including in the strengthening of rosters, joint selection of staff, training, support through communities of practice, surge capacity and rapid deployments and technical support. The final say on recruitment would rest with the SRSG as well as accountability—there would be a single line of reporting to the SRSG with access to UN Women for information sharing, and gender staff would be backed technically and have a link to the entity responsible for gender equality.⁷ The model should be carefully monitored and assessed on challenges and successes after 2 years.

- ✓ (The Secretariat should) explore the possibility of joint rosters with UN Women for rapid and targeted deployment of technical gender expertise, and open new avenues for using existing rosters managed by agencies, funds and programmes.
- ✓ Establish the position of Assistant Secretary-General, with a dedicated budget, at UN Women, with responsibility for work in the area of conflict, crises and emergencies, under the guidance of UN Women's Executive Director. This ASG would drive the implementation of the recommendations of this Study, help scale up the programming good practice described, and strengthen UN Women's field presence in conflict and emergency settings, with the support of Member States and partners.

measures when covering stories on women and children.

- ✓ Create a code of ethics drafted by media personnel for media personnel as guidance with regard to sensitive issues.

Member States should:

- ✓ Protect, when threatened, the reputations and lives of women and men human rights defenders and journalists by strengthening legal frameworks, providing security and addressing impunity of perpetrators.

- ✓ Develop and enforce laws and mechanisms to prevent, investigate and punish harassment, threats and hate speech published on internet and mobile platforms.
- ✓ Appoint more women in state-owned media structures, and allocate funding to increase women's participation and leadership of media initiatives, including community radio, in fragile, conflict and post-conflict contexts.

KEY ACTORS: CIVIL SOCIETY

The UN, regional organizations and their Member States should:

- ✓ Institutionalize the participation and consultation of civil society and conflict-affected women, including from the grassroots, in local, national and global decision-making processes, including the development, implementation and monitoring of national action plans.
- ✓ Ensure meaningful consultation and direct participation of women in peace processes, and ensure funding and security for their attendance at negotiations.
- ✓ Establish, finance and support knowledge-sharing mechanisms to ensure timely and transparent sharing of information between civil society and government, with special efforts made to reach and engage local communities.
- ✓ Create and maintain, in law and in practice, a safe and enabling environment ensuring access to justice, accountability, and end of impunity for human rights

KEY ACTORS: DATA AND STATISTICS

International entities working on women, peace and security should:

- ✓ Review and revise existing women, peace and security monitoring frameworks to eliminate overlap

All actors should:

- ✓ Support initiatives to increase training on gender-sensitive reporting and how to use, produce and disseminate media materials, taking into consideration that some women have limited access to assets and ICT, and restrictions on mobility.

violations against civil society advocates and women human rights defenders, so they are able to operate free from hindrance and insecurity, and exercise fully their rights to freedom of opinion and expression, association and peaceful assembly.

Women's civil society organizations and movements should:

- ✓ Build strategic alliances across civil society networks to strengthen constituencies and impact on emerging global, regional and national issues regarding human rights, sustainable development, and peace and security.
- ✓ Develop joint advocacy strategies.
- ✓ Broaden engagement with the multi-lateral system, in particular the Universal Periodic Review and treaty body mechanisms, to draw attention to implementation of the WPS agenda and the human rights elements that underpin it.

and enhance the measurability and relevance of indicators.

- ✓ Establish, under the auspices of the UN Standing Committee on Women, Peace and Security, a

partnership comprising international, regional and national data producers for the creation of an on-line gender, conflict and crisis database to bring together and disseminate available data.

- ✓ Utilize the gender, conflict and crisis database to inform programming and to facilitate sharing of knowledge and good practice.
- ✓ Further disseminate data through the use of an on-line repository.
- ✓ Focus women, peace and security monitoring efforts towards measuring outcomes and impact on the ground by:
 - Providing technical and financial support to national statistical systems and civil society organizations working in coordination with these systems for the production of women, peace and security statistics;
 - Enhancing collaboration with existing statistical coordination mechanisms at the international

level, including those within the auspices of the UN Statistical Commission and in preparation for SDG monitoring; and

- Engaging statistical experts within relevant organizations.

National governments should:

- ✓ Prioritize the production of national women, peace and security statistics, including by allocating sufficient financial, technical and human resources, integrating them into existing statistical efforts and ensuring their use for policy formulation.
- ✓ Ensure relevant national statistics are systematically disaggregated by sex and other key variables and timely reported to the international statistical system.
- ✓ Include gender statistics in work programmes of existing statistical coordination mechanisms working on issues related to governance, peace and security.

THE UNITED NATIONS SECURITY COUNCIL

The Security Council should:

- ✓ Establish an informal expert group to maximize information, monitoring and support capacity from the UN system as a whole. Initially the group should be focused on 3-4 countries. This would allow for a comprehensive and targeted approach to monitoring consistent implementation by the Council of resolution 2122, including ensuring that women, peace and security information is part of all briefings and reports to the Council and that questions are asked consistently of senior leaders on these issues.
- ✓ Increase the channels for flow of information from the Human Rights Council and related bodies, including from mandate holders with conflict-relevant mandates, Commissions of Inquiry and other fact finding bodies, to provide important sources of

information for Council deliberations and outcomes. More consistent approaches, including regular Arria-formula meetings between the Security Council and the Human Rights Council-established Commissions of Inquiry on countries of concern should be established.

- ✓ Invite regular civil society briefings, including women's organizations in particular, not only on thematic but on country-specific deliberations.
- ✓ Ensure greater and more effective capacity for gender analysis in conflict-affected countries (see Chapter 10: *Key Actors - United Nations*).
- ✓ Increase the reporting of dedicated high-level leadership within the UN system on women, peace

and security from specific country contexts (see Chapter 10: *Key Actors - United Nations*).

- ✓ Ensure that senior mission leadership consistently includes women, peace and security analysis in all reports and regular briefings, in line with resolution 2122.
- ✓ Consistently incorporate a gender perspective in terms of reference for visiting missions, and give it priority at the outset of the visit.
- ✓ Expand ownership of the women, peace and security agenda within the Council beyond one ‘penholder’ or lead, to include a co-lead role with an elected member.
- ✓ Ensure that Council members who are also members of the General Assembly’s Fifth Committee facilitate approval of resources required to implement gender components of Council mandates.
- ✓ Periodically request SRSGs to present on an ad hoc basis country reports on implementation of the women, peace and security mandate. This could provide opportunities for collective review, focus and action at the country level while providing the Council with more in depth and substantive information on specific context.
- ✓ Strengthen its work in the sanctions committees by:
 - Using existing sanction regimes more effectively to enforce thematic priorities—in line with the high-level sanctions review—including women, peace and security, and consider adopting

thematic sanctions regimes in addition to country-specific sanctions to address global threats such as sexual violence in conflict, human trafficking, and gross violations of women’s rights.

- Expanding the designation criteria in other relevant sanctions regimes where sexual and gender-based crimes and specific attacks against women are persistently perpetrated.
- Calling for information-sharing between the Special Representative on Sexual Violence in Conflict, UN Women as appropriate, and all relevant sanctions committees and associated expert groups.
- Formally requiring expert groups assisting sanctions committees to include gender experts as part of the composition of such expert groups, and in line with the recommendations of the High Level Review on Sanctions, requesting the General Assembly to make additional resources available to provide the requisite technical, language and substantive skills needed to strengthen capacity of sanctions bodies and their expert groups.
- Including respect for the rights of women as delisting criteria in sanctions regimes that target political spoilers that may eventually need to be part of a political solution.
- Ensuring that specific information about the gendered effects of sanctions is systematically included in all reporting on the implementation of relevant sanctions regimes.

LINKAGES BETWEEN HUMAN RIGHTS MECHANISMS AND THE SECURITY COUNCIL RESOLUTIONS ON WOMEN, PEACE AND SECURITY

Member States should:

- ✓ Ratify, remove reservations to, and fully implement CEDAW, and report on the implementation of

obligations relating to women, peace and security in regular reporting to the CEDAW Committee and other treaty bodies.

- ✓ Report on the implementation of obligations relating to women, peace and security in the UPR; participate in the review of other States undergoing review by asking about their implementation of these obligations; and establish national mechanisms of reporting and follow-up of recommendations emanating from the UPR and other human rights mechanisms.
- ✓ Encourage civil society to submit independent parallel reports, and provide financial support to enable their participation in the UPR process and other human rights treaty body reviews.
- ✓ Provide multilateral and bilateral assistance, and ensure the political support and independence of regional and national human rights mechanisms to address violations of women's rights in conflict-affected contexts, and fully implement the judgments and recommendations of these institutions.

Civil Society should:

- ✓ Submit parallel reports to treaty bodies and the UPR highlighting State obligations relating to women, peace and security.
- ✓ Work with women and girls affected by conflict

FINANCING THE WOMEN, PEACE AND SECURITY AGENDA

Member States, the UN and civil society should:

- ✓ Set specific numerical targets such as the UN target of allocating 15 per cent of peacebuilding funds to projects whose principal objective is to address women's specific needs and advance gender equality.
- ✓ Establish systems across all financing actors to promote transparency and accountability, by tracking whether financial allocations further gender equality in a fully comparable manner, including in peace, security and emergency contexts. To achieve this,

who wish to submit complaints of individual rights violations to treaty bodies and regional, sub-regional and national human rights mechanisms.

The CEDAW Committee (and, where relevant, other human rights treaty bodies) should:

- ✓ Question countries under review on the implementation of their obligations under the Convention relating to women, peace and security.
- ✓ Encourage and support civil society to submit country-specific information for State party reporting, including State obligations relating to women, peace and security.
- ✓ Consider expanding the extraordinary reporting function, and holding special sessions to specifically examine conflict countries and their implementation of General Recommendation 30.

Human Rights Council Special Procedures, commissions of inquiry and fact-finding missions should:

- ✓ Include conflict and gender analysis in their work in conflict-affected countries, including in the mandates of commissions of inquiry and fact-finding missions.

build the capacity of all actors to monitor and evaluate the impact of funding.

- ✓ Increase predictable, accessible and flexible funding for women's civil society organizations working on peace and security at all levels, including through dedicated financing instruments such as the new Global Acceleration Instrument on Women, Peace and Security and Humanitarian Action.
- ✓ Support women's participation in donor conferences to ensure interventions appropriately target the needs of women on the ground.

- ✓ Build the capacity of national governments in fragile and conflict-affected settings to undertake gender-responsive budgeting and ensure coherence of national planning with gender equality objectives.
- ✓ Undertake participatory gender and conflict risk analysis (including vulnerability analysis) to inform the design, costing and implementation of all interventions in conflict-affected contexts.

Donor States and groups should:

- ✓ Adopt the UN's 15 per cent gender-funding target for peacebuilding interventions within their own aid flows to conflict-affected contexts, with this percentage being the first, not final, target.

Civil society should:

- ✓ Improve coordination of donors' aid activities to ensure a more even distribution of gender equality-focused aid across all fragile states and economies.
- ✓ Significantly increase allocations to dedicated financial mechanisms that promote gender equality, women's human rights and empowerment, such as the UN Fund for Gender Equality, the UN Trust

Fund to End Violence Against Women, the UN Fund for Action Against Sexual Violence in Conflict (UN Action) and the new Global Acceleration Instrument on Women, Peace and Security and Humanitarian Engagement.

- ✓ Revise the structure of budgeting from being 'project' based to be aimed at long-term capacity building, not only of State entities but also of non-State entities.

The UN should:

- ✓ Accelerate efforts to attain and then surpass the Secretary-General's 15 per cent 'gender marker' for financing of peacebuilding approaches that promote gender equality. Its achievement should be written into the Secretary-General's performance compacts with senior UN leaders on the ground, in mission and non-mission settings, and backed up with an enhanced system for monitoring and tracking achievement.⁸
- ✓ Allocate US 100 million or a symbolic 1 per cent of the value (whichever is higher) of the total budget for peace operations to the Peace Building Fund;⁹ and further ensure that, of this contribution, a minimum of 15 per cent is allocated to peacebuilding approaches that promote gender equality.