

Guidelines (2019–2022)

Guidelines to the Foreign Service's Work on Women, Peace and Security



Norwegian Ministries

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Preface

Twenty years ago, Norway and Sweden supported a study of women in peacekeeping operations. The study inspired the Windhoek Declaration, which formed part of the backdrop to the UN Security Council in 2000 recognising for the first time that women and men are affected differently by conflicts, and that both women and men must take part in peace and security efforts if we are to succeed.

Through Security Council Resolution 1325 and the eight subsequent resolutions on women, peace and security, UN member states undertake to ensure women's participation and rights in connection with conflict prevention and conflict resolution, and in connection with humanitarian, peace-building and peacekeeping efforts. Many countries make a substantial contribution. Seventy-nine countries have followed up by developing national action plans for women, peace and security. Our Action Plan on Women, Peace and Security (2019–2022) is Norway's fourth such plan.

The Women, Peace and Security agenda is about thinking in new ways. Conflict resolution is not just about who can stop a war, but also about those who can build peace. It involves more than just sharing power – it is also about sharing responsibility.

The ideas reflected in the Women, Peace and Security agenda were already part of our thinking before the agenda was adopted, and our work on the agenda has from the outset been based on both research and practice. And it still is. The current action plan draws on new knowledge and many years' experience. This is reflected in this new and updated Guidelines to the Foreign Service's Work on Women, Peace and Security.

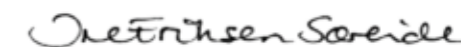
The action plan emphasises women's participation and rights in both initial peace talks and in formal peace processes. We must demonstrate the same dedication to women, peace and security in our support for the implementation of peace agreements as during the negotiating phase. Operations and missions both at home and abroad must emphasise women, peace and security, and transnational crime and conflict must be seen in conjunction with each other. In our humanitarian work, we will

increase our efforts for girls and women, among other things by placing greater emphasis on participation and women's rights, including sexual and reproductive health and rights. The plan also highlights the long-term, wide-ranging work for women's rights carried out in countries affected by armed conflict. One chapter is dedicated to gender, women and violent extremism. Preventing and dealing with sexual and gender-based violence remain a priority throughout.

The conflicts we are facing are complex and demanding. The human suffering is enormous. Our efforts for women, peace and security are part of Norway's response to this suffering. Everyone in the foreign service who works on issues relating to peace and security must therefore contribute to the implementation of the plan. These Guidelines will make this possible even when work on women, peace and security is only one part of an employee's

responsibilities in his/her section or country team, at the embassy or in a delegation. The Guidelines highlight key resources and references, reminds users about important processes and partners, and includes tips, advice and checklists. Use it.

As the 20th anniversary of Security Resolution 1325 approaches, we must be creative, goal-oriented and strategic. We must intensify our efforts to make sure that plans are translated into actions. Norway will contribute, which means that both you and I must do our bit.



Minister of Foreign Affairs
Ine Eriksen Søreide

INTRODUCTION

The Action Plan on Women, Peace and Security sets out Norway's policy for following up the resolutions on women, peace and security. These Guidelines are an aid for the foreign service missions, the Ministry of Foreign Affairs and Norad – a tool that will help to translate policy into practice. The Guidelines supplement the Action Plan and must be read together with it.

The main goals of the Government's Action Plan on Women, Peace and Security 2019–2022 are to strengthen women's participation and influence in Norwegian contributions to peace and security, and to ensure that our efforts safeguard women's and men's rights, needs and priorities. At the same time, we will endeavour to ensure that the international effort under the auspices of the UN and regional organisations is correspondingly strengthened. This applies to:

- peace and reconciliation processes
- the implementation of peace agreements
- operations and missions
- humanitarian efforts

The work on preventing and combating conflict-related sexual violence will be integrated in peace and security work and linked to all the focus areas in the plan.

We have called Chapter 5 of the plan 'Sustaining Peace'. Chapter 5a clarifies how the efforts for women, peace and security are related to the Action Plan for Women's Rights

and Gender Equality. The latter describes how we organise our wide-ranging, long-term work to strengthen women's rights in foreign and development policy, and thereby to ensure that women can contribute to building resistance, preventing conflict and maintaining peace. Through this new Action Plan on Women, Peace and Security, we will therefore also strengthen the implementation of the Action Plan for Women's Rights and Gender Equality in countries affected by armed conflict.

Chapter 5b states that the different gender roles of women and men will be emphasised and the gender perspective integrated into Norway's efforts to prevent and combat violent extremism. The Action Plan also shows how the international effort and national measures are part of the same whole.

While responsibility for following up the efforts for women, peace and security in international operations and missions largely rests with the Ministry of Defence and the Ministry of Justice and Public Security, the foreign service supports these efforts. The chapter in the Guidelines about operations and missions describes how the foreign service can contribute to Norway's work in this area. ►



It was a unanimous Security Council that, through Resolution 1325, recognised that women's participation, rights and needs are of great importance to international peace and security. A Security Council Resolution is legally binding on all UN member states. The member states and the UN's own bodies are therefore **obliged** to

- increase women's participation in and influence on processes relating to peace and security
- protect women and girls and their rights in conflict situations
- integrate a gender perspective in international operations
- integrate a gender perspective in the UN's work relating to conflict, peace and security



The Convention on the Elimination of Discrimination against Women's General Recommendation No 30

The recommendation states that the Convention applies universally and under all circumstances, also in conflict areas, and to everyone, both citizens and non-citizens, within a territory. It states that both states and non-state actors have a duty to fulfil international human rights obligations in relation to women in conflict situations. It underpins the Security Council resolutions on women, peace and security and links the resolutions to the Convention.

The recommendation also contributes to *women, peace and security being included in the reporting mechanism that is built into the Convention on the Elimination of Discrimination Against Women*. It is important for the embassies to keep this in mind in their dialogue with the authorities in connection with reporting to the CEDAW Committee.

▶ A results framework has been developed in order to document the effects of our efforts for women, peace and security. The results framework covers the activities of all ministries with responsibility for implementing the plan,¹ and it is included at the end of these Guidelines. To enable systematic analysis of the results, it is important that relevant entities contribute information about results in accordance with the framework.

What?

The term 'women, peace and security' (WPS) refers to nine resolutions passed by the UN Security Council (SCR 1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242 and 2467).

The resolutions have the following overall objectives: equal participation and influence for women in the work on preventing, handling and resolving conflicts, and stronger protection of women, girls, boys and men, particularly against sexual violence.

Security Council Resolution 1325 was passed in 2000. It was a groundbreaking resolution. This was the first time that the UN's supreme body for peace and security adopted

a resolution recognising that women and men are affected differently by war and conflict, that women must be protected against violence in conflict situations and that women's participation and rights are crucial to international peace and security. The normative framework has been expanded since 2000. **Eight new resolutions** have been passed: five on sexual violence in conflicts, several that raise the need for funding and technical assistance, and the last resolution, which, among other things, emphasises the importance of linking the work on women, peace and security to combating violent extremism. See the list of security council resolutions and their main messages in Appendix 2.

Most states in the world, Norway included, have ratified the **UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**. The UN Committee on the Elimination of Discrimination against Women (the CEDAW Committee) has issued general recommendation no 30, which contains concrete measures for how states can safeguard women's rights before, during and after conflicts.

Why?

Women's participation in peace and reconciliation processes is a goal in itself, and an important means of achieving sustainable peace, economic growth and welfare.

- *Women have a right to participate in processes that concern their future.*
- *Women, men, girls and boys have different needs that must be met in different ways.*
- *Integrating a gender perspective is decisive in order to arrive at a better analysis of the challenges we are facing and to ensure access to possible solutions.*
- *Women's participation in processes relating to peace and security is a precondition for sustainable peace.*
- *Women's participation increases national and international legitimacy and strengthens the population's ownership and thereby implementation capacity. ▶*

The UN Secretary-General's annual reports to the Security Council – an important information source

Every year the UN Secretary-General presents his report to the Security Council on the fulfilment of obligations relating to women, peace and security. The report forms the backdrop to an open debate in the Security Council on women, peace and security, which is usually held in the last week of October. The report contains a lot of useful information about the status of the UN's and member states' efforts in this area, the UN's ambitions, identified challenges and possibilities.

Note also the annual open debate in the Security Council on conflict-related sexual violence. This debate usually takes place in April. The UN Secretary-General also presents a report in this context – an important point of reference in the efforts to combat such violence.

It is worth noting that other organisations, such as the Organization for Security and Co-operation in Europe (OSCE) and the African Union, often hold debates on the same issue during the same periods, October and April, respectively.

It is important that Norway plays an active role in the fulfilment of obligations to women, peace and security going forward, among other things by making concrete and good contributions to these debates.



1. Including subordinate agencies and foreign service missions.



No one represents everyone

Like men, women are a heterogeneous group. Women have different agendas and priorities. Women who engage in politics cannot be expected to represent the experience and opinions of all women.

When we are involved in facilitating peace processes, as dialogue partners in conflict prevention, the implementation of peace agreements and in peacebuilding, and in humanitarian efforts or in other roles, we must take a broad approach to inclusion and the gender perspective.

Examples of relevant issues:

- National women's organisations do not always represent women's needs and challenges at the grass-roots level. Is it necessary to consult more actors?
- Indigenous peoples and minorities often face challenges as regards access to political processes. Do they need our help in order to be heard?
- Lesbian, bisexual and trans women are often at greater risk of sexual violence and abuse. Have we thought about what this means for how we plan our work?

► How?

Norway works on women, peace and security in different ways:

- We work **normatively** in multilateral forums: through negotiations about resolutions and debates, political discussions and concrete measures. The UN is a main actor in this context, but NATO, the OSCE, the African Union and other regional actors are becoming increasingly important. At the normative level, we emphasise countries' responsibility, the rights perspective and women's participation.
- We pursue an active **political dialogue** with the authorities in different countries. Norway will contribute to accountability, based on countries' own commitments, also as regards sensitive questions. Knowledge about national and local conditions is important: What commitments has the country taken on? What needs and priorities do the different women's groups emphasise?
- We give **financial support**. The Ministry of Foreign Affairs administers grant funds for work on peace and security and for humanitarian work via different budget items, with some

earmarking of funding for women, peace and security. The Action Plan on Women, Peace and Security states that the gender perspective must be an integral part of all efforts in vulnerable states and in all countries affected by armed conflict. We make targeted efforts, among other things in relation to women's employment and including the gender perspective in security sector reform. Norway is an important donor to multilateral organisations, and we will use this position to advance the work on women, peace and security and to hold UN agencies accountable for fulfilling their obligations in relation to women, peace and security.

- We support **civil society's** efforts for peace and security.
- We support and use **research** in order to ensure an evidence-based approach to implementation of the resolutions. The Action Plan contains examples of this. See also the list of resources in Appendix 3 to these Guidelines.

The following chapters describe how we work in practice.

The Guidelines also include examples of how we work in different contexts, both at country level and in New York.

MYANMAR

Ethnic groups in Myanmar have been in armed conflict with the central authorities since 1962. Today, there are around 20 operational armed ethnic groups, and the country is characterised by strong male-dominated traditions after many years under military rule. There is very little participation and leadership by women in society as a whole, and especially in the peace process.

The embassy's work in relation to women, peace and security is therefore wide-ranging. Support for women's networks at the local level – aimed at participation in regional decision-making processes – is important. The same applies to facilitating participation by women representatives in formal peace conferences. This includes both capacity building and support for travel. The embassy supports the establishment of platforms for network building and exchanging views, as well as independent media coverage of vulnerable voices in conflict areas so that they can be heard by decision-makers.

In October 2018, the embassy organised a gathering of Norway's priority countries for work on women, peace and security. Here, representatives of the embassy are in dialogue with local partners.

Myanmar does not have its own national 1325 action plan. The embassy therefore supports the important work done by UN Women to contribute to the implementation of action plans at regional level – as we have seen in Mon, Kayin and Kayah states.



Photo: The embassy in Yangon



Photo: The embassy in Yangon



Photo: The embassy in Yangon

© Norway's embassy in Myanmar has a good dialogue with the women members of parliament in Naypyidaw.

CHAPTER 1.

PEACE AND RECONCILIATION PROCESSES

Norway will endeavour to ensure that peace and reconciliation processes in which Norway is engaged involve both women and men, and that peace agreements include both women's and men's rights, needs and priorities.

Also in initial discussions, Norway will prepare the ground for inclusive processes that safeguard both women's and men's rights, needs and priorities.

Norwegian diplomats must themselves place women, peace and security on the agenda, and they must call for female participants in formal negotiations, in various consultations, on committees, hearings etc. that take place in and around peace and reconciliation processes.²

In peace processes in which Norway is involved, we shall:

- Endeavour to ensure a **good gender balance** in our own teams and that there are women among our special envoys.
- Carry out **gender-sensitive conflict and actor analyses**.
- Create a **simple strategy** or plan for how women's participation and a gender perspective can be taken into account in the peace negotiations and in the dialogue with the parties.
- Offer **technical assistance and expert help** to peace mediators, facilitators, the parties and women's organisations **relating to how a gender perspective can be integrated** into the peace negotiations.
- Endeavour to ensure that **women have an opportunity to influence the negotiations and decision-making processes** by
 - working to raise the parties' awareness of the benefits of inclusion,
 - helping to ensure that the parties in a peace process increase the proportion of women in their delegations,
 - proposing that women's organisations can participate as observers during the negotiations,
 - supporting and facilitating parallel consultations for civil society, and ensuring that civil society's views are presented, discussed and taken into account in decision-making processes,
 - making practical and logistical support available, for example transport and security, when necessary.
- **Support women's organisations', women human rights defenders' and peace workers' role as monitors** in peace and reconciliation processes and as actors that can hold the parties accountable for following through their commitments. ▶

GENDER-SENSITIVE CONFLICT AND ACTOR ANALYSES

Some basic questions we should ask:

- How does the conflict affect women and men, girls and boys?
- How do the agenda items reflect these considerations?
- Who represents the parties and other actors involved (both women and men)?
- Who is not included?
- Who are the change agents?

2. See O'Reilly, O'Suillebainn & Paffenholz, 2015 for an analysis of different forms of inclusion.

THE BUILDING BLOCKS

Create a space for women to enter, remain and contribute effectively in peace processes requires an enabling environment. This includes:



Equality before the law



Inclusivity as a social & cultural norm



Security & protection from violence



Social services (e.g childcare)



Presence & support for women's movement



Access to knowledge & training



Financial support



Logistic support (e.g visas, transportation)

* www.unwomen.org/en/digital-library/multimedia/2018/10/infographic-womens-meaningful-participation-builds-peace

- ▶ Help to ensure that **preventing and combating sexual violence** are part of peace and reconciliation processes and the peace agreement, and ensure that the rights of survivors of sexual violence – women, men, girls and boys, as well as children born of war – are safeguarded. This can be done at several levels. It is important to take a comprehensive approach, for example by supporting

- preventive measures and mechanisms for monitoring abuse,
- security sector reforms and states' ability to hold perpetrators accountable within the bounds of transitional justice,
- women's organisations and others who are working to combat sexual violence and support survivors,
- zero tolerance of abuse by UN personnel, and be a clear advocate for this.

- **Endeavour to ensure that initial peace talks also prepare the ground for an inclusive process** that safeguards both women's and men's rights, needs and priorities.

The above guidelines also apply to preliminary dialogue initiatives. The minimum goals for this phase should be to

- emphasise international commitments to ensure women's participation and rights, and national and international benefits of following up commitments,
- highlight the connection between inclusive processes and sustainable peace, how broader consultations affect the credibility and legitimacy of an agreement, the population's ownership of the agreement and thereby also the capacity to implement it.³
- urge the parties to include women in their delegations,
- identify women's groups that could play a role if the discussions evolve into a peace process.

The Section for Peace and Reconciliation has two general priorities for its work: women, peace and security, and transitional justice. The section has adopted a separate strategy for following up women, peace and security in its peace and reconciliation work. More information can be sent to embassies and country teams on request. ▶



3. Jana Krause et al. *Women's Participation in Peace Negotiations and the Durability of Peace*. International Interactions (2018).

THE NORWEGIAN NETWORK OF WOMEN MEDIATORS

At the beginning of 2019, the Norwegian branch of the Nordic network had 50 members. All of them have experience of working on peace processes. Some of them are experts in process design, the inclusion of women in peace processes, strategic communication in peace processes, national dialogue or transitional justice, while others have experience from UN Peacekeeping Forces, police and security work or work with civil society.

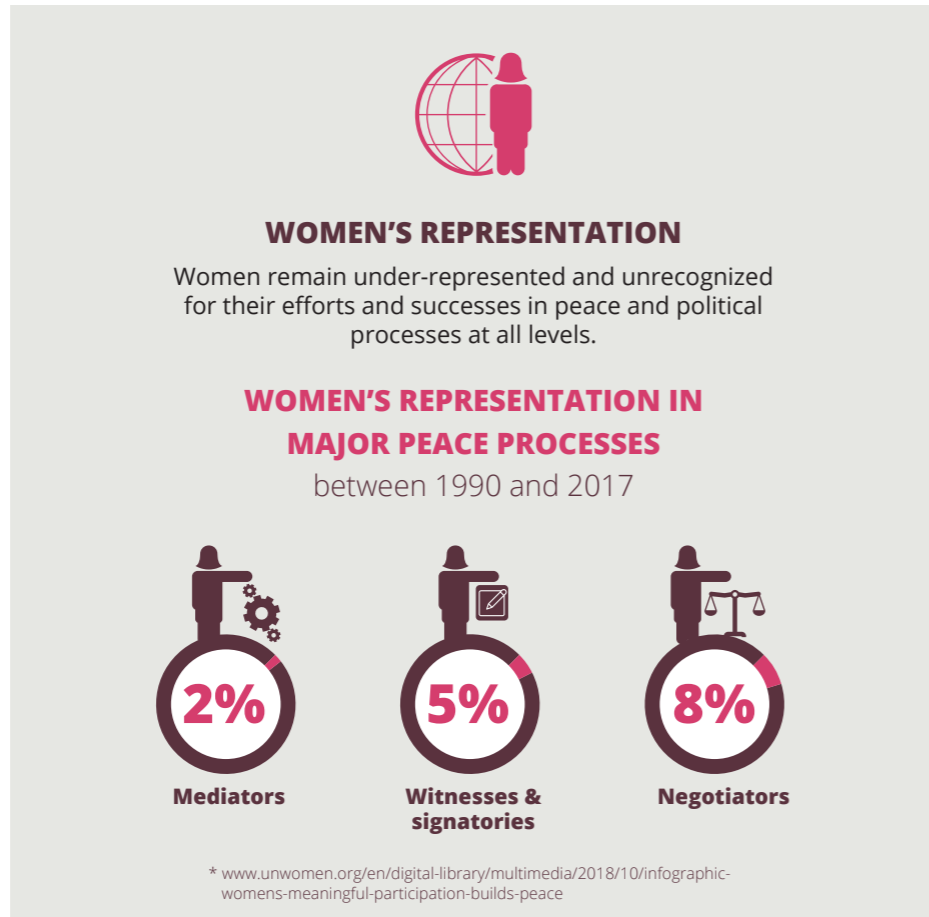
Use the network if you see possibilities in your country. Consider whether it could be useful for you for someone from the network to contribute to the work in the country where you are. Offer experience sharing and expert assistance to the authorities, women's organisations or other groups it is natural to support. Resources have been allocated to cover travel and accommodation expenses if it is not possible for the embassy to cover these expenses. Contact the Section for Peace and Reconciliation for more information.

See also PRIO's website <https://www.prio.org/Projects/Project/?x=1770>.

► Peace and reconciliation processes can give rise to difficult dilemmas, for example in the efforts to include women. Ask the Section for Peace and Reconciliation for help in assessing long-term and short-term benefits in different phases of peace processes.

The International Civil Society Action Network (ICAN) has developed the guide *The Better Peace Tool* with

Norwegian support. It is available in several languages, and several animated films have been produced that are freely available on YouTube. *The Better Peace Tool* contains practical advice and tips about how to contribute to women's participation and how to participate more actively in peace processes. You can find this guide by searching for *The Better Peace Initiative*.



MOZAMBIQUE

The Norwegian embassy in Maputo supports the peace process in Mozambique in several ways. Norway is a member of the Contact Group for the Peace Process together with Switzerland (chair), the USA, the UK, Botswana, China and the EU. Norway also provides an expert in disarmament, demobilisation and reintegration (DDR).

Mozambique launched its Action Plan for Women, Peace and Security in June 2018, with Norway as a strategic partner. A Memorandum of Understanding (MoU) formalising the partnership was signed by both countries during the visit by Mozambique's President Filipe Nyusi to Norway in November 2018. Norway supports the implementation of the action plan via UN Women.

© Gender Equality Minister Cidalia Oliveira, Ondina da Barca Vieira from UN Women and Ambassador Anne Lene Dale at the launch of Mozambique's Action Plan for Women, Peace and Security.



© Mozambique's armed forces and police play an important role in connection with implementation of the country's Action Plan for Women, Peace and Security. Here from the launch of the plan in June 2018.



Photo: UN Women/Jaana Oikarinen

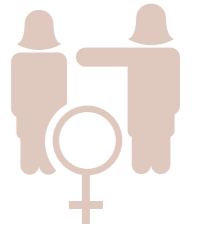
CHAPTER 2.

IMPLEMENTATION OF PEACE AGREEMENTS

When Norway supports the implementation of peace agreements, we must endeavour to ensure that women participate and have influence and that both women's and men's rights are safeguarded.

To contribute to this, we will:

- Have the same focus on **women's participation in the implementation phase** as in the negotiating phase. This means that we must work for women's participation in all councils, committees and mechanisms for following up the agreement, for example in connection with constitutional and security sector reform, in peace monitoring mechanisms and in structures aimed at ensuring transitional justice.
- Support **civil society organisations and women's groups** that have or may play a role in the implementation phase.
- Endeavour to ensure that the **clauses in the peace agreement** that address women's rights are respected and that general clauses in peace agreements are implemented as regards women's rights and needs.
- Help to ensure that **conflict analyses** carried out by donor groups, the UN and other partners have a gender perspective. Consider whether it is necessary for us to conduct such an analysis.
- Develop a simple **strategy for following up** women, peace and security in Norway's work in support of the implementation of a peace agreement.
- Endeavour to ensure that **disarmament, demobilisation and reintegration programmes** do not have negative consequences for girls, women, boys or men, and try to ensure positive effects for all. This also applies to work on the reintegration of child soldiers.
 - In reintegration programmes, account must be taken of the different roles women and girls can play in a conflict. What attitudes they might be faced with when they move back to or to a new place should be studied. Conflict prevention measures should be included in the programme.
 - Camps must have secure facilities for women and girls, and training that is provided must be adapted to women and girls, both in practical terms (security, child care provision) and socially.
- Support integration of the gender perspective in the rebuilding of the **justice sector and in connection with security sector reform (SSR)**. Among other things, this will mean that
 - women shall be guaranteed due process and access to ▶



- ▶ the legal system, and that women's rights and equality must be included in justice sector and defence sector reform, in both operational guidelines and through the right to participate and work,
- discriminatory laws should be identified, and it should be considered whether to support endeavours to amend them. Today, inequalities between women and men are still enshrined in law in 155 countries.
- **Oppose the granting of impunity** for sexual violence. This can be done, among other things, by supporting the improvement of legislation and the justice sector's capacity to deal with cases of sexual violence.
- Support **transitional justice arrangements** that involve alternative methods for reparation and justice. These processes should be initiated at a point in time when they are perceived as legitimate by the population and across lines of conflict. They must include mechanisms that ensure that women's rights

are satisfactorily safeguarded as regards access to the courts, legal assistance etc.

- **Support measures that involve men and boys** in awareness-raising work aimed at combating gender-based and sexual violence in conflict situations. At the same time, it is important to remember that men and boys can also be victims of sexual violence in conflict situations and that the number of unreported cases is high. Both boys and men and girls and women can also be victims of forced recruitment as soldiers and child soldiers.
- **Monitor the situation for human rights defenders and peace workers**, and assess what freedom of action and security is available to active and high-profile women. They play a key role during the implementation phase. In that context, it should be considered whether to support their work politically and financially.
- **Seek partners who are engaged in combating domestic violence in conflict situations.**⁴

It is important to be aware that the biggest problem is not necessarily sexual violence and abuses committed by armed fighters, and that sexual violence committed by intimate partners is widespread in conflict areas.

- **Support measures relating to the gender perspective in the work on the prevention of violent extremism (PVE).** Such measures can include measures to mobilise women's organisations in the effort against violent extremism, locally, regionally and globally, and measures that help to defend women's lives, health and rights as part of the fight against violent extremism.

CONSULTATION MECHANISMS IN COLOMBIA

In Colombia, Norway makes wide-ranging efforts for women, peace and security. Among other things, it supports the work carried out by the Geneva Center for the Democratic Control of Armed Forces (DCAF) to promote security and public welfare services for women and marginalised groups. The project primarily focuses on the areas that have been worst affected by the conflict. DCAF has established consultation mechanisms whereby the authorities

meet women's groups to discuss specific security challenges and other pressing needs. These security dialogues involve women from different backgrounds, including indigenous people, Afro-Colombians, farmers etc. DCAF also offers capacity-building to the women who take part. The consultation mechanisms are linked to the Colombian police's mobile gender equality unit, which helps to combat gender-related violence in the same areas.

The Colombian organisation 'Fundación Mujeres del Mundo Anna Perenna' supports women leaders in the village of Tutunendo in the county of Chocó.



Photo: Estefanía Pardo



Photo: Estefanía Pardo

4. Human Security Report, 2012.

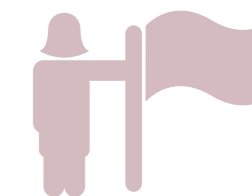
CHAPTER 3.

OPERATIONS AND MISSIONS

In all operations and missions, one of the goals is to ensure the security and safety of the whole population. This is achieved by making the gender perspective the basis for the actions of the organisation and personnel, for how personnel are selected for participation in operations and missions, and for their contribution to building competence.

To contribute to the achievement of these goals, we will:

- **Endeavour to ensure that peace operations have strong mandates that take account of both women's and men's security needs and strengthen women's position.**
- **Highlight women, peace and security in the UN, NATO and the OSCE** in contributions to debates and relevant side events, in dialogue with secretariats and other countries' representatives, in budget discussions and in other important forums.
- **Work for greater women's representation in peace operations, including by**
 - proposing Norwegian women for international missions, also in leading positions,
 - supporting other countries' efforts to increase the proportion of women in their contributions,
 - supporting research that contributes to increasing knowledge about women's participation in operations and missions, to ensure that the measures we take are well founded and relevant,
 - helping to raise the profile of women who are or have been sent on international operations and missions, and inviting women with this kind of experience to participate in relevant forums and discussions.
- **Work to ensure that the UN, NATO and the OSCE integrate the gender perspective in their work.**
- **Support the multilateral collaboration aimed at protecting women, children and men from sexual violence,** for example by working for more cooperation in vulnerable regions between international organisations such as the UN and Interpol.
- **Establish and maintain contact with relevant actors in peace operations about women, peace and security.** Where the UN, NATO or the OSCE have operations in which Norway takes part or contributes substantial support, or other considerations call for this, our embassies, delegations and/or country teams shall, preferably in cooperation with others,
 - establish and maintain contact with the leadership of the operation about women's participation and men's and women's role in the operations, ▶



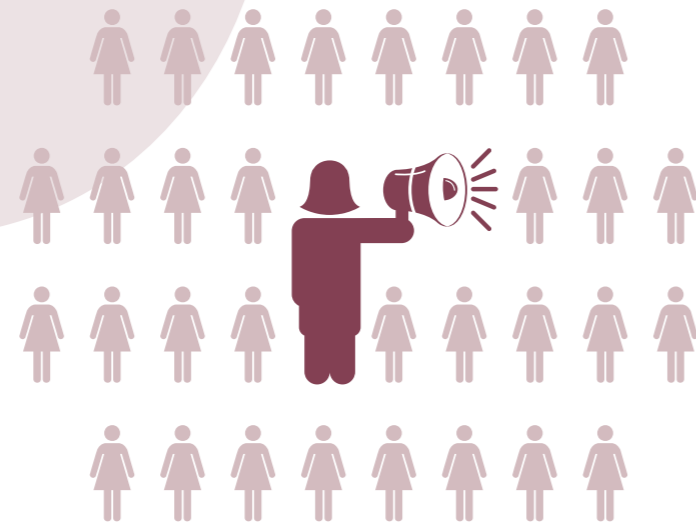
- ask what is being done about women’s rights and protection, and how sexual violence is being prevented and followed up.

The work of other regional organisations and operations is also worth following up closely, for example the work of the African Union.

- Maintain close contact with Norwegian representatives on operations and missions.**
 - We must challenge and support the efforts for women, peace and security made by our

representatives in operations and missions.

- Where relevant and possible, our embassies and delegations should take steps to facilitate regular contact with the those deployed on operations and missions, thereby strengthening Norway’s voice in the dialogue with national authorities and with the leadership of the operation, and making Norway’s contribution as coherent, goal-oriented and consistent as possible.



SOUTH SUDAN

The civilian population has been the main target in the conflict in South Sudan, which has largely followed ethnopolitical divisions. After several decades of war, South Sudan is a militarised society, and sexual and gender-based violence is commonly used as a weapon in the conflict. Only six per cent of girls complete lower secondary school and about 50 per cent are married before they are 18.

Women in South Sudan have succeeded in joining forces across dividing lines. Here, together with Norway’s Special Envoy for Women, Peace and Security, Marita Sørheim-Rensvik, at a meeting at UN Women in Juba. Ⓣ



To lay the foundation for a sustainable peace, the negotiations had to be demilitarised and representatives of civil society had to be included to a greater extent. Norway has worked strategically, among other things by cooperating with women’s organisations and UN Women. In cooperation with the UK, the embassy has strengthened the gender perspective in the monitoring bodies for the peace agreement, and especially monitoring of the truce, to ensure that sexual abuses are documented and reported to the regional cooperative body IGAD. Contact was established between the women’s network, representatives of the troika countries and IGAD’s special envoy for the peace process. This helped to strengthen the women organisations’ participation in the negotiations. The result was that the revitalised peace agreement states that there must be at least 35 per cent women on the different committees and political bodies.

The challenge now is to ensure that commitments are followed through.



Ⓣ In Entebbe: Representatives of the South Sudan women’s coalition and deputy head of the Norwegian embassy in Juba meet members of parliament from Uganda.

CHAPTER 4.

HUMANITARIAN EFFORTS

Norway's efforts in humanitarian crises must safeguard women's and men's, girls' and boys' rights, and their different needs and priorities. The Action Plan on Women, Peace and Security and the Humanitarian Strategy provide guidelines for this work.

To ensure that our efforts have an integrated gender perspective, we shall:

- **Ensure that women and men who are affected by a humanitarian crisis have influence** over the humanitarian response.
- **Make sure that both women's and men's rights are safeguarded in the humanitarian response.** This includes sexual and reproductive health and rights.
- **Work on the basis of the humanitarian principle 'Do no harm'.** This also means that humanitarian aid must be designed in such a way that it does not create new conflicts or discrimination – including on the basis of gender.
- **Expect recipients of Norwegian humanitarian funds to carry out needs analyses** that identify the needs of different groups, and that this will form the basis for how the humanitarian efforts are organised.
- **Expect humanitarian aid organisations that receive Norwegian support to report** on how women, peace and security is integrated into all parts of the planning, implementation and evaluation of efforts in crises and conflicts.
- **Collect and spread best practice** from the humanitarian organisations that have come furthest in integrating the combating of sexual violence, also against boys and men, in the planning of humanitarian efforts at the strategic and operational level.
- **Collect information and experience from representatives of civil society** at country level who are endeavouring to ensure that gender-based and sexual violence is included in the preparations for and implementation of international humanitarian efforts.
- **Be a driving force for ensuring that UN agencies comply** with relevant guidelines for inclusion of the gender perspective and combating of sexual violence in humanitarian efforts, including the Gender Handbook and guidelines from the Inter-Agency Standing Committee (IASC) (see the list of resources in Appendix 3).
- **Offer expertise and advice** on the gender perspective and protection in field operations, including continuing to support the *Protection Standby Capacity Project (ProCap), Norwegian* ▶



We should be particularly aware of the needs of

- refugees and internally displaced persons,
- women of reproductive age,
- children born of war,⁵
- women and men subjected to discrimination of different kinds, for example on the basis of sexual orientation, ethnic and religious identity or impaired functional ability.

5. 'Children born of war' is now an established term. It includes children conceived as a result of abuse, but also includes all children born during and after conflicts and wars, where the father belongs to the enemy, an ally or a peacekeeping force, and the mother is a member of the local community.

- ▶ *Expert Deployment Capacity (NorCap) and the Gender Capacity Standby Project (GenCap), which are administered by the Norwegian Refugee Council and are a resource in this field.*
- **Help to ensure that donor cooperation and coordination at country level takes account** of the work on women, peace and security in different phases of the response to crises and conflicts – from emergency aid to assistance and reconstruction in the medium and long term. This must include protecting whistleblowers who report abuses within humanitarian organisations.



© Children on the way to school in Aleppo, Syria, 2017.

NEW YORK

Norway's work for women, peace and security at the UN in New York.

In 2020, we will celebrate the 20th anniversary of the first resolution on women, peace and security. The issue is more relevant than ever before. We have succeeded in putting in place a good normative framework from the Security Council. Norway is now focusing on concrete follow-up on the ground, also in the UN. There is still a long way to go despite expressions of support from UN member states. The Secretary-General's report shows that women make up 2 per cent of peace mediators,

8 per cent of peace negotiators and 5 per cent of witnesses and those who sign peace agreements. Norway has extensive experience of peace processes and women's rights and participation – and we are more than happy to share it! In 2019, Norway is a member of the UN's Peacebuilding Commission and we will also make active endeavours to move the topic higher up the agenda. In New York, Norway chairs the Group of Friends for the Prevention of Violent Extremism together with Jordan. Through the Group of Friends, Norway works to ensure that the gender perspective is integrated into the UN's work on terrorism and violent extremism.



©

Mona Juul, Norway's ambassador to the UN, is Norway's voice at the UN Headquarters in New York. For Norway, the Security Council is one of the most important arenas for placing women, peace and security on the agenda.

CHAPTER 5.

SUSTAINING PEACE PREVENT CONFLICTS, BUILD AND SUSTAIN PEACE

The different phases of the peacebuilding process are intertwined. Reconstruction and reconciliation are often immediately followed by both conflict prevention and new conflict resolution. The work on preventing and combating violent extremism has points of contact with all our work for peace and security. To build sustaining peace, women rights and gender equality must be given a central place.

Women's rights and gender equality in countries affected by armed conflict.

REMEMBER:

The Action Plan on Women, Peace and Security and the Action Plan for Women's Rights and Gender Equality *both* govern how peacebuilding efforts are implemented in countries in conflict and post-conflict situations.

Norway's efforts in support of women's rights and gender equality in its foreign policy and development policy focus on five areas:

- Girls' right to education
- Women's political rights and participation
- Women's economic rights and participation
- A life free from violence and harmful customs
- Sexual and reproductive health and rights

Women, gender and violent extremism

- Undermining women's rights is a common goal of most extremists — including far-right extremists. Women are affected at an early stage and often by violent extremists' ideology and warring activities.
- Sexual violence is a significant part of extremist violence.
- Many violent extremist groups limit, distort or exploit men's and women's gender roles strategically.
- Women's key role in the family and society is sometimes exploited in connection with preventive measures, so that their security is threatened and their loyalty to the family challenged.
- Some women join terrorist groups, serve as foreign fighters and recruit others to these groups. A gendered approach is therefore required.
- **Many women are influential peace workers who prevent and resolve conflicts, also in the face of violent extremism.**

Recognition of these facts must permeate our work on preventing and combating violent extremism.



© Illustration made for Norway's Action Plan for Women's Rights and Gender Equality in Foreign and Development Policy 2016-2020: Freedom, empowerment and opportunities.



LEBANON

Lebanon has a long way to go before women are admitted to the political arena as equal participants and decision-makers. When the government was formed in 2019, four of the 30 ministers appointed were women. That is a higher number than in any previous government, and it includes the first woman Minister of the Interior in the Arab world. Six of the 128 representatives in the newly elected parliament are women, compared with four in the previous one. In the security sector, there is a corresponding lack of women in leading positions. Decision-making structures and leaders often choose to reinforce cultural and other normative systems that perpetuate differences between women's and men's participation in the life of society. There is a great need to raise awareness of the Women, Peace and Security agenda in Lebanon.

The Lebanese authorities are contributing by preparing a National Action Plan on Women, Peace and Security. At the same time, however, endeavours must be made to ensure that the plan produces concrete and practical results. Far too many decisions are taken behind closed doors and in forums where women are not allowed to participate. As elsewhere, many women feel that they come up against a wall of tacit resistance. It is important to constantly remind the national authorities about this, and to endeavour to ensure that, through their activities, the UN, the World Bank and civil society contribute to creating a more gender equal society with equal political and economic opportunities for women and men, girls and boys.



Ⓢ Major General Kristin Lund is head of the UN's Truce Supervision Organization. Here together with representatives of the Lebanese army.



Ⓢ Ambassador Lene Natasha Lind with Major Makki from the Lebanese Mine Action Center.

CHECKLIST

Norwegian embassies in countries affected by armed conflict shall follow up women, peace and security, in both political dialogues and development cooperation. The approach taken must be adapted to the role Norway plays in the context in question, as facilitator, mediator, aid donor etc.

A special effort and reporting are expected of the embassies in the countries selected as priority countries for the action plan: Afghanistan, Colombia, Mali, Myanmar, Nigeria, Palestine, the Philippines, Syria and South Sudan. Our delegation to the African Union is included in the same follow-up.

1. Always think about how women are represented and visible in meetings and delegations.

- Do women participate and who represents them?
- Do the women in our team have visible and active roles?
- Do we call for participation by women in meetings and negotiations?
- How do we follow up the issues women raise in discussions and negotiations?
- How do we highlight women's contribution in social media?

2. Think gender when analysing the conflict and the actors, and when the process is being designed. This involves, for example, interpreting

- differences in men's and women's participation,
- the use made by the different political actors of gender roles and gender equality issues in their ideology and recruitment,
- differences in men's and women's security situation

and their possibility of improving their situation themselves. Also think gender when country strategies are being prepared.

3. Make women, peace and security a permanent agenda item in conversations with all relevant actors: partners, the authorities, the UN and multilateral organisations, other countries and important individuals/organisations in society.

4. Be aware of the country's commitments and its own goals, and hold the authorities accountable for following through on them.

- Familiarise yourself with ratified conventions, national action plans or legislation relating to women and gender equality. Make active use of the reporting on the Convention on the Elimination of All Forms of Discrimination against Women and the *Universal Periodic Review* (UPR). Pay close attention when the reports are being prepared and debated. Take note of recommendations and how they are followed up.
- Support the authorities' follow-up of national commitments in relation to women, peace and security. If relevant, support the preparation of national commitments, such as action ►

- ▶ plans for women, peace and security. Note that UN Women has produced guidelines to working on national action plans.
 - Familiarise yourself with the work done by other actors that monitor follow-up of the Women, Peace and Security agenda at the national level, for example the Global Network of Women Peacebuilders.
 - Join forces with other countries' embassies to formulate joint reactions or follow up priority areas where necessary. Many voices are stronger than one.
5. Familiarise yourself with the mandates and obligations of the multi-lateral organisations in connection with the resolutions on women, peace and security, and hold the organisations accountable for fulfilling them. Note that many regional organisations have their own action plans for women, peace and security.
6. Establish contact with the leadership of peace operations about matters relating to women, peace and security, such as
- women's and men's role in the operation
 - girls' and women's rights and position in the area of operations
 - efforts to protect against, prevent and deal with sexual violence.
- Be particularly aware of the resource Norwegians deployed on operations and missions represent for the embassy, the delegation and/or the country team, and how the foreign service can support Norwegian women and men who participate in international operations and missions.
7. Map civil society, women's organisations and networks.
- Who are they? What are their views? Who do they represent? What challenges do they face? Who are potential allies and who represent forces opposed to women's rights?
 - What strategies do the women use to create alliances with men and to overcome resistance?
 - Does Norway support regional organisations that have national or local members that it could be useful to get to know? Note that, among others, Norway supports the Women's International League for Peace and Freedom (WILPF), the Global Network of Women Peacebuilders (GNWP) and the International Civil Society Action Network (ICAN), which have peace workers in many different countries.
 - Do Norwegian civil society organisations have established partners in the country? ▶

- ▶ 8. Call for active participation by women's organisations, national gender equality bodies or similar in dialogues and decision-making processes.

9. Consider supporting women's organisations. In this context, support for the following is particularly relevant:

- participation in peace and reconciliation processes,
- prevention of terrorism and violent extremism,
- participation in the implementation of peace agreements,
- collecting information and documentation that can form the basis for more targeted work,
- survivors of abuse and sexual violence, and children born of war, including as a result of abuse,
- efforts for women refugees,
- organisations that work with men and male roles, as victims, allies and abusers.

10. Keep track of whether the situation for women is generally deteriorating. Focus in particular on the situation for women human rights advocates, politicians and activists, because they are at special risk of being subjected to threats and abuse. See also the guidelines to Norway's efforts for human rights advocates.⁶

11. Include messages about women, peace and security in background updates, speaking points, reporting home and in dialogues with politicians, the political opposition, the civil service, civil society, the UN and the development banks.

References can be included to national commitments, local women's organisations' priorities, Security Council resolutions on women, peace and security, the CEDAW Committee's General Recommendation No 30, the international protocol for documentation and investigations of sexual violence and the UN Secretary-General's *System-Wide Strategy on Gender Parity* from 2017.⁷

12. Raise questions relating to women, peace and security in dialogues with grant recipients working in countries affected by armed conflict.

13. Include goals relating to the Action Plan on Women, Peace and Security 2019–2022 in the activity plan, and report on this based on the indicators in the action plan.

14. Consider whether the embassy might benefit from having its own work plan for its efforts for women, peace and security. Priority countries for women, peace and security *should* prepare such plans.

6. <https://www.regjeringen.no/contentassets/b7384abb48db487885e216bf53d30a3c/veiledningmrforkjnrskfin.pdf>

7. https://www.un.int/sites/www.un.int/files/Permanent%20Missions/delegate/17-00102b_gender_strategy_report_13_sept_2017.pdf

APPENDIX

APPENDIX 1. HOW WE WORK ON THE GENDER PERSPECTIVE

Definition	Explanation
To <i>take account of or integrate a gender perspective</i> means making systematic use of gender competence.	In the data collection for the action plan's results report, information is requested about whether the gender perspective has been taken into account or integrated in various measures supported by Norway (see the results framework in Appendix 4 to the Guidelines). To be able to answer 'yes' or 'no' to this question, we must understand what is meant by gender competence and systematic use of it.
By <i>gender competence</i> is meant a contextual understanding of how power relations between women and men are related to systematic violations of human rights, particularly the rights of vulnerable groups of women, girls, men and boys.	This includes, for example, knowledge about policy, legislations and national plans that contribute to maintaining and changing attitudes and practices relating to gender-based violence, the experiences and needs of victims of violence, and the most important change agents.
By <i>systematic use of gender competence</i> is meant that gender competence is grounded in all the organisation's work.	<p>The Action Plan states that Norway shall support integration of the gender perspective in mechanisms for transitional justice, in the implementation of peace agreements and in humanitarian efforts under UN auspices.</p> <p>In the work on transitional justice, this will include contextual knowledge about the current situation, what has shaped it, and how systematic work can be done to change it with respect to <u>laws</u> that promote/limit the human rights of particular target groups, the special <u>experiences</u> of women and girls in conflict situations and reintegration, and the <u>needs</u> of those who have been subjected to sexual violence, the strengths and weaknesses of truth commissions and tribunals' <u>handling</u> of the prosecution of sexual abuse, and support for survivors in the reintegration context.</p> <p>See the OECD's guidelines here: https://www.oecd.org/dac/gender-development/Handbook-OECD-DAC-Gender-Equality-Policy-Marker.pdf</p>

APPENDIX 2. THE SECURITY COUNCIL RESOLUTIONS ON WOMEN, PEACE AND SECURITY

Security Council resolution	Main message
SCR 1325 (2000)	The first Security Council resolution to draw attention to how women are affected by conflicts. Focuses on the right to participate in peace processes, protection and the prevention of conflicts.
SCR 1820 (2008)	Recognises that conflict-related sexual violence is used tactically in armed conflicts, and emphasises the need for a response.
SCR 1888 (2009)	Holds peacebuilding forces responsible for protecting women and children against sexual violence, and asks the UN Secretary-General to appoint a Special Representative for Sexual Violence in Conflicts. Pramila Patten is the third person to fill this role. She was appointed in 2017.
SCR 1889 (2009)	Emphasises the need for better planning and funding in order to ensure women's participation in reconstruction and peacebuilding.
SCR 1960 (2010)	Focuses on accountability mechanisms to prevent sexual violence in conflict situations. Points to states' responsibility to respect human rights, and states that impunity for abusers during armed conflicts is unacceptable. Allegations of sexual violence must be monitored and reported. Zero tolerance of sexual abuse committed by UN personnel.
SCR 2106 (2013)	This resolution calls for strengthening the work on prosecuting perpetrators of sexual abuse in conflicts. It also calls for monitoring, analysis and reporting mechanisms for conflict-related sexual violence.
SCR 2122 (2013)	Focuses on women as key contributors, not just as victims, in peacebuilding processes. Requests that participation be facilitated by giving support to grassroots women's organisations and to improving women's financial situation. Emphasises the need to get to grips with the fundamental causes of conflict. Also notes the need for access to all types of sexual and reproductive health services for women who become pregnant as a result of rape in war.
SCR 2242 (2015)	Raises the need to include women in strategies against radicalisation and work against terrorism. Establishes the goal of doubling the proportion of women in peacekeeping forces in the next five years and strengthening the work on integrating gender equality in all phases of the planning and implementation of peacekeeping operations. Calls for peace mediators to be given training in including women in peace processes. The resolution calls for concrete measures to prevent UN personnel committing abuses while in service. The resolution also requests states to strengthen women's access to due process, and calls for more financial support for the implementation of the resolutions on women, peace and security.

Security Council resolution	Main message
SCR 2467	The resolution attaches importance to the implementation of women, peace and security commitments, emphasises that women's protection and participation are inextricably linked, and recognises that the under-representation of women in decision-making and leadership roles and structural inequalities are root causes of sexual violence and discrimination against women and girls. The resolution refers to human trafficking, the heightened risks faced by displaced persons, discrimination on various grounds, the risks faced by journalists and peacebuilders, the situation of women and girls who become pregnant as a result of sexual violence in armed conflict and their children, and the particular vulnerability of women and girls to sexual violence, while also mentioning other affected groups, including men and boys. It stresses the importance of prosecuting perpetrators, of a survivor-centred approach, and of reintegration and access to multi-sectoral services. The resolution clearly states what the UN, regional and national actors, civil society and the private sector should do to strengthen prevention and response. A gap assessment is to be carried out on how the Security Council can strengthen and monitor implementation of commitments.

APPENDIX 3. RESOURCES

On the government website's pages on women, peace and security, you will find both progress reports on Norway's efforts, links to Security Council resolutions and links to important partners' websites.

https://www.regjeringen.no/no/tema/utenrikssaker/fn/kvinner_fred_sikkerhet/id660488/

We also recommend:

- Local, regional and international women's organisations (that work on peace and security).
- National action plans for SCR 1325 where available.
- The Security Council resolutions on women, peace and security.
<https://www.securitycouncilreport.org/women-peace-and-security/>
- *Preventing Conflict, Transforming Justice, Securing the Peace. A Global Study on the Implementation of UN Security Council Resolution 1325.*
<http://wps.unwomen.org/>
- The Global Index for Women, Peace and Security, developed in cooperation between Georgetown Institute for Women, Peace and Security and PRIO Centre on Gender, Peace and Security. The index is the first to collate data on women's participation, access to the law and security.
<https://www.prio.org/Projects/Project/?x=1767>
- CEDAW's General Recommendation No 30.
<http://www.ohchr.org/Documents/HRBodies/CEDAW/GComments/CEDAW.C.CG.30.pdf>
The countries' reporting on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), civil society's shadow reports and the CEDAW Committee's recommendations.⁸
<http://www.ohchr.org/EN/HRBodies/CEDAW/Pages/CEDAWIndex.aspx>
- UN agencies often have good access to information and they have different mandates for working on women, peace and security.
 - The UN's *Gender Parity* strategy is highly relevant:
<https://www.un.org/gender/content/strategy>

- The Women, Peace and Humanitarian Fund supports the work of women's organisations on peace and reconciliation and humanitarian efforts:
<http://wphfund.org/>
- Women, peace and security is an important target area for UN Women:
<http://www.unwomen.org/en/what-we-do/peace-and-security>
- Women are a target group for UNHCR's work with refugees. See its 'women's page', which includes handbooks, guidelines and relevant reports:
<https://www.unhcr.org/women.html>

Many **civil society organisations** have good websites that are worth following.

Here are a few examples:

- Women's International League for Peace and Freedom (WILPF) has a separate project page with abundant information about women, peace and security, a list of resolutions, national and regional actions plans (also in full text), analyses of work for women, peace and security in the Security Council etc. You will find a link here: <https://www.peacewomen.org>
- The NGO Working Group on Women, Peace and Security (NGO Working Group) is an umbrella organisation for a number of respected women's and human rights organisations that work for the implementation of the Women, Peace and Security agenda. They closely monitor the work of the Security Council, and are concerned with dialogue between the Security Council's members and women who are directly affected by war and conflicts. You will find a link here: <http://www.womenpeacesecurity.org>

Some other civil society partners' websites:

- International Civil Society Action Network (ICAN): <http://www.icanpeacework.org/>
- Global Network of Women Peacebuilders: <http://gnwp.org/>
- Nobel Women's Initiative: <https://nobelwomensinitiative.org/>
- FOKUS – Forum for Women and Development: <https://www.fokuskvinner.no/>

Consortium of research centres/institutes for women, peace and security

- Georgetown University (US): <https://giwps.georgetown.edu>
- Kofi Annan Peacekeeping Training Centre (Ghana): <https://www.kaiptc.org>
- London School of Economics (UK): <http://www.lse.ac.uk/women-peace-security>
- Monash University (Australia): <http://www.monashgps.org>
- Peace Research Institute Oslo, PRIO (Norway): <https://gps.prio.org>

8. <http://www.ohchr.org/EN/HRBodies/CEDAW/Pages/CEDAWIndex.aspx>

Peace and reconciliation processes

- Guides developed by the UN Department of Political and Peacebuilding Affairs (DPPA):
Guidance on Gender and Inclusive Mediation Strategies.
<https://peacemaker.un.org/sites/peacemaker.un.org/files/1.%20English%20-GIMS.pdf>
Guidance for Mediators: Addressing Conflict-Related Sexual Violence in Ceasefire and Peace Agreements.
https://peacemaker.un.org/sites/peacemaker.un.org/files/GuidanceAddressingConflictRelatedSexual-Violence_UNDPA%28english%29_1.pdf
- UN database of peace agreements (broadly defined).
<https://peacemaker.un.org>
- ICAN Better Peace Initiative uses a checklist (The Better Peace Tool) for how to ensure substantial involvement of women in different phases of peacebuilding processes.
<http://www.icanpeacework.org/better-peace-initiative/>
- Dag Nylander and Hilde Salvesen (2017). *Towards an Inclusive peace: Women and the gender approach in the Colombian peace process.* NOREF report.
<https://noref.no/Publications/Regions/Colombia/Towards-an-inclusive-peace-women-and-the-gender-approach-in-the-Colombian-peace-process>

Implementation of peace agreements

- The UN Department of Political and Peacebuilding Affairs (DPPA) actively endeavours to channel more peacebuilding resources to equality for women and women's empowerment. The link contains a list of useful resources.
<https://dpa.un.org/en/women-peace-and-security>
- The UN Peacebuilding Fund allocates a large share of available funds to women's organisations.
<http://www.unpbpf.org/news/pbf-gender-promotion-initiative/>
- The OSCE's toolkit for integrating the gender perspective in security sector reform:
Gender and Security Sector Reform Toolkit.
<https://www.dcaf.ch/gender-security-sector-reform-toolkit>
- *UNDP How-To Guide: Gender-Responsive Disarmament, Demobilization and Reintegration.*
http://www.europe.undp.org/content/geneva/en/home/library/democratic_governance/How-to-Guide-Gender-Responsive-DDR.html

- UN Women. *Women and Peace and Security: Guidelines for National Implementation.*
<http://www.unwomen.org/~media/Headquarters/Media/Publications/en/02BPlanonWomenandPeaceandSecurity.pdf>

Operations and missions

- UN peacekeeping. *Promoting women, peace and security.*
<https://peacekeeping.un.org/en/promoting-women-peace-and-security>
- UN peacekeeping. *Gender statistics.* <https://peacekeeping.un.org/en/gender>
- *Elsie Initiative for Women in Peace Operations: Baseline Study.*
https://www.dcaf.ch/sites/default/files/publications/documents/Elsie_GenderReport_2018_Final.pdf
- NATO/EAPC. *Women, Peace and Security. Policy and Action Plan 2018.*
https://www.nato.int/nato_static_fl2014/assets/pdf/pdf_2018_09/180920-WPS-Action-Plan-2018.pdf
- NATO. *Bi-Strategic Command Directive 040-001. Integrating UNSCR 1325 and Gender Perspective into the NATO Command Structure.*
https://www.nato.int/issues/women_nato/2017/Bi-SCD_40-1_2Rev.pdf
- NATO's Secretary General. *Military Guidelines on the Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence.*
https://www.nato.int/issues/women_nato/2015/MCM-0009-2015_ENG_PDP.pdf

Humanitarian efforts

- Inter-Agency Standing Committee, 2017. *IASC Gender Handbook for Humanitarian Action.*
<https://interagencystandingcommittee.org/gender-and-humanitarian-action/content/iasc-gender-handbook-humanitarian-action-2017>
- *Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action.*
https://gbvguidelines.org/wp/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines_lo-res.pdf

- UN Women et al. *Gender-Responsive Early Warning: Overview and How-to Guide*. <http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2012/10/wpssourcebook-04e-genderresponsiveearlywarning-en.pdf>
Se også: <http://www.unwomen.org/en/what-we-do/humanitarian-action>

Sexual violence in conflict

- UN Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict. <https://www.un.org/sexualviolenceinconflict/>
Under her office:
 - UN Team of Experts on Rule of Law and Sexual Violence in Conflict. <https://www.un.org/sexualviolenceinconflict/our-work/team-of-experts/>
 - UN Action against Sexual Violence in Conflict. <https://www.un.org/sexualviolenceinconflict/about-us/un-action/>
- *Call to Action on Protection from Gender-based Violence in Emergencies. Road Map*. https://www.regjeringen.no/globalassets/departementene/ud/vedlegg/fn/callto_action.pdf
- A page containing an overview of researchers, publications and other resources at PRIO/PRIО Centre on Gender, Peace and Security on the topic of sexual violence in war. <https://www.prio.org/News/Item/?x=2326>
- *The Sexual Violence in Armed Conflict Dataset (SVAC Dataset)*. <http://www.sexualviolencedata.org>

Women, gender and violent extremism

Keep up to date with the website of the Women's Alliance for Security Leadership (WASL), which Norway helped to establish and still supports:

<http://www.icanpeacework.org/our-work/womens-alliance-for-security-leadership/>

Anderlini, Sanam Naraghi (2016). *Uncomfortable Truths, Unconventional Wisdoms. Women's Perspectives on Violent Extremism & Security Interventions*. WASL Security Brief, No. 1, March 2016. <http://www.icanpeacework.org/2016/03/03/3702/>

de Jonge Oudraat, Chantal (2016). *Preventing and Countering Violent Extremism (CVE): The Role of Women and Women's Organizations*. I Fink, Naureen Chowdhury, Sara Zeiger & Rafia Bhulai (eds) (2016). *A Man's World? Exploring the Roles of Women in Countering Terrorism and Violent Extremism*. Hedayah & The Global Center on Cooperative Security. http://wiisglobal.org/wp-content/uploads/2016/07/AMansWorld_FULLL.pdf

UNDP and ICAN (2019). *Invisible Women: Gendered Dimensions of Return, Reintegration and Rehabilitation*. <http://www.undp.org/content/undp/en/home/librarypage/womens-empowerment/invisible-women.html>



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APPENDIX 4. RESULTS FRAMEWORK

The results framework for the Action Plan is a management, reporting and learning tool. The foreign service's work on women, peace and security is expected to contribute to achieving the goals defined in the results framework, and information about results will be collected annually using questionnaires and aid statistics. The information about results will be used to find out how we are faring in relation to the general goals that have been set for the Action Plan, for annual reporting and for internal learning about what works and what does not work as well.

The results framework follows below. It has three levels, indicators and comments that explain important concepts, baseline data and target figures. The questionnaire is also included. All relevant entities in the foreign service are asked to use it for reporting purposes during the spring quarter every year.

Results	Result assessment							
IMPACT: Women's participation in peace and security work has increased, and women's and men's rights, needs and priorities are strengthened in areas affected by armed conflict.	A qualitative evaluation that assesses whether, or how, Norway has succeeded in contributing in selected areas. Recommendations for greater efforts. The evaluation questions are defined at an early stage, with thematic delimitations							
Results	Indicators		Baseline data	Target figures				Comments
Outcome 1.1				2019	2020	2021	2022	
Peace and reconciliation processes facilitate participation by women in all phases.	1.1.a) Percentage of women in UN mediation teams, at different levels.		Number: 19*					No target figure for the UN.
	1.1.b) Percentage of women in the parties' delegations to formal peace negotiations where Norway has a formal role.		23 %					No target figure for parties' delegations.
	1.1.c) Percentage of formal peace and reconciliation processes in which Norway has a formal role, where inclusion mechanisms or a formalised dialogue with women in civil society /civil society organisations have been established.		3/5 (60%)	100 %	100 %	100 %	100 %	
Outcome 1.2								
Peace and reconciliation processes facilitate respect for both women's and men's rights, needs and priorities.	1.2. Percentage of peace agreements, in processes where Norway has a formal role, that ensure both women's and men's i) political rights, ii) economic rights, iii) protection against sexual and gender-based violence, and iv) where mechanisms for transitional justice are established that include the gender perspective.		1 agreement (South Sudan): i) 1/1, ii) 1/1, iii) 1/1, iv) 1/1	100 %	100 %	100 %	100 %	
Output 1.1.1								
Norway helps to ensure that parties to negotiations and mediators include women.	1.1.1 a) Percentage of women who participate in Norwegian peace and reconciliation teams.		34% (40% in formal processes, 30% in early dialogue initiatives)	At least 40% women and men	At least 40% women and men	At least 40% women and men	At least 40% women and men	
	1.1.1 b) Percentage of peace processes in which Norway has a formal role where Norway works strategically to ensure women's participation in negotiation and mediation delegations.		3 of 4 (75%)	100 %	100 %	100 %	100 %	Inactive processes are not included.
	1.1.1 c) Percentage of peace and reconciliation processes in which Norway is involved in an early phase, where Norway works strategically to prepare the ground for women's participation.		6 of 10 (60%)	100 %	100 %	100 %	100 %	

Output 1.2.1								
Norway helps to ensure that parties to negotiations and mediators have sufficient capacity to integrate the gender perspective.	1.2.1 a) Percentage of peace and reconciliation processes in which Norway has a formal role that address both women's and men's i) political rights, ii) economic rights, iii) protection against sexual and gender-based violence, and iv) due process protection.		i) 4/5, ii) 2/5, iii) 2/5, iv) 2/5	100 %	100 %	100 %	100 %	
	1.1.1 d) / 1.2.1 b) Percentage of Norwegian peace and reconciliation funds earmarked 'women's rights and gender equality' as i) the principal objective and ii) a significant objective.		Principal objective: 9% (41 million.) Significant objective: 29% (126 million)	50 %	50 %	50 %	50 %	We are working to increase the proportion of Norway's bilateral aid that is marked with the gender equality marker. For the plan period, we have set a target of 50 %.
Output 1.1.2								
Norway helps to ensure that women's organisations have the capacity and opportunity to participate in peace and reconciliation processes.	1.1.2 a) Percentage of peace and reconciliation processes in which Norway has a formal role where Norway i) supports participation by women's organisations ii) politically and diplomatically, iii) financially, and iv) by providing technical assistance.		i) 5/5, ii) 4/5, iii) 4/5, iv) 2/5	100 %	100 %	100 %	100 %	
	1.1.2 b) Percentage of dialogue initiatives in an early phase where Norway has identified women's organisations or groups that can play a role in a resultant process.		3 of 10 (30%)	100 %	100 %	100 %	100 %	
Output 1.2.2								
Norway helps to ensure that women's organisations have the capacity to stand up for their rights, needs and priorities in peace and reconciliation processes.	1.2.2 Percentage of peace and reconciliation processes in which Norway has a formal role where Norwegian-supported women's organisations stand up for women's rights, needs and priorities.		3 of 5 (60%)	100 %	100 %	100 %	100 %	
Outcome 2.1								
Women's participation is facilitated in the implementation of peace agreements.	2.1 Percentage of implementation processes in which Norway is involved that include women in key implementation mechanisms.		2 of 4 processes 1–5%, 2 of 4 processes 10–30%					No target figures for other countries' authorities.



Outcome 2.2								
When implementing peace agreements, steps are taken to safeguard both women's and men's rights.	2.2 a) Percentage of implementation processes in which Norway is involved where clauses in the peace agreement that specifically address women's rights are followed up with the same frequency as other clauses.		0 of 4					No target figures for other countries' authorities/the UN.
	2.2. b) Percentage of implementation processes in which Norway is involved where women's rights, needs and priorities are followed up in the peace agreement's (general) clauses.		2 of 4 (50%)					No target figures for other countries' authorities/the UN.
Output 2.1.1								
Norway contributes to ensuring that the authorities, the UN and regional actors have sufficient capacity to include women in the implementation of peace agreements.	2.1.1 a) Percentage of implementation processes in which Norway is involved where Norway assists a) the authorities, b) the UN and c) any regional actors i) politically and diplomatically, ii) financially and iii) technically, in order to ensure that women participate in the implementation of the peace agreement.		The authorities: i) 4/4, ii) 2/4, iii) 1/4; UN: i) 4/4, ii) 4/4, iii) 2/4; any regional actors: i) 3/4, ii) 4/4, iii) 1/4	100 %	100 %	100 %	100 %	
Output 2.2.1								
Norway contributes to ensuring that the authorities, the UN and regional actors have sufficient capacity to integrate the gender perspective in the implementation of peace agreements.	2.1.1 a) Percentage of implementation processes in which Norway is involved where Norway assists a) the authorities, b) the UN and c) any regional actors i) politically and diplomatically, ii) financially and iii) technically, in order to ensure that the gender perspective is included in the implementation of the peace agreement.		The authorities: i) 4/4, ii) 2/4, iii) 1/4, UN: i) 4/4, ii) 4/4, iii) 2/4; any regional actors: i) 3/4, ii) 4/4, iii) 1/4	100 %	100 %	100 %	100 %	
Output 2.1.1 /2.2.1								
Norway helps to ensure that women's organisations have the capacity to stand up for women' rights, needs and priorities in connection with the implementation of peace agreements.	2.1.1 b)/2.2.1.b) Percentage of implementation processes in which Norway is involved where Norway supports participation by and contributions from civil society in the implementation process by providing i) political and diplomatic assistance, ii) financial assistance, and iii) technical assistance.		i) 3/4, ii) 4/4, iii) 2/4	100 %	100 %	100 %	100 %	



Outcome 3.1								
International operations and missions facilitate participation by women.	3.1 a) Percentage of women in UN operations and missions.		4.2% (3,322 of 79,399)					We do not set target figures for the UN.
	3.1 b) Percentage of women in leading positions in international operations and missions.		1(MoD), 3(Moj)	Moj: 2	Moj: 2	Moj: 2	Moj: 2	The MoD does not set target figures, but endeavours to deploy women in leading positions.
Outcome 3.2								
International operations and missions facilitate the safeguarding of both women's and men's rights, needs and priorities.	3.2 Percentage of UN operations that have a 'gender adviser' as part of the leadership of the operation.		33% (7 of 21)					No target figures for the UN.
Output 3.1.1								
Norway helps to ensure that international operations and missions include women.	3.1.1 a) Percentage of women in Norwegian contributions to international missions and operations.		MoD: 10.5% (101 of 964), Moj: 41% (12 of 29)	Moj: (40%)	Moj: (40%)	Moj: (40%)	Moj: (40%)	The MoD does not set a target figure for women's participation, but it is endeavouring to steadily increase the proportion of women in the military, with the aim of deploying more women on international missions.
	3.1.1 b) Number of operations in which Norwegian armed forces are involved and where capacity-building of women in the security sector is included.		1					We do not set target figures because it depends on which operations Norway is involved in.

Output 3.2.1								
Norway helps to ensure that international operations and missions have sufficient capacity to integrate the gender perspective.	3.2.1 a) Number and nationality of persons who have received training in the gender perspective at the Nordic Centre for Gender in Military Operations.		202 persons from 37 countries: Australia 4, Austria 4, Bangladesh 1, Belgium 3, Brazil 2, Cameroon 1, Canada 51, Croatia 1, Denmark 13, Finland 6, France 1, Germany 5, Greece 2, Hungary 1, Iraq 1, Ireland 2, Italy 4, Japan 2, Kenya 1, Lithuania 2, Luxembourg 1, Moldova 2, Netherlands 25, Nigeria 2, Norway 2, Poland 1, Portugal 2, Slovakia 1, Slovenia 1, Sweden 34, Switzerland 1, Turkey 2, UK 11, Ukraine 1, Uruguay 2, USA 5.					We do not set a target figure for the Centre. Who is given training largely depends on what missions they are deployed on and the countries' own ambitions as regards training for those who are deployed.
	3.2.1 b) Percentage of assistance for security sector reform marked 'women's rights and gender equality' as i) a principal objective and ii) a significant objective.		Principal objective: 0% (0 million) Significant objective: 85 % (64 million)	50 %	50 %	50 %	50 %	We are working to increase the proportion of Norway's bilateral aid that is marked with the gender equality marker. For the plan period, we have set a target of 50 %.
	3.2.1 c) Number of missions (and assignments) where the Norwegian police contribute to an improved gender balance and increased competence as regards women, peace and SGBV/the gender perspective.		1				3	
Outcome 4.1								
Humanitarian efforts facilitate women's involvement.	4.1 Proportion of humanitarian efforts under UN auspices that systematically involve women who are affected by the crisis in their work.		3 of 5*					*Data not available for UNICEF and WHO. No target figures for the UN.

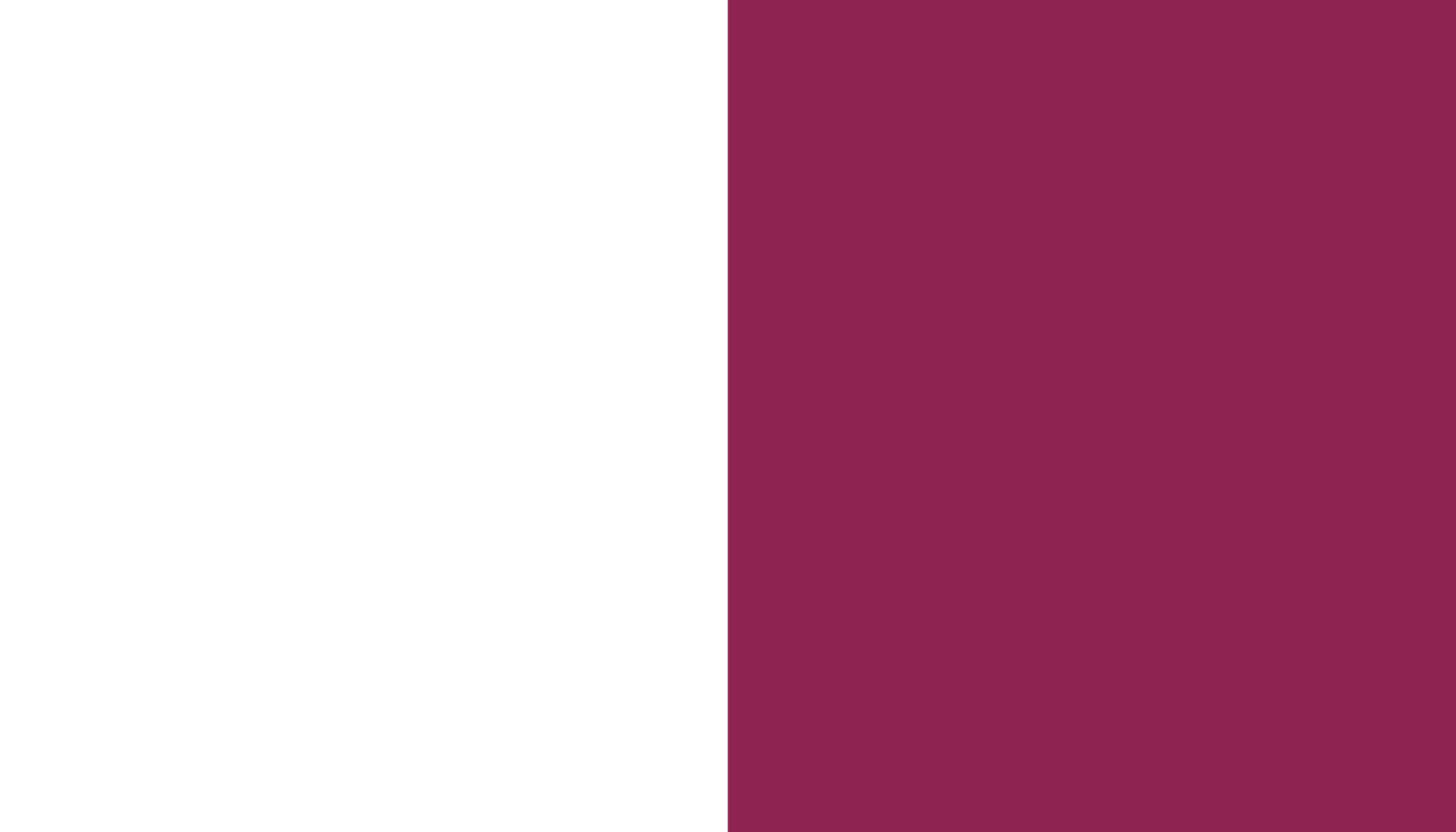
Outcome 4.2								
Humanitarian efforts facilitate the safeguarding of both women's and men's rights, needs and priorities.	4.2 Percentage of humanitarian efforts under UN auspices that have formal competence in the gender perspective in the form of an adviser or unit with special responsibility for follow-up.		87 of 289 (30%)					Data not available for UNICEF and WHO. No target figures for the UN.
Output 4.1.1								
Norway helps to ensure that Norwegian-supported humanitarian organisations involve women.	4.1.1 Percentage of organisations that receive Norwegian humanitarian support that report that women who need humanitarian aid are involved in their humanitarian work.		10 of 10 (100%)	100 %	100 %	100 %	100 %	
Output 4.2.1								
Norway helps to ensure that Norwegian-supported humanitarian organisations integrate the gender perspective in their humanitarian work.	4.2.1 a) Percentage of organisations that receive Norwegian humanitarian support that report that the gender perspective is integrated in their humanitarian work.		10 of 10 (100%)	100 %	100 %	100 %	100 %	
	4.2.1 b) Percentage of organisations that receive Norwegian humanitarian support that report data broken down by gender in their reporting.		10 of 10 (100%)	100 %	100 %	100 %	100 %	
	4.2.1 c) Percentage of Norwegian humanitarian assistance to countries affected by war and conflict that is spent on measures marked 'women's rights and gender equality' as i) the principal objective and ii) a significant objective.		Principal objective: 2% (60 million) Significant objective: 44% (1,471 million)	50 %	50 %	50 %	50 %	We are working to increase the proportion of Norway's bilateral aid that is marked with the gender equality marker. For the plan period, we have set a target of 50 %.
	4.2.1 d) Percentage of Norwegian humanitarian assistance to countries affected by war and conflict that is spent on measures marked with a marker for efforts i) against sexual and gender-based violence, and ii) for sexual and reproductive health and rights.							Data cannot be collected via the electronic case processing system. Indicator left out.

Operative result level: Norway's work in relation to Norwegian institutions								
Operative goal 1				2019	2020	2021	2022	
A better gender balance in Norwegian institutions' peace and security work.	1) The proportion of women in the Norwegian police i) police employees, ii) women in leading police positions, and iii) admission to the Norwegian Police Academy.		Figures from 2018; i) 8,114 women in the police of 17,636 employees (46% women); ii) 20% in leading police positions, 34% women in leading positions in total; iii) 46 %	i) 50% iii) 50%	i) 50% iii) 50%	i) 50% iii) 50%	i) 50%) 40% iii) 50%	
	2) Number and percentage of i) female military personnel in the Armed Forces, including among ii) officers (OF), iii) specialists, and iv) conscripts.		Figures from 2018: i) 1,442 military women of a total of 11,515 military personnel (12.5%); ii) 12.4%, iii) 14,2%, iv) 28.5%					The MoD does not set a target figure for women's participation, but it is endeavouring to steadily increase the proportion of women in the military.
Operative goal 2								
Increased competence/capacity in relation to women, peace and security among Norwegian personnel involved in peace and security work.	3) Percentage of members of Norwegian facilitation teams who have been given training or have further developed their competence in relation to women, peace and security during the year.		11 of 47 (23%)	100 %	100 %	100 %	100 %	
	4) Number of persons in the Armed Forces who have specific tasks relating to gender in their job descriptions, broken down by i) strategic level, ii) operational level, and iii) tactical level.		7 positions: i) 2/7 at strategic level; ii) 5/7 at operational level; iii) 0/7 at tactical level.					Target figures are not expedient. The purpose of measuring is to check whether the units that should have such positions actually do so.
	5) Number of Norwegians deployed on international operations and missions who have participated in courses/training on i) women, peace and security and ii) preventing and handling sexual violence.		MoD: 100%, MoJ: 36 persons (100 %)	MoJ: 100%	MoJ: 100%	MoJ: 100%	MoJ: 100%	

Operative goal 3								
Plans and procedures are geared to integrating women, peace and security in the peace and security effort.	6) Percentage of peace and reconciliation processes in which Norway has a formal role where women, peace and security is an integral part of the facilitation team's work.		4 of 5 (80%)	100 %	100 %	100 %	100 %	
	7) Percentage of dialogue initiatives in an early phase in which Norway is involved where women, peace and security is an integral part of the Norwegian team's work.		6 of 10 (60%)	100 %	100 %	100 %	100 %	
	8) Percentage of facilitation teams that have appointed a person with particular responsibility for following up women, peace and security.		4 of 4*	100 %	100 %	100 %	100 %	Inactive processes are not included.
	9) i) Number of cases where Norwegian personnel deployed abroad are reported to the police or charged with committing non-consensual sexual acts, exploitation or abuse, and ii) the percentage of such cases followed up by Norwegian authorities.		1. 0 (Moj, MoD, MFA) 2. 0 (Moj, MoD, MFA)	i) 0, ii) 100%	i) 0, ii) 100%	i) 0, ii) 100%	i) 0, ii) 100%	



Prevent conflict, build and sustain peace							
The five focus areas in the Action Plan for Women's Rights and Gender Equality are followed up in countries in conflict and post-conflict situations.	The percentage of countries in conflict and post-conflict situations where our embassies and specialist sections report on support for girls' education.		63 %				No target figures since the indicators are linked to follow-up of the Action Plan for Women's Rights and Gender Equality.
	Percentage of countries in conflict and post-conflict situations where our embassies and specialist sections report on support for efforts promoting women's political rights and participation.		76.5%				
	Percentage of countries in conflict and post-conflict situations where our embassies and specialist sections report on support for women's economic participation.		72.5%				
	Percentage of countries in conflict and post-conflict situations where our embassies and specialist sections report on support for initiatives to combat i) violence, including sexual violence against women, men and children, and ii) customs that are harmful to girls and women.		i) 63%, ii) 41 %				
	Percentage of countries in conflict and post-conflict situations where our embassies and specialist sections report on support for initiatives promoting women's and girls' sexual and reproductive health and rights.		61 %				
The action plans for women's rights and gender equality and on women, peace and security are followed up through development assistance funds.	Percentage of Norwegian bilateral assistance to countries affected by war and conflict that is marked 'women's rights and gender equality' as i) a principal objective and ii) a significant objective.		Principal objective 8% (719 million) Significant objective: 31% (3,001 million.)				
Norway's work for arms control and for preventing and combating violent extremism include women and an integrated gender perspective.	Percentage of Norwegian assistance for global security and disarmament that is marked 'women's rights and gender equality' as i) a principal objective and ii) a significant objective.		Principal objective: 5% (10 million) Significant objective: 42% (83 million)				No target figures. The indicators are not linked to the main chapters in the action plan.
	Percentage of countries where measures supported by Norway to prevent and combat violent extremism i) promote women's participation, and ii) integrate the gender perspective.		i) 86%, ii) 86%				



Published by:
Norwegian Ministries

Additional copies may be ordered from:
Norwegian Government Security and Service Organisation
www.publikasjoner.dep.no

Telephone: + 47 22 24 00 00

Publication number: E-985 E

Print: Norwegian Government Security and Service Organisation 04/2019 – Impression 800

