

# UK NATIONAL ACTION PLAN TO IMPLEMENT UNSCR1325



**MINISTRY OF DEFENCE**

United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, was adopted unanimously by the Security Council in October 2000. The Resolution recognised the disproportionate effect of conflict on women and underlined the essential role of women in the prevention of conflict and as full participants in post-conflict peacebuilding and reconstruction efforts. UNSCR 1325 tasks the UN system and its Member States to ensure that gender considerations are thoroughly integrated into all aspects of its security work, from conflict prevention to post-conflict reconstruction. The UN Secretary-General's report of 13 October 2004, on implementation of UNSCR 1325, requested that Member States develop their own National Action Plans to implement UNSCR 1325 on Women, Peace and Security.

On International Women's Day on 8 March, UK Ministers launched the UK Action Plan. The Foreign and Commonwealth Office (FCO), Ministry of Defence (MOD) and Department for International Development (DFID), along with other Government departments are all equal stakeholders in the development of this Plan. It demonstrates the commitment of the UK government as a whole to this important work. The Action Plan links humanitarian, conflict, defence and diplomacy work, all-important to conflict resolution and peacebuilding and covers amongst other action points:

- ensuring gender perspectives are included in all Security Council mandates for peacekeeping and peacebuilding operations;
- ensuring planning for UN Peace Support Operations includes gender components;
- continuing to deploy UK female military and police personnel in peace support operations;
- auditing of UK armed forces PSO training to ensure it deals adequately with the areas covered by UNSCR 1325; and
- including programming on women's issues in strategies under the Africa and Global Conflict Prevention Pools e.g. in the Democratic Republic of Congo, the UK supports the electoral commission and women's organisations in developing a shared strategy and action plans to ensure women's full participation in the elections as voters, potential leaders, civic educators and election observers.

**Attached is an unclassified copy of the UK Low Level Action Plan, setting out in detail how the UK intends to implement UN Security Resolution 1325. This document will be evaluated regularly. These evaluations will provide an opportunity for revisions and updates to be made as necessary.**

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## UK SUPPORT TO THE UNITED NATIONS

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| <b>Action Point - 1 :</b>   |  |  |
| HMG to ensure that gender elements are incorporated in the objectives of Security Council missions and make recommendations relating to women and girls in any follow-up reports. <sup>i</sup>  |  |  |
| <b>Comments / Detail:</b>   |  |  |
| <ul style="list-style-type: none"> <li>i) HMG to ensure that all stakeholders in developing/negotiating/discussing SC mission objectives, and any subsequent reports, are aware of the importance of gender in reference to SCR1325.</li> <li>ii) HMG to actively lobby UN Member States for support in including gender concerns.</li> <li>iii) Lobby Member States and Troop Contributing Countries (TCCs) to ensure that they support HMG's position to reflect gender perspectives in all reports submitted to the Council.</li> <li>iv) HMG to lobby the UN Secretariat and Member States to ensure that gender perspectives are reflected in reports submitted to the Council.</li> </ul> |  |  |
| <b>Key Outcomes</b>   |  |  |
| <ul style="list-style-type: none"> <li>i) UN Member States include gender concerns in SC missions.</li> <li>ii) Support given by Member States and/or TCCs to in support of UK's position to reflect gender in SCR.</li> <li>iii) All SC Missions actively include SCR1325 when drawing up objectives.</li> </ul>   |  |  |

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| <b>Action Point - 2 :</b>  |  |
| HMG to ensure that gender perspectives continue to be reflected in all Security Council mandates for peacekeeping/support operations, and to include gender perspectives when negotiating UN peace agreements, ensuring that they are subsequently adopted. <sup>ii</sup>  |  |
| <b>Comments / Detail:</b>  |  |
| <ul style="list-style-type: none"> <li>i) Desk Officers within HMG briefed on the importance of gender perspectives in all peacekeeping/support mandates.</li> <li>ii) Member States lobbied to ensure support for HMG's position to reflect gender perspectives in SCR's etc.</li> <li>iii) HMG to take into consideration SCR1325 and other gender perspectives when assessing UN Peace Agreements</li> <li>iv) UKMis to lobby Member States to ensure they take into account the importance of gender perspectives</li> </ul> |  |
| <b>Key Outcomes</b>  |  |
| <ul style="list-style-type: none"> <li>i) Member States and/or TCCs support of UK's position to reflect gender in SCR's.</li> <li>ii) Gender perspectives taken into account in all peacekeeping/support mandates.</li> <li>iii) Gender perspectives are routinely considered in all UN peace agreements.</li> <li>iv) UN Member States react positively to lobbying and actively ensure gender perspectives are considered.</li> </ul>  |  |

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| <b>Action Point - 3 :</b>  |  |  |
| <p>HMG to continue to incorporate gender perspectives into Peacekeeping operations; support the requirement to finance gender units; and support gender units/specialists requirement for access to senior level decision-makers; to ensure that gender perspectives are incorporated in all Peace Building Strategies.<sup>iii</sup></p>  |  |  |
| <b>Comments / Detail:</b>  |  |  |
| <ul style="list-style-type: none"> <li>i) Lobby UN Member States and UN Departments to ensure gender perspectives are maintained in PKO and PBC</li> <li>ii) Lobby Member States for sustained funding of gender units within PeaceKeeping Operations (PKOs).</li> <li>iii) Support gender adviser deployment to UN Missions.</li> <li>iv) Continue to support the work of DPKO's Department of Peace Keeping Operations (DPKO) gender adviser.</li> </ul> |  |  |
| <b>Key Outcomes</b>  |  |  |
| <ul style="list-style-type: none"> <li>i) Gender perspectives incorporated into PKOs</li> </ul>  |  |  |

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- ii) Gender Units are placed within all new PKOs.
- iii) DPKO Gender Adviser welcomes ongoing UK support.
- iv) Gender perspectives incorporated into Peace Building Commission Strategies.

### Action Point - 4 :

HMG to provide financial support to; the UNDP / Bureau of Crisis Prevention and Recovery (BCPR) in support of mainstreaming gender and; UNHCR's work with Age, Gender and Diversity Mainstreaming (AGDM) and reduction of gender based violence against refugees.<sup>iv</sup>

### Comments / Detail:

- i) DFID, through its institutional strategy (2004-2007) and core funding to support UNDP's efforts, to mainstream gender throughout their activities.
- ii) Specifically through our support to UNDP's Bureau for Crisis Prevention and Recovery (BCPR) we will maintain engagement to support follow-through of the recommendations of a recent gender review.
- iii) DFID to continue to support UNHCR in this field. Emphasis is on UNHCR and partner staff listening to and acting on women refugees' views as well as mens'.

### Key Outcomes

#### UNDP/BCPR

- i). more effective integration of women's concerns and priorities into its programming and activities.

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### UNHCR

- i) Promote gender equality and respect for the rights, vies and priorities of refugee women and children
- ii) Operationalise age and gender analysis across UNHCR's activities.
- iii) Operationalise policies relating to the protection of refugee women and children.

## TRAINING AND POLICY WITHIN HMG

### Action Point - 5 :

HMG to raise awareness amongst key programme/project stakeholders of the importance of taking into consideration gender issues in all conflict/security programme/project activity.<sup>v</sup>

### Comments / Detail:

- i) Circulate SCR1325 to programmes throughout Whitehall such as Global and Africa Conflict Prevention Pool, Global Opportunities Fund, programme Office and similar programmes in MOD, FCO and DFID.
- ii) Through relevant desk-top training - circulate tipsheet on conflict and security gender and conflict to desk officers.
- iii) Post Conflict Reconstruction Unit to recruit a conflict/social development adviser to assist – possible wider HMG use?
- iv) Encourage the use of background studies on gender to inform DFID's Strategic Conflict Assessment methodology.

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| Key Outcomes  |  |  |
|---|--|--|
| <p>i) HMG programmes informed and gender consideration mainstreamed within project/programme proposals.</p> <p>ii) Telegram to all posts highlighting the importance of SCR1325 to raise awareness to all key stakeholders.</p> <p>iii) Ongoing development of conflict and security gender programme activity database across government, especially SCR1325 related activity.</p> |  |  |

| Action Point - 6 :   |   |  |
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| <p>UK Ministry of Defence Armed Forces to undertake audit of gender content of Pre-Deployment Training. Where necessary, develop gender awareness training, and raise awareness of the UN Code of Conduct on personal behaviour. Where appropriate, incorporate gender perspective related training into other military and conflict related personnel doctrines.<sup>vi</sup></p> |   |  |
| Comments / Detail:   |   |  |
| i)   | MOD to audit gender content of pre-deployment training.   |  |
| ii)  | MOD to identify possible gender training for inclusion in pre-deployment training, including awareness about UN Code of Conduct training on personal behaviour. |  |
| iii)   | MOD to periodically review the gender content of pre-deployment training to ensure that gender considerations continue to be taken into account.                |  |
| iv)  | MOD to consider using specialist trainers to deliver gender-related training.   |  |
| v)   | MOD will investigate the feasibility of including specific guidance on gender in operational planning and training.   |  |

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| Key Outcomes |   |
|--------------|---|
| i)           | UK Armed Forces Training shows that gender content of pre-deployment training has evolved |
| ii)          | Further gender related training for inclusion in pre-deployment training identified.      |
| iii)         | Gender training mainstreamed into all pre-deployment training.                            |
| iv)          | Gender perspectives included in military doctrine and planning for PKOs.                  |

| Action Point - 7 :   |   |
|--|---|
| Encourage UK and international institutions, civil society, and UN Member States to identify suitably qualified female candidates for positions within their own countries/establishments in an attempt to increase the number of women at senior decision-making levels in conflict resolution and peace-building. <sup>vii</sup> |   |
| Comments / Detail:   |   |
| i)   | Lobby through the UN and UK Missions overseas, to encourage Member States to identify suitable female candidates.   |
| ii)  | Send e-gram with instructions to all diplomatic posts and HMG desk officer stakeholders to increase awareness of the importance of increasing the numbers of women involved in conflict resolution /peace-building. |
| iii)   | HMG to consider what training is available to offer potential candidates, to develop their knowledge and understanding of key issues required for senior UN field based operations.                                 |
| iv)  | Establish a virtual network of key female personnel to disseminate vacancies quickly and widely.  |
| Key Outcomes   |   |



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peace initiatives.

- iii) Actions to raise awareness of SCR1325 carried out (such as egram, researchers paper, continued UN lobbying)
- iv) Information network established across HMG and NGO community to disseminate information quickly.
- v) More senior positions within international for a are held by women, taking into account equal opportunities to those applying.

### Action Point - 8:

HMG to continue to deploy, where appropriate, female personnel on operations.<sup>viii</sup>

### Comments / Detail:

- i) Ensure that gender representation at military and UN based operations continues.
- ii) Ensure appropriate female representation among core PCRU staff in the rosters of civilian experts, developed by PCRU and Conflict Issues Group (CIG), for deployment or secondment to field missions.

### Key Outcomes

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- i) UK Female military personnel continue to be deployed on operations, where appropriate.
- ii) In the context of the findings of the 2002 “Women in the Armed Forces” report, MoD will keep under review the operational posts from which women are currently excluded on the grounds that deploying them in to such posts this might offend local sensibilities

## GENDER JUSTICE INCLUDING GENDER BASED VIOLENCE

| Action Point - 9 :   |   |  |
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| HMG to promote justice for women and tackle gender-based violence in post-conflict situations. <sup>ix</sup> |   |  |
| Comments / Detail:   |   |  |
| i)   | To advocate for gender-based violence to be included in the mandates of transitional justice mechanisms, including tribunals, reparations, vetting and truth commissions;   |  |
| ii)  | To ensure that gender issues are properly incorporated into guidelines being produced by FCO and PCRU on rule of law and transitional justice, so as to encourage HMG personnel to fully include gender perspectives in their work on this subject;   |  |
| iii)   | To encourage, to the extent possible, gender issues to be incorporated into policy tools being developed on rule of law and transitional justice issues by UN agencies, including with UK funding.  |  |
| iv)  | To encourage rule of law and policing components in UN and EU peacekeeping and peacebuilding missions to give appropriate priority to women’s involvement and access to justice, and to issues of particular importance to women – such as housing, land and property issues and gender-based violence. |  |
| v)   | To continue to include tackling gender-based violence and access to justice for women as a priority in DFID-supported Security, Safety and Access to Justice programmes in conflict related countries.  |  |

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| Key Outcomes |   |
|--------------|---|
| i)           | Gender-based violence routinely included as a priority for internationally-supported transitional justice institutions and for UN/EU peacekeeping operations. |
| ii)          | Higher priority given to women's concerns in UK and UN work on rule of law and transitional justice in post-conflict situations.                              |
| iii)         | Enhanced involvement of women in UN or UK-supported training and projects on the rule of law and transitional justice in post-conflict situations.            |
| iv)          | Increased number of qualified women available for post-conflict work, and increased number of personnel trained in gender issues.                             |
| v)           | Funding of Safety Security and Access to Justice programmes continues and includes work on gender based violence and access to justice..                      |

| Action Point - 10 :  |  |
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| HMG to continue to implement its Sexual Exploitation and Abuse (SEA) Strategy, which provides a key tool to mapping out the concrete actions needed to tackle this issue and to assess progress made. <sup>x</sup> |  |
| Comments / Detail:   |  |
| i)   | Regular monitoring and evaluation of the SEA strategy to ensure effective implementation of the Resolution by the UK, TCCs and the UN. |
| Key Outcomes   |  |
| i)   | SEA strategy continues to be implemented, revised and updated.   |

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- ii) Transparency on success of implementation.

## DISARMAMENT DEMOBILISATION AND REINTEGRATION

| Action Point - 11 :   |  |
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| Address gender issues in UK supported disarmament, demobilisation and reintegration (DDR) programmes in countries emerging from conflict. <sup>xi</sup> |  |
| Comments / Detail:  |  |
| i)  | Those involved in DDR programmes to mainstream gender issues.  |
| ii)   | Guidelines for UK officials on DDR to incorporate gender aspects   |
| iii)  | HMG guidance on DDR addresses gender issues and establishes clear guidance on when and how women and girls should be included in DDR programmes. Guidance will take into account UN Integrated DDR Standards gender guidelines |
| iv)   | UK work to promote DDR guidelines in international organisations (EU, NATO, UN) to include gender aspects.   |

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| Key Outcomes |   |
|--------------|---|
| i)           | Gender issues and the specific needs of women and girls are taken into consideration when DDR programmes are considered and set-up. |

## WORKING WITH NON-GOVERNMENT ORGANISATIONS

| Action Point - 12 :  |   |
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| HMG to liaise with NGOs, civil society and Parliamentarians on the implementation of SCR1325, continuing regular dialogue on gender related issues. <sup>xii</sup> |   |
| Comments / Detail:   |   |
| i)   | HMG to build, where practical, on ideas from the NGO community for implementing SCR1325.                                      |
| ii)  | NGO leverage used to influence UN Member States.  |
| iii)   | Use NGO community to assist in the implementation of SCR1325.   |
| iv)  | Encourage wide participation at Wilton Park conference in May/June 2006 in order to further the implementation of UN SCR 1325 |

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### Key Outcomes

- i) NGOs to have regular discussions and share information with HMG on conflict and security gender issues.
- ii) Virtual SCR1325 network of key interested NGO/HMG/Member States established and used effectively.

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- <sup>i</sup> The FCO has produced some guidance language on SCR 1325 which desk officers should work to include in resolutions, new and revised mission mandate, terms of references for mission visits, as well as in progress reports at the UN and other International/Regional Organisations. This guidance language together with the checklist produced by the NGO working group in New York, has been circulated to all relevant desk officers.
- <sup>ii</sup> On 2 October the UK Mission in New York undertook SCR 1325 training for all its desk officers. UNIFEM and the NGO working group conducted the training, which was intended to familiarise all staff with the provisions of SCR 1325, make them aware of their responsibilities and demonstrate concrete ways in which the resolution can be incorporated into resolutions, reporting and peacekeeping mandates. This is the first in a series that Canada will take forward and roll out through the Friends of 1325.
- <sup>iii</sup> The UK is continuing to work closely with the Gender Adviser at DPKO in New York to promote the work of the gender advisers in peacekeeping missions. Along with Norway and Netherlands, officials from the FCO and DFID participated in a joint donor review mission to assess the effectiveness and impact of DPKO's work on gender, and the role of gender advisers as well as to identify lessons learnt. The final report from the mission was presented to USG Guéhenno, the rest of the UN system and member states in the third week of October 06. The UK also hosted the 2006 Arria Debate on SCR 1325. The focus of which was the role of women in peace consolidation and the newly established Peacebuilding Commission.
- PBC – The UK pushed to ensure that the founding resolution for the PBC included the line “Calls upon the Commission to integrate a gender perspective into all its work”. The chairman's summaries of the first PBC country-specific meetings on Sierra Leone and Burundi (12-13 Oct) both included specific references to UNSCR 1325 and /or women's empowerment.
- <sup>iv</sup> DFID continues to be a major funder of BCPR. Following a critical review of gender dimensions of its work, BCPR organised a four-day workshop in September in London to address this issue. DFID participated fully in this event and helped towards a very constructive outcome, which was focussed on engendering BCPR's new four-year strategy. The workshop was also notable for the strong commitment of BCPR's leadership (and particularly the Director) to ensuring that gender concerns are fully integrated into all their activities.
- DFID has continued to lead on supporting UNHCR's programme on Age, Gender and Diversity Mainstreaming (AGDM) for which we have previously provided earmarked support. This programme is now being rolled out globally, and important structures aimed at ensuring accountability for implementation of AGDM are currently being piloted with top management in Geneva and 20 country representatives.

Gender equality and women's empowerment (GEWE) has been agreed as one of the priority areas for the new joint Institutional Strategy for UNHCR under discussion between the UK, Denmark and Canada.

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The recent annual meeting of UNHCR's Executive Committee (2-6 October) adopted a Conclusion on Women and Girls at Risk which the UK has strongly supported and which draws on earlier work funded by DFID.

DFID is currently consulting partners on how to address most effectively violence against women and girls in conflict and post-conflict situations, including displacement. Discussions are under way with various partners, especially NGOs, on the most effective ways to reduce such violence and the appropriate instruments for DFID intervention.

<sup>v</sup> The FCO has sent an Egram to Posts overseas aimed at raising awareness of UNSCR 1325, explaining what the UK is doing to support implementation of the resolution, how this links into our strategic priorities and suggesting ways in which they can support. The FCO also organised an awareness raising seminar in London, in September 06, for its UK-Based members of staff.

The Directorate for Policy on International Organisations (DPIO) in the MOD has written an article about UNSCR 1325 in the MOD Policy Bulletin (a quarterly newsletter of the MOD's policy), which is circulated to the majority of the MOD staff, as well as to all Defence Attaches in posts. This will be followed up by an egram (in line with the one the FCO has sent out to posts) to major troop contributors with proposals on how to raise awareness about the resolution in their respective host country.

Following a cross-DFID evaluation of their gender work, DFID is now drawing up a Gender Action Plan, in which the International Divisions have been fully involved. Objectives include ensuring that multilateral agencies develop and adopt a policy and strategic framework for achieving Gender Equality & Women's Empowerment (GEWE) which responds to internationally agreed standards and norms.

<sup>vi</sup> The provisions of UNSCR 1325 are reflected in the training of UK service personnel in the Law of Armed Conflict and in the pre-deployment preparations. In addition, pre-deployment planning covers social and cultural issues, including specific gender issues that should be taken into account. The MOD has also commissioned an audit of the existing training provisions, against both the Resolution itself and the training outcomes identified in the UN's own training package on the Resolution. The results of the audit should allow them to show more clearly how training is compliant, while also helping to identify any further training needs.

In addition, a UK military delegate attended a UN Integrated Training Service of DPKO training development workshop in Namibia in June. The aim of the workshop was to review for effectiveness the currency, accuracy and usefulness of existing training materials and practical tools on gender equality and mainstreaming in peacekeeping. The outcome of this workshop, once the revised versions of the training material has been distributed, should further help the MOD in their audit process.



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<sup>vii</sup> The MOD and the FCO have participated in developing and conducting a course for prospective female candidates, to enhance their understanding of military operations, strategy and planning. This was funded through the UN Strategy, Global Conflict Prevention Pools. Conflict Issues Group. FCO will also incorporate UNSCR 1325 into its Strategy Paper on recruitment.

<sup>viii</sup> The MOD continues to deploy women on operations but can only do so in proportion to the number of women in the Armed Forces.

<sup>ix</sup> The UK Permanent Representative to the UN in New York hosted a breakfast for SC members, UN Secretariat and NGOs to explore what can be done to combat Gender Based Violence. The UK continues to work with OSAGI and UNIFEM to follow-up on this. We are including language on GBV in as many SC resolutions as possible.

As noted above (Action point. 4), DFID is currently consulting partners on how to address most effectively violence against women and girls in conflict and post-conflict situations, including displacement. Discussions are under way with various partners, especially NGOs, on the most effective ways to reduce such violence and the appropriate instruments for DFID intervention.

A new work programme for the Security and Justice Team of DFID's Conflict, Humanitarian and Security Department is currently under discussion, including access to justice for women.

<sup>x</sup> HMG continues to support the actions of the Secretary-General to implement his 'zero-tolerance' approach in all United Nation Missions. The UK has also recently funded, through the GCPP, the development of a Awareness-Raising Video on Sexual Exploitation and Abuse by United Nations Staff. The objectives of this video are:

- To promote the Secretary-General's Bulletin on *Special measures for protection from sexual exploitation and sexual abuse* (ST/SGB/2003/13);
- To highlight the consequences of sexual exploitation and abuse and the importance of United Nations staff members complying with the Bulletin's provisions;
- To raise awareness among United Nations staff members of the widespread occurrence of sexual exploitation and abuse and what the United Nations is doing to combat it.

We continue to work closely with the CDU in UN HQ and are working in the resumed session of the C-34 to finalise the outstanding documents related to SEA. There is now standard SEA language in the majority of SC resolutions and as mentioned under action point 1, The FCO has produced some guidance language on SCR 1325 which desk officers should work to include in resolutions, new and revised mission mandate, terms of references for mission visits, as well as in progress reports at the UN and other International/Regional Organisations. DFID has engaged with Save the Children and others on recent allegations of sexual exploitation and abuse, e.g. by humanitarian workers in Liberia.

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<sup>xi</sup> Internal HMG guidelines on DDR have recently (10 October) been finalised, which refer to the UN Integrated Standards developed through an inter-agency process led by DPKO and UNDP. We supported this process financially (under the GCPP) and will continue to fund roll-out. DFID has also been heavily engaged in the process of agreeing an EU approach to DDR, in which gender features prominently (and again refers back to the UN Integrated Standards).

<sup>xii</sup> The UK worked closely with the NGO Working Group on Women, Peace and Security to support their October Advocacy Programme, and co-hosted a side event with the group and OSAGI on the development of National Action Plans in October. We continue to support the group financially through the UN Strategy of the GCPP. Where possible we participate in NGO organised events and brief NGOs on our work. Civil servants from the FCO, DFID and the MOD continue to participate in the Associate Parliamentary Working Group on Women, Peace and Security.