Women in Peace and Humanitarian Operations

Ottawa, Ontario, Canada
March 27 to 28, 2008

CENTRE POUR LE
MAINTIEN DE LA PAIX
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Report prepared by Kristine St-Pierre

Women in Peace and Humanitarian Operations: Roundtable Report
Kristine St-Pierre

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The PPC and Women in Peace Operations

The Pearson Peacekeeping Centre (PPC) subscribes to the principle of gender equality and the empowerment of women. The PPC has adopted a gender perspective of its mission, which is to make peace operations more effective through research, education and training, and through capacity building. The PPC's gender strategy ensures that all activities undertaken by its various programs are gender sensitive and promote women's rights.

From 2006 to 2008, the PPC has organised three international roundtables on Women in Peace Operations. These roundtables have enabled participants to explore the operational advantage of having women participate in military, police and gendarmerie organizations at the country level, and in peace operations in particular. For each event, participants and stakeholders were equipped with strategies to promote women during the recruitment, retention, promotion, deployment and reintegration processes.

For more information on the Women in Peace Operations initiative, please contact us at +1-613-520-5617 ext. 5922 or e-mail info@peaceoperations.org.

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Executive Summary

On 27-28 March 2008, the Pearson Peacekeeping Centre (PPC) hosted a *Roundtable on Women in Peace and Humanitarian Operations* at The Chelsea Club in Ottawa, Canada. As the history of The Chelsea Club is interwoven with Canadian women's equality, it provided a perfect environment for participants to reflect on a more global experience of women in peace operations.

The Roundtable provided a venue for women leaders to come together to explore and discuss women's participation in peace and humanitarian operations, and develop a shared understanding of the tensions and complexities associated with the subject. Thirty-two women with expertise in the field of peace and security were assembled (see Annex 2). Participant backgrounds included civilian, military and police from government, humanitarian agencies, training organizations, and non-governmental organisations (NGOs). Countries represented were Canada, Mali, Senegal, South Africa, Sweden, Uganda, and the USA. The decision to have a *women-only* roundtable was deliberate, based on the desire to provide an environment for frank and unfettered discussion among women to reveal their candid thoughts and experiences on the topics. The decision proved successful based on comments and feedback from participants (see Annex 5).

The roundtable sought to address a major gap: the absence of a women-specific forum for deliberation and mutual support of all women interested in peacekeeping and humanitarian contexts and operations. A platform for meaningful mutual support, research and analysis has been identified as being one key part of a wider enabling environment to understand the importance of women's participation in peace and humanitarian operations, and to facilitate a sustained increase in the involvement of women in peace and humanitarian contexts.

This report represents a consolidation of the main ideas discussed at the roundtable, and a determination of the priority actions to be taken. The main purpose of this report is to provide a record for participants and other individuals, groups, and organisations working toward similar goals, and for those who wish to take the process forward.

Methodology

The roundtable was designed following a sequence of small group and plenary discussions, each of which generated outputs useful in subsequent discussion sessions (see Annex 1). Small group discussions benefited from a cross-section of backgrounds, sectors, and levels of experience (see Annex 2). Consolidation of views expressed throughout was managed by a facilitation team, which played a key role in preparing and organizing the roundtable, and will maintain its involvement during the follow-up and reporting stages. This will help to ensure continuity of outcomes.

The roundtable was divided into three sections:

- First, participants identified the **main obstacles** to women participating in and contributing more effectively to peace and humanitarian operations. Participants also discussed the barriers that inhibit women benefiting from peace and humanitarian operations. Nine main areas of constraint and obstacles were identified;

- Second, participants considered **existing structures and supports**, and analysed in more depth what is currently being done to mitigate the main obstacles that women face. The discussion helped to clarify the areas of need and opportunity for an international network or association of women in peace and humanitarian operations (see Annex 4 for a list of existing organisations and networks);

- Third, participants discussed a **strategy to fill the gap and address unmet needs**, in line with **next steps and follow up plans**, to which different people and entities expressed and committed interest. Participants elaborated a preliminary list of entry points and mechanisms to reach and support women in peace and humanitarian operations (see Annex 3).

Several insights by participants, and inspiring presentations by Comfort Lamptey, Gender Advisor with the United Nations Department of Peacekeeping Operations, and Betty Bigombe, Distinguished Scholar with the Woodrow Wilson Center for Scholars, brought profound and unique perspectives to the wider discussion and enriched the quality of exchanges.

Key Observations

Some of the key observations derived from the roundtable are:

- The need and opportunity exists for establishing a network of women involved in peace and humanitarian operations;

- Multiple networks and organizations exist in varying stages of development and with different purposes—the network proposed does not intend to duplicate what exists, but is more interested in building on and strengthening available networks through linkages and connection to others;

- A clear interest exists on behalf of participants to be a part of an informal group tasked with exploring such a network;

- The network of interest should span multiple levels, with part of its core purpose being to link and connect interested women with others working at other levels;

- The use of an electronic platform to connect different existing networks appears to be the mechanism of choice for disseminating information;

- Research into what exists is the agreed next stage, with parallel exploration of the wider constellation of organizations, groups, and structures identified through the roundtable;

- An entry point exists in the form of United Nations Security Council Resolution 1325—the focus of discussion and common interest is on implementation of, and progress on those commitments, and on making and seeing a real difference.

Next Steps

The participants in the roundtable committed interests across personal, professional and organizational levels in continuing to informally explore the potential of an international network. Different entities and people took on key assignments in the follow-up stages:

- Participants agreed to disseminate, to the extent possible, the results from the roundtable, including the report and supporting resources;

- PPC agreed to continue to promote and support the development of the project, and to seek funds to ensure next steps can be fully realized;

- Participants agreed to be part of a preliminary contact network (managed by PPC until further notice);

- Representatives of different agencies agreed to be contact persons;

- Representatives of different agencies agreed and/or manifested an interest in being part of a steering committee.

It is imperative that we bring the question of gender and peacekeeping from the margin to the center. We must realize that successful and sustainable peacekeeping will not take place without taking gender into consideration.

Roundtable Participant
27-28 March 2008

Part I: Introduction

About the Roundtable and this Report

On 27-28 March 2008, the Pearson Peacekeeping Centre (PPC) hosted a *Roundtable on Women in Peace and Humanitarian Operations* in Ottawa, Canada. The roundtable was held at the Chelsea Club, which provided a perfect environment for participants to reflect on a more global experience of women in peace operations, given that the Chelsea Club's history is interwoven with Canadian women's equality.

The PPC, through past roundtables in Brindisi (Italy), Abuja (Nigeria), and Ottawa (Canada), as well as expert consultations and discussions, identified specific requirements for recognizing and strengthening women's operational advantage by all actors and agents in the field of peace and security. These requirements include: 1) understanding what women's participation means in practice and support the development of ways to incorporate and deploy more women to peace operations; 2) continuing to encourage the development of structures and processes to support women at all levels of mission deployment, to ensure that their participation brings greater benefit to the mission; and 3) recognizing that men and boys are allies in the struggle for women's equality and that, they too, need support and reinforcement. The roundtable was organised as part of the PPC's ongoing effort to further address these requirements and to help inform, guide, and define the way forward on strengthening gender equality in peace and humanitarian operations.

Background

On October 21, 2000, the United Nations (UN) Security Council adopted Resolution 1325 on *Women, Peace, and Security*. The Resolution, which put forth an agenda to increase the participation of women at all levels of peace processes, was received by the international community with much anticipation and a sense that the importance of women's participation both in numbers and roles was finally being recognized.

Eight years later, progress has been made in raising awareness and at strengthening efforts to ensure equal participation of women and men in peace and humanitarian operations. However, many challenges to meaningful participation remain. Levels of participation by women in peace and humanitarian operations remains low, and convincing evidence about their contribution remains elusive, as do the results. While there are some limited pockets of positive development, in general however, the situation on the ground is still very much characterized by the silo-based initiatives on women, peace and security that existed *before* 1325 was introduced.

The challenges surrounding women's participation in peace and humanitarian operations go beyond numbers; they are deeply rooted in gender relations, culture, traditional and often outmoded practices that undermine other social goals, the changing nature of conflict and the search for peace with the unique changes in social relations that can occur in societies struggling to rebuild. As a result, peace and humanitarian operations present a real opportunity for promoting gender equality. The opportunity for changes in peacekeeping to effect long term changes in host nations, civilian, military, and police contributing countries, as well as women's lives more specifically, is real and concrete. However, time is required for changes to take place. At the same time, gender equality is also a requirement for success and sustainability in peace and security efforts.

Rationale and Objectives

The roundtable sought to address a major gap: the absence of a women-specific forum for deliberation and mutual support of all women interested in peacekeeping and humanitarian contexts and operations. One of the greatest challenges facing women in peace and humanitarian operations is the lack of networks and support structures, including mutual support, both at the national and international level, to assist women in undertaking their multiple roles. Networks and support structures, whether formal or informal, can play a tremendous role in helping to build the capacity of women, strengthen their leadership, and support their specific needs in all facets of peace processes, including negotiation, conflict management, reconciliation, peacebuilding, and post-conflict reform and reconstruction. As such, a platform for meaningful mutual support, research and analysis constitutes a key part of a wider enabling environment to understand the importance of women's participation in peace and humanitarian operations, and to facilitate a sustained increase in the involvement of women in peace and humanitarian contexts.

Roundtable Objectives
• Consolidate what we know and do not know about challenges and needs of women in peace and humanitarian operations, in terms of both personal and professional experiences.
• Assess the need and interest for an international network/association of women in peace and humanitarian operations.

Underpinning the two main objectives of the roundtable shown in the text-box, are the objectives of sharing experiences, knowledge and personal reflections in highest confidence with other women experts in the field of peace and security, and developing and building new relationships around common interests.

Methodology

The roundtable provided a venue for women leaders to come together to explore and discuss women's participation in peace and humanitarian operations, and develop a shared understanding of the tensions and complexities associated with the subject (see Annex 1). Thirty-two women with expertise

in the field of peace and security were assembled (see Annex 2). Participant backgrounds included civilian, military and police from government, humanitarian agencies, training organizations, and non-governmental organisations (NGOs). Countries represented were Canada, Mali, Senegal, South Africa, Sweden, Uganda, and the USA. The decision to have a *women-only* roundtable was deliberate, based on the desire to provide an environment for frank and open discussion among women to reveal their candid thoughts and experiences on the topics. The decision proved successful based on comments and feedback from participants (see Annex 5).

The roundtable followed a sequence of small group and plenary discussions, each of which generated outputs useful in subsequent discussion sessions. Small group discussions benefited from a cross-section of backgrounds, sectors, and levels of experience. Consolidation of views expressed throughout was managed by a facilitation team, which played a key role in preparing and organizing the roundtable. They will remain engaged during the follow-up and reporting stages. This will help to ensure continuity of outcomes. Discussions were subject to the Chatham House Rule.

How to Read this Report

This report is a practical, actionable document based on a combined set of conclusions from both plenary and small group discussions, presentations from keynote speakers, and side dialogues with specific actors. Its main purpose is to provide a record for participants and other individuals, groups, and organisations working toward similar goals, and for those who will take the process forward. The report is divided into four parts, with Part I being the Introduction.

Part II of the report presents a consolidated overview of the three areas discussed throughout the roundtable:

1. **Main obstacles** to women participating in and contributing more effectively to peace and humanitarian operations. Obstacles to women benefiting from peace and humanitarian operations are also discussed. Nine main areas of constraint and obstacles were identified.

2. **Existing structures and supports**, with a more in-depth analysis of what is currently being done to remove main obstacles to meeting the specific needs of women.

3. A **strategy to fill the gap and address unmet needs**.

Part III of the report identifies **next steps and follow-up plans** to which different people and entities expressed and committed interest. A brief **conclusion** is also included.

Part IV of the report discusses a series of supporting documents and additional resources for future reference and for use by participants and the wider community. These include: 1) the roundtable agenda; 2) the list of participants; 3) a list of entry points and mechanisms for supporting women in peace and humanitarian operations; 4) a preliminary list of existing organisations and networks; and 5) the participant evaluation summary.

[An] understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security[.]

UN Security Council Resolution 1325
31 October 2000

Part II: What We Know and Do Not Know

Main Obstacles

Participants first discussed obstacles to the participation of women in peace and humanitarian operations, including obstacles to their ability to contribute more effectively to and equally benefit from these operations. The range of obstacles was identified, as well as corresponding needs for enhancing the quantitative and qualitative participation of women as part of these operations.

Obstacles to the participation of women in peace and humanitarian operations
• Lack of commitment to the implementation of UNSC Resolution 1325
• Lack of information about opportunities in peace and humanitarian operations
• Lack of institutional support and flexibility on the part of organisations
• Lack of understanding of the meaning and impact of women participation
• Lack of continuous and integrated training
• Lack of country engagement and support for greater female participation
• Lack of access to positions by women in host country
• Lack of coordination around the efforts of women in peace processes
• Lack of direct support to the development of women's capacity at local/national levels

Lack of commitment to the implementation of UNSC Resolution 1325 on women, peace and security by all actors and agents was raised at multiple times and perceived as a major obstacle to the prevention of violence against women and their protection in peace operations. The adoption of Resolution 1325 created an opportunity to raise awareness within UN peace operations and to put in place policies and measures to implement it. The resolution also raised expectations of greater accountability in peace operations. However, there are still no mechanisms in place to enforce its mandate and evaluate progress. Resolution 1325 offers a specific point of advocacy and leverage with individual Member States, as all are encouraged to develop a national action plan. It is important that

the UN maintains, along with NGOs and civil society, the flow of outreach on Resolution 1325 to Member States, to ensure their continued political will on the matter.

Participants identified a **lack of information about opportunities** for women in peace and humanitarian operations, including information on deployment opportunities and about the roles and responsibilities that they would be required to fulfill in a specific context.

Participants identified another obstacle as the **lack of support and flexibility** on the part of organisations in recognizing and addressing the specific needs of women. Family ties and timing will be a major factor in their decision, often making it much more difficult for women to deploy on a moment's notice. Organisations must recognize these constraints and be more supportive; possibilities should be built into the organizational plan of any organization committed to women's equality, which includes all UN agencies and Member States.

> **It is very new for us to participate in peacekeeping operations and our first problem is to emerge between the men who take the decisions. One of the major problems is the fact that women are a minority in the police force and men usually have the highest positions in leadership.**
>
> *Roundtable Participant*
> *27-28 March 2008*

Organisations must also be strategically planning for the future, which means having programmes in place to accommodate women. In general, women are more likely to be recruited into junior positions, due in part to accessibility and availability, than they are likely to be recruited into, or hold on to, a management position. As such, it is important to have institutional support mechanisms for women in middle and high-level positions to carry out their roles effectively. There is a need for mechanisms to support both women and men in positions of authority. According to one participant, there is reluctance within the UN system to bringing women into senior positions to protect them from a possible failure and to avoid blowback from critics saying that a mission failed because it was led by a woman. Given this reality, organisations need to ensure that women have access to higher positions and take the risk of appointing qualified women.

It is also necessary to find ways to ensure that a respectful workplace environment be maintained in the field. More often than not, women in peace and humanitarian operations will be responsible for their mission roles, as well as the roles assigned to them by their male colleagues or superior officers (including cleaning, cooking, etc.). These practices undermine not only the role and purpose of women, but the significant contribution they can make to sustainable peace, and reinforce stereotyping women and the dominant role of men in hierarchical social relations.

Another obstacle identified by participants is the **lack of understanding among actors of the meaning and impact of women's participation** in a peace and/or humanitarian mission and on a host country. An inclusive peace process, for example, means more than just bringing women to the table. It means recognizing their specific skills-set and attributes, as well as ensuring that they have the competencies and confidence to participate. More research is needed to gain a fundamental understanding of what is being done to increase participation of women, both quantitatively and qualitatively, and the impact that such participation is having on men and women in missions and in host countries.

There is also a need for more research on what women contribute to a mission and on how they can make a difference. Women in uniform raise political awareness and help break down institutional, organizational, and cultural barriers. For example, the all-female Indian contingents that were deployed to Liberia in 2007 and 2008 acted as a force multiplier; female police officers acted as mentors and role models, and helped local Liberian women to view policing and peacekeeping as possible career choices.

Concurrently, it is also important for men to understand the impact that their behavior, both positive and negative, can have on women. Men must be included in meetings and debriefings to raise awareness and understanding of the needs of women. Men can be very influential in promoting and bringing about change, especially when speaking with one voice.

Lack of access by women in the host country to positions within a UN mission or with an international NGO was also identified as an obstacle. Allowing local women to compete for key positions will contribute to their empowerment in their respective community and country, and will give them the confidence they need to reach for goals beyond what they thought possible. Organisations and agencies have the responsibility to lead by example by not only hiring women, but also by ensuring that women are present and active at all levels of discussions with the host community and country. This point and the previous one directly point to the need to revise recruitment processes.

Participants also identified the **lack of continuous and integrated training** as another impediment to the participation of women in peace and humanitarian operations. Training should be related to the skills required to accomplish a specific role as a peacekeeper or humanitarian aid worker. Integrated training of civilians, police, and military was identified as a requirement to understand different mandates, as well as different perspectives from women and men. The UN was identified as bearing the responsibility for ensuring that induction training is legitimate and credible, and for making sure that the individuals carrying out the training are qualified.

> **While some countries have empowered women in its forces, there is a lack of women in senior management positions for peace-keeping missions. Mentorship is required from senior female managers, as they themselves are at the forefront of peacekeeping missions. There is a need for coaching, mentoring and ongoing training during and after missions.**
>
> *Roundtable Participant*
> *27-28 March 2008*

Lack of understanding and sensitivity towards victims of sexual violence and sexual specific crimes by high ranking officials further undermines the role of women and often perpetrates a culture of 'blaming the victim.'

Another obstacle is the **lack of engagement and support by Member States**. In particular, some participants raised the concern that the countries where women are most involved in the military, police or humanitarian community are not contributing as much as they could, or as much as the UN would like them to. These countries need to deploy more women. There is also a need for organisations to devise strategies that could allow individual women to get involved without being penalized by their organisation.

Participants identified a **lack of coordination around the efforts of women in peace processes** including prevention, negotiation, conflict management and peacebuilding, and a lack of knowledge on what others are doing. This lack points to the need for more communication within and among organisations and for mapping the roles and activities of all actors working to support women in peace and security.

Participants identified a **lack of direct support to the development of women's capacity at the local and national level**. As donors look for the highest return on investment, a gap is created between what donors are willing to support and what is actually taking place on the ground. The concern was raised that a lot of resources are going into seminars and conferences, as opposed to being used to support mentoring and coaching programmes and/or community-based organisations and services. Notwithstanding current rhetoric, a results-based approach is not yet being used to guide change on the ground.

> **A clear vision for the rights of women through some sort of network could really support women in the military and police forces. There is a need for a forum where experiences can be shared and that would promote exchanges and discussions so that women can recognize their rights and participate.**
>
> *Roundtable Participant*
> *27-28 March 2008*

The concern was also raised that while there is a need to access women involved in peace and humanitarian processes, a number of countries are not empowered enough to be deploying women in institutions such as the police or the military. In particular, this point was raised by participants from Africa, who identified the need to support national women's networks. It was recognized that assisting in the development of national women's networks would help to create a group of people that could work towards strengthening the voice of women at all levels including within police and military organisations. A national group or network could identify challenges, collect experiences and share solutions, lessons learned and best practices. There is an opportunity through national networks for decision makers at the national level to recognize the successes of women and the benefits to their participation in peace and humanitarian operations. Such recognition could also provide an entry point for promoting the need and benefits to greater participation of women in other sectors of society.

Existing Structures and Support Networks

Building on the first group discussion, participants discussed **existing structures and support networks** to try to understand if and how these structures address the specific obstacles identified above and whether they are successful in meeting associated needs. Participants conducted a more in-depth analysis of what is currently being done, and of what is missing to remove the main obstacles to women's participation in peace and humanitarian operations. The discussion also helped clarify areas of need and opportunity for an international-level network.

A large list of organizations was produced (see Annex 5), making it clear that any future work must maintain a wide lens of networks and associations in order to influence UN peace and humanitarian operations and outreach. Participants also identified a number of key challenges that are specific to these structures and organizations, including financial sustainability and viability, buy-in by gov-

ernmental actors and continued political support. While some of the challenges identified above are being addressed by existing formal and informal structures, the analysis allowed for the identification of a number of core challenges that are not being addressed at all.

Filling the Gap

In identifying obstacles, participants were able to decipher the specific kinds of support that women involved in the field of peace and humanitarian operations need. The discussions uncovered a lack of mechanism(s) for bringing individual women and groups of women together. Women want to hear about the experiences of others. They need female role models and mentors. Therefore, there is a need for greater connectivity in the form of more communication to share knowledge and experiences, and to bring national and regional organizations and networks together. Experiences need to be communicated and disseminated. A framework is also needed to bring women civilians, military, and police together to share lessons learned.

It is important, however, to find ways by which all women can share their information without feeling at risk or threatened. Some women may, for example, be constrained by their organizations as to what information they can and cannot share, while others may not feel comfortable speaking in front of their male supervisors and/or counterparts. Actors and agents supporting women to empower themselves in relation to peace processes in fragile and unstable contexts have a responsibility to address the corresponding vulnerability and risk to which women often expose themselves, including the threat of sexual and gender-based violence.

Partnerships among agencies, entities, functions and stakeholders in contexts of peace and humanitarian operations were also identified as very important, but requiring much effort on behalf of actors to connect across structural divides common in many organizations as well as established processes. Even as organisations try to change to more integrated structures and 'deliver as one,' for example the UN, the experience of those who receive support and services remains fragmented and not fully coordinated. This lack of connection presents a unique opening for cross-sectoral and cross-functional partnership within a network, with an explicit objective of helping inform and support women becoming active in peace and humanitarian operations.

Several participants also expressed frustration at the fact that, despite numerous calls for change and actions, women continue to confront the same barriers and must break down stereotypical roles over and over again. This reality not only justifies the need to find ways in which women can mutually support each other and share experiences, but also reinforces the need to engage with and influence decision makers so as to promote change within organisations.

From the above, it will be important to discuss the type of platforms, mechanisms, or strategies that can fill the gaps not addressed by other existing structures, entities or networks, and that can best meet the needs of women involved in peace and security over the long term. Any strategy will need to have a long enough time frame (i.e., 10 years as a minimum) to ensure it can make a strategic difference within missions and in the lives of women involved in peace and humanitarian operations. Such strategy will need to have clear objectives and specific guidelines for achieving them.

A range of key requirements for supporting and strengthening women emerged from the list of obstacles and their associated needs.

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Key Requirements of Any Future Strategy

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The strategy must:

- Access women involved in peace and humanitarian contexts at all levels (international, regional, national, and local/grass roots levels).

- Enable women to connect with each other to allow for sharing of information and experiences at all levels.

- Support the dissemination of practical examples and of lessons learned.

- Build on and support existing structures, networks, and associations.

- Link to UN Department of Peacekeeping Operations (DPKO), UN Department of Political Affairs (DPA), UN Office of Humanitarian Coordination (OCHA) and other regional organizations and agencies, as well as to civil society and NGOs.

- Ensure buy-in from local and national government institutions and agencies.

- Ensure clear and adequate support and resources.

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It's not so much about convincing people of the importance of strengthening the participation of women, but about identifying the "how." How do we support, nurture and embrace, in the process of mentoring, coaching, training, absorbing and thinking? There is a need, a desire, a wish for some sort of mechanisms to drive the wheel forward.

Roundtable Participant
27-28 March 2008

Part III: Moving Forward

Next Steps and Follow Up

Given the reality surrounding women's participation and contribution to peace and humanitarian operations, *how* can actors strengthen and support women, and what are the entry points to that support? The conclusion from the roundtable is that the need and opportunity exist for an international network of women involved in peace and humanitarian contexts. While the particular form of this network has yet to be discussed, it was agreed that such network must complement and build on the work of other organisations rather than replace what already exists.

Five steps summarize the outcomes of the first stage of the process initiated, and a transition to the second stage—that of developing an international network or association. In addition to the following steps, Annex 3 provides a list of entry points for taking this initiative forward and mechanisms for supporting women involved in peace and humanitarian operations. Participants accepted a longer term strategy and mixed function to coordinate over the longer term.

Step 1: Dissemination of Report

Disseminate this report to civil society organizations, key contacts in different agencies and organizations, as well as to women's networks and working groups on peace and security.

- Participants were invited to share the report, as well as any communications material that they prepare with their colleagues and other interested groups with the objective of steadily building a collection of communications about the initiative.

- Participants agreed to share the ideas with other organizations within their communities and find out the level of interest that exists for creating an international network of women working in peace and humanitarian operations, and what this network would look like.

- Participants also agreed to help identify more of the similar organisations who are or which may be interested.

- PPC has also agreed to identify and collect preliminary information on similar organisations that support women working in the field of peace and security.

- PPC has agreed to be the point of contact on this project until further notice.

Step 2: Set-Up of Committee

Set up a committee to act as a secretariat and elaborate on the process that has been started and probe more deeply into these ideas.

• A number of participants volunteered to be part of the committee; specific roles will be decided upon at the first meeting. Others may also wish to be involved.

• The committee could act as the central point from which to gather information on the needs and opportunities for an international network and what it would look like (i.e., virtual organisation/ clearing house, blog, expert forum, etc.).

• The committee could help articulate to other organizations the added value of such a network, its need and purpose, and clarify the benefits of such a network to women and men.

• The format of the committee could be virtual or physical (i.e., have a physical location). The PPC has offered to provide a workspace for committee meetings.

Step 3: Ongoing Research

Continue to research the specific needs of women in peace and humanitarian operations in order to fill the gap with regards to evidence-based lessons and examples of best practices. The research to be conducted must generate convincing evidence and be provided in timely and useable form for advocacy and influential purposes. The roundtable also highlighted a number of questions pertaining to the wider context of peace and humanitarian operations. While an informal or formal network of women in peace and humanitarian operations would touch on these questions, ultimately, all actors and agents share responsibility for addressing these in a meaningful way. Discussions on these questions should be seen as a contribution to the wider research agenda, and to the creation, use and management of knowledge.

Part of this research can be conducted by the PPC in collaboration with other interested parties and organisations. Another part of this research can derive from a survey of current literature and best practices, and from a series of interviews with existing networks and organisations working in the field of peace and humanitarian operations. Some aspects of related research will be undertaken within the UN and member state structures that are responsible for humanitarian and peacekeeping operations.

Research questions to be explored:

a. **What already exists?**

▶ Further identify the real needs of women in peace and humanitarian organisations by:
- Identifying what other people are doing and where;
- Identifying leaders in the field to try to understand their needs and challenges;
- Further elaborating on civilian needs;
- Looking at UN action and lessons learned.

b. **What is missing?**

▶ Further identify what is missing, particularly at the local and national levels, but also at the international level, to support women in the field of peace and humanitarian operations.

c. **How can we close this gap?**

▶ Identify ideal ways of supporting each other and of engaging with and trying to influence decision makers. Some key related questions are:
  – What is the value for organizations to be part of and using an 'international network/association'?
  – How would such an international association link with other institutions in the UN, such as DPKO, DPA, and OCHA, and outside of it, such as civil society groups?
  – What are the linkages with the UN's policy organs, and with the mechanisms that are established as part of peacekeeping policy?
  – Who will coordinate, and with what money?

Step 4: Funding & Resources

The PPC is committed to developing and submitting grant proposals to a number of granting institutions in order to help take this initiative forward and follow up on Steps 2 and 3 of the project. To that end, participants to the roundtable are also invited to identify, in their respective circles, individuals and/or groups who have the ability to support this initiative, and are interested in pursuing an integrated multidisciplinary approach.

Step 5: Progress Report

The PPC is committed to issuing a progress report in early 2009 combined with a re-evaluation of the objectives to date. The progress report will measure progress on the steps identified in this report, conduct a preliminary evaluation of the committee as a working model, and make recommendations on how to proceed.

Part IV: Annexes

Annex 1: Roundtable on Women in Peace and Humanitarian Operations Agenda

Day 1 – Thursday, 27 March 2008

8:30	Session 1.1	Welcome address by PPC President, Suzanne Monaghan & Opening remarks by Dr. Ann Livingstone *Introduction of co-facilitation team: Patricia Keays, Françoise Nduwimana and Kristine St-Pierre*
9:10	Session 1.2	Objectives and expectations for the roundtable & Introduction of participants and interest in the topic *Explanation of agenda and logistics*
9:50	Session 1.3	Overview of objectives for Day 1 & Presentation of key questions for Group Session 1 *Assignment to groups and guidance on key questions*
10:15 – 10:30		*Break*
10:30	Session 1.4	Group Session 1: Obstacles & practical and strategic needs
11:45	Session 1.5	Report back to plenary with results from Group Session 1
12:30 – 13:30		*Lunch*
13:30	Session 1.6	Presentation of key questions for Group Session 2 *Assignment to groups and guidance on key questions*
13:45	Session 1.7	Group Session 2: Identifying existing structures
15:00	Session 1.8	Report back to plenary
16:00 – 16:15		*Break*
16:15	Session 1.9	Plenary recap and consolidation of Day 1 process and outputs *Overview of Day 2* *Closure of Day 1*
18:30 – 21:00		*Hosted Dinner at the Chelsea Club with Keynote Speaker Comfort Lamptey, Best Practices Unit, DPKO*

Day 2 – Friday, 28 March 2008

8:30   Session 2.1   Recap from Day 1 discussions including the discussions over dinner the previous evening
Introduce objectives for Day 2

9:00   Session 2.2   Plenary discussion of international network/association

10:30   Session 2.3   Discuss way forward & short and medium term objectives

11:00 – 11:30   *Special presentation*
Betty Bigombe, Distinguished Scholar, Woodrow Wilson International Center for Scholar

11:30   Session 2.4   Summary of non-attributed proceedings
Evaluation and feedback

12:00 – 13:00   *Lunch (optional) & final goodbyes*

Annex 2: List of Participants

Africa

Mali
Aminata Diabate, Capitaine, Armée Malienne

South Africa
Christobel Mbekela, South African Police Service

Senegal
Khary Sidibé, Commissaire de police, Service de Police du Sénégal

Uganda
Betty Bigombe, Woodrow Wilson Center, United States Institute of Peace

North America

Canada
Amy Tsoi, Humanitarian Assistance, Peace and Security Directorate, CIDA
Ann Livingstone, Vice-President, Research, Education and Learning Design, PPC
Christina Gross, Major, Liaison Officer to Women in Defense and Security, DND
Christine Vincent, CANADEM
Emily Alexander, Evaluations Unit, CIDA
Françoise Nduwimana, Project Manager Central and South Africa, PPC (Facilitator)
Heather MacQuarrie, Directorate of Human Rights and Diversity, DND
Joan Broughton, UNAC
Julie Filteau, Sergent Détective, Service de police de Lévis
Julie Mooney, Learning Design Officer, West African Police Project, PPC
Kristine St-Pierre, Research Analyst, PPC (Facilitator)
Lucie Laurion, Director of Communications, PPC
Melissa Mifflin, Research Analyst, PPC
Mia Vukojevic, Humanitarian Assistance Program, Oxfam Canada/ CPCC
Patricia Keays, Independent Consultant (Facilitator)
Sévrine Calande, Project Officer, PPC
Sue O'Sullivan, Deputy Chief, Ottawa Police Service
Tara Denham, Peace Operations Policy, DFAIT
Trish Chang, Humanitarian Assistance, Peace and Security Directorate, CIDA

United States
Comfort Lamptey, Best Practices Unit, UN DPKO
Jacqueline O'Neill, The Initiative for Inclusive Security

Europe

Lina Frödin, Folke Bernadotte Academy

Annex 3: Entry Points and Mechanisms for Supporting Women

The following entry points and mechanisms for supporting women involved in peace and humanitarian operations derive from the roundtable discussions and an analysis of the outcomes from the roundtable. An entry point is a means or process by which women's equality and support for women can be encouraged and promoted. Below each entry point are a series of initial recommendations for moving the process forward. A mechanism, on the other hand, is a specific tool for supporting women. While this list is by no means complete, it is a useful starting point for beginning to think about how best to support women involved in peace and humanitarian contexts.

Entry Points

1. **Peace and Humanitarian Operations**

   - Promote a common language among all actors to reduce fragmentation and enhance coordination. Language must cut across all levels of the conflict spectrum, including peacekeeping and post-conflict peacebuilding.

   - Ensure that women contributing to peace and humanitarian operations know about lessons learned and about what their colleagues have done in other missions.

2. **UN Security Council Resolution 1325**

   - Pursue and strengthen advocacy and outreach on the implementation of Resolution 1325 at national levels by putting emphasis on the elaboration of national action plans.

   - Support understanding and implementation of Resolution 1325 within peace and humanitarian organisations.

   - Mobilize associations, networks, and groups of women to help spread the word and get the information out.

   - Encourage organisations to put women in leadership roles and implement programs in which other women can be incorporated.

   - Promote mentoring programs within organisations, i.e., a gender coach with military personnel that could insert gender dimensions over time.

   - Encourage the UN to develop recommendations and programs on gender, whether through dialogue, training, seminars, etc.

3. **Training for Peace and Humanitarian Operations**

   - Encourage the participation of women in training programs. This can be achieved by:
     a. Promoting and applying strategies for the inclusion of women;

       b.   Setting a strategic framework for increasing the number of women and proper training; and

       c.   Reporting every year.

- Complement general training with specific training on women and girls' rights, as well sexual and gender-based violence.

4. **Local and National Women's Networks**

- Support local and national women's networks.

- Where there are no networks, identify points of contacts in specific organisations to act as liaison with others, and create a national network.

- Have exchanges between networks and departments that could then help those networks disseminate at the sub-regional, regional and national levels.

- Help networks promote Member States' commitments and obligations under Resolution 1325, CEDAW and other binding agreements.

- Ensure that identified needs are combined with an agency of change so that change is implemented.

5. **Gender Units**

- Designate, or create, special gender units within various ministries that could liaise and coordinate directly with the UN. For example, gender units could receive information from the UN on the number of women needed for a mission.

- Gender units could help inform national leaders and inter-ministerial planning on women's issues.

- Support women to become active members of all aspects of peace and humanitarian operations.

Mechanisms

While numerous mechanisms exist, participants recognized the importance of promoting face-to-face contact with internet and electronic connectivity. Internet-based networks are accessible to at least some of the points of contact in local and national networks, and those able to connect globally can pass on contact points to those who may not have direct access to networks. On the other hand, face-to-face contact is irreplaceable when it comes to creating and maintaining strong connections at the institutional, professional and personal level.

- **Independent Body:** An independent body, such as local women's groups and representatives, could address women's issues. They are a safe way to present the information and to engage with governments and policy makers on the ground.

- **Internet Blogs:** Internet blogs have proven useful for sharing experiences on a daily basis and for communicating with others around the world. Blogs enable women to comment anonymously and from the comfort of their own home. It also ensures a certain level of privacy. However, while the use of the internet is useful in reaching a large number of people, access is limited and is unlikely to reach women in rural areas and/or those at the grass roots level.

- **International Expert Forum:** An international expert forum where experts in the field could answer questions posed by members of the forum. Questions and answers could be posted for a set period of time. The South African Police Service's Women's Network is a good example (see www.saps.gov.za/womensnetwork/default.htm).

- **Virtual Organisation:** A virtual organisation or 'clearing house' could be created with a space for internet blogs as well as information and links to women's networks around the world. The website could contain general information about deployment and more specific information for women, as well as lessons learned.

Annex 4: Preliminary List of Existing Organisations and Networks

Professional Associations

- Women in International Security (WIIS);
- Research Group in International Security (REGIS);
- National and International Women in Policing;
- Association of Women in Defence;
- Folke Bernadotte Academy (FBA);
- International Women Leaders.

UN Organizations/ Agencies and Gender Units

- UN Development Fund for Women (UNIFEM);
- Bureau for Crisis Prevention and Recovery (BCPR);
- UN International Research and Training Institute for the Advancement of Women (UN-INSTRAW);
- UN Action against sexual violence in conflict (stoprightnow.org);
- Inter Agency Standing Committee on Humanitarian Response (IASC);
- UN Children's Fund (UNICEF).

NGOs/ Think Tanks

- Gender and Peace Building Working Group (Peacebuild);
- Geneva Centre for the Democratic Control of Armed Forces (DCAF);
- Woman-Woman (Sweden);
- OXFAM;
- Amnesty International.

Women's Organizations and Networks- Local/Regional/National/International

- Association for Women's Rights in Development (AWID);
- INTER PARES;
- Afghan Women's Network;
- South Sudan Women's Empowerment Network (SSWEN);
- Women in Peacebuilding Program (WIPNET);
- West African Network for Peacebuilding (WANEP);
- Women's Commission for Refugee Women and Children;
- South Asian Campaign to End All Violence against Women (We Can Campaign).

National/ International Rosters

- Center for International Peace Operations (ZIF);
- CANADEM;
- Norwegian Centre for Human Rights Document (NORDEM);
- African Civilian Standby Roster For Humanitarian and Peace Building Missions (AFDEM).

Other Categories

- Gender/HIV-AIDS and Gender Based Violence;
- Organizational Support at Field Level;
- Existing Women's Groups at Local/National Levels;
- Academics/ Women's Studies.

Annex 5: Participant Evaluation Summary

Based on the evaluation survey, participants found the roundtable very useful for them as individuals and as representatives of their organisation. Participants were particularly pleased with the deliberations, which they described as frank and vibrant, and with the opportunity to share experiences and learn from others. Participants welcomed the decision to have a women-only space stating it was inspiring.

Participants found the discussions fruitful and pertinent, particularly given the mix of women participants and the rich variety of experiences and perspectives. Many participants found that the discussions allowed them to reflect on the difficulties that women face around the world.

Most participants seemed pleased with the overall process and methodology of the roundtable. Nevertheless, some things could have been done differently, including bringing women from additional continents (i.e., Asia, given their extensive troop and police contribution to peace operations), inviting women with greater field/mission experience, and ensuring a greater representation by humanitarian organisations. Both organizers and participants identified simultaneous translation as a necessity in the future, as well as the provision of bilingual documentation.

In addition to providing participants with an enhanced network of personal contacts, the roundtable provided participants with a deeper appreciation of the kind of challenges that women face, and an awareness of the need for women to actively participate in peace and humanitarian operations. The roundtable provided participants with a better sense for the work conducted by other organizations in this field and began to lay the foundations for what an informal network of women might look like. More specifically, discussions helped identify different possibilities of working to support women in peace operations to strengthen network-building at the national, sub-regional, and international level. Discussions also enabled participants to think about how they could influence their own organisation to consider greater inclusion of women.

Participants expressed high expectations for the future, demonstrating a strong desire to see a follow-up to the current initiative that builds on the momentum created at the roundtable. Participants also saw the need for continued coordination in order to achieve objectives.