



Norwegian Ministry
of Foreign Affairs

Guidelines for the Foreign Service

Implementing the Women, Peace and Security Agenda



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Implementing the Women, Peace and Security Agenda

Foreword

Fifteen years ago, the UN Security Council adopted resolution 1325 on women, peace and security, highlighting for the first time the importance of women being involved on equal terms with men in efforts to promote peace and security. At the time, we thought this would lead to more sustainable peace. Now we know that we were right. The world has not become a more peaceful or less complicated place since the adoption of resolution 1325. However, new research has documented that the participation of women does make a difference.

When the Security Council held an open discussion in October 2015 to mark the fifteenth anniversary of resolution 1325, 112 countries made statements, and the discussion lasted for two days. Never before have so many countries taken part in an open debate in the Security Council. Seventy-five countries supported the new resolution on women, peace and security; never before have so many countries co-sponsored a Security Council resolution. One anniversary and two records. That shows how much attention the women, peace and security agenda now attracts. This has not always been the case. I am proud and pleased that Norway has played a key role in promoting this agenda.

And we will continue to be at the forefront. In February 2015 we launched a new national action plan for women, peace and security. Now we are releasing guidelines so that the Foreign Service will be better equipped to implement the plan. Everyone who in any way works with issues of peace and security is to seek to ensure that the needs, priorities and rights of both men and women are upheld. Action must be taken to prevent and combat sexualised violence, and efforts must be made to end impunity.

Norway will be a driving force in multilateral processes for women, peace and security. During the past year, we have expressed the view that the participation of women should be emphasised in the fight against violent extremism, both because of the important role women can play in preventing and combating violent extremism, and because women and women's rights are particularly targeted by extremists. I am pleased that the new Security Council resolution on women, peace and security reflects these perspectives.

Three high-level reviews of UN peace and security efforts point out the need for a greater emphasis on prevention and on the participation of women. We will address these challenges, and part of our response will be our efforts for women, peace and security.

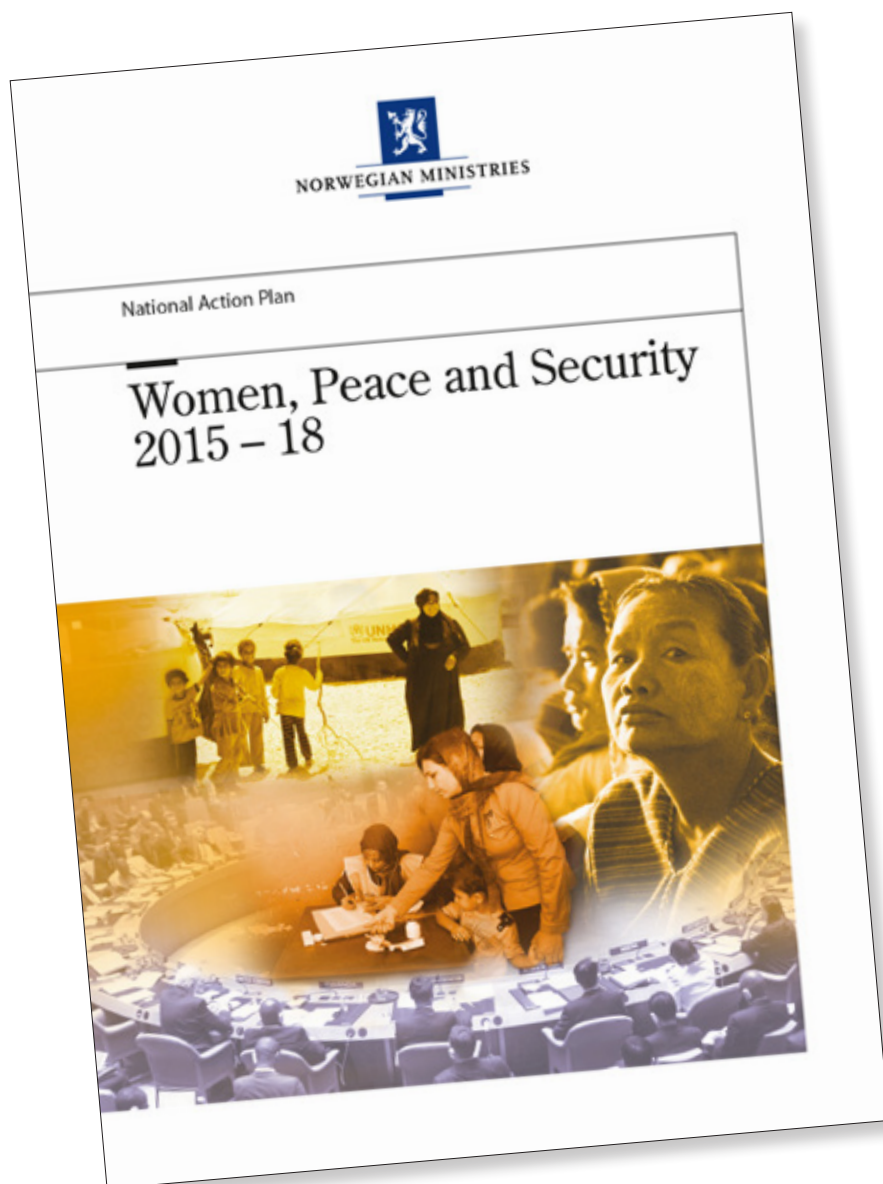
We have made significant progress since 2000, but the tasks ahead are numerous and complex. I hope these guidelines will help you in your work. Remember to use them actively!



Børge Brende
Minister of Foreign Affairs, December 2015

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Introduction

As set out in the National Action Plan on Women, Peace and Security 2015–18, the main objective of Norway's work is 'to ensure that women are able to take part in peace processes and that the rights, needs and priorities of both women and men are addressed in all peace and security efforts.' This applies to:

- peace processes and peace negotiations,
- international operations,
- peacebuilding processes, and
- responses to humanitarian crises.

Preventing and combating sexual violence in conflict is to be integrated and effectively linked to efforts in all of these areas.

The Ministry of Defence and the Ministry of Justice and Public Security have primary responsibility for following up the women, peace and security agenda in international operations. These guidelines do not apply to their work.

The national action plan sets out Norway's policy for following-up the UN Security Council resolutions on women, peace and security. These guidelines are intended as a tool to help the missions abroad and the Ministry of Foreign Affairs translate this policy into practice. The guidelines are a supplement to the action plan, and must be read in conjunction with it.

A set of indicators has been drawn up for monitoring progress and documenting results. These indicators cover the activities of all the ministries implementing the action plan, and are provided at the end of this document.

WHAT IS THE WOMEN, PEACE AND SECURITY AGENDA?

The women peace and security agenda is based on eight resolutions adopted by the UN Security Council: 1325, 1820, 1888, 1889, 1960, 2106, 2122 and 2242.

These resolutions have the following overarching goal: women's participation in and opportunity to influence efforts to prevent, address and resolve conflicts on equal terms with men; and more effective protection of women, girls, boys and men, particularly against sexual violence.

UN Security Council Resolution 1325, which was adopted in 2000, was groundbreaking. For the first time, the UN body that has primary responsibility for the maintenance of international peace and security adopted a resolution recognising that women and men are affected differently by war and conflict, that women must be protected from violence during conflicts, and the vital importance of women's participation and the protection of women's rights for international peace and security.

The normative framework has grown since 2000. **Seven additional resolutions** have been adopted: four addressing sexualised violence in conflicts, several dealing with the need for financing and technical assistance, and most recently a resolution that emphasises the importance of linking the women, peace and security agenda to efforts to counter violent extremism. For more details, see the list of relevant Security Council resolutions and their core messages later in these guidelines.

By adopting resolution 1325, a united and unanimous Security Council recognised the importance of women's participation, rights and needs for international peace and security. Security Council resolutions are legally binding for all UN member states. Thus the member states and all bodies of the UN are **committed** to:

- increase women's participation and influence in processes relating to peace and security
- protect women and girls and their rights in conflict situations
- incorporate a gender perspective into international operations
- incorporate a gender perspective into UN efforts relating to conflict, peace and security

Most countries, including Norway, have ratified the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**. General Recommendation No. 30, issued by the UN Committee on the Elimination of All Forms of Discrimination against Women, lists concrete measures that states can take to safeguard women's rights in conflict prevention, conflict and post-conflict situations.

GENERAL RECOMMENDATION NO. 30 OF THE UN COMMITTEE ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN

This recommendation reaffirms that the Convention on the Elimination of All Forms of Discrimination against Women applies at all times, including during conflicts, and to all people without discrimination between citizens and non-citizens within a state party's territory. Both states and non-state actors have obligations under international law to protect the human rights of women in conflict situations. It underlines the importance of the Security Council resolutions on women, peace and security, and highlights the links between the resolutions and the Convention.

The recommendation also calls for the inclusion of women, peace and security in the reporting mechanism under CEDAW. It is important for embassies to bear this in mind when taking part in dialogues with the authorities in connection with national reports to the CEDAW Committee.

WHY 'WOMEN, PEACE AND SECURITY'?

Women's participation in peace processes is a goal in itself and an important tool for sustainable peace, economic growth and welfare.

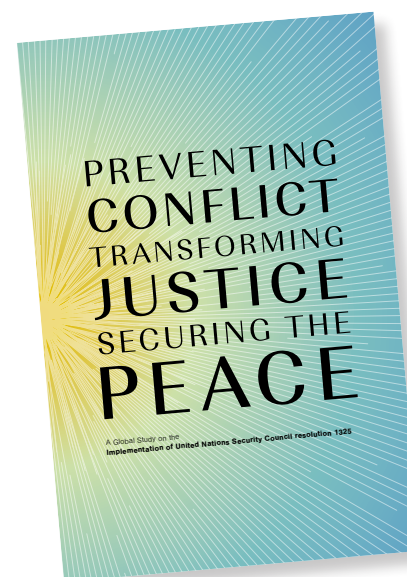
- *Women have the right to take part in processes that affect their own future.*
- *Women's participation in processes related to peace and security is essential for sustainable peace.*
- *Including women in peace processes increases the likelihood of reaching a peace agreement. And once established, the peace lasts longer.*
- *Women, men, girls and boys have different needs that must be met in different ways.*
- *Incorporating a gender perspective in peace processes is crucial to achieve a better analysis of the challenges we are facing and possible solutions.*

Women's participation increases the probability that peace will last for two years by 20 %. The probability that peace will last for 15 years increases by 35 %.¹

¹ Nilsson (2012), Paffenholz (2014).

UN GLOBAL STUDY ON 1325

In connection with the 15th anniversary of the first Security Council resolution on women, peace and security, the UN has reviewed the experience gained since 2000 from implementing this resolution. The global study on resolution 1325 reports successes, obstacles and challenges, and makes concrete recommendations for further steps. The report is extensive, but it may be useful to take a closer look at the main findings and recommendations. A link to the UN Women summary of the report (*Women and Peace and Security: Guidelines for National Implementation*) is available in the list of resources. The report of the Secretary-General on the same topic is another useful resource.



HOW DO WE ADVANCE THE 'WOMEN, PEACE AND SECURITY' AGENDA?

NORWAY PROMOTES THE WOMEN, PEACE AND SECURITY AGENDA IN VARIOUS WAYS:

- We have a **normative focus** in multilateral forums: through negotiations on resolutions, debates, political talks and concrete measures. The UN is the primary forum in this context, but NATO also plays a key role. The regional organisations, such as the African Union, are becoming increasingly important. At the normative level we emphasise the individual country's responsibility, a rights-based approach and women's participation.
- We pursue an active **political dialogue** with the authorities of individual countries. Norway will help to strengthen accountability based on the country's own obligations, even when that means raising sensitive issues. A thorough knowledge of national and local conditions is essential: What obligations has the country undertaken? What needs and priorities are expressed by the various women's groups?
- We provide **funding**. The Ministry of Foreign Affairs manages grant funds for peace, security and humanitarian work under a number of budget chapters/items; some of the funding is earmarked for peace, women and security. Integration of a gender perspective is required in all efforts in fragile states and post-conflict countries. We have targeted efforts for women's employment and a gender perspective in security sector reform. Norway is an important donor to multilateral organisations, and we will use our position to promote the women, peace and security agenda and to hold UN organisations accountable for meeting their commitments, such as the UN seven-point action plan on gender responsive peacebuilding.²
- We support **research** to ensure a knowledge-based approach to implementation of the resolutions.

² http://www.un.org/en/peacebuilding/pbso/pdf/seven_point_action_plan.pdf



SOME INSPIRATION FROM IRAN

As Norway's first female ambassador to Iran, I felt that my mandate was unequivocal: to report from Iran from a woman's perspective. Iranian women tend to be highly educated, but they are practically invisible when it comes to formal power. Women's rights and feminism are often scorned upon, and support from foreigners can make things worse. The only thing to do is to roll up our sleeves, build networks of women from different walks of life, and create arenas for discussion. Even more importantly: always bring up the question of women's participation in society in every conversation with any man from any background. Always ask these men who praise the importance of women for society why they are not willing to accept women in positions of formal power and influence. And don't let them go until they have answered.

Ambassador Aud Lise Norheim



EXPERIENCE FROM PALESTINE

Norway is a major donor to the PLO Negotiations Affairs Department (NAD). With Norway's encouragement, NAD has achieved considerable gender equality within the department, and has taken a leadership role in relation to the rest of the Palestinian authorities in the work of adopting an action plan for women, peace and security. Norway also has longstanding cooperation with a number of NGOs that promote women's rights. One of them is the Women's Centre for Legal Aid and Counselling (WCLAC), which offers legal aid and social support and counselling to Palestinian victims of sexual violence, and runs an emergency protection shelter for the most serious cases.



SUPPORT FOR CIVIL SOCIETY – EXAMPLES FROM COLOMBIA

The Norwegian Embassy in Colombia supports the Colombian peace process in a number of ways. One important priority is strengthening the role of civil society. The Embassy has a particular focus on the inclusion and active participation of women and on the participation and influence of vulnerable groups. The Embassy is supporting several initiatives to gather concrete proposals from civil society on how to conduct the peacebuilding process. These proposals are passed on to the parties in the peace negotiations. The Embassy engages in broad dialogue with political movements, women's organisations, indigenous peoples' organisations, human rights defenders and others, listening to their expectations for the peace that must be built.

The Embassy also finances various initiatives locally and nationally which inform civil society about the peace process. The Embassy highlights the relevance of civil society for the peace process, emphasising how important it is that they participate.

WHAT CONCRETE MEASURES ARE TO BE IMPLEMENTED IN THE VARIOUS CONTEXTS?

1. Peace processes and peace negotiations

Norway will seek to ensure that peace processes and peace negotiations in which Norway is engaged involve the participation of both women and men, and that peace agreements address the rights, needs and priorities of both women and men.

Norwegian diplomats should not only focus on the women, peace and security agenda in their own work; they should also promote the participation of local women in formal negotiations and in various consultations, committees, hearings etc. that take place during and in connection with peace negotiations and peace processes.³

In peace processes where Norway is involved, we will:

- provide **training** for peace mediators, facilitators, parties to the conflict and women's organisations in how to integrate a gender perspective in peace negotiations.
- clarify which **actors are involved** and who they represent, in order to ensure that the process is inclusive and has broad support.
- develop a **strategy** for how to include women's participation and a gender perspective in the particular peace negotiations.
- seek to ensure that the parties to a peace process **increase the proportion of women** in their delegations, by
 - working to ensure that women have an opportunity to influence the negotiations and the decision-making processes, for example by proposing that women's organisations can participate as observers during the negotiations,

³ See O'Reilly, Suilleabhain & Paffenholz (2015) for an analysis of various forms of inclusion.

- organising parallel consultations for civil society representatives, and ensuring that their views are put forward, discussed and taken into consideration in the decision-making processes, and
 - providing practical and logistical support, such as transport and security measures, when needed.
- support **women's organisations and activists** in their role as monitors of peacebuilding processes, as actors who can hold the parties accountable for the commitments they have undertaken.
 - help to ensure that steps to **prevent and combat sexual violence** are integrated into peace processes, and that the rights of survivors of sexual violence, both women and men, are safeguarded. This can be done on several levels. It is important to take a comprehensive approach, for instance by supporting
 - preventive measures and mechanisms for monitoring abuses,
 - security sector reform, and the capacity of states to hold perpetrators accountable within the framework of transitional justice,
 - women's organisations and others working to combat sexual violence and to support survivors,
 - zero tolerance for sexual violence by UN personnel, communicated in clear terms

PRACTICAL GUIDELINES AND THE BETTER PEACE TOOL

The Section for Peace and Reconciliation is drawing up a set of guidelines for how to implement the women, peace and security agenda in peace and reconciliation work.

The International Civil Society Action Network (ICAN), with support from Norway, has developed *The Better Peace Tool*. It contains practical advice and suggestions to promote the inclusion of women in peace processes, and to make their participation more effective.

2. Peacebuilding

Peacebuilding and statebuilding processes in which Norway is involved are to increase women's economic and political freedom of action and influence.

To help achieve this, we will:

- seek to ensure that **conflict analyses** carried out by donor groups, the UN and other partners have a gender perspective.
- seek to ensure that **disarmament, demobilisation and reintegration programmes** do not have negative consequences for girls, women, boys or men, and, to the extent relevant and possible, that these programmes have positive effects for both sexes. This also applies in the work of reintegrating child soldiers.
 - Reintegration programmes are also to take into account the various roles women and girls may have in a conflict. The attitudes they may encounter when they move back or to a new place should be investigated. Measures to prevent conflict should be included in the programme.
 - Camps must have safe facilities for women and girls. Training and educational programmes must be designed to meet the needs of girls and women both in practical terms (safety, child care services, etc.) and socially.
- support the incorporation of a gender perspective into the **reconstruction of the justice sector** and in **security sector reform**. This includes
 - ensuring women legal protection and access to the legal system, and including women's rights and gender equality in reform of the justice and defence sectors, both in operational policies and through the right to participate,
 - identifying discriminatory legislation, and considering providing support for changing such legislation. Inequality between women and men is still entrenched in the legislation of 128 countries.

- **work to end** impunity for the perpetrators of sexual violence. This can be done by providing support for improving legislation and increasing the capacity of the justice sector to deal with cases of sexual violence.
- **support mechanisms of transitional justice** that include alternative methods of remedy and justice. This process should be initiated at a time when it has legitimacy among the population and across the lines of conflict. It must include mechanisms ensuring that women's rights are properly safeguarded in terms of access to the legal system, legal counsel, etc.
- **support measures that engage men and boys** in awareness-raising activities related to sexual and gender-based violence in conflict. It should be borne in mind that many men and boys are victims of sexual violence in conflict, although this is vastly unreported. Some of them may also have been forcefully recruited as soldiers or child soldiers.
- **seek partners working to combat domestic violence in conflict situations.**⁴
It is important to bear in mind that the main problem is not necessarily sexual violence and abuse committed by armed fighters, but that the extent of sexual domestic violence is great in conflict areas.
- **support measures that incorporate a gender perspective into the work of countering violent extremism (CVE).**
Examples are measures that mobilise women's organisations to counter violent extremism locally, regionally or globally, and measures to protect the lives, health and rights of women in countering violent extremism.

4 Human Security Report, 2012

3. Humanitarian assistance

Norway's efforts in response to humanitarian crises are to safeguard the rights of both women and men and address their needs and priorities. Sexual violence is to be prevented and combated in all of Norway's work for peace and security. To integrate a gender perspective in humanitarian assistance, we will:

- **uphold the humanitarian principle 'Do no harm'**. This means that humanitarian aid should be designed so as not to create new conflicts or discrimination, for example on the basis of gender.
- expect humanitarian aid organisations that receive support from Norway to **report on how the women, peace and security agenda is integrated** into all aspects of planning, implementing and evaluating humanitarian assistance in crisis and conflict situations.
- **compile and share best practices** from the humanitarian organisations that have made the most progress in integrating efforts to combat sexual violence in the planning of humanitarian efforts on the strategic and operational levels.
- **gather knowledge and experience from representatives of civil society** at national level who are seeking to include measures combating gender-based and sexual violence in preparations for and the implementation of international humanitarian efforts.
- **be at the forefront to ensure that UN organisations** comply with relevant guidelines for incorporating a gender perspective and fighting violence against women in humanitarian efforts, including the handbook and guidelines issued by the Inter-Agency Standing Committee (IASC) (see the list of resources at the end of this document).
- **offer expertise and advisory services** on the gender perspective for UN agencies involved in humanitarian efforts, for example through UN Women or the Gender Capacity

Standby Project (Gencap), which is administered by the Norwegian Refugee Council and hosted by the UN Office for the Coordination of Humanitarian Affairs (OCHA) in Geneva.

- **seek to ensure that donor cooperation and coordination at country level** take into account the women, peace and security agenda in various phases of the response to crisis and conflict: from emergency relief to humanitarian assistance and reconstruction on a medium- or long-term basis. This must include protection of whistle-blowers who reveal abuse within humanitarian organisations.

NO ONE REPRESENTS EVERYONE

Women, like men, are a heterogeneous group. Different women have different agendas and priorities. We cannot expect that women who are involved in politics represent the views and experience of all women.

When we are facilitators in a peace process, dialogue partners in peacebuilding, or donors of humanitarian assistance, we need to adopt a broad approach to gender and inclusion.

Here are some of the questions that should be asked:

- National women's organisations do not always represent the needs and challenges at the grass root level. Should other groups be consulted?
 - It is often difficult for indigenous peoples and minorities to gain access to political processes. Do they need help from us to make themselves heard?
 - Lesbian, bisexual and transgender women are more likely to face sexualised violence and assault. Should we give this further consideration?
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CHECKLIST

Norwegian embassies in countries in conflict or post-conflict situations are to follow up the women, peace and security agenda, both in political dialogue and in development cooperation. The approach to be chosen will depend on Norway's role in each context: whether Norway is a facilitator, negotiator, aid donor, or has a different role. Intensified efforts and reporting is expected from embassies in the countries that are designated priority countries in Norway's national action plan: Afghanistan, Colombia, Myanmar, Palestine and South Sudan.

1. Get to know the country's commitments and goals in this area, and hold the authorities accountable for implementing them.
 - Familiarise yourself with ratified conventions, national action plans and legislation relating to women's rights and gender equality. Make active use of reports on CEDAW and the Universal Periodic Review. Follow the development of these reports and debates about them. Be informed as to their recommendations and how they are followed up.
 - Support the authorities' work in following up their national commitments in the field of women, peace and security. Support the development of national commitments, such as action plans in this field. Note that UN Women has produced guidelines for drawing up national action plans.
 - Find out who else is monitoring the implementation of the women, peace and security agenda on the national level, for instance the *Global Network of Women Peacebuilders*.
 - Issue a joint response or take part in joint efforts with the embassies of other countries, where appropriate. Several voices are stronger than one.
2. Familiarise yourself with the multilateral organisations' mandates and commitments in relation to the resolutions on women, peace and security, and hold them accountable for their follow-up.

3. Gain an overview of relevant civil society actors, such as women's organisations and networks.
 - Who are they? What do they stand for? Who do they represent? What challenges are they facing? Who are their potential allies, and what forces are opposing women's rights?
 - What strategies are the women themselves using to build alliances with men and to challenge the opposition?
4. Call for the active participation of women's organisations, national gender equality authorities, etc. in dialogues and decision-making processes.
5. Consider providing funding to women's organisations. Particular relevant in this context is support for
 - taking part in peace processes or in efforts to prevent terrorism and violent extremism,
 - gathering information and documentation that can provide a basis for more targeted efforts,
 - survivors of abuse and sexual violence,
 - organisations working with men and men's roles, whether as victims, allies or perpetrators.
6. Keep an eye on the situation for women in general, to see if it is getting worse. Pay special attention to the situation for women human rights defenders, politicians and activists, who may be especially likely to be the target of threats and attacks. See also the guidelines *Norway's efforts to support human rights defenders*.⁵

⁵ <https://www.regjeringen.no/contentassets/b7384abb48db487885e216bf53d30a3c/veiledningmrforkjnorskfin.pdf>

7. Include points about women, peace and security in background notes, talking points, and reports to the Ministry, and in dialogues with politicians, the political opposition, the civil service, civil society, the UN and the development banks.
 - It may be relevant to refer to national commitments, priorities set by local women's organisations, the Security Council resolutions on women, peace and security, the CEDAW Committee general recommendation no. 30, the International Protocol on the Documentation and Investigation of Sexual Violence in Conflict, and the UN's *Seven-Point Action Plan on Gender-Responsive Peacebuilding*.
8. Include targets relating to the objectives and outputs in the national action plan *Women, Peace and Security (2015–18)* in the work plan and report on these targets using the indicators for the action plan.
9. Consider whether the embassy would benefit from developing a strategy or action plan for its work in this field. Priority countries in relation to the women, peace and security agenda should have such a plan.



WOMEN, PEACE AND SECURITY AT THE UN IN NEW YORK

The 15th anniversary celebration of the first Security Council resolution on women, peace and security has been a great success! It has shed light on what we have achieved, but shows that much remains to be done. A record number of countries co-sponsored the eighth Security Council resolution on women, peace and security. The UN commissioned a global study of how resolution 1325 has been followed up. In addition, the gender perspective has been prominent in important reviews of peacebuilding and peace operations. There is much greater awareness in the UN now than there was 15 years ago. However, there is still much to be done when it comes to translating good intentions into practice. Norway will continue to be at the forefront of efforts to promote this agenda.

*Ambassador Geir O. Pedersen,
Permanent Representative of Norway
to the United Nations in New York*

SECURITY COUNCIL RESOLUTIONS ON WOMEN, PEACE AND SECURITY

SECURITY COUNCIL CORE MESSAGE RESOLUTION

S/RES/1325 (2000)	The first Security Council resolution to draw attention to how women are affected by conflict. Focuses on the right to participate in peace processes, protection, and efforts to prevent conflict.
S/RES/1820 (2008)	Recognises conflict-related sexual violence as a tactic of war, and demands that this is addressed.
S/RES/1888 (2009)	Places responsibility for protecting women and children against sexual violence with peacebuilding forces, and requests the UN Secretary-General to establish a Special Representative on Sexual Violence in Conflict. Margot Wallström held this position from 2010-2012, when she was succeeded by Zainab Bangura.
S/RES/1889 (2009)	Emphasises the need for better planning and financing to ensure the participation of women in recovery processes and peacebuilding.
S/RES/1960 (2010)	Focuses on the need for mechanisms to hold individuals responsible for conflict-related sexual violence. Recognises the responsibility of states to respect human rights and to end impunity. Calls for monitoring and timely investigation of alleged abuses. Reaffirms the policy of zero tolerance for abuse by UN personnel.

S/RES/2106 (2013)	Calls for enhanced efforts to bring perpetrators of conflict-related sexual violence to justice, and for monitoring, analysis and reporting mechanisms.
S/RES/2122 (2013)	Emphasises the role that women can play as key participants – not just as victims – in peacebuilding processes. Calls for funding mechanisms to support women's organisations at all levels and the economic empowerment of women. Recognises the need to address the root causes of conflict, and the need for access to the full range of sexual and reproductive health services for women, including for pregnancies resulting from rape.
S/RES/2242 (2015)	Raises the need to include women in the development of strategies to counter terrorism and violent extremism. Establishes the goal of doubling the proportion of women in peacekeeping operations over the next five years, and for enhanced efforts to integrate gender equality into all phases of the planning and implementation of peacekeeping operations. Calls for mediators to be trained on the inclusion of women in peace processes. Urges contributing countries to take concrete action to prevent abuse by UN personnel. Urges states to strengthen women's access to justice, and to increase their funding for implementing the resolutions on women, peace and security.

RESOURCES

Local, regional and international women's organisations that work with peace and security

National action plans on women, peace and security (when available)
<https://actionplans.inclusivesecurity.org/> (2 February 2016)

Security Council resolutions on women, peace and security
<http://www.un.org/en/peacekeeping/issues/women/wps.shtml>
(10 July 2015)
<http://www.securitycouncilreport.org/un-documents/women-peace-and-security/> (20 October 2015)

The UN's global study on 1325 "Preventing Conflict, Transforming Justice, Securing the Peace: A Global Study on the implementation of United Nations Security Council resolution 1325" (New York, October 2015).
<http://wps.unwomen.org/en/highlights/global-study-release>
(20 October 2015)

Fact sheet related to the Global Study on 1325: Key messages, findings, and recommendations.
<http://www.womensnetwork.org/documents/20151122114756137.pdf>

CEDAW's General Recommendation no. 30 on women in conflict prevention, conflict and post-conflict situations
<http://www.ohchr.org/Documents/HRBodies/CEDAW/GComments/CEDAW.C.CG.30.pdf> (10 July 2015)

UN Women, 2015 Guidebook on CEDAW General Recommendation 30 and the UN Security Council Resolutions on Women, Peace and Security
<http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2015/guidebook-cedawgeneralrecommendation30-womenpeacesecurity-en.pdf>
(10 December 2015)

Country reports on the implementation of CEDAW, NGO shadow reports and the CEDAW committee's recommendations.
<http://www.ohchr.org/EN/HRBodies/CEDAW/Pages/CEDAWIndex.aspx> (10 July 2015)

UN organisations with mandates for working with women, peace and security may have access to information that is useful.

- UN Women has women, peace and security as one of its focus areas.
<http://www.unwomen.org/en/what-we-do/peace-and-security>
(10 July 2015)
- UNHCR has identified women as a target group in its work to help refugees. <http://www.unhcr.org/pages/49c3646c1d9.html>
(10 July 2015)
- UNDP mainstreams gender equality in its reconstruction and rehabilitation efforts.
<http://www.undp.org/content/dam/aplaws/publication/en/publications/womens-empowerment/gender-approaches-in-conflict-and-post-conflict-situations-/gendermanualfinalBCPR.pdf>
(10 July 2015)

Financing implementation of the women, peace and security agenda

OECD/DAC Gendernet, 2015. *Financing UN Security Council Resolution 1325: Aid in support of gender equality and women's rights in fragile contexts*
<http://www.oecd.org/dac/gender-development/Financing%20UN%20Security%20Council%20resolution%201325%20FINAL.pdf>
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https://www.cordaid.org/media/publications/FinancingUNSCR1325_2014_15nov.pdf
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Peace processes

ICAN, 2015. *Better Peace Tool*
<http://www.betterpeacetool.org/> (10 December 2015)

Paffenholz, T. 2015. *Results on Women and Gender*. Briefing Paper. Centre on Conflict, Development and Peacebuilding. Geneva: The Graduate Institute of International and Development Studies
<http://graduateinstitute.ch/files/live/sites/iheid/files/sites/ccdp/shared/Docs/Publications/briefingpapercivil%20society.pdf>
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O'Reilly, Suilleabhain & Paffenholz, 2015. *Reimagining Peacemaking: Women's Roles in Peace Processes*. New York: International Peace Institute, June 2015
<http://www.ipinst.org/wp-content/uploads/2015/06/IPI-E-pub-Reimagining-Peacemaking-rev.pdf> (20 October 15)

Paffenholz, T. 2014. *Civil Society and Peace Negotiations: Beyond the Inclusion – Exclusion Dichotomy*. Negotiation Journal, Volume 30, Issue 1, pages 69–91, January 2014
<http://onlinelibrary.wiley.com/doi/10.1111/nej.12046/epdf>
(3 July 2014)

DPA's Guidance for Mediators on Addressing Conflict-Related Sexual Violence in Ceasefire and Peace Agreements.
<http://www.un.org/wcm/webdav/site/undpa/shared/undpa/pdf/DPA%20Guidance%20for%20Mediators%20on%20Addressing%20Conflict-Related%20Sexual%20Violence%20in%20Ceasefire%20and%20Peace%20Agreements.pdf>
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Peacebuilding

Human Security Report Project, *Human Security Report 2012: Sexual Violence, Education, and War: Beyond the Mainstream Narrative*. Vancouver: Human Security Press, 2012

Myrntinen et al., 2014. *Rethinking gender in peacebuilding*. International Alert
http://www.international-alert.org/sites/default/files/Gender_RethinkingGenderPeacebuilding_EN_2014.pdf (10 December 2015)

NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security
http://www.nato.int/nato_static_fl2014/assets/pdf/pdf_2014_06/20140626_140626-wps-action-plan.pdf (10 July 2015)

Valasek, K. OSCE Gender and Security Sector Reform Toolkit
<http://www.osce.org/odihr/70294> (10 July 2015)

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SET OF INDICATORS

OBJECTIVE	INDICATOR	COMMENTS/SOURCES
1. Peace processes and peace negotiations in which Norway is engaged involve the participation of both women and men, and peace agreements address the rights, needs and priorities of both women and men	<p>Proportion of peace processes and negotiations in which Norway is engaged where Norway supports measures to include women.</p> <p>Proportion of peace processes in which Norway is engaged that lead to peace agreements which take women and gender equality into account.</p> <p>Proportion of women in Norwegian delegations.</p>	<p>This includes both processes and negotiations where Norway has a formal role (such as Colombia) and where we support peace processes in other ways (such as Myanmar).</p> <p>The first two indicators will be calculated on the basis of yes/no questions that will be sent to relevant embassies as part of the work plan process:</p> <ul style="list-style-type: none"> • Do we support women's participation in the peace process/ negotiations in this country? • Are women and gender equality taken into account in the peace agreement? <p>The first indicator says something about the process; the second one refers to the actual result.</p> <p>Norway may not be involved in many processes that lead to actual peace agreements during the years covered by the action plan. However, it is important to be able to document results in these processes.</p> <p>The embassies' reports should include supplementary qualitative information about the type of participation (formal and informal forums, civil society's efforts to influence attitudes, etc.), who the participants are, what they do and whether their input is used in the process.</p> <p>Sources: Work plan reports from the embassies. (The number of embassies which report that they support participation, with examples.)</p>

OBJECTIVE	INDICATOR	COMMENTS/SOURCES
2. Women's and men's security, rights and needs are to be taken into account in all aspects of international operations	Proportion of operations in which concrete objectives for work on the women, peace and security agenda are included in the operational orders.	Sources: Ministry of Foreign Affairs, Ministry of Defence, Ministry of Justice and Public Security
	Proportion of operations in which a gender perspective is included in the analysis of efforts in the conflict.	
	Proportion of women among Norwegian personnel deployed to international operations.	
	Proportion of Norwegians in leadership positions in international operations that are women.	
3. Peacebuilding processes in which Norway is involved increase women's economic and political freedom of action and influence	Proportion of Norwegian development assistance funding to countries in the peacebuilding phase in which the gender dimension of this work is highlighted in a main or secondary objective.	This is calculated as the proportion of development assistance in the relevant countries that has been gender marked in the PTA system. Sources: Statistics for the relevant countries from PTA, and the embassies' work plan reports.
	Proportion of embassies in countries in the peacebuilding phase which report that projects they support have given women increased 1) political influence 2) economic empowerment.	This is based on the work plan reports from the relevant embassies. The embassies' reports should include supplementary qualitative information, including from the work plan reports. Source: Work plan reports.
	Annual research and development funds allocated to support implementation of the action plan.	Source: Statistics from relevant budget chapters/items in the ministries.

OBJECTIVE	INDICATOR	COMMENTS/SOURCES
4. Norway's efforts in response to humanitarian crises safeguard the rights of both women and men and address their needs and priorities	<p>Proportion of humanitarian assistance that is allocated to projects in which the gender dimension is explicitly integrated.</p> <p>Proportion of humanitarian organisations receiving Norwegian support that report on how the women, peace and security agenda is integrated in all stages of planning, implementing and evaluating efforts in crisis and conflict.</p>	<p>This is based on the proportion of development assistance that has been gender marked in the PTA system for the relevant budget chapters/items, supplemented by information about projects where the gender dimension is integrated but not marked in PTA.</p> <p>The report should include qualitative information, for example about prevention, response, security sector reform/impunity, measures targeting men and the results that have been achieved, based on the partners' reports.</p> <p>Sources: Statistics from the relevant budget chapters/items in PTA; the embassies' work plan reports; others responsible for managing funds: Section for Humanitarian Affairs, Section for Peace and Reconciliation, Norad, Ministry of Justice and Public Security.</p> <p>The report is to contain brief descriptions of how the organisations integrate the agenda in all the stages.</p> <p>Sources: Reports submitted by humanitarian organisations to the Section for Humanitarian Affairs and the relevant embassies.</p>
5. Norway's efforts to promote peace and security help to prevent and combat sexual violence	Number of embassies in countries experiencing crisis or conflict which report that they support measures for better protection for women.	<p>Additional information should be included, e.g.:</p> <ul style="list-style-type: none"> Has the number of women subjected to sexual and gender-based violence been reduced? Have there been improvements in women's statutory rights? Do more women have access to follow-up by the health services and within the justice system? Can projects document changes in men's attitudes towards violence against women? <p>Source: The embassies' work plan reports.</p>

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