



National Action Plan

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*National Action Plan for
the Implementation of
Resolution 1325 of the
United Nations Security
Council and Related
Resolutions on Women,
Peace and Security*

Guatemala 2017


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Instituto de Cooperación para
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INTER-AGENCY ROUNDTABLE ON WOMEN, PEACE AND SECURITY, MIMPAZ

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INTRODUCTION

The 1983 Contadora Declaration underpinned efforts to build peace in Latin America. Marking a milestone in the political history of the region, Central America adopted the Esquipulas Declaration in 1986. Peace Accords were signed in Nicaragua in 1987, El Salvador in 1992 and Guatemala in 1996. That same year, the San Andrés Accords on Indigenous Rights and Culture were adopted in Chiapas, Mexico. These last two agreements are pioneers in the region in addressing multi-dimensional violence and discrimination against women.

Evidencing the strong leadership of women in the construction of peace, the Guatemala Accords contain 28 substantial commitments to advance women's rights. Recognizing that, although exclusion applies to all women, indigenous women face a situation of racism that results in greater discrimination, in this way the Accords reaffirm their individual and collective rights,

These commitments, the mobilization and participation of Guatemalan women in the construction of peace, contributed important experiences in the international sphere and gave feedback on the construction of Resolution 1325 of the Security Council of the United Nations, adopted unanimously in the year 2000.

The adoption of Resolution 1325 has led to important changes worldwide. As of 2014, 88% of all peace processes involving the United Nations included regular consultations with women. This represents a significant increase since 2011, when 50 percent was registered. Before the adoption of Resolution 1325, 11 percent of the peace accords referred to women or gender, which has increased to 27 percent in 2015.

Recognizing that the equality and empowerment of women and girls are critical to international peace and security and reaffirming the important role of women in peace, the Security Council of the United Nations has issued seven resolutions on women, peace and security. Articulated through General Recommendation 30 to the *Convention for the Elimination of All Forms of Discrimination*, CEDAW, these resolutions constitute powerful instruments for the advancement of women's rights, their access to justice and their equal participation in decision-making, both in conflict and post-conflict situations and in peace scenarios, motivating substantive changes for the consolidation of the rule of law and the breakdown of impunity.

The national action plans for the implementation of Resolution 1325 and related resolutions, known as PAN 1325, are a powerful tool to advance women's rights, their full participation in decision-making and their access to justice and reparation through concerted interventions among the agents involved, which allow for a better follow-up and a coordinated implementation of the Global Agenda for Women, Peace and Security.

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

These plans began to be generated after the first five-year period of the adoption of Resolution 1325 of the United Nations Security Council on Women, Peace and Security, when the first comprehensive review was made of its implementation in the global sphere, with the objective of promoting an increase in its compliance. While they have been constructed in a participatory manner, PAN 1325 generates appropriation of this agenda by the relevant agents, both civil society and state institutions.

Some countries, especially those that adopted plans during the first decade of the adoption of Resolution 1325, have made revisions to incorporate new strategies and actions, learning from the lessons and knowledge generated during their implementation. Based on the lessons of the first five-year period, the countries began to generate action plans that include indicators for monitoring and evaluating their compliance and a budget for the implementation of the strategic actions derived from them. There are supranational cooperation and agreement initiatives that have led to the adoption of regional plans or RAN 1325, which have allowed a greater regional impact in the implementation of the resolutions of the United Nations Security Council on Women, Peace and Security.

In preparing the National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security, the Inter-Institutional Roundtable on Women, Peace, and Security, MIMPAZ, ensures a concerted, coherent effort which is coordinated for the implementation of the Global Agenda for Women, Peace and Security, facilitating the follow-up of the actions of the State of Guatemala aimed at compliance. To that end, MIMPAZ has also developed a series of monitoring indicators, linked to global indicators, which will facilitate the regular reporting of these actions to the United Nations Security Council.

The present National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security consists of four chapters, a glossary, references and, in an annex, a table of minimum contents for training processes on Resolution 1325 of the United Nations Security Council and related resolutions.

The first chapter records the experience of the creation and consolidation of the Inter-institutional Roundtable on Women, Peace and Security. Chapter two analyzes the participation of women in the Peace negotiations in the Executive Authority, in the Legislature and in the Security and Justice sectors. Chapter three covers the international, regional and national legal framework and chapter four focuses on the five pillars that make up PAN 1325.

PAN 1325 brings together the voices of women who are survivors of violence related to the conflict and the post-conflict period, to translate the Global Agenda for Women, Peace and Security into actions that transform their daily lives and that allow substantive changes in the condition and position of women in the country, building and strengthening their leadership in the construction of peace as a necessary condition for the preservation of a firm and lasting peace, based on equality between women and men and respect, guarantee and full enjoyment of their human rights and fundamental freedoms.

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Chapter I: Inter-Agency Roundtable on Women, Peace and Security, MIMPAZ

Different studies and experiences have demonstrated throughout history the ability of women to contribute to the construction and maintenance of peace. Thus, the United Nations Security Council recognizes that their exclusion from peace processes violates the rights of women and affects society as a whole. Based on this recognition, in the year 2000, the Security Council of the United Nations issued Resolution 1325 on Women, Peace and Security, urging the Member States to ensure equal participation of women in the construction of peace, at all the levels of decision-making and in the prevention and resolution of conflicts, both in countries that are in conflict or post-conflict situations.

The United Nations Security Council also recognizes that women in conflict situations and during the post-conflict period are the majority of victims of sexual violence and other forms of violence against women, and therefore urges Member States to eradicate all forms of sexual violence and violence against women, issuing other Resolutions related to Resolution 1325: 1820 (2008), 1888 and 1889 (2009), 1960 (2010), 2106 and 2122 (2013), and 2242 (2015).

In Guatemala, Resolution 1325 of the United Nations Security Council is recognized¹ by civil society organizations, officials of government institutions, international cooperation organizations and international non-governmental organizations, as an international instrument that supports respect, defense and protection of the human rights of Guatemalan women.

These resolutions are linked to other international instruments adopted by the Guatemalan State, such as the Convention for the Elimination of All Forms of Discrimination against Women, CEDAW, and its General Recommendations 30 and 33, the Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women, the Belém do Para Convention (1994), and the Rome Statute of the International Criminal Court (1998), among others, allowing the in-depth treatment of violence against women and girls in conflict and post-conflict situations and the vindication of the equal participation of all women - Mayan, Garífuna, Xinca and Mestizo - in all stages of their lives, as decision makers, as agents in negotiation and conflict prevention, as well as in peacebuilding, security and justice processes in Guatemala.

This is how the Guatemalan State is committed to comply with the provisions of the Charter of the United Nations, the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women, CEDAW,

¹ Barrios-Klée, W.; Cruz Galich, A.; González Rosales, P.B. (2014) "Resolution 1325 of the UN Security Council in Guatemala. Situation and Awareness Studies" Services to Development and Research Programs Association, Cordaid and Building Flourishing Communities. Ed. Serviprensa. Guatemala City Guatemala. P.71

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the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women the Belém do Para Convention, the Fourth World Conference on Women in Beijing, the Rome Statute of the International Criminal Court, the Treaty of Democratic Security in the Countries of Central America, the Political Constitution of the Republic of Guatemala, the Peace Accords, the National Pact for Security and Justice, the National Policy for the Promotion and Integral Development of Women and the National Policy for the Prevention of Violence and Crime, Citizen Security and Peaceful Coexistence, assume the commitment to follow up and implement Resolution 1325 of the United Nations Security Council and related Resolutions through various strategic actions. To this end, in 2012, the International Women's Peace and Security Committee, MIMPAZ, was formed, made up of several institutions from the sectors of peace, security, justice and women's rights.

During the *pro tempore* Presidency in the Security Council of the United Nations in 2012², Guatemala reaffirmed the International commitments adopted for the defense and promotion of women's human rights and their participation at the highest level in the areas of decision-making and peacebuilding.

"We support greater participation of women in peacebuilding and the examination of civilian capacity after conflicts so that it is consistent with the issue of women, peace and security. We consider it essential to recognize women as builders of peace and stability. It is the fact of having suffered disproportionately the impact of conflicts that highlights the importance of their participation in peace processes³"

Likewise, the State of Guatemala is committed to the eradication of sexual violence in situations of conflict:

"We must increase the pressure on those responsible for these acts of sexual violence in conflicts. In that context, we approve the list of parties, and even individuals, about whom there are well-founded suspicions that they have committed or have been responsible for systematic violations and other forms of sexual violence during armed conflict and post-conflict situations.⁴"

² <http://www.un.org/spanish/News/storv.asp?neW5ID=24624#.ViWNTH4rLIU> consultado al 17/10/15

³ Speech by Gert Rosenthal, Permanent Representative of Guatemala to the United Nations on the occasion of the open debate of the Security Council on Women, Peace and Security, November 30, 2012 at the United Nations Security Council, accessed at http://www.quatemalaun.org_bjn/documents/CSNU-M.P&S-30Nov-2012.pdf

⁴ Speech by Ambassador Gert Rosenthal open debate of the Security Council of the United Nations Women, Peace and Security: Sexual Violence in Armed Conflict. February 23, 2012. Speech by Ambassador Gert Rosenthal open debate of the Security Council of the United Nations, Women, Peace and Security: Sexual Violence in Armed Conflicts. February 23, 2012. Ambassador Gert Rosenthal took part in the open debate of the United Nations Security Council, Women, Peace and Security: Sexual Violence in Armed Conflict. February 23, 2012.

Inter-Agency Roundtable on Women, Peace and Security, MIMPAZ

The Inter-Agency Roundtable on Women, Peace and Security, MIMPAZ, was established with the purpose of following up and monitoring the implementation of Resolution 1325 of the United Nations Security Council and related resolutions.

MIMPAZ seeks to facilitate compliance with the international obligations of the State of Guatemala on women's human rights and contribute to the transformation of the situation of women in the country. The Table serves as a platform for dialogue and inter-institutional interaction for the strengthening of spaces for political advocacy, social participation, cultural representation, and the discussion of policies for the economic and social empowerment of women.

As part of the most important achievements of MIMPAZ, the National Action Plan, PAN 1325, has been created for the implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security, establishing the lines and strategic actions of the different institutions of the State, to achieve greater participation of women in decision-making spaces, the construction of peace and the resolution of conflicts at all levels; as well as the eradication of sexual violence in the conflict and the post-conflict period.

History of MIMPAZ

The Inter-Agency Roundtable on Women, Peace and Security, MIMPAZ, was created in 2012 with the purpose of promoting and facilitating the implementation of the Resolutions of the United Nations Security Council on Women, Peace and Security.

For its operation, a Coordination Committee was established and monthly sessions were established in an ordinary and extraordinary order, as many times as necessary.

From its creation, MIMPAZ set two goals for itself:

- a) The first is to make known at the local level the Resolutions of the United Nations Security Council on Women, Peace and Security and,
- b) The second is to promote the implementation of Resolutions through the preparation of the National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security.

From that starting point, and at the moment in which Guatemala, as a member of the Security Council of Nations, exercised the *pro tempore* Presidency in October 2012, the State institutions that make up MIMPAZ prepared a first draft of the National Action Plan.

The content of the National Action Plan was strengthened during 2013, as a result of a consultation process with specialized and local civil society organizations that address issues related to the human rights of women in conflict and post-conflict situations, transitional justice, security and justice, women who are survivors of the conflict, cooperating organizations, relevant state institutions and the United Nations System.

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In 2014, the Plan was strengthened with the incorporation of proposals contained in the Alternative Action Plan of Resolution 1325 of the UN Security Council, prepared by the Mesoamerican Alliance of Women for Peace, formed by the National Coordinator of Widows of Guatemala, CONAVIGUA, the Political Association of Mayan Women MOLO. Women Transforming the World, MTM.

The inputs of the consultations, together with the Alternative Action Plan and the links with existing state policies, allowed, in 2015, for the construction of a consolidated National Action Plan project that, after exhaustive revisions, and based on the design of a system of monitoring and evaluation linked to global indicators, became the National Action Plan for the Implementation of Resolution 1325 of the Security Council of the United Nations and Related Resolutions on Women, Peace and Security. PAN.

It is necessary to mention that when the word "women" is used in the content of the document, all women are referred to as a whole: *Mayan, Garifunas, Xinkas* and Mestizas, in all their stages of the life cycle.

The PAN is composed of five work pillars that are operationalized with objectives, action and State institutions responsible for monitoring:

Pillar 1. Empowerment and participation of women

Pillar 2. Training and development of women

Pillar 3. Respect for women's human rights

Pillar 4. Women's leadership for peacebuilding

Pillar 5. Dignified and transformational reparation of human rights violations for women in conflict and post-conflict situations

Institutions that make up the MIMPAZ

The institutional makeup of MIMPAZ has varied over time and is currently represented by the following institutions:

- Ministry of the Interior, MINGOB
- Ministry of Defense, MINDEF
- Public Prosecutor, MP
- Ministry of Foreign Affairs, MINEX
- Judicial Authority, OJ
- Civil National Police, PNC
- Presidential Secretariat for Women, SEPREM
- Technical Secretariat of the National Security Council, STCNS
- Secretariat of Peace, SEPAZ
- Institution of the Human Rights Ombudsman, PDH
- National Forum for Women, FNM
- Presidential Commission Against Discrimination and Racism, CODISRA
- Presidential Commission Coordinator of Executive Policy on Human Rights, COPREDEH
- Ombudsman for Indigenous Women, DEMI

MIMPAZ has received support and follow up from IEPADES, UN Women and Impunity Watch. These institutions have provided technical and logistical inputs, providing training spaces, exchanges of experiences on the preparation of National Action Plans in other countries⁵, and they have facilitated consultations, forums and public information activities, as well as dialogue processes with key agents, to provide feedback and strengthen the current actions of MIMPAZ, IEPADES, UN Women and continue to provide that support.

The goals of the Inter-Agency Roundtable on Women, Peace and Security, MIMPAZ

MIMPAZ commits itself to the following goals:

1. Integrate the Resolutions of the United Nations Security Council on Women, Peace and Security into existing national public policies, so that they can be promoted, monitored and implemented through the various State entities.
2. Promote the creation of new public policies that emphasize and strengthen the main lines of action of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security.
3. Strengthen the integration and inter-agency interaction, at the local, national and regional levels so that, as a whole, we can ensure better performance in the development, implementation and monitoring of the National Action Plan for the Implementation of Security Council Resolution 1325 of the United Nations and Related Resolutions on Women, Peace and Security, PAN.

The Vision of MIMPAZ

MIMPAZ envisages a future where the entities involved create, promote and consolidate, in a framework of constructive discussion, firm commitments, through the participation and active and conscious interaction of all sectors of the country, within a framework of constructive discussion in the creation, execution, and/or strengthening of public and State policies, as well as International Agreements and Treaties, that ensure the good quality of life of women, girls and adolescents in Guatemala.

The objective is to guarantee a life free of all types of violence against women, the full exercise of their human rights, their political representation and economic and social empowerment, in order to achieve gender equality.

⁵ Chile, Liberia, Nepal, Bosnia Herzegovina, Sierra Leone, The Netherlands, Sweden and Burundi. Chile, Liberia, Nepal, Bosnia Herzegovina, Sierra Leone, The Netherlands, Sweden and Burundi.

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Actions promoted by MIMPAZ

MIMPAZ, in order to achieve its objectives, has carried out the following actions:

1. Open spaces for dialogue where the implementation of the Resolutions of the United Nations Security Council on Women, Peace and Security is facilitated, promoted and monitored through the National Action Plan, PAN 1325. The Monitoring and Follow-up Plan for the PAN has been designed according to an evaluation and monitoring system with its corresponding indicators, which allows opening spaces with civil society organizations and, for the improvement of compliance with the commitments taken on.
2. Strengthen, coordinate and unify agents, efforts and policies with a perspective of transformation and construction of peace and a vision of gender equality, based on the pillars embodied in the National Action Plan of Resolution 1325 of the United Nations Security Council and related Resolutions. In this way, each State institution involved in complying with the National Action Plan will incorporate the perspective of gender equality in all the actions, programs and policies of its institutions. MIMPAZ will be a support for the institutions in the context of their strengthening, coordinating actions or unifying agents, efforts and policies.

CHAPTER II: CONTEXT

Guatemala has been marked by times of conflicts and has been characterized as an exclusive society with a fragile State. This social condition has been inherited from colonial times, and has been the main cause of the social conflict in Guatemala, with the internal conflict and the prevailing violence today having the same causes.

Derived from a predominant patriarchal culture, women have suffered in different ways from exclusion and violence. Specifically indigenous women suffer from multiple and intertwined discrimination, which has meant for them experiencing violence in an extreme way.

During the Internal Armed Conflict, 626 massacres were recorded⁶, mainly in regions inhabited by the indigenous population. The balance of deaths and forced disappearance during the war reached more than 200,000 people and some 50,000 widowed women. Recognizing possible underreporting, the CEH counted 1,465 acts of sexual violence, of which 285 cases could be documented. Sexual violence was directed against women at a rate of 99%, and against indigenous women of Mayan origin at 80%.

The First International Court of Conscience against Sexual Violence against Women during the Internal Armed Conflict in Guatemala (2010) reiterated that rape was a widespread, massive and systematic practice carried out by agents of the State as part of the counterinsurgency policy and was a resource of war and tool to generate terror, violating the human rights of women and international humanitarian law.

Even in the post-conflict period, the figures on violence against women reveal a latent social problem. The increase in violence against women (VAW) has generated widespread concern, both in civil society and in state authorities. For the year 2014, 774 cases of violent death of women were reported, of which 63% were committed with a firearm⁷. In 2015, INACIF reported 753 cases of violent death of women, of which 64.67% were by firearm.

As a result of the increase in the number of violent deaths of women and violence against women, including sexual violence, the Law against Femicide and Other Forms of Violence Against Women was adopted in 2008 (Decree 22-2008), which specifies violence against women and femicide as crimes against the "guarantee of life, liberty, integrity, dignity, protection and equality of all women before the law, and of the law", whose "purpose is to promote and implement provisions aimed at the eradication of physical, psychological, sexual, economic violence or any type of coercion against women, guaranteeing them a life which is free of violence, as stipulated in the Political Constitution of the Republic and international instruments on the human rights of women ratified by Guatemala. With the adoption of this law and information and awareness programs, there is a greater number of reports of cases of violence. Beginning in 2010, the judicial authorities

⁶ The creation of the CEH was agreed upon with the signing of the "Agreement on the Establishment of the Commission for the Historical Clarification of the Violations of Human Rights and the Acts of Violence that Have Caused the Guatemalan Population to Suffer," on June 23, 1993. The Commission had the mandate to "Prepare a report that contains the results of the investigations carried out and offer objective elements of judgment on what happened during this period, covering all the factors, both internal and external".

⁷ INACIF [online]. Autopsies performed. Retrieved on April 1, 2016, from: www.inacif.gob.gt

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were established that specialized in femicide and other forms of violence against women in compliance with article 15 of this Law. In 2011, the first 757 sentences were passed, with 600 convictions.

Statistics on sentences for crimes included in the Law Against Femicide and Other Forms of Violence Against Women, issued in 2011⁸

| SENTENCES 2011 | | |
|-----------------------|--------------------|--------------|
| Acquittals | Convictions | Total |
| 157 | 600 | 757 |

The Public Prosecutor reports from 2008 to December 2016, a total of 352,062 reports on the crimes under the Law Against Femicide and Other Forms of Violence Against Women⁹.

The Judicial Branch reports a total of 9,373 sentences from 2008 to 2015, with 1,113 convictions for crimes under the Law Against Femicide and Other Forms of Violence Against Women.

From January to July 2016, the Judicial Branch reports 1,551 sentences, with 1,204 convictions and 342 acquittals.

Update of data on sentencing statistics for crimes under the Law Against Femicide and Other Forms of Violence Against Women, from 2008 onwards¹⁰:

| SENTENCES FROM 2008 TO 2015 | | | |
|------------------------------------|-------------------|--------------------|------------------|
| Year | Acquittals | Convictions | Sentences |
| 2008 | 1 | 0 | 1 |
| 2009 | 19 | 63 | 82 |
| 2010 | 84 | 243 | 327 |
| 2011 | 157 | 600 | 757 |
| 2012 | 201 | 813 | 1,014 |
| 2013 | 300 | 1254 | 1554 |
| 2014 | 651 | 1950 | 2601 |
| 2015 | 759 | 2278 | 3037 |
| 2016 | 347 | 1204 | 1551 |
| Total | 2539 | 8405 | 10,924 |

Table prepared with official source data of the Judicial Branch

⁸ Source: Center for Information, Development and Judicial Statistics, CIDEJ.

⁹ Source: Public Prosecutor 2016

¹⁰ Source: Judicial Authority 2016

The National Institute of Forensic Sciences, INACIF, registered a total of 3,204 violent deaths of women from 2008 to August 2012. The National Civil Police documented, between 2008 and August 2012, a total of 3,095 femicides. For the same period, a total of 2,288 rapes were reported against women, 65% under 20 years old, 32% girls and teenagers between 11 and 15 years old and 34% between 16 and 20 years old. According to data from the National Civil Police, PNC, 24% of rape crimes are committed in the department of Guatemala.

Participation of women in peace negotiations

Regarding the participation of women in the peace processes in Guatemala, during the negotiations, at the beginning of 1994, twelve representative sectors of society were welcomed at the Assembly of the Civil Society, ASC, among them, the Women's Sector¹¹. On December 29, 1996, the Firm and Lasting Peace Accord was signed in Guatemala City that ended the internal armed conflict, signed by 24 people, including one woman, Raquel Zelaya, Member of the government delegation. Throughout the process, other women participated in the discussion and negotiation of the previous agreements, including Luz Méndez as a member of the diplomatic political team of the Guatemalan National Revolutionary Unit, URNG.

The Women's Sector of the Assembly of Civil Society, ASC, was present and introduced the vision of women in the Accords for the Resettlement of Uprooted Populations; Socioeconomic and Agrarian Situation; Strengthening of the Civil Power and the role of the Army in a Democratic Society and Identity and Rights of Indigenous Peoples, achieving two clear commitments with the creation of the Ombudsman for Indigenous Women and the creation and installation of the National Forum for Women¹².

As a result of the Peace Accords, the United Nations Verification Mission in Guatemala, MINUGUA, was installed as an international organization to monitor the peace process and the fulfillment of the Accords. This mission was established to verify the Accord on the definitive Cease-Fire between the Government of Guatemala and the Guatemalan National Revolutionary Unit, URNG, according to the Oslo Agreement of December 4, 1996¹³.

Participation of women in the executive and legislative bodies

During the 1980s decade, the first institutions for the advancement of women were created. At the national level, the Ombudsman for Women of the Human Rights Ombudsman, PDH stands out, and at the regional level, the Forum of Women Parliamentarians. In 1987, the Women's Commission was created at the Congress of the Republic of Guatemala.

¹¹ Montenegro, N. in "The challenge of the political participation of women in Guatemala" accessed at www.idea.int/publications/wip/upload/chapter_02a-CS-Guatemala.pdf

¹² Rodriguez, Alicia A. Critical Essay on "Guatemala Movement of Women in Construction, ACTION AID. Guatemala, 2000. Pages 47-51

¹³

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

In 1990 the first female candidate for the Vice Presidency of the Republic of Guatemala was presented and in 1995 the first female candidate for the Presidency. For the 1991-1992 period, for the first time in the political history of the country, a woman, Catalina Soberanis, held the presidency of the Congress of the Republic.

Between 1955 and 1985, 5 women were elected as deputies to the Congress of the Republic, including Ana María Xuyá, the first indigenous woman deputy¹⁴.

From 2007 to 2015, 7 women have been nominated as president or vice-president.¹⁵, and for the 2012-2015 presidential term, a woman was elected as vice president.

The representation of women in the Congress of the Republic during the period 1985-2015 is summarized in the following table. In general terms, the representation of women has been less than 15% of the total of 158 seats.

| Year | Female deputies elected |
|------|-------------------------|
| 1985 | 6 |
| 1990 | 10 |
| 1994 | 7 |
| 1995 | 15 |
| 1999 | 11 |
| 2003 | 25 |
| 2007 | 17 |
| 2011 | 20 |
| 2015 | 22 |

Source: Authors' research

Participation of women in the Security and Justice Sector

In the justice sector, women have had greater opportunities for development within the judicial career. However, there is still a long way to go. According to research on women in the Judicial Powers of Central America¹⁶, Guatemala, together with El Salvador, has been the country of the subregion where women have entered and participated in judicial work in smaller proportions. It was not until 1964 that a female judge was appointed for the first time, and up to 1991 the representation of women judges at all levels of the Judicial Branch was 9.6%.

¹⁴ Douglas Abadía Cárdenas (2011) "The political participation of women in Guatemala" Independent Analysts Guatemala in <http://www.analistasindependientes.org/2013/06/participacionpoliticade-la-mujeren.html>

¹⁵ Public Information Unit of the TSE

¹⁶ Rivera, T. (ed), Female Judges in Central America and Panama, Center for the Administration of Justice (CAJ), Florida International University, Costa Rica, 1991 in <http://www.eurosur.org/FLACSO/muieres/guatemala/ part-4.htm>

According to this study, the concentration of the number of female judges is located in the Peace Courts, decreasing their presence as they are promoted to higher hierarchical levels.¹⁷

On the other hand, it should be noted that the Public Prosecutor has been chaired by 3 women in different periods. The first of these was Ms. María Encarnación Mejía García, followed by Dr. Claudia Paz and Paz Bailey. Currently, the Attorney General and Head of the Public Prosecutor is Ms. Thelma Esperanza Aldana Hernández. The fact that three women have been in charge of the Public Prosecutor's Office, is an advance in terms of equality, because, since its founding, it had been directed exclusively by men.

During 2015 the number of 1,046 male judges, female judges, magistrates and regular and alternate magistrates, registered in the different Jurisdictional Bodies of the country were registered, of which 448 belong to the Courts of Peace; 285 at the Courts of First Instance; 177 at the Courts of Judgment and 136 Male Magistrates and Female Magistrates of Chambers of the Court of Appeals¹⁸.

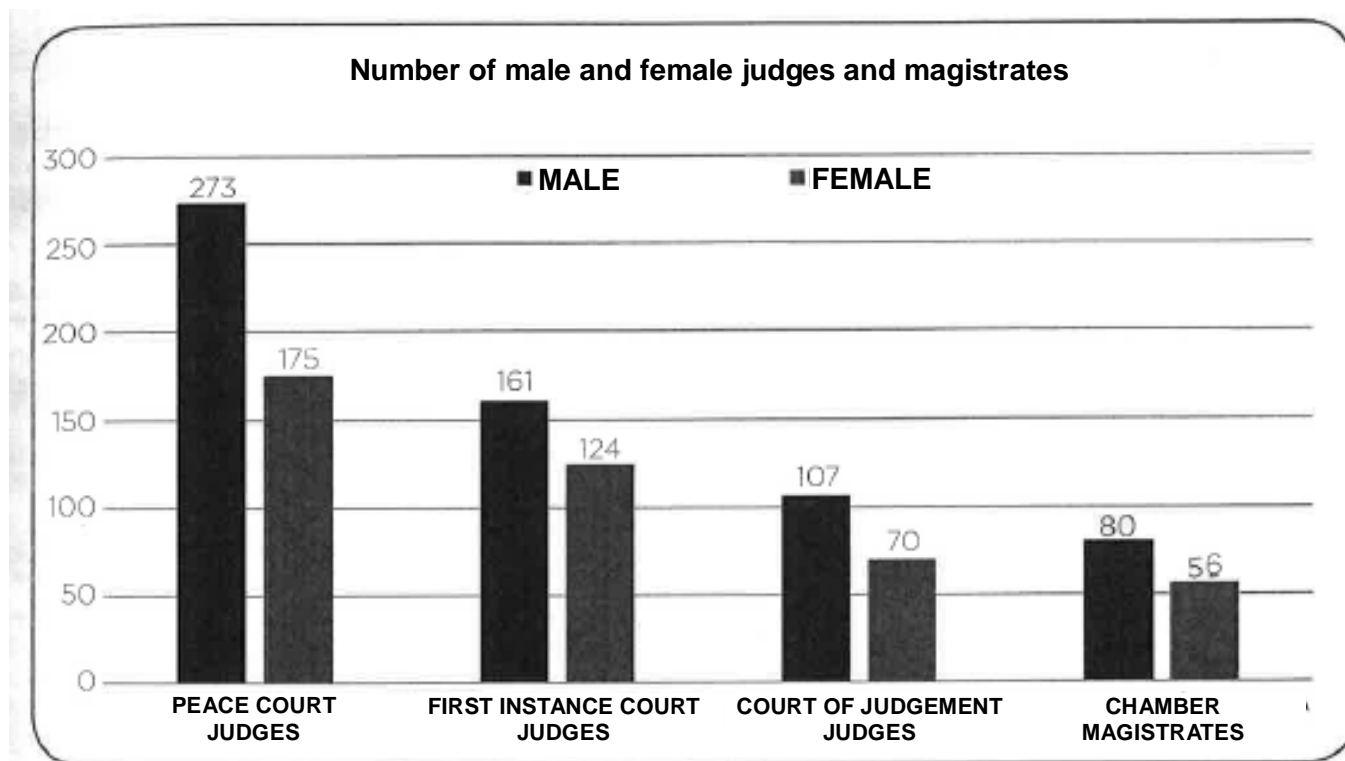


Table prepared with data from the official source of the human resources system of the Judicial Branch

¹⁷ Rivera, T. (ed), Female Judges in Central America and Panama, Center for the Administration of Justice (CAJ), Florida International University, Costa Rica, 1991 in <http://www.eurosur.org/FLACSO/nnuieres/guatemala/part-4.htm>

¹⁸ Source: Human Resources System of the Judicial Branch

Staff working in the Judicial Branch as of 12/31/15¹⁹:

| SEX | NUMBER |
|---------------|---------------|
| Male | 5,297 |
| Female | 4,238 |
| Total | 9,535 |

Staff working in the Judicial Branch as of 7/21/2016²⁰:

| SEX | NUMBER |
|---------------|---------------|
| Male | 5,480 |
| Female | 4,418 |
| Total | 9,898 |

In 2005 the first woman was elected as President of the Supreme Court of Justice, in 2012 the second and on October 13, 2016 the third woman to occupy that position. Also, for the first time in history, the Congress of the Republic of Guatemala elected 7 women as magistrates of the Supreme Court of Justice, which constitutes more than half of its members.²¹

In the National Civil Police, PNC, the participation of women is still low. Women in the Police represent between 13% and 15% of the force²² and over the last few years, an effort has been made to incorporate a gender equality perspective by means of the Policy for Gender Equality between Men and Women of the National Civil Police, in addition to specializing in violence against women and creating specialized units. The inclusion of a perspective of gender equality and women's human rights in police work is of great relevance to address violence against women as a matter of civic security.

In the defense sector, the most significant advances in the context of compliance with the Peace Accords and in the field of Peace Operations. It was not until 1997 that women were enrolled into the Polytechnic School, opening access to a military career, to the development of command capacities and allowing women to lead military commands. From 2001 there has been a constant increase in the participation of women as career officers, and permanent staff through assimilated officers and specialists in different hierarchies. Another sign of progress is the incorporation of human rights principles through the creation of a Code of Conduct on Human Rights for members of the Guatemalan Army by the Ministry of National Defense.

¹⁹ Source: Human Resources System of the Judicial Branch

²⁰ Source: Judicial Authority 2016

²¹ Barrios-Klée, W.; Cruz Galich, A.: González Rosales, P.B. (2014) "Resolution 1325 of the UN Security Council in Guatemala. Situation and Awareness Studies" Services to Development and Research Programs Association, Cordaid and Building Flourishing Communities. Ed. Serviprensa. Guatemala City Guatemala. 23 Barrios-Klée, W.; Cruz Galich, A.: González Rosales, P.B. (2014) "Resolution 1325 of the UN Security Council in Guatemala. Situation and Awareness Studies" Services to Development and Research Programs Association, Cordaid and Building Flourishing Communities. Ed. Serviprensa. Guatemala City Guatemala.

²² According to data up to February 2015.

Within the framework of Resolution 1325 of the United Nations Security Council, a process is initiated with the aim of achieving the inclusion of a perspective of gender equality and human rights of women in peacekeeping operations. The Regional Command of Training for Peacekeeping Operations, CREOMPAZ, teaches the Regional Training Program on Gender and Security for the personnel that will be part of a peace mission. In 2014, the Coordination and Liaison Section with the Special Cabinet for Women was created by Ministerial Agreement 09-2014, which was repealed and the Gender Department of the General Directorate of Human Rights and International Humanitarian Law of the Ministry of National Defense was created by Government Agreement 130-2016.

However, in terms of women's participation, the defense sector is the one that has seen the least progress, both in terms of officers and military experts in Peace Operations. On the same premise of representation and the principles of human security, it is not enough to increase the participation of women in the defense sector, it is also necessary to incorporate the vision and needs of women in their strategies and doctrine, so that this is constituted as a legitimate and representative institution.

In global terms, the total participation rate of women in the security and justice sector, including the Judiciary, Police, Army and Peace Operations, is approximately 19%²³. The highest concentration of women's participation is in the Judicial Branch and in administrative positions of the National Civil Police.

rate of participation of women in the Justice and Security Sector and in Peacekeeping Operations

| Institution/Sector | Number of Women | Number of Men | % of Women |
|--|------------------------|----------------------|-------------------|
| Army | 1,281 | 15,326 | 7.71 |
| Officer Positions | 82 | 1,865 | 4.21 |
| NCOs | 66 | 253 | 20.69 |
| Specialists | 755 | 3,367 | 18.32 |
| Troops | 378 | 9,841 | 3.70 |
| Police | 3,309 | 21,994 | 13.08 |
| Officer Positions | 141 | 2,042 | 6.46 |
| Non-Officer Positions | 2,861 | 19,709 | 12.68 |
| Ranks 0-11 and 0-22 (administrative) | 307 | 344 | 47.16 |
| Judicial Branch | 3,501 | 4,929 | 41.50 |
| National Level | 1,786 | 2,742 | 43.90 |
| Municipal Level | 1,715 | 2,187 | 39.40 |
| Peace Operations (DOMP data only) | 16 | 290 | 5.51 |
| Military Experts | 1 | 11 | 9.09 |
| Troops | 15 | 279 | 5.37 |
| Total | 8,091 | 42,249 | 19.15 |

Authors' research based on Cruz Galich, A., Op. Cit.

²³ According to a compilation of data in recent research (Barrios, W.; Cruz Galich, A.; Gonzalez, P. 2014).

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

This chapter summarizes the importance, necessity and urgency of promoting commitments with: Resolution 1325 of the United Nations Security Council and its related Resolutions and strengthening policies directed towards gender equality and equity, and women's participation in all decision-making spaces, following up on the progress made in the creation of public policies such as the National Policy for the Promotion and Development of Women and the Opportunity Equity Plan 2008-2023", the gender equality policies of the Public Prosecutor's Office, the National Civil Police and the Judicial Branch, and this National Action Plan, among others.

The National Coordinator for the Prevention of Domestic Violence and Violence Against Women, CONAPREVI, was established by Governmental Agreement 831-2000 and was created under the coordination of the Presidential Secretariat for Women, SEPREM, composed of the following bodies:

For the public sector: the president of the Republic represented by SEPREM, who presides over it: the general prosecutor and head of the Public Prosecutor of the Republic or their representative: the president of the Judicial Branch or their representative: the president of the Board of Directors of the National Institute of Statistics: a representative of the Program for the Prevention and Eradication of Domestic Violence, PROPEVI.

For the private sector: three representatives of the Network of No Violence against Women, REDNOVI.

The Agreement establishes that CONAPREVI will function as a coordinator, adviser and promoter of public policies to reduce domestic violence and violence against women, with a mandate as regulated by the Inter-American Convention to Prevent the Punishment and Eradication of Violence against Women, the Convention of Belém Do Pará.

From its creation until June 2012, CONAPREVI, among its various functions and in compliance with its mandate, has played an active role in the preparation and implementation of the National Plan for the Prevention and Eradication of Domestic Violence and Violence Against Women.

CHAPTER III: LEGAL FRAMEWORK

Resolution 1325 of the United Nations Security Council and related resolutions are based on different international and national legal standards aimed at the protection of women's human rights and the prevention and eradication of violence against women.

The protection framework of Resolution 1325 of the United Nations Security Council promotes economic, social, cultural and political rights and the right to a life free of violence for women who have lived and survived conflict situations, in order for women to participate, in an equal way, in decision-making spaces and in the construction of peace.

International Framework

The State of Guatemala has ratified different conventions, agreements, resolutions and international statutes in order to assume legal responsibility for the protection of persons and their fundamental rights. The protection and promotion of women's human rights by the State of Guatemala is mainly framed in the Convention on the Elimination of All Forms of Discrimination against Women, CEDAW, the Beijing Action Platform and the Sustainable Development Goals.

Regarding the protection of the right to a life free of violence for women and the investigation and sanction against this type of practices in times of conflict and post-conflict, the State of Guatemala joined the Rome Statute of the International Criminal Court in July 2012 and as Member State of the Security Council of the United Nations, it is committed to implement Resolution 1325 on Women, Peace and Security, and other related resolutions, specifically, 1820, 1888, 1889, 1960, 2106, 2122 and 2242 .

Convention on the Elimination of All Forms of Discrimination against Women, CEDAW

The State of Guatemala has been a signatory of CEDAW since 1982. This Convention is the first international instrument that focuses exclusively on the protection of women's rights and also contemplates the right to a life free of violence for women, starting from the right to equality between men and women.

The Convention recognizes that *"the maximum participation of women on equal terms with men, in all fields, is indispensable for the full and complete development of a country, the well-being of the world and the cause of peace"*, and reflects on the need for a social transformation that involves a change in both men and women to achieve full equality between men and women. *"It is necessary to modify the traditional role of both men and women in society and in the family."*

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

General Recommendation No. 30 of the CEDAW Committee specifies the actions to be implemented in the prevention of international and non-international armed conflicts, situations of foreign occupation and other forms of occupation in the post-conflict period. The recommendation deepens the concept of conflict and defines it as *"Internal disturbances, prolonged civil wars of low intensity, political and ethnic conflicts and violence in the communities, states of emergency and repression of mass uprisings, war against terrorism and organized crime"* which are situations that result in serious violations of women's rights, linking the Security Council Resolutions on Women, Peace and Security with CEDAW, with International Humanitarian Law, the Right of Refugees and International Criminal Law.

General Recommendation No. 33 of the CEDAW Committee addresses and examines the obligations of States that are Parties thereto to guarantee women access to justice, and to protect their rights against all forms of discrimination, in order to empower them as rightsholders. This recommendation establishes that justice optimizes the emancipating and transforming potential of the law.

Beijing Action Platform

The Beijing Action Platform *"is a program aimed at creating necessary conditions for the empowerment of women in society"*²⁴. Its purpose is to eliminate all obstacles that hinder the active participation of women in all spheres of public and private life through full and equal participation in the decision-making process in the economic, social, cultural and political spheres.

This Platform emphasizes the principle of equality between men and women and the importance of sharing or distributing decision-making spaces, responsibility and power at any level: in the family space, the workplace, in the national and international community. In the case of Guatemala, it is important to mention that in the Electoral and Political Parties Law regulating parity and alternability is still pending, which establishes that the order of application must alternate between a woman and a man so that a position occupied by a woman follows the mandate of a man, or vice versa, so that both men and women participate equally in the number and position of electoral candidates. Likewise, Indigenous Peoples are not yet included.

The Platform includes 12 areas of concern, of which the following are highlighted for the implementation of Resolution 1325 of the United Nations Security Council and related resolutions:

- Education and training for women
- Violence against women
- Women and armed conflicts
- Women in the exercise of power and decision-making
- The human rights of women

²⁴ Fourth World Conference on Women. "Beijing Action Platform" 1995

Sustainable Development Goals

Guatemala, as part of the member states of the United Nations, is a signatory to the Sustainable Development Goals in the agenda for the year 2030. These 17 objectives are aimed at strengthening and promoting human rights to the entire population in a comprehensive way and in particular they point to the promotion of gender equality and the autonomy of women as effective means of combating poverty, hunger, diseases and achieving a truly sustainable development for countries.

The objectives specifically linked to Resolution 1325 of the United Nations Security Council and related resolutions are:

- Promote gender equality and the empowerment of women
- Quality education
- Peace, Justice and solid institutions
- And, in the current migratory context of the Central American region, the incorporation of 4 Sustainable Development Goals is highlighted, among them, *"Facilitate migration and orderly, safe, regular and responsible mobility of people, among other things through the application of planned and well-managed migratory policies"*

Resolutions of the United Nations Security Council

Guatemala is a party to the Security Council of the United Nations, thus committing itself to comply with the Resolutions that are issued. In 2012, it assumed the *pro-tempore* Presidency, acquiring greater responsibility and commitment in that regard. Resolutions 1325, 1820, 1888, 1889, 1960, 2106, 2122, and 2242 are reviewed below.

Resolution 1325 of the United Nations Security Council:

This Resolution was approved in the year 2000. It urges the Secretary General and the member states to act to achieve greater inclusion of women in the processes of peace building and post-conflict reconstruction. The Resolution seeks that States undertake actions in four contexts:

1. Increasing the participation of women in peace processes and decision-making.
2. Training in peace missions from a gender perspective.
3. The protection of women in armed conflicts and in post-conflict situations.
4. The transversal introduction of the gender perspective in various state programs.

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In this Resolution, the Security Council recognizes that peace is linked to equality between men and women and to the total participation of women in decision-making spaces for the prevention and resolution of conflicts.

Resolution 1820 of the United Nations Security Council:

This Resolution was approved in the year 2008. Resolution 1325 of the United Nations Security Council reinforces and explicitly links sexual violence as a war crime by requiring the parties to the conflict to adopt measures to protect women, girls and adolescents against sexual violence and impunity in these cases.

Resolution 1888 of the United Nations Security Council:

This Resolution was approved in the year 2009. It contributes to the implementation of Resolution 1820, through the assignment of high-level leadership functions, fostering experience in judicial response, strengthening the provision of services and creating reporting mechanisms for the follow-up of Resolutions. Additionally, it invites to develop mechanisms for the coordinated and coherent response of the United Nations

Resolution 1889 of the United Nations Security Council:

This Resolution, approved in 2009, envisages the establishment of global indicators to measure progress in the implementation of the Resolutions of the United Nations Security Council on Women, Peace and Security, as well as addressing their exclusion in peacebuilding processes and post conflict reconstruction.

Resolution 1960 of the United Nations Security Council:

The Resolution, adopted in 2010, calls for the establishment of mechanisms for monitoring, analysis, reports and records on sexual violence, specifically related to armed conflicts, as well as the registration of persons suspected of perpetrating patterns of sexual violence in situations of conflict and post-conflict periods.

Resolution 2106 of the United Nations Security Council:

Adopted in 2013, this Resolution calls for the implementation of the previous mandates and the fight against impunity for sexual violence related to conflicts. It also states the importance of the equal participation of women and their empowerment in the political, social and economic spheres.

Resolution 2122 of the United Nations Security Council:

This Resolution, which takes up the work of the previous Resolutions and recalls the importance of women's organizations and civil society organizations in their role as peace builders, was adopted in 2013.

Resolution 2122 "Encourages interested Member States to develop funding mechanisms dedicated exclusively to supporting the work and enhancing the capacity of organizations that promote the development of women's leadership and full participation at all levels of decision-making regarding the application of Resolution 1325 (2000), among other means, increasing contributions to local Civil Society".

It also highlights the importance of the reforms to electoral processes or constitutional reforms that are aimed at building mechanisms that *"allow full and equal participation of women in all stages of the electoral processes"*, and specifically requests accountability on the progress of Resolution 1325 of the United Nations Security Council.

Resolution 2242 of the United Nations Security Council:

This Resolution, approved in 2015, broadens the perspective of the role of women in situations of humanitarian aid and recalls the importance of compliance with the Resolutions for the construction of peace. It encourages and urges the Member States and the United Nations to provide human, technical and financial resources aimed at complying with the previous Resolutions, including the strengthening of civil society. It also provides for the creation of expert committees on women, peace and security in order to provide feedback on the actions implemented in the Action Plans of each country.

Rome Statute of the International Criminal Court 

In July 2012, Guatemala signed the Rome Statute, constituting itself as member No. 121 of the Statute and recognizing the competence of the International Criminal Court. This International Court is a permanent institution, empowered to exercise its jurisdiction over persons with respect to the most serious crimes of international importance, with a complementary character to national criminal jurisdictions.

The Rome Statute marked a milestone in gender justice because, for the first time, a treaty that grants the status of international crime to behaviors related to different types of violence against women of all ages, in times of peace and war was approved. The International Criminal Court hears cases of crimes of genocide, crimes against humanity, crimes of aggression and war crimes. Sexual violence is included in these criminal types, for which there is jurisprudence in the Ad-hoc Courts of the former Yugoslavia and Rwanda, where the sentences state that sexual violence has been used as a systematic practice to harm the physical and mental integrity of women and destroy, in whole or in part, a national, ethnic, racial or religious group to which they belonged.

It is the first international instrument that defines the concept of gender and defines sexual violence and rape as crimes *per se*, including pregnancy, forced sterilization and prostitution, sexual slavery and gender-based persecution against women, which can be prosecuted as crimes against humanity and war crimes, creating the conditions for the modification of existing national or regional legislation.

The Statute is a protective instrument of human rights and establishes principles and guarantees according to the requirements of modern criminal law such as the principle of *res judicata* (*A/e bis en idem*), the principle of subsidiarity, the principle of the legality of crimes and penalties (*Nullum crimen un la poena sine lege*), the principle of non-retroactivity and the principle of defense that, given doubt, goes in favor of the accused (*in dubio pro reo*). In order to reconcile the rights of the accused to a fair trial and respect for victims and witnesses, the Statute develops a series of standards and procedures that facilitate the participation and protection of victims and witnesses, so that the Court may determine the principles applicable to reparation, including restitution, compensation and rehabilitation and to ensure that they do not face stigmatization and increase risk levels.

These standards and procedures include the right of victims to participate in all stages of the trial, the invalidity of evidence or proof that refers to the previous or subsequent sexual behavior of the victim or witness, the credibility of the victim's testimony in cases of sexual violence that does not need any corroboration, and that the defense cannot be based on the consent of the victim.

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The International Criminal Court, which has the capacity to assign individual criminal responsibility to persons who have committed crimes within its jurisdiction, is also regulated under the criterion of "balanced representation of men and women" in magistrates and specialists on issues such as violence against women, girls and boys, as well as specialized personnel for trauma victims.

Regional framework

At the regional level, the State of Guatemala has also ratified instruments for advancing the human rights of women. In 1995, it ratified the Inter-American Convention to Prevent, Punish and Eradicate Violence against Women, the Belém do Pará Convention, and the Framework Treaty for Democratic Security in Central America. Currently Guatemala participates in spaces for the strengthening and promotion of the human rights of women, girls and adolescents in the Americas, such as the Inter-American Commission of Women, CIM, the Council of Ministers of Women of Central America, COMMCA, and the Block of Women Parliamentarians of the Central American Parliament, PARLACEN.

Inter-American Convention to Prevent, Punish and Eradicate Violence against Women - Convention of Belém do Pará

The Belém Do Pará Convention protects the human rights of women, girls and adolescents and protects against situations of violence in the public and private spheres. It was adopted by the General Assembly of the Organization of American States in 1994 and ratified by Guatemala in 1995.

This Convention recognizes the situation of violence against women in the countries of the American continent and gives women, groups of people or governmental entities the possibility of presenting their cases in the Inter-American System through the Inter-American Commission and Court of Human Rights. The cases allow analyzing the change of regulations, institutional policies or state or governmental structures in order to promote the human rights of women and eradicate violence against women in the countries.

The Convention recognizes:

- a. That violence against women constitutes a violation of human rights and fundamental freedoms that transcends all sectors of society and
- b. That violence against women is a manifestation of historically unequal power relations between men and women.

Inter-American Commission of Women, CIM 

The Inter-American Commission of Women, -CIM, was established in 1928 and, ever since, has played a predominant role in the recognition of the human rights of women in the Americas.

CIM developed a Strategic Plan 2011-2016, whose main objectives are the following:

- a. The articulation and harmonization of the actions of CIM with those of the Organization of American States - OAS - and,
- b. The institutionalization of the rights and gender equality approach in the main forums, programs and institutional planning of the OAS.

The Plan is structured around five program areas to harmonize and articulate CIM actions with four subject pillars of the OAS, its programs, forums and strategies. The program areas are the following:

- a. Substantive political citizenship of women for democracy and governance
- b. Security and economic citizenship of women
- c. Women's human rights and gender violence
- d. Citizen security from a gender perspective
- e. Institutionalization of the rights and gender equality approach

Framework Treaty on Democratic Security in Central America 

The Framework Treaty on Democratic Security in Central America establishes the importance of having a legal framework that *"protects, cares for and promotes Human Rights and guarantees legal security"*.

The Framework Treaty understands that the Central American Model of Democratic Security *"is based on the supremacy and strengthening of civil power, the reasonable balance of forces, the security of people and their goods, the overcoming of poverty and extreme poverty, the promotion of sustainable development, the protection of the environment, the eradication of violence..."* and *"will increasingly guide its resources towards social investment"*

The Treaty defines the concept of democratic security and establishes four principles, which are described below:

1. Democratic security is comprehensive and indivisible
2. Democratic security is inseparable from the human dimension
3. Solidarity and humanitarian aid faced with emergencies, threats and natural disasters
4. The consideration of poverty and extreme poverty as threats to the security of the inhabitants and the democratic stability of Central American societies

Council of Female Ministers of Central America, COMMCA

The Council of Female Ministers of Central America, COMMCA, is the political body of the Central American Integration System specialized for the advancement of women.

COMMCA focuses its mission on promoting political proposals at the regional level aimed at transforming the status, situation and position of Central American women and the adoption of a sustainable policy and strategy of gender equality and equity

Bloc of Women Parliamentarians of the Central American Parliament, BMP²⁵

The mission of the Bloc of Women Parliamentarians of the Central American Parliament, PARLACEN, is the following: *"To be an instance of Central American and Caribbean women parliamentarians who work together to promote and guarantee the human rights of women and gender equality in the process of Central American and Caribbean integration, guaranteeing the equal development of our peoples"*

In its Institutional Strategic Plan 2013-2017, it establishes 3 main focus areas:

1. Institutionalize the gender approach in the PARLACEN
2. Develop proposals for advancing gender equality in Central America and the Dominican Republic
3. Institutional Strengthening of the Bloc of Women Parliamentarians

National Framework

The State of Guatemala also has legal regulations that protect the human rights of women who have lived or are living in conflict and post-conflict situations and their participation in all decision-making spaces. Among these norms are the Political Constitution of the Republic of Guatemala, the Accords for Firm and Lasting Peace, the Framework Law of the National Security System, the Pact for Security and Justice, the Law of Dignification and Integral Promotion of Women, the Law against Femicide and other forms of Violence against Women and the Law against Sexual Violence, Exploitation and Trafficking in Persons.

The Political Constitution of the Republic of Guatemala

The Political Constitution of the Republic of Guatemala as the supreme law, is governed by the principles of freedom and equality, according to article 4 that establishes that *"All human beings are free and equal in dignity and rights. Men and women, whatever their marital status, have equal opportunities and responsibilities. No person may be subjected to servitude or to any other condition that undermines their dignity. Human beings must maintain fraternal behavior among themselves"*.

²⁵ <http://www.parlacen.int/Portals/O/Biogue/2015/Noviembre/BMP.%20PlanEstrategico%202013-2017.pdf>

Guatemala signed, on December 29, 1996, the Peace Accords, with the aim of ending the internal armed conflict and establishing the bases for the strengthening of Guatemalan society.

The Accords that include the participation of women in decision-making spaces are the following:

1. Accord on the timetable for the implementation, compliance and verification of the Peace Accords;
2. Accord on the strengthening of civil power and the role of the Army in a democratic society;
3. Accord on socio-economic aspects and agrarian situation;
4. Accord on the identity and rights of Indigenous Peoples; and the
5. Accord for the resettlement of populations uprooted by armed confrontation.

Accord on the timetable for the implementation, compliance and verification of the Peace:

This Agreement lays out the foundations for the creation of the "Women's Forum" in order to monitor, evaluate and follow up on the commitments related to the rights and participation of women included in the Peace Accords and the preparation of a plan for corresponding action

Accord on the strengthening of civil power and the role of the Army in a democratic society:

The Agreement, in its point 59, states that *"To strengthen opportunities for women to participate in the exercise of civil power, the Government commits to:*

- a) *Promote dissemination campaigns and educational programs nationwide aimed at raising awareness among the population about the right of women to participate actively and decisively in the process of strengthening civil power, without any discrimination and with full equality, both for rural women as for urban women;*
- b) *Take the corresponding measures in order to encourage political and social organizations to adopt specific policies aimed at encouraging and favoring the participation of women as part of the process of strengthening civil power;*
- c) *Respect, promote, support and institutionalize women's organizations in the countryside and the city;*
- d) *Determine whether in all forms of exercise of power, opportunities for participation are established and guaranteed to organized women."*

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And in point 60. *"The parties value the work carried out at the national level by the various women's organizations and urge them to unify their efforts to provide their contribution in the process of implementing the firm and lasting peace accords, particularly those commitments most directly related to women's rights".*

Accord on socio-economic aspects and agrarian situation:

The Accord on Socioeconomic Aspects and the Agrarian Situation aims to encourage the active participation of women to achieve the economic and social development of Guatemala.

This Accord opens the opportunity to address the specific economic and social situation of women in development strategies, plans and programs, and to train civil service personnel in the analysis and planning taking into account: The recognition of the equal rights of women and men at home, at work, in production and in social and political life and ensure the same possibilities as for men, in particular for access to credit, adjudication of land and other productive and technological resources.

- Guarantee that women have equal study opportunities and training conditions.
- Guarantee to women access to their own housing under equal conditions, eliminating the obstacles and impediments that affect women with regard to rent, credit and construction.
- Implement national comprehensive health programs for women, which implies access to appropriate information, prevention and medical care services.
- Guarantee the right of women to work, which requires: (i) promote job training for women with the use of various media: (ii) review labor legislation, guaranteeing equal rights and opportunities for men and women: (iii) in rural areas, recognize women as agricultural workers for the purposes of valuing and remunerating their work: (iv) legislate the defense of the rights of working women in private homes, especially in relation to fair wages, working hours, social benefits and respect for their dignity.
- Guarantee women's right to organize and their participation in equal conditions with men, at the levels of decisionmaking and power of the local regional and national instances.
- Promote the participation of women in government administration, especially in the formulation, execution and control of government plans and policies.
- Review the national legislation and its regulations in order to eliminate all forms of discrimination against women in economic, social, cultural and political participation and give effect to the governmental commitments arising from the ratification of the CEDAW.

Accord on the identity and rights of Indigenous Peoples:

The Accord on the Identity and Rights of Indigenous Peoples recognizes the particular vulnerability and defenselessness of indigenous women in the face of double discrimination as a woman and as an indigenous person, with the aggravation of a social situation of particular poverty and exploitation. The Government undertakes to take the following measures:

- Promote legislation that defines sexual harassment as a crime, considering it being committed against indigenous women as an aggravating circumstance:
- Create an Ombudsman for Indigenous Women with their participation, which includes legal advice and social services:
- Promote the disclosure and faithful compliance with CEDAW.
- Eliminate any form of de facto or de iure discrimination against women in terms of facilitating access to land, housing, credit and participating in development projects.

Accord for the resettlement of populations uprooted by armed confrontation:

This Accord places particular emphasis on the protection of widows and orphans from the internal armed conflict and establishes that the gender equality perspective will be incorporated into the policies, programs and activities of the global development strategy

Framework Law of the National Security System 

The Framework Law of the National Security System, Decree number 18-2008 of the Congress of the Republic, has the purpose of establishing the necessary legal provisions for the coordinated performance of the activities of internal, external security and State intelligence in observance of the Political Constitution of the Republic, with regard to human rights and compliance with international treaties ratified by the country.

This law defines for Guatemala the concept of Security of the Nation that "Includes the set of principles, policies, objectives, strategies, procedures, organisms, functions and responsibilities of the components of the State in matters of security, which guarantee its independence, sovereignty and Integrity, and of the fundamental rights of the population established in the Political Constitution of the Republic of Guatemala, consolidating peace, development, justice and respect for human rights."

Likewise, it establishes the National Security System and the National Security Council, its highest authority, which defines security policies and strategies in order to strengthen State institutions, prevent risks, control threats and reduce vulnerabilities that prevent the State from fulfilling its purposes.

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

The National Security System focuses its operation on the development of 3 objectives:

1. Provide coherence and coordination to the operation of institutions, policies, regulations and controls in matters of security, within the framework of the Rule of Law;
2. Establish a superior-level institutional structure in terms of security, which will allow the Institutions to coordinate and integrate and direct public policies in this area and,
3. To be the instrument through which the State confronts the security challenges that may arise.

The following are members of the National Security System:

- a) Presidency of the Republic;
- b) Ministry of Foreign Affairs;
- c) Ministry of the Interior;
- d) Ministry of National Defense;
- e) Attorney General of the Republic;
- f) National Coordinator for Disaster Reduction, CONRED;
- g) Secretariat of Strategic Intelligence of the State, SIE; and,
- h) Secretariat of Administrative Affairs and Security of the Presidency of the Republic, SAAS.

Pact for Security and Justice 

The Pact for Security and Justice seeks to develop a cooperative strategy that incorporates and makes co-responsible all social sectors and State institutions in order to achieve better levels of governance, security and protection against crime, violence and impunity in the country. The pact has the following focus areas:

- Democratic Governance
- Social Inclusion
- Social Co-Responsibility
- Gender Equality
- Cultural Relevance

The monitoring and evaluation system is the responsibility of a technical panel under the Ministry of the Interior.

Law on the Dignification and Integral Promotion of Women

The Law on Dignification and Integral Promotion of Women, Decree 7-99, aims to promote the rights of women and the defense of their dignity as human beings, as well as their participation in all levels of economic, political and social life. The law establishes mechanisms aimed at the eradication of discrimination and violence against women in the public and private sphere, with actions aimed at the inclusion of women in education, health, work, culture and strengthening participation in different spaces of decision making.

Law Against Femicide and other Forms of Violence Against Women

The Law Against Femicide and other Forms of Violence Against Women, Decree 22-2008, aims to guarantee the life, liberty, integrity, dignity, protection and equality of all women before the law. It includes the sanction of discriminatory practices against women, physical, sexual, psychological and economic violence against women, girls and adolescents.

This law creates the crime of femicide and violence against women in four modalities: physical, sexual, economic and psychological. It also establishes reparations to the victim and the joint solidary liability of the State for the action or omission in which civil servants or public officials incur that may hinder, delay or deny compliance with the provisions provided in the Law.

The law allowed for the creation of specialized jurisdictional bodies, which provide assistance to victims in the Integral Attention System, SAI.

Law to Prevent, Punish and Eradicate Domestic Violence

This Law was enacted in 1996 by Decree 97-96 and defines domestic violence as: *"Any action or omission that directly or indirectly causes physical, sexual, psychological or equity damage or suffering, both in the public and private spheres, to a member of the family group, by relatives or cohabitants or ex-partners, spouses or ex-spouses or from people with whom children are shared."*

The purpose of the law is to prevent, punish and eradicate forms of sexual, physical, psychological and equity violence of family members, particularly protecting women, children and the elderly.

Law against Sexual Violence, Exploitation and Trafficking in Persons

The Law against Sexual Violence, Exploitation and Trafficking in Persons, enacted in 2009, Decree 9-2009, aims to prevent, punish and eradicate sexual violence, the exploitation and trafficking of persons, with care and protection for its victims and compensating the damages and losses caused. The decree created the Secretariat against Sexual Violence, Exploitation and Trafficking in Persons, SVET.

Most of the institutional mechanisms for the advancement of women are created based on the Peace Accords. At the governmental level, various agencies or units for analyzing and advancing gender equality were created through Governmental Agreement No. 264-2012, which created the Women's Specific Cabinet, GEM, chaired and coordinated by the Vice Presidency. In the justice sector, the Office of the Prosecutor for Women and the Prosecutor's Office against the Crime of Femicide of the Public Prosecutor's Office and the Secretariat for Women and Gender Analysis of the Judicial Branch are the main institutions.

Mechanisms for Women and/or Gender in State instances

| No. | institution | Secretariats, units or agencies | Year of Creation Government Agreement |
|-------------------------|---|---|---|
| Justice Sector | | | |
| 1. | Judicial Authority -OJ- | Secretariat for Women and Gender Analysis | |
| 2. | Public Prosecutor -MP- | Office of the Prosecutor for Women Office of the Prosecutor for Femicide Secretariat for Women | |
| Executive Branch | | | |
| 3. | Presidency | Presidential Commission to address Femicide in Guatemala | |
| 4. | Vice Presidency | Women's Specific Cabinet | Government Agreement No. 264-2012 |
| | | Secretariat against Sexual Violence, Exploitation and Trafficking in Persons | Decree 9-2009 |
| 5. | Presidential Secretariat for Women- SEPREM- | Public Policies Monitoring and Advice to OMMs Directorate National Coordinator for the Prevention of Domestic Violence and Violence Against Women, CONAPREVI | |
| 6. | Presidential Secretariat of Peace -SEPAZ- | Gender Unit | Created in 2013 Accord Int 74-2013 |
| 7. | Secretariat of Planning and Programming of the Presidency -SEGEPLAN- | Gender Unit | Created in 2010 Internal Organic Regulation, A. G. 271 -2010 |
| 8. | Presidential Secretariat for Agrarian Affairs -SAA- | Gender Equality Unit | Created 08/02/2013 Int. Accord 32-2013 |

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| | | | |
|------------|--|----------------------------------|---|
| 9. | Secretariat of Food and Nutrition Security -SESAN- | Gender Unit | Created 4/10/2014 AI SESAN 05-2014 |
| 10. | Secretariat of Social Welfare -SBS- | Gender Unit | Created 12/27/2014 A. No. DS-021-2014 |
| 11. 12. | Executive Coordination Secretariat of the Presidency -SCEP- | Gender Directorate | Created in 2013 A. I. DS-222-2013 |
| | National Secretariat of Science and Technology -SENACYT- | Gender Unit | Created 7/8/2013 A. A. 68-2013 |
| 13. | Secretariat of Social Communication of the Presidency -SCSPR- | Gender Unit | Created 1/30/2004 Res. No. 016-2014 |
| 14. | Executive Secretariat of the National Coordinator for the Reduction of Disasters of Natural or Man-Made Origin -SE-CONRED- | Gender Unit | Created 11/4/2014 Accord 8-2013 |
| 15. | Technical Secretariat of the National Security Council -STCNS- | Gender Unit | Created 9/6/2013 Int. Accord No. 78-2013 |
| 16. | Secretariat of Strategic Intelligence of the State -SIE- | Gender Unit | Created 10/11/2013 Secretariat Agreement Number SIE 009-2013 |
| 17. | Ombudsman for Indigenous Women -DEMI- | Gender and Multiculturalism Unit | Created in 2014 Accord Int Creation of Gender and multiculturalism 21-2014 |
| 18. | National Council for Youth -CONJUVE- | Gender Unit | Created in 2015 |
| 19. | Presidential Commission Against Discrimination and Racism for Indigenous Peoples -CODISRA- | Gender Unit | Created 10/27/2014 A A No. CC 59-2014 |
| 20. | Presidential Commission Coordinator of Executive Policy on Human Rights -COPREDEH- | Gender Unit | Created 4/24/2014 A.I. Number 29-2014 |
| 21. | National Literacy Committee -CONALFA- | Gender Unit | Created 7/10/2014 Minutes of the Management Board No. 014-2014 |

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

| | | | |
|--|---|---|--|
| 22. | National Council of Protected Areas -CONAP- | Gender Unit | Created 7/24/2013 Res. No. 04-17-2013 |
| Security Sector | | | |
| 23. | Ministry of the Interior-MINGOB- | Gender, Multiculturalism, Childhood and Adolescence Unit | Created 11/26/2011 A. M. 459-2011 |
| 24. | Civil National Police- PNC- | Gender Equality Unit | |
| 25. | Ministry of Defense-MINDEF- | Department of Gender General Directorate of Human Rights and International Humanitarian Law of the Ministry of National Defense | Created 6/27/2016 Government Agreement number 30-2016 |
| Education, Public Health, Environment, Agriculture, Culture, Labor and Statistics Sectors | | | |
| 26. | Ministry of Education -MINEDUC- | Gender Equality Unit with Cultural Relevance and Comprehensive Protection of Children, Adolescents and Youth | Created in 2011 A. M. No. 9-2011 |
| 27. | Ministry of Economy - MINECO - | Gender and Multiculturalism Unit | Created 6/25/2015 Internal Organic Regulation as per A.G. No. 170-2015 |
| 28. | Ministry of Public Health and Social Assistance -MSPAS- | Gender unit for health | Created 7/15/2010 A. M. 745-2010 |
| 29. | Ministry of Environment and Natural Resources -MARN- | Gender Unit | Created in 2015 Government Agreement 50- 2015 Internal Organic Regulation in article 9. |
| 30. | Ministry of Agriculture, Livestock and Food -MAGA- | Gender Unit | Created 6/23/2011 A.M. 128-2011 |
| 31. | Ministry of Culture and Sports. -MICUDE- | Gender Unit | Created in 2014 A.M. 4-2014 |
| 32. | Ministry of Labor -MINTRAB- | Gender Unit | Created 8/8/2014 A.M. 113-2014 |
| 33. | National Land Fund, -FONTIERRAS- | Gender Equality Unit, Indigenous Peoples and the National Environment | Created 11/7/2013 A. G. 35-2013 |
| 34. | Guatemalan Indigenous Development Fund -FODIGUA- | Women's Unit | Created 11/20/2001 Creation Agreement No. 01-2001 |
| 35. | National Institute of Statistics, -INE- | Women's Unit | Created 3/4/2015 Act No. JD -08/2015 JD Resolution 08/08/ 2015 |
| 36. | National Institute of Forests -INAB- | Gender Unit | Created 10/2/2013 JD.05.29.2013 |

| | | | |
|-------------------------|---|--|--|
| 37. | Ministry of Development -MIDES- | Gender and Multiculturalism Unit | Created 10/3/2012 A. M. 449-2013 |
| 38. | Ministry of Public Finance MINFIN | Gender Unit | Created 1/29/2014 A.M. 64-2014 |
| 39. | Ministry of Energy and Mines -MEM- | Gender and Multiculturalism Unit | Created on 03/04/2014 and updated on 09/09/2015 Ministerial Agreement number 064-2014 and amended with the Ministerial Agreement 243-2015 |
| Legislative Body | | | |
| 40. | Congress of the Republic of Guatemala | Women's Commission | |
| Municipalities | | | |
| 41. | Municipalities | Municipal Women's Offices (WMO) changed to Municipal Women's Directorate (DMM) | Government Agreement 36-2016 |
| 42. | Commission of the Municipal Corporations | Commission for the Family, Women and Children | |
| 43. | Municipal Development Councils | Municipal Commissions for Women (CMM) | |
| Human Rights | | | |
| 44. | Human Rights Ombudsman's Office -PDH- | Ombudsman for Women | |

Created by Cruz Galich, A., González, P. (2012) and updated for 2016 by SEPREM

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

Public policies with a gender perspective

One of the most important policies for the advancement of women's rights is the National Policy for the Promotion and Integral Development of Women and the Opportunity Equity Plan 20 08-2023. This policy and plan includes 12 focus areas, highlighting for the subject of Women, Peace and Security the following:

- 1) Natural resources, land and housing
- 2) Educational equity with cultural relevance
- 3) Legal Equality
- 4) Eradication of violence against women
- 5) Racism and discrimination against women
- 6) Equity and identity in human development
- 7) Institutional mechanisms
- 8) Sociopolitical participation, and
- 9) Cultural identity of indigenous women

The Presidential Secretariat of Women, SEPREM, is in charge of coordinating the implementation of this policy.

At the local level, the Women's Municipal Offices, WMO, changed to Municipal Women's Directorate, DMM, along with women's groups, have designed municipal plans and policies for women's development and gender equality, to respond and attend to the demands and needs of women.

In 2013, through Governmental Agreement 259/2013 of the Ministry of the Interior, the Specific Cabinet for Women, GEM, was created, depending on the vice president of the Republic. This entity is composed of 19 institutions that require the implementation of public policies on gender and equality between men and women. Likewise, Government Agreement 260/2013 was created, which agreed on the "Implementation of gender units in the Ministries and Secretariats of the Executive Body".

CHAPTER IV: NATIONAL ACTION PLAN FOR THE IMPLEMENTATION OF RESOLUTION 1325 OF THE UNITED NATIONS SECURITY COUNCIL AND RELATED RESOLUTIONS ON WOMEN, PEACE AND SECURITY

The National Action Plan, PAN 1325, is the mechanism that will allow the Inter-Agency Roundtable on Women, Peace and Security, MIMPAZ, to promote, monitor, follow up on and evaluate the advances in the women, peace and security agenda in response to the Resolution 1325 of the United Nations Security Council and its related resolutions.

This Plan responds to the work carried out during a four-year training and reflection process of the institutions of the State of Guatemala involved in Women, Peace and Security, members of MIMPAZ, with the support of non-governmental and international organizations, particularly IEPADES and UN Women.

The PAN is structured into five pillars. These pillars include the inputs provided by

- a. Current government plans that are aimed at the defense and promotion of women's rights and the incorporation of the gender approach as an institutional policy
- b. Studies and reports made by international organizations and women linked to social and political processes.
- c. The consultations carried out between August and December 2013 in Alta Verapaz, Quiché, Huehuetenango, Sololá, Quetzaltenango and Chiquimula regions with women who are survivors of sexual violence and civil society organizations, involved state institutions and the United Nations system.
- d. Consultations with civil society organizations who created the "Alternative Action Plan Proposal of Resolution 1325 of the United Nations Security Council".

The PAN is built considering that an approach from different State institutions and from different disciplines is necessary, taking into account the real causes of violence against women, whose base is in a patriarchal system of domination that absorbs the set of social, political and economic structures, so it requires a comprehensive approach and the articulation of the forces of the State and society to combat this scourge.

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

The PAN 1325 identifies the actions and attributes responsibility to the State institution responsible for implementing, budgeting and monitoring them, incorporating them into their Annual Operating Plans, POAs. The Institutions will allocate a budget for their execution and will carry out a continuous training process on Resolution 1325 of the United Nations Security Council and related resolutions, which can be seen in the annex,

The pillars contemplate objectives, strategic actions, institutions involved in their fulfillment and progress indicators.

The 5 pillars are the following:

- Pillar 1: Empowerment and participation of women
- Pillar 2: Training and development of women
- Pillar 3: Respect for women's human rights
- Pillar 4: Women's leadership for peacebuilding
- Pillar 5: Dignified and transformational reparation of human rights violations for women in conflict and post-conflict situations

Pillar 1

The "Empowerment and participation of women" pillar promotes and monitors legislative reforms and reforms to internal regulations and the institutional culture, in order to guarantee the effective participation of women in decision-making spaces, conflict resolution and institutions linked to the peace and security processes in the country.

Pillar 2

The pillar "Training and development of women" strengthens knowledge, skills and abilities among three target groups:

1. Training and information programs, education and training for public employees of institutions linked to Women, Peace and Security with contents on Resolution 1325 of the United Nations Security Council and related resolutions.
2. Women with training programs that strengthen their skills and abilities for the different scenarios of social and political life, in order to promote and defend women's rights and strengthen capacities in conflict resolution processes.
3. The National Base System, Higher Education System and Education Centers to promote the inclusion of the perspective of gender equality in the educational curriculum with necessary contents that have led to assume the commitment to implement Resolution 1325 of the United Nations Security Council and Related Resolutions, and, in the university environment, train professionals on Human Rights and Human Rights for women.

Pillar 3

The pillar "Respect for the human rights of women" promotes and guarantees on the legislative, judicial and social levels the necessary measures for the defense and promotion of women's rights for a life without violence. This pillar includes:

1. The review and monitoring of existing regulations,
2. The promotion of a culture of peace in the public and private sphere and
3. The need to assign a budget to guarantee the fulfillment of its goals to the institutions involved.

Pillar 4

The pillar "Leadership of women for the consolidation of peace" promotes the proposals made by women and to do so it guarantees spaces for dialogue, decision-making and monitoring of actions linked to peace and security for women.

Pillar 5

The first four pillars are preventive in nature in terms of situations of conflict and particularly violence against women. This last pillar 5 "Dignified and transformational reparation of human rights violations for women in conflict and post-conflict situations", directs its actions towards acts of violence that have taken place, and ensures a dignified and transformative reparation for women who are victims of acts of violence.

The plan develops objectives, strategic actions, technical - operative actions, responsible State institutions and progress indicators.

SUMMARY TABLE WITH PILLARS AND STRATEGIC ACTIONS

| PILLAR | STRATEGIC ACTIONS |
|---|---|
| Pillar 1 "Empowerment and participation of women" | <ol style="list-style-type: none"> 1. Reform the regulatory framework to guarantee parity between women and men in elections, nominations and careers. 2. Promote reforms to internal regulations and institutional culture by incorporating the perspective of gender equality, peace building and women's human rights. |
| Pillar 2 "Training and development of women" | <ol style="list-style-type: none"> 1. Create specific training programs on Women's Human Rights, Gender, Resolution 1325 of the United Nations Council and Related Resolutions, systematically in Security, Justice, Human Rights, Peace Institutions in the and Executive and Legislative bodies.²⁶ 2. Create specific training programs to empower women in leadership, negotiation, approach and resolution of conflicts.²⁷ 3. Promote the incorporation of the National Base System into the educational curriculum, Higher Education System and Education Centers in the subjects of: Gender, Women's Human Rights, Resolution 1325 of the United Nations Council and Related Resolutions.²⁸ |
| Pillar 3 "Respect for women's human rights" | <ol style="list-style-type: none"> 1. Update and comply with the internal regulations of the institutions related to the Human Rights of Women 2. Promote a culture of peace, equality and equity between men and women in the public and private spheres. |
| Pillar 4 "Women's leadership for peacebuilding" | <ol style="list-style-type: none"> 1. Support women's initiatives for the construction and preservation of peace. 2. Strengthen the leadership of women in their diversity and their equal participation in negotiation processes, conflict resolution and peace building. 3. Strengthen the equal participation of women in the monitoring and evaluation of Resolution 1325 of the United Nations Council and related resolutions. |
| Pillar 5 "Transformational reparation of human rights violations for women in conflict situations" | <ol style="list-style-type: none"> 1. Support initiatives for the recovery and dissemination of the historical memory of women who are survivors of violence in conflict and post-conflict situations, promoting their dignification. 2. Create or strengthen specialized units for comprehensive assistance to the victim, legal, psychological, and psychosocial assistance programs for the protection of women who are witnesses and survivors of violations of women's human rights during conflict and post-conflict situations. 3. Promote the culture of reporting human rights violations against women in conflict and post-conflict situations. 4. Strengthen the investigation, prosecution, sentencing, punishment and reparation for violations of women's human rights in conflict situations. |

²⁶ The minimum contents of the training will be presented in the Annex

²⁷ The minimum contents of the training will be presented in the Annex

²⁸ The minimum contents of the training will be presented in the Annex

**NATIONAL ACTION PLAN FOR COMPLIANCE WITH RESOLUTION
1325 OF THE UNITED NATIONS SECURITY COUNCIL AND
RELATED RESOLUTIONS ON WOMEN, PEACE AND SECURITY**

Pillar 1: "Empowerment and participation of women"

Objective: Achieve parity in the representation of women and men in the decision making of national, regional and international institutions and mechanisms, at all levels and areas.

| Strategic actions | Technical-operational actions | Institutions responsible |
|---|---|--|
| <p>Reform the regulatory framework to guarantee parity between women and men in elections, nominations and careers.</p> | <p>Reform the Electoral and Political Parties Law to guarantee the principles of parity and alternation between women and men in elected positions and create dialogue mechanisms between civil society, women's organizations, political parties and State institutions.</p> | <p>Congress of the Republic of Guatemala</p> |
| | <p>Reform the Civil Service Law to incorporate the principle of equality between men and women in decision-making positions.</p> | |
| | <p>Review and make proposals for changes to laws, agreements and institutional regulations in order to expand the participation of women in decision-making positions.</p> | <p>National Security System Justice Sector</p> |
| <p>Promote reforms to internal regulations and institutional culture by incorporating the perspective of gender equality, peace building and women's human rights.</p> | <p>Create, strengthen and maintain with the necessary resources²⁹ the gender units, departments or offices in the institutions of the National Security System, the Justice Sector and institutions linked to the construction of peace and human rights³⁰.</p> | <p>National Security System Justice System Secretariat of Peace National Compensation Program Human Rights Prosecutor.</p> |

²⁹ Budget line that includes the human resources, materials and specialized training necessary for the functioning of the gender unit.

³⁰ Following up on the Government Agreement 260/2013 was created, which agreed on the "Implementation of gender units in the Ministries and Secretariats of the Executive Body"

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

| | | |
|--|--|---------------------------------|
| | <p>Create and implement policies of gender equality in the National Security System, specifically in the National Civil Police and the Ministry of National Defense, which guarantee (1) the full participation of women at all levels of decision-making (2) measures to prevent violence against women and (3) reconciliation of work and professional life with the family.</p> | <p>National Security System</p> |
| | <p>Create, maintain and strengthen policies, internal regulations and institutional culture incorporating a perspective of gender equality and women's human rights</p> | <p>All State institutions</p> |

Pillar 2: "Training and development of women"

Objective: Develop and implement training strategies for compliance with Resolution 1325 of the United Nations Security Council and Related Resolutions related to Women, Peace and Security, in a sustainable manner,

| Strategic actions | Technical-operational actions | Institutions responsible |
|--|--|---|
| <p>Create specific training programs ³¹ on Women's Human Rights, Gender, Resolution 1325 of the United Nations Council and Related Resolutions, systematically in Security, Justice, Human Rights, Peace Institutions in the and Executive and Legislative bodies.</p> | <p>Incorporate changes in training, professionalization and specialization or the career system³² of the staff of each of the institutions, in order to include Resolution 1325 of the Security Council</p> <p>of the United Nations and related resolutions.</p> | <p>National Institute of Strategic Studies and Security-</p> <p>INEES</p> <p>School of Legal Studies Training Unit of the Public Prosecutor's Office of the Attorney General of the Nation</p> <p>Congress of the Republic Government Ministries</p> <p>Secretariat of Peace</p> <p>National Reparation Program SEPAZ</p> <p>Indigenous Authorities</p> |
| | <p>Implement training or ongoing training processes, addressing issues on Justice, Human Rights, Gender, care for victims, investigation and documentation of cases of women's human rights violations during and after the armed conflict.</p> | |
| | <p>Prepare women as trainers on human rights issues by giving women access to scholarships.</p> | |

³¹ The minimum contents of the training will be presented in the Annex

³² Art. 14, 15 and 16 of the National Security Framework Law

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

| | | |
|---|---|----------------|
| <p>Create specific training programs to empower women in leadership, negotiation, approach and resolution of conflicts.³³</p> | <p>Develop processes for the formation of local leadership and the strengthening of groups of women organized at the local level in alternative methods of conflict resolution, with a perspective of gender equality, human rights, prevention and peacebuilding in coordination with the indigenous authorities.</p> | |
| | <p>Implement programs and mechanisms for high-level political and academic training for female leaders.</p> | <p>USAC</p> |
| <p>Promote the incorporation of the National Base System into the educational curriculum, Higher Education System and Education Centers in the subjects of: Gender, Women's Human Rights, Resolution 1325 of the United Nations Council and Related³⁴</p> | <p>Programs, pedagogical, didactic and recreational materials and after-school activities of a compulsory nature will be created and implemented in the educational curricula of the national and private educational system.</p> | <p>MINEDUC</p> |
| | <p>Incorporate in the educational curriculum of all the majors in humanities, art and medicine the contents of Resolution 1325 of the United Nations Council and Related Resolutions, women's human rights, the gender equality perspective, construction of a new masculinity, the history of conflicts in Guatemala, (their causes and consequences) and the Peace Accords.</p> | <p>USAC</p> |

³³ The minimum contents of the training will be presented in the Annex

³⁴ The minimum contents of the training will be presented in the Annex

Pillar 3: "Respect for women's human rights"

Objective: Adopt measures that guarantee the protection, progress and respect of the human rights of women for the prevention, care, punishment and eradication of all forms of discrimination and violence against women, including sexual violence.

| Strategic actions | Technical-operational actions | Institutions responsible |
|---|--|--|
| <p>Update and comply with the internal regulations of the institutions related to the Human Rights of Women.</p> | <p>Create and implement disciplinary systems with actions that strengthen the supervision, control, deduction of responsibilities and punishment of public officials that violate or have violated women's human rights.</p> | <p>National Security System Justice System Congress of the Republic Executive Body Departments of Human Resources of the institutions linked to Women, Peace and Security Executive and Legislative Body SEPAZ Nomination Commissions National Security System</p> |
| | <p>Implement adequate systems of recruitment and/or promotion of staff where links with acts of corruption, belonging to criminal structures or links to acts of violence, particularly against women, girls and adolescents, are considered an impediment to access to the workplace.</p> | |
| | <p>Review, update and provide continuity to the State and Government plans based on the goals of Resolution 1325 of the United Nations Council and Related Resolutions.</p> | |

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

| | | |
|--|--|---|
| | Strengthen the presence, structure, operation and financing of women's institutions at the national, departmental and local levels. | SEPREM, DEMI, SVET, CONAPREVI, PDH, Women's Ombudsman of the PDH. Children's Ombudsman of the PDH |
| Promote a culture of peace, equality and equity between men and women in the public and private | Conduct a strategic communication campaign for the dissemination and promotion of Resolution 1325 of the United Nations Council and Related Resolutions and the right of women to socio-political participation at all levels, which is projected to various agents of society (with special attention to the media and churches) in rural and urban areas and in languages according to linguistic map. | |
| | Perform actions and activities linked to art and culture dependent on the Ministry of Culture together with private and non-governmental artistic organizations, fundamentally Mayan, that promote a culture of peace, equality and equity between women and men. | |
| | Ensure compliance with Convention 169 of the International Labor Organization - ILO on Indigenous and Tribal Peoples and the Declaration on the Rights of Indigenous Peoples of the United Nations. | |

Pillar 4: "Women's leadership for peacebuilding"

Objective: Strengthen leadership and promote the equal participation of women in negotiation, conflict resolution and peacebuilding processes.

| Strategic actions | Technical-operational actions | Institutions responsible |
|---|--|--|
| Support women's initiatives for peace | Implement an agile mechanism where women's organizations can present initiatives for the construction and preservation of peace and provide for a fund in their annual budget for the execution of initiatives presented by women. | MINGOB SEGEPLAN SEPREM PNR SEPAZ MICUDE MINEDUC USAC |
| Strengthen the leadership of women in their diversity and their equal participation in negotiation processes, conflict resolution and peace * | Establish and strengthen formal dialogue mechanisms among civil society, political parties and state institutions at the local and national levels, to increase women's social and political participation. | MINGOB Justice System SEPAZ PNR POLITICAL PARTIES CONGRESS PDH |
| | Ensure and increase the effective participation of women, with the right to voice and vote, in the National System of Development Councils, guaranteeing their autonomy and respect for their own mechanisms of choice and representation. | MINGOB |

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| | <p>Involve women through mechanisms and spaces for dialogue between groups of women, and government institutions linked to peace and security, for the identification of indicators of imminent conflict (according to early conflict alert guidelines), decision making and implementation of actions aimed at assistance, prevention and conflict resolution, in coordination with women's organizations.</p> | <p>Government institutions linked to peace and security: MINGOB PNC, MINDEF OJ Spaces created within the Pact for Security and Justice</p> |
| <p>Strengthen the equal participation of women in the monitoring and evaluation of Resolution 1325 of the United Nations Council and related resolutions.</p> | <p>Create and strengthen formal mechanisms of dialogue and observance between organized civil society and state institutions, including MIMPAZ, to monitor the implementation of the Action Plan of Resolution 1325 of the United Nations Council and related resolutions.</p> | <p>MIMPAZ</p> |

Pillar 5: "Dignified and transformational reparation of human rights violations for women in conflict and post-conflict situations."

Objective: Facilitate the leadership, participation and benefits of women from actions of dignified and transformative reparation in order to contribute to the eradication of impunity.

| Strategic Actions | Technical-operational actions | Institutions responsible |
|---|---|---|
| <p>Support initiatives for the recovery and dissemination of the historical memory of women who are survivors of violence in conflict and post-conflict situations, promoting their dignification.</p> | <p>Promote initiatives and actions aimed at dignifying women, girls and adolescents who have been victims of violence in conflict and post-conflict situations.</p> | <p>PNR SEPAPZ PDH DEMI SEPREM CONGRESS (Women's Commission)</p> |
| <p>Create or strengthen specialized units for comprehensive assistance to the victim, legal, psychological, and psychosocial assistance programs for the protection of women who are witnesses and survivors of violations of women's human rights during conflict and post-conflict situations.</p> | <p>Create and implement models of comprehensive care, focused on the assistance to victims of extrajudicial execution, enforced disappearance, genocide and torture.</p> <p>Apply and use criteria contained in the manual for effective criminal investigation and documentation of torture and other cruel, inhuman or degrading treatment or punishment to prove their occurrence (Istanbul Protocol of the United Nations).</p> | <p>OJ MP PNR PDH MINGOB PNC IDPP PGN INACIF NATIONAL INSTITUTE OF VICTIM ASSISTANCE PDH PGN INACIF MINISTRY OF HEALTH MINISTRY OF THE INTERIOR PNC SVET NATIONAL INSTITUTE OF VICTIM ASSISTANCE INSTITUTE OF THE CRIMINAL PUBLIC DEFENSE JUDICIAL ORGANIZATION NATIONAL RESTITUTION PROGRAM</p> |

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|---|--|---|
| <p>Promote the culture of reporting human rights violations against women in conflict and post-conflict situations.</p> | <p>Perform a campaign aimed at stigmatizing sexual violence.</p> | <p>SEPREM CONAPREVI MINGOB INSTITUTE FOR ASSISTANCE AND CARE FOR VICTIMS OF CRIME PDH</p> |
| | <p>Create institutional mechanisms that expedite the receipt of reports, the criminal investigation process and sanctions against the persons responsible for violence against women in conflict and post-conflict situations.</p> | <p>PNC MP OJ PDH PGN</p> |
| | <p>Guarantee special protection measures for women who are survivors and/or witnesses of human rights violations in conflict and post-conflict situations.</p> | |
| <p>Strengthen the investigation, prosecution, sentencing, punishment and reparation for violations of women’s human rights in conflict situations.</p> | <p>Promote and support the specialization of the staff of Jurisdictional Justice Authorities in matters of sexual violence during conflict and post-conflict situations.</p> | <p>OJ</p> |
| | <p>Perform criminal investigation and punishment of the events that occurred during conflict situations in which women have been attacked, giving them priority in the investigation and prosecution work.</p> | <p>MP OJ</p> |
| | <p>Strengthen the Departments of Indigenous Peoples in their various functions and activities, especially those related to translations from various indigenous languages for the victims, witnesses and charged persons.</p> | <p>OJ MP</p> |

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| • | Build and institutionalize specialized protocols in investigation and documentation of specialized cases for women, girls and adolescents in conflict situations and specifically victims of sexual violence. | PNC MP OJ |
| | Strengthen the National Reparation Program in terms of financial resources and the implementation of individual and collective reparations prioritizing women who are victims of sexual violence. | SEPAZ PNR |
| | Promote the immediate search for women and children who have disappeared or have not been located within the framework of conflict, post-conflict situations and migration to other countries. | PNR MINEX MP |
| | Present a proposal to modify the legislative framework to guarantee access to land for women of the country, especially indigenous women who are victims of conflict and post-conflict situations. | FONTIERRA Congress of the Republic of Guatemala |
| | Strengthen the referral and coordination networks between local governments and the security and justice sector for effective assistance and response to survivors of violence against women. | CODEDES and COMUDES PNC MP OJ |

GLOSSARY

- **Conflict, application of CEDAW in situations of**

Protecting women's human rights, promoting substantive gender equality before, during and after a conflict and ensuring that women's experiences are fully integrated into all the peacebuilding, reconstruction and restitution processes are important goals of the CEDAW. General Recommendation No. 30 of the Committee for the Elimination of Discrimination Against Women, known as the CEDAW Committee, reiterates the obligation of States to implement the Convention on the prevention of conflicts, international armed conflicts and non-international situations, situations of foreign occupation and other forms of occupation, in the post-conflict phase and in other situations of concern, such as internal disturbances, protracted and low-intensity civil strife, political conflicts, ethnic and community violence, states of emergency and repressions of mass uprisings, the war against terrorism and organized crime, which result in serious violations of women's rights.

The transition from conflict to post-conflict is not usually linear in nature. There may be cessation of conflict and then a relapse, a cycle that can continue for long periods. However, at times, conflict and post-conflict phases must be addressed separately, since they can encompass different problems and opportunities related to the human rights of women and girls.³⁵

- **Empowerment**

A process that creates conditions for the person to develop their human potential and their autonomy and take control of their life in all areas,

- **Gender perspective, inclusion of**

The Economic and Social Council, ECOSOC, of the United Nations approved the agreed conclusions on the inclusion of the gender perspective in all the policies and programs of the United Nations System on July 18, 1997, defining that "it is the process of evaluation of the implications for men and women, of any planned action, including legislation, policies or programs, in any area and at all levels, to make the concerns and experiences of women and men an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres, so that women and men may benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."³⁶

³⁵ Recommendation 30 of the CEDAW Committee

³⁶ ECOSOC, A/52/3 from September 18, 1997

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- **Women's rights**

The human rights of women and girls are an inalienable, integral and indivisible part of universal human rights. The full participation in conditions of equality of women in political, civil, economic, social and cultural life in national, regional and international plans and the eradication of all forms of discrimination based on sex are priority objectives of the international community.³⁷

- **Specific rights of indigenous women**

The specific rights of indigenous women recognize their particular vulnerability and defenselessness in the face of double discrimination as women and as indigenous people, with the aggravating circumstance of a social situation of particular poverty and exploitation. Historically, indigenous women have faced exclusion and racism and have been active in defending the collective rights of indigenous peoples and the human rights of women, including the right to a dignified and violence-free life. One of their great achievements has been the creation of the Ombudsman for Indigenous Women, DEMI, as a governmental institution with the participation of indigenous women for the defense and promotion of the rights of indigenous women and the development of public policies, plans and programs aimed at the prevention and response to all forms of discrimination against indigenous women.

While indigenous women enjoy all the fundamental rights and freedoms enshrined in international and national regulations, there are instruments on the specific rights of indigenous peoples that constitute a solid basis for guaranteeing the human rights of indigenous women.

In Guatemala, DEMI, based on a consultative and constructive dialogue with indigenous women, has collected proposals and recommendations to advance 10 of the specific rights of indigenous women, including respect for cultural identity, to identify as an indigenous woman, not to be assimilated by a foreign culture, to participation in management and decision-making positions, to the modification of customs and traditions that affect their dignity, to the recovery of customs and traditions that strengthen their identity, to the non-imposition of a husband, dignified, humane and respectful treatment, the application of the principle of duality and the right to a bilingual education.³⁸

- **Focus on women's rights**

This means to integrate within the global scope of human rights the set of interests and needs of women as an important part of human rights.

The women's rights approach is a conceptual framework legally based on international human rights standards, focusing on the human rights of women, and operationally focusing on the promotion and protection of women's human rights and their empowerment. It integrates the norms, standards and principles of the international human rights system, particularly the human rights instruments for women, into plans, policies and processes. These principles include, among others, equality, empowerment and participation.

³⁷ World Conference of Human Rights of the United Nations in Vienna, June 1993.

³⁸ Specific rights of indigenous women, 2009

- **Transforming focus**

"Necessary efforts aimed at ensuring that the help, protection, assistance, and integral reparation measures to which the victims are entitled contribute to the elimination of the discrimination and marginalization schemes that may have been the cause of the victimizing acts."³⁹

- **Gender Equality**

"(...) Men and women alike will have the same opportunity to find (...) an improvement in their quality of life, for which specific measures are incorporated that compensate for the historical and social disadvantages that have burdened women"⁴⁰

- **Equity**

This is to give each that what belongs to them, recognizing the specific conditions or characteristics of each person or human group (sex, gender, class, religion, age), it is a recognition of diversity. It is to accept that all of us have rights and the ideal is to seek a balance in which neither side benefits unfairly to the detriment of the other.

- **Gender equality**

Gender equality refers to the ownership and full enjoyment and exercise of human rights and fundamental freedoms of women and men, without discrimination based on their social origin, ethnicity, nationality, religion, political opinion, age or marital status, among others.

This implies recognizing the diversities and differences between women and men, "but that their rights, responsibilities and opportunities do not depend on whether they have been born as men or women. Gender equality implies that all human beings, men and women alike, are free to develop their personal abilities and to make decisions "⁴¹

"It implies that the specific behaviors, aspirations and needs of women and men have been considered and that they have been valued and favored in the same way. It means that their rights and responsibilities and opportunities will not depend on whether they were born a woman or a man."⁴²

³⁹ National Law of Victims. 2013. Mexico

⁴⁰ Pact for Security, Justice and Peace. 2012-2016" Ministry of the Interior. Guatemala. P.16

⁴¹ PNUD, 2004:16.

⁴² National Policy for the Promotion and Integral Development of Women -PNPDIM- and Opportunities Plan PEO 2008-2023. SEPREM

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

- **Woman/Women, use of the term**

When, in this document, the term "woman" or "women" is used, it shall be understood that it refers to all women, girls and adolescents without distinction based on their ethnic group, age, origin, nationality or beliefs, among others.

- **Cultural Relevance**

Guatemala is defined as a pluricultural, multilingual and multiethnic country, and thus the actions derived from the present PAN1325 should correspond to the different realities of the people, considering local customs and practices for the implementation of strategies and promoting cultural and ancestral wealth and wisdom of the different peoples.⁴³

- **Special temporary measures**

To fulfill the obligation to respect, protect, promote and fulfill the right of non-discrimination and ensure the highest level of development of women and girls, States must take special measures, both in the legal, social, economic, political and civil spheres, or in any other area, to promote the advancement of women and improve their situation, until they have achieved equality both de jure and de facto between men and women in terms of their enjoyment of human rights and fundamental freedoms of both sexes.

Article 4 of the CEDAW reiterates that "The adoption by States that are party hereto of special measures of a temporary nature aimed at accelerating de facto equality between men and women shall not be considered discrimination in the manner defined in this Convention, but in no way shall it bear consequence for the maintenance of unequal or separate standards; these measures will cease once the objectives of equality of opportunity and treatment have been achieved."

Temporary special measures are part of a strategy necessary to achieve substantive or de facto equality of women and men in the enjoyment of their human rights and fundamental freedoms and often redresses the consequences of discrimination suffered by women in the past. The basis for temporary special measures is that formal or de jure equality is not enough to guarantee non-discrimination against women. Their objective, therefore, is to achieve equal treatment between men and women.

Resolution 1325 and Related Resolutions of the United Nations Security Council on Women, Peace and Security establish the need to adopt special measures aimed at the establishment of substantive equality, including, among others, measures to support local women's peace initiatives and conflict resolution processes; for women to participate in all the mechanisms for implementing the peace agreements and to guarantee the protection and respect of the human rights of women and girls, particularly with regard to the constitution, the electoral system, the police and the judicial system.

⁴³ Pact for Security, Justice and Peace. 2012-2016" Ministry of the Interior. Guatemala. P.17

- **Transformative Restitution**

"Reparation programs that seek to resolve both the causes and the consequences of violations committed in times of war, as well as implement the principles of gender equality, non-discrimination and participation and empowerment of victims, can achieve these objectives and have a transforming effect on victims, communities and States."⁴⁴

- **Democratic Security**

Democratic Security is the action of the State that guarantees the respect, promotion and protection of security, simultaneously with the exercise of human rights, by creating conditions that allow any person for their personal, family and social development in peace, freedom and democracy, in accordance with the provisions of the Framework Treaty on Democratic Security in Central America ⁴⁵

- **Victim(s)**

"Victims" shall be understood as persons who, individually or collectively, have suffered damage, including physical or mental injuries, emotional distress, financial loss or substantial impairment of fundamental rights, as a result of actions or omissions that violate current criminal legislation valid in Member States, including those on abuse of power.⁴⁶

The term "victim" also includes family members or dependents who have an immediate relationship with the direct victim and those who have suffered damage when intervening to assist the victim in danger or to prevent victimization.

- **Violence against women**

"Any action or conduct, based on gender, that causes death, damage or physical, sexual or psychological suffering to women, both in the public and in the private sphere"⁴⁷

- **Violence**

A social phenomenon that is manifested in attitudes, behaviors and disrespect for the human rights of people and their dignity, causing collective fear based on the threat of danger in different areas⁴⁸

⁴⁴ UN Women and PNUD. 2012

⁴⁵ Framework Law of the National Security System

⁴⁶ General Assembly of the United Nations in its resolution 40/34, from November 29, 1985 "Declaration on the fundamental principles of justice for the victims of crimes and the abuse of power" Accessed at <http://www.ohchr.org/SP/ProfessionalInterest/Pages/VictimsOfCrimeAndAbuseOfPower.aspx>

⁴⁷ Inter-American Convention to Prevent, Punish and Eradicate Violence against Women

⁴⁸ National Policy for the Promotion and Integral Development of Women -PNPDIM- and Opportunities Plan PEO 2008-2023. SEPREM

ACRONYMS

| | |
|------------------|--|
| <u>ACNUR</u> | <u>Office of the United Nations High Commissioner for Refugees</u> |
| <u>BMP</u> | <u>Block of Women Parliamentarians</u> |
| <u>CEDAW</u> | <u>Convention on the Elimination of All Forms of Discrimination against Women</u> |
| <u>CONAPREVI</u> | <u>National Coordinator for the Prevention of Domestic Violence and Violence Against Women</u> |
| <u>CIM</u> | <u>Inter-American Commission of Women</u> |
| <u>CREOMPAZ</u> | <u>Regional Command of Peacekeeping Operations Training</u> |
| <u>CODISRA</u> | <u>Presidential Commission Against Discrimination and Racism against Indigenous Peoples in Guatemala</u> |
| <u>COMMCA</u> | <u>Council of Female Ministers of Central America</u> |
| <u>DEMI</u> | <u>Ombudsman for Indigenous Women</u> |
| <u>SEPREM</u> | <u>Presidential Secretariat for Women</u> |
| <u>GAM</u> | <u>Mutual Support Group</u> |
| <u>IEPADES</u> | <u>Teaching Institute for Sustainable Development</u> |
| <u>MAVA</u> | <u>Men Against Violence and Abuse</u> |
| <u>MIMPAZ</u> | <u>Inter-Agency Roundtable on Women, Peace and Security</u> |
| <u>MINUGUA.</u> | <u>Verification Mission of the United Nations in Guatemala</u> |
| <u>MP</u> | <u>Public Prosecutor</u> |
| <u>OEA</u> | <u>Organization of American States</u> |
| <u>OJ</u> | <u>Judicial Authority</u> |
| <u>PAN</u> | <u>National Action Plan, PAN 1325</u> |
| <u>PARLACEN</u> | <u>Central American Parliament</u> |
| <u>PDH</u> | <u>Human Rights Ombudsman's Office</u> |
| <u>PEO</u> | <u>Opportunities Plan</u> |
| <u>PNC</u> | <u>Civil National Police</u> |
| <u>PNPDIM</u> | <u>National Policy for the Promotion and Integral Development of Women</u> |
| <u>PNR</u> | <u>National Reparation Program</u> |
| <u>RCS1325</u> | <u>Resolution 1325 of the United Nations Security Council</u> |
| <u>ROMI</u> | <u>Women's Organizations Network of Ixcán</u> |
| <u>SAI</u> | <u>Comprehensive Assistance System of the Judicial Branch</u> |
| <u>SICA</u> | <u>Central American Integration System</u> |
| <u>SVET</u> | <u>Secretariat against Sexual Violence, Exploitation and Trafficking in Persons</u> |

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Annexes

Annex I: Table "Minimum contents for training processes Resolution 1325 of the United Nations Security Council and Related Resolutions"

| Actions | Content | Institutions responsible | Target population |
|---|--|--|---|
| <p>Promote changes in the curriculum and study programs of the civil and military security forces and the National Security Council, in order to include Resolutions of the United Nations Council 1325 and related resolutions. Teach a compulsory course included in the first-year student curriculum, officer school.</p> | <ul style="list-style-type: none"> • Resolution 1325 of the United Nations Council and related resolutions. • Training on the gender equality perspective (women's rights and new masculinities), • Human rights. • Women's human rights. • Rights of indigenous peoples. • Prevention of violence and democratic security (with emphasis on violence against women, girls and adolescents). • Rights and special needs of women during peacebuilding processes. • Peace Accords and specifically the Accord on strengthening the civil power of the army in a democratic society. • Rome Statute, • "Basic principles and guidelines on evictions and displacement generated by development" by the United Nations. • "Basic principles on the use of force and firearms by law enforcement officials" | <p>Security Forces and Corps: Ministry of Defense, National Civil Police and National Security Council</p> | <p>Security and military forces</p> <p>First-year students, officer school and local Security Committees of the National Civil Police (PNC)</p> |

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| <p>Prepare women as trainers on issues of rights and special needs of women during peacebuilding processes.</p> | <ul style="list-style-type: none"> • Training on the content they will have to teach and on methodological and teaching tools in order to adapt the content to be developed to the target population to which it is addressed | | |
| <p>Implement diploma courses or ongoing training processes addressing issues of justice, human rights and gender equality perspectives.</p> | <ul style="list-style-type: none"> • Resolutions of the United Nations Council 1325 and related resolutions. • Human rights. • Updating and specialization in law and research in cases where women, girls and adolescents have been attacked, such as femicide, violence against women, women and internal armed conflict. • Perspective of Gender Equality, on. • Femicide and other forms of violence against women within the framework of human rights and the psychosocial approach in comprehensive assistance to victims aimed at improving the understanding and dignified treatment of women, girls and adolescents. • Team care processes | <p>Justice Sector</p> | <p>All the staff of the courts and Criminal Courts of the Indigenous Affairs Unit of the Judiciary Family Courts Public Prosecutor's Office</p> |
| <p>Implement training spaces aimed at specializing in the documentation of cases of sexual violence, violence against women and sexual torture or cruel, degrading and inhuman treatment based on the Istanbul Protocol. Promote training programs contained in Resolution 1325 of the United Nations Security Council and Related Resolutions</p> | <ul style="list-style-type: none"> • Manual for the documentation of torture and other cruel, inhuman and degrading treatment and punishment - Istanbul Protocol. | | <p>Technical staff of the National Institute of Forensic Sciences - INACIF-Staff of the Office of Prevention of Torture-OPT</p> |

**Inter-Agency Roundtable on Women,
Peace and Security, MIMPAZ**

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|---|--|---|--|
| | Resolution 1325 of the United Nations Security Council and Related Resolutions | Congress of the Republic Government Ministries | Male and female ministers from the different Ministries, and deputies of the Congress of the Republic. |
| Implement training spaces aimed at awareness about Resolution 1325 of the United Nations Security Council and Related Resolutions. | <ul style="list-style-type: none"> • Resolution 1325 of the United Nations Council and related resolutions, • Rome Statute • Perspective of Gender Equality • Human rights of women, girls and adolescents. | SEPAZ and PNR | Staff of SEPAZ and the National Restitution Program |
| Promote processes of local leadership formation and strengthening of groups of women organized at the local level in alternative methods of conflict resolution, with gender equity, in coordination with the indigenous authorities. Implement programs and mechanisms for high-level political and academic formation for women leaders | <ul style="list-style-type: none"> • Rights of indigenous peoples • Causes and consequences of violence and conflict situations in the country with particular emphasis on women, girls and adolescents. • International regulations on reparations • Mechanisms for the implementation of • a culture of peace and the resolution of conflicts with emphasis on the role of women, girls and adolescents | | |
| Build and implement compulsory education programs, materials and activities in educational curricula in the national and private education system | <ul style="list-style-type: none"> • Resolution 1325 of the United Nations Council and related resolutions • Rome Statute • Peace Accords • Human rights of women, girls and adolescents • Rights of indigenous peoples • Perspective of gender equality in institutions • Building leadership • Tools for conflict resolution | <ul style="list-style-type: none"> • SEPAZ Authorities • Indigenous San Carlos University of Guatemala | <ul style="list-style-type: none"> • Groups of women organized locally Women leaders |

National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council and Related Resolutions on Women, Peace and Security

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|---|--|------------------------------|---|
| <p>Provide training and continuous education programs with the purpose of providing knowledge and tools on the construction and implementation of programs, materials, activities and educational methodologies on issues related to Resolution 1325 of the United Nations Security Council and Resolutions</p> | <ul style="list-style-type: none"> • Resolution 1325 of the United Nations Council and related resolutions • Perspective of Gender Equality • Construction of new masculinities • Peace Accords • Human rights of women, girls and adolescents • The culture of peace • Ethnic and cultural diversity | <p>Ministry of Education</p> | <p>Public educational centers Private educational centers</p> <p>Department of institutionalization of the policy of promotion and integral development of women” Departments involved in the implementation of the policy on gender and women's rights in the Ministry of Education, General Directorate of Coordination of Departmental Directorates - DIGECOR Departmental Directorates Directors and directors and teaching staff of public and private school institutions</p> |
| <p>Incorporate in the educational curriculum of all the majors in humanities, art and medicine the contents of Resolution 1325 of the United Nations Council and Related Resolutions, women's human rights, the gender equality perspective, construction of masculinity, the history of conflicts in Guatemala, their causes and consequences.</p> | <ul style="list-style-type: none"> • Resolution 1325 of the United Nations Council and related resolutions, • Women's human rights • Perspective of gender equality and construction of masculinity • Peace Accords • History of conflicts in Guatemala, their causes and consequences. • Rights of Indigenous Peoples that include content in cultural practices linked to health-illness in majors in medicine and nursing, and multiculturalism in the legal major. | <p>UNIVERSITY</p> | <p>Humanities, art, medicine and nursing majors</p> |