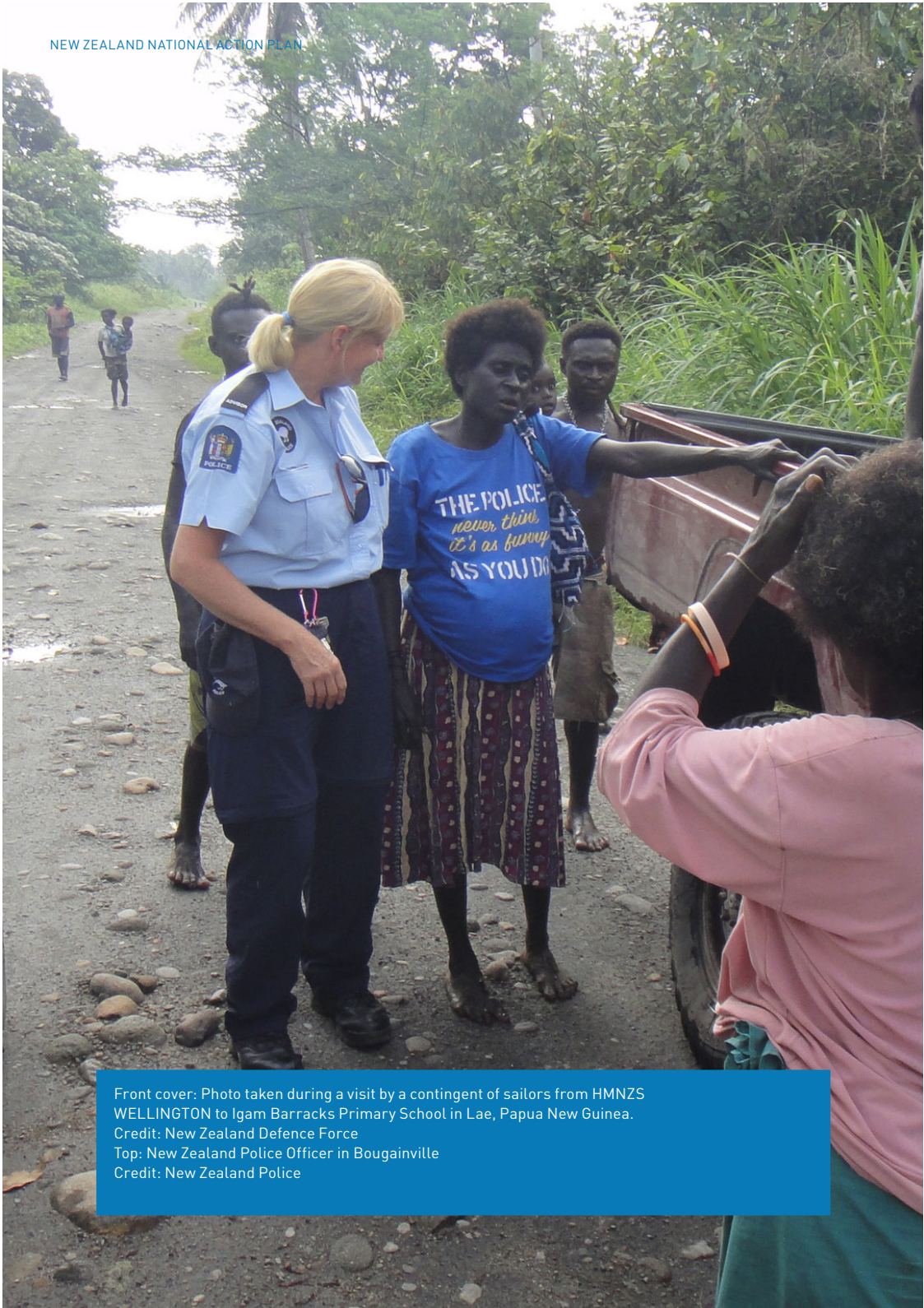




NEW ZEALAND NATIONAL ACTION PLAN

for the Implementation of United Nations Security
Council Resolutions, including 1325, on Women,
Peace & Security 2015–2019





Front cover: Photo taken during a visit by a contingent of sailors from HMNZS WELLINGTON to Igam Barracks Primary School in Lae, Papua New Guinea.
Credit: New Zealand Defence Force
Top: New Zealand Police Officer in Bougainville
Credit: New Zealand Police

**KIA TAU TE RANGIMĀRIE
KI RUNGA I A TATO**

LET PEACE SETTLE
UPON US ALL

New Zealand's National Action Plan on Women, Peace and Security explains how New Zealand will implement the United Nations Security Council (UNSC) resolutions on women, peace and security for the period 2015-2019.

The UNSC Resolution 1325 on women, peace and security was a ground-breaking resolution adopted in 2000, followed in later years by six complementary UNSC resolutions. Together the resolutions articulate three priority issues: representation and meaningful participation of women at all levels of peace and security governance; promotion of all pertinent rights for women and girls; and the protection of rights for women and girls in fragile, conflict and post-conflict situations.

New Zealand's National Action Plan, led by the Ministry of Foreign Affairs and Trade, New Zealand Police and the New Zealand Defence Force, addresses the role of women within New Zealand, including those working in government agencies directly associated with peace-making and conflict prevention, those in civil society organisations and society more broadly, as well as women outside New Zealand in our immediate Pacific region, and globally.



Family violence stand in the Solomon Islands.
Credit: New Zealand Police

BACKGROUND

Women's and girls' empowerment and gender equality are critical to efforts to maintain international peace and security. In contemporary conflicts, the vast majority of casualties are civilians, and most of these are women and children. Women and girls disproportionately suffer the effects of displacement from stable communities and societies. They are increasingly targeted directly by combatants and women may also be combatants themselves.

At the same time, women have an important role to play as leaders and decision-makers in the prevention and durable resolution of conflict. This role is recognised, but still not consistently respected and embedded within international peace-building practice. Addressing these issues is crucial to sustainable peace, economic recovery, social cohesion and political legitimacy, and the impact on operational effectiveness in fragile, conflict and post-conflict situations.

Sexual violence and violence against women continues to be used as a widespread and systemic tool of war. Women's experiences of violence and discrimination in conflict societies tend to reflect the attitudes and social norms of the communities in which they live during times of peace. Violence and inequalities that women face in crises do not exist in a vacuum. Therefore educating whole communities and achieving core attitudinal and societal norm change is an important preventative measure. Family violence is also a key concern that New Zealand is working to address.

Progress is being made in addressing many of these areas, but women and girls continue to face specific and devastating forms of sexual and gender-based violence. Even after conflict has ended the impacts of sexual and gender-based violence against women and girls persist. Insecurity, impunity and social stigmatisation can then prevent women from accessing education, becoming financially independent and participating in governance and peace-building.



Women and girls disproportionately suffer the effects of displacement from stable communities and societies.

Moreover, women continue to be poorly represented in formal peace processes. In recent peace negotiations women have represented fewer than eight per cent of participants and fewer than three per cent of signatories. No woman has ever been appointed chief or lead mediator for the host-country side in United Nations sponsored peace talks. Women's participation is critical as it presents an important and diverse wisdom. Women bring a perspective to peace talks beyond that of the often small and unrepresentative group of active combatants, and they represent a broader base of society that would otherwise be excluded from durable peace-building plans. An inclusive peace process is more likely to lead to lasting peace.

Within the United Nations, the numbers of women appointed to senior roles is slowly increasing in direct response to the Resolution 1325 agenda. At the most recent review (end of 2012) women headed 15 per cent of United Nations peacekeeping, political and peacebuilding missions. The majority of field missions now include gender advisers, but at around 60 per cent, there is some way to go to meet the target of all such missions incorporating dedicated gender expertise. The United Nations Department of Political Affairs' eight-member Standby Team of Mediation Experts currently includes three women. In 2013 the Secretary-General appointed the United Nations first woman lead mediator as Special Envoy to the African Great Lakes region. Progress on women's representation in international fora is welcomed, but further advancements in this area require the combined efforts of the United Nations, individual States and civil society.

New Zealand is proud to be able to join more than 40 other countries in responding to Resolution 1325 by committing to a National Action Plan on Women Peace and Security.

THE RESOLUTIONS

UNSC Resolutions

In recognition of the specific protection needs of women in situations of conflict, Resolution 1325 was adopted in 2000. Resolution 1325 affirmed the importance of the full participation of women in conflict resolution, at decision-making levels of durable peace processes and the build-up of gender response capability in peacekeeping missions.

Since 2000 six further resolutions have been adopted by the UNSC that are relevant to the women, peace and security agenda: SCR 1820 (2008); SCR 1888 (2009); SCR 1889 (2009); SCR 1960 (2010); SCR 2106 (2013) and SCR 2122 (2013). Together these resolutions reaffirm Resolution 1325, drawing particular attention to the prevalence of sexual violence against women and girls, calling for more rigorous investigation and prosecution, noting the continued and persistent underrepresentation of women at all stages of peace processes, including their very low participation in formal mediation roles and limited participation in many facets of post-conflict public life. These fundamental human rights issues are crucial to sustainable peace, economic recovery, social cohesion and political legitimacy.

Along with these resolutions, the broader United Nations women, peace and security agenda is grounded in a number of key treaties and other decisions. One example of this is the Committee on the Elimination of Discrimination Against Women's 2010 General Recommendation No. 30 on Women in Conflict Prevention, Conflict and Post-conflict Situations (CEDAW/C/GC/30).

Actions and measurements for Women Peace and Security

The United Nations has identified four complementary and overlapping thematic areas for conceptualising actions and measuring progress in the women, peace and security agenda.

PREVENTION

Incorporating women's perspectives into early warning systems, public education and training guidelines and prosecution of violators of women's rights, including sexual and gender-based violence, are all measures that are essential to conflict prevention efforts.

Key UNSC Resolution Operative Paragraphs: OP10 of SCR1325 (2010); OP3 of SCR 1820 (2008); OP3 of SCR 1888 (2009) and OP5 of SCR 1960 (2010)

PARTICIPATION

Recognising the positive impact on conflict prevention and lasting resolution, this relates to increasing the quantity and seniority of women's representation in national and United Nations led peace processes, and empowering local women at all levels to be involved at all decision-making levels in formal and community led conflict and post-conflict peace processes.

Key UNSC Resolution Operative Paragraphs: OP12 of SCR 1820 (2008)

PROTECTION

Strengthening and amplifying efforts to protect the human rights of women and girls, and ensure their physical and economic wellbeing, with particular regard to sexual and gender-based violence. In the context of the Pacific, this includes institutional strengthening of local police and judiciary in order to protect the rights of victims and reducing sexual and gender-based violence.

Key UNSC Resolution Operative Paragraphs: OP8 of SCR 1325 (2000); OP6 of SCR 1888 (2009); OP10 of SCR 1820 (2009) and Op12 of SCR 1889 (2009).

PEACEBUILDING, RELIEF AND RECOVERY

This includes equality of access to resources, justice and basic services, and investment in economic and social security for women and girls.

Key UNSC Resolution Operative Paragraphs: OP13, OP11 of 1325 (2000); OP13 of 1888 (2009) and OP13 of SCR 1889 (2009)



NEW ZEALAND POLICY FRAMEWORK

New Zealand has a long history of international leadership in promoting the rights of women to participate equally in all aspects of society. In 1893 New Zealand became the first self-governing country in the world to grant universal suffrage to women. Today New Zealand has a comprehensive set of legislation to protect human rights and eliminate discrimination against women, and consistently ranks at the top of global indices measuring equality of opportunity for women.

New Zealand's approach to implementing the UNSC resolutions on women, peace and security will focus on four key areas:



Strategy 1
PREVENTION

Incorporation of women’s perspectives into early warning systems, community awareness and prosecution of violators of women’s rights.



Strategy 2
PARTICIPATION

Creating and maintaining political pressure in international fora to ensure women’s involvement in decision making within fragile, conflict and post-conflict situations.



Strategy 3
PROTECTION

Increasing the number of New Zealand women deployed in police and military roles in UNSC mandated peacekeeping missions, international assistance missions and other peace keeping operations; improving the capability of peacekeeping and international assistance missions to respond to women’s needs; ensuring gender analysis informs New Zealand’s peace support responses and development assistance to countries affected by conflict; and promoting efforts to combat sexual violence, intimate partner violence and violence against women and girls in conflict affected countries, with special attention where New Zealand supports a development programme or post.



Strategy 4
**PEACEBUILDING,
RELIEF AND
RECOVERY**

Highlighting measures that engage women and address their needs in relief and recovery; redress for injustice; promoting New Zealand women as mediators and negotiators in international forums; and ensuring post-conflict processes of national dialogue, transitional justice, reconciliation and post-conflict governance reforms are gender responsive.

Multilateral diplomacy

New Zealand is a founding member of the United Nations, and is a party to all the core international treaties that underpin the women, peace and security agenda and considers relevant international guidelines and standards in this context. This includes the international frameworks around international humanitarian law, including the necessary provisions that single out women and girls for special protection. New Zealand is active in international fora that oversee the continued development and implementation of these instruments.

The Ministry of Foreign Affairs and Trade is the primary focal point for engagement with the United Nations on conflict and post-conflict policy settings, notably with the UNSC and other regional security organisations. Within these fora New Zealand continues to push for improved efforts to encourage women's participation in conflict prevention measures and for a gender sensitive response to peace and security issues. The New Zealand Mission to the United Nations in New York actively participates in UNSC meetings, including open debates with an explicit focus on women, peace and security and the implementation of Resolution 1325. These debates are a useful opportunity for all States to influence the United Nations and other member

States to increase efforts to end sexual violence and violence against women in conflict States. It is also an important opportunity to promote improved training for peacekeepers and experts working on conflict prevention.

New Zealand is also recognised for its leadership in championing the broader spectrum of rights for women and girls through United Nations fora, including the Commission of the Status of Women, the regular meetings of the Human Rights Council and our support to the International Committee of the Red Cross and Red Crescent. These interventions particularly address sexual and gender-based violence, intimate partner violence, women's access to reproductive and sexual health and access to justice.

Enabling international deployments of New Zealand women

Both New Zealand Police and the New Zealand Defence Force have active programmes in place to increase the recruitment, retention and senior-level promotion of women, which will ultimately lead to more women being available for peacekeeping missions. New Zealand women have been deployed to international conflict settings for some years.

NEW ZEALAND POLICE

Women officers were first commissioned into New Zealand Police in 1941. As at 30 June 2014 women made up 18 percent of police officers and 29 percent of all employees, with two sworn women at the rank of Superintendent. As at 2014, 192 New Zealand Police women have served on 256 International Deployments since 2003 (many chose to deploy more than once), largely in the Pacific and also in Afghanistan.

New Zealand Police has formal networks throughout the organisation focusing on support and development of members, including development, mentoring and leadership programmes tailored especially for women. These feature flexible employment options and standards and guidelines to deal with harassment and discrimination. All Organisational Development advisors have a core responsibility to integrate gender inclusion issues across the organisation.

There are development programmes tailored specifically for New Zealand Police women and national and district level mentoring programmes for women are well embedded. The majority of women constabulary employees ranked Sergeant or above have now participated in a leadership development programme, which compares favourably with the participation rates across male employees.

The Women's Advisory Network Governance Group was established in 2014, with the purpose of developing and supporting women in New Zealand Police to be successful. Its objectives are to provide advice to the Police Commissioner and Police Executive on how best to achieve the vision and goals of the Commissioner in respect of the recruitment, retention and progression of women in Police.

The New Zealand Police strategy 2011-2015 continues to invest heavily in the development of female staff to ensure that the Police workforce is representative of the diversity within the New Zealand population as a whole. An effective and fit-for-purpose workforce is critical to the success of New Zealand Police.



**As at 2014, 192
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NEW ZEALAND DEFENCE FORCE

Women have been able to participate in all areas, including combat roles, of the New Zealand Defence Force (NZDF) since 2000. Women make up 15.5 per cent of the total uniformed forces. The number of uniformed women deploying significantly increased from a historic average of 12 per cent of the total deployments to 18 per cent in 2012. From those women deploying there appears to be an increasing number in more senior roles, with recent examples including a Lieutenant Colonel to the Chief United Nations Observer role in Lebanon, a Wing Commander to Senior National Officer in Dubai and a Colonel to Afghanistan.

A Women's Development Steering Group was launched in 2013, aimed at increasing the representation, distribution and participation of women in the NZDF and ensuring full opportunity and access to the various existing diversity and inclusion policies. These range from enlistment and promotion, to childcare, duties during pregnancy, investigation of bullying and harassment. The NZDF Wellbeing programme includes promotion of an anti-harassment telephone hotline service and, in partnership with several agencies led by the Ministry of Social Development, a targeted 'It's Not Okay' family violence campaign to raise awareness of family violence within the NZDF.

Currently the NZDF Defence Recruiting Organisation (DRO) is developing an attraction and recruitment strategy to increase the representation of women taking up careers with the NZDF. Internal research has been conducted to identify the perceived barriers and motivators for young women when they are considering a career in the NZDF. This research is informing the development of a strategy and a number of other initiatives. Further research is currently being conducted by the Ministry of Defence Evaluation Division to identify the reasons that female applicants are less likely than men to attest into the Services.

The Ministry of Defence published the findings of an independent review into the opportunities for women in the NZDF in 2014. The review found that substantial progress has been made on gender equity in the NZDF over the last 15 years and made a series of recommendations for further improvement. These recommendations, along with recommendations from the NZDF Women's Development Steering Group have formed a programme of action entitled More Military Women Across the New Zealand Defence Force.



One of the NZ Army personnel attached to the Australian Army, during Exercise Talisman Sabre 2015 (held in Rockhampton, Queensland) Credit: New Zealand Police

OFFICIAL APPOINTMENTS

New Zealand women have, with the New Zealand Government's support, been appointed to some of the most senior levels in the United Nations, which are of relevance to the women, peace and security agenda. For example, in 1998 a New Zealander became the most senior woman at the time to be appointed to a United Nations conflict role, when she served as the Deputy Special Representative and later Chief of Mission for the United Nations operation in Cyprus. In 2009 a former New Zealand Prime Minister took up the role of Administrator of the United Nations Development Programme, the first woman to hold this top New York-based position in the United Nations.

INTERNATIONAL DEVELOPMENT

Through the New Zealand Aid Programme, the Ministry of Foreign Affairs and Trade aims to support sustainable development in developing countries, in order to reduce poverty and contribute to a more secure, equitable and prosperous world. We have programmes in a number of conflict affected countries that feature in this National Action Plan, including Afghanistan, Papua New Guinea, Solomon Islands and Timor-Leste.

New Zealand is committed to ensuring that its development activities promote gender equality and address the needs of women and girls. All

New Zealand funded development activities include integrating gender equality into their design, implementation and evaluation. This involves consulting affected women during the design of the activity, addressing barriers to women's participation, reducing the risk of adverse outcomes for women, actively recognising the relative skills and strengths of women and men, and identifying opportunities for women's empowerment in the delivery of the activity. New Zealand endeavours to gather sex-disaggregated data in its monitoring and evaluation of all development activities.

The New Zealand Aid Programme operates in close cooperation with a number of civil society providers. A number of New Zealand funded development activities in conflict-affected countries focus specifically on gender equality and gender-based violence, particularly in the Pacific. Some of these activities are described briefly below.

SELECTED CONTRIBUTIONS

New Zealand's Pacific engagement

Alongside our commitment to multilateral frameworks and joint responses, New Zealand maintains special focus on the Pacific region, including pertinent border control and security issues. Approximately half of New Zealand's foreign aid goes to the Pacific region and New Zealand is a core member of the Pacific Islands Forum, the political association of the Pacific Island nations. In 2012, the Forum Secretariat launched the Pacific Regional Action Plan on Women, Peace and Security. This commits New Zealand, along with Pacific partners, to a range of actions to support the implementation of Resolution 1325. These include funding programmes for the reduction of sexual violence against women and for increased representation of women in the civilian and security forces in the region. New Zealand also takes a lead in projects supporting the wider educational and economic empowerment of women and girls across the Pacific, including in fragile and conflict affected States such as Solomon Islands and Bougainville, Papua New Guinea.

Pacific Island countries are marked by vulnerability and, as noted by the Pacific Islands Forum Regional Security Committee in 2014, sexual violence and violence against women are the most significant human security issues facing the Pacific. New Zealand sees itself as well positioned to help Pacific Island countries strengthen key institutions including judiciary and police services to appropriately respond to violence against women and girls. New Zealand regards this assistance as an important contribution to increasing the resilience of countries in the face of conflict and their ability to prevent both armed conflict and sexual and gender-based violence.

Bougainville, Papua New Guinea

Following the 1989-1997 armed conflict in Bougainville, Papua New Guinea, the New Zealand Aid Programme supported the New Zealand Police to establish a network of community part-time auxiliary police officers to live and serve in the more remote villages and communities of Bougainville. High levels of violence against women and girls were a particular concern. In response to this, community programmes were developed to forge more leadership roles in shaping a future of long-term peace, political and social unity and sustainable development.

New Zealand Police continue to build policing capabilities in Bougainville, including through mentoring and coaching programmes. New Zealand Police provide training and mentoring support to regular and community auxiliary police across Bougainville, to build skills and lift the responsiveness and effectiveness of police services. The focus is on installing a community policing approach, including a local law enforcement programme that now has over 20 per cent local women officers, with at least one woman member within walking distance (up to four hours in the local context) for all women in the communities served by this programme.

Solomon Islands

New Zealand has a significant bilateral relationship with the Solomon Islands, including an ongoing role within the multilateral, multi-sector and interagency Regional Assistance Mission to the Solomon Islands (RAMSI). RAMSI was established in 2003 at the request of the Solomon Islands Government to restore order and rebuild services after five years of conflict. Currently 17 New Zealand Police personnel with specialist expertise are deployed within the Royal Solomon Islands Police Force, as part of RAMSI. Together, the Police jurisdictions are working on developing and implementing local and durable

initiatives to combat gender inequality, sexual and gender-based violence and family violence.

In 2014 the Solomon Islands Parliament passed the Family Protection Bill and work is underway to enhance the interagency response to family violence, increase investigations of family violence, and implement the government's Gender Action Plan. Passage of this Bill will be a necessary stimulus for interagency response to family violence. The Royal Solomon Islands Police Force is providing a positive example to other agencies in this area. At 18 per cent the Solomon Islands Police now has one of the highest rates of female participation across Solomon Islands government agencies. Women officers now occupy a number of senior Police positions, including the first woman Assistant Commissioner.

Timor-Leste

New Zealand has played an important role in building the capacity of the National Police of Timor-Leste (PNTL) and securing peace in Timor-Leste. After the United Nations Integrated Mission in Timor-Leste (UNMIT) ended in 2012, the New Zealand Aid Programme began a four-year bilateral community policing programme which supports the Timor-Leste Police to build safer and more secure

communities. Six New Zealand Police mentors work alongside national and district commanders and their deputies, assisting in a range of specific areas including: family violence; youth policing; and custodial conditions related to station management. These tailored approaches have a direct impact on the protection needs of women, youth and girls.

New Zealand also provides funding to the Asia Foundation, which supports communities and Police to work together to identify and address root causes of conflict. This includes a focus on family violence, as it was identified by communities as one of their top sources of insecurity and concern. To further strengthen access of women to resources, New Zealand funds a financial literacy training programme for women, enabling them to access micro-finance to set up small businesses, and the development of critical thinking and entrepreneurial skills.

Afghanistan

New Zealand's development assistance to Afghanistan recognises the crucial role of economic development in peacebuilding. Consequently, New Zealand mainstreams gender issues in its sustainable economic development activities in this context. New Zealand prioritised and funded a teacher training programme, which

had an emphasis on training and up skilling of female teachers. As part of this programme, 907 female teachers completed in-service qualifications between 2011 and 2015, resulting in better career pathways for teachers, and improved enrolment of and participation by girls in schooling. At an institution-building level, New Zealand also provided funding to the Afghanistan Independent Human Rights Commission.

New Zealand Police had a seven year engagement in the Bamyán province, from 2006 to 2012. During this time the number of female police in the province rose from one to 18. In addition, New Zealand Police supported the establishment of a family response unit at the Provincial Police Headquarters, which is led by a woman Afghan officer and helps to give women an avenue to report family violence. New Zealand also helped to establish the first Afghan National Police Women's Committee at the Bamyán Provincial Police Headquarters, which advocates for and supports female police, and supported projects that led to the development and implementation of a non-discrimination and harassment policy for all police employees, a recruitment strategy targeting women, individual career development plans for all women that included mentoring and training, instigation of a code of conduct and development of a flexible working policy.

The New Zealand Defence Force deployed approximately 3000 personnel to Bamyán from 2003 to 2013, and continues to deploy Army personnel in mentoring roles at the Afghan National Army Officer Academy.

The Pacific Islands Chiefs of Police

The Secretariat of the Pacific Islands Chiefs of Police (PICP) represents 21 member States within the Pacific region and has been based in Wellington, New Zealand, since its inception in 1970. The PICP is governed by an executive leader team, which includes NZ Police. A key strategic goal included in the Strategic Plan 2015-2019 is to maximise the contribution that women bring to Pacific policing to best serve their communities.

Women's Advisory Network

The New Zealand Aid Programme contributes toward funding the work programme of the PICP Women's Advisory Network, established in 2003, which supports the professional development and leadership of Pacific police women through mentoring, advice and skills development and an exchange programme. The key objectives of the network include supporting efforts for increased women's participation in policing through recruitment, retention, training and mentoring support.

Pacific Prevention of Domestic Violence Programme

The PICP's regional Pacific Prevention of Domestic Violence Programme works in 18 countries, including post-conflict countries such as the Solomon Islands, to develop a common and consistent understanding and approach to family violence issues in the region.

New Zealand Police staff deploy as mentors for up to six weeks annually and work to build relationships and partnerships with government departments and NGOs, to influence policies, leadership, governance and wider social environments.

Partnership for Pacific Policing Programme

The Partnership for Pacific Policing Programme (the Partnership) was developed as an umbrella programme to strengthen the capacities and capabilities of policing services in Cook Islands, Kiribati, Niue, Samoa, Tokelau, Tuvalu and Vanuatu. One of the key initiatives of the Partnership is the delivery of an ethics and human rights training package to ensure the practical application of relevant international legal obligations.

NZDF's Regional Engagements

All current NZDF deployed operations are open to women. NZDF presently has 25 women deployed throughout the world in peace support and capacity building missions in support of a rules-based international order. These women occupy a range of roles, ranks and specialisations, including a female officer who currently commands the New Zealand contingent deployed with the United Nations Truce Supervision Organisation. In addition, there are three women serving on Royal Navy and Royal Australian Navy warships conducting coalition maritime security operations in the Arabian Gulf region. Women are also involved in NZDF's non-operational overseas postings. In August 2015, there were 41 women in representative roles, training and exchanges with Australia, Singapore, the United Kingdom and United States. Among these are a number of women in senior representative roles, including a Colonel with the United Nations.

OTHER KEY ACTIVITIES

New Zealand is active in contributing to the development and advancement of military women throughout the region. For example, as part of these international initiatives, a female Army officer attended the Special Female Officers in United Nations Peacekeeping Course in New Delhi in March 2015. Since May 2015 NZDF has had a female Wing Commander serving as the Chief of Staff in a major United States Navy-led Humanitarian Aid and Disaster Relief exercise. In June, two female officers from Papua New Guinea and Fiji Defence Forces attended the New Zealand Defence Force Women's Forum. NZDF also sent a training team to Papua New Guinea in June and July which was led by a female New Zealand Army officer to provide mentoring to women in the Papua New Guinea Defence Force. Further, in November 2015 two NZDF women will travel to Ghana where they will teach a module called "Operationalizing Gender in Peace and Security Operations: A New Zealand Perspective", as part of the Kofi Annan International Peacekeeping Centre (KA IPTC) Master of Arts course in Gender, Peace and Security.



New Zealand Police Officer in the Solomon Islands
Credit: New Zealand Police



This National Action Plan fits within a broader framework of complementary strategies to which New Zealand is committed.

NATIONAL ACTION PLAN

The New Zealand National Action Plan for implementation of Security Council Resolutions on Women, Peace and Security has been developed in line with the four fundamental objectives identified by the United Nations Secretary General of: (1) Prevention; (2) Participation; (3) Protection; and (4) Peacebuilding, Relief and Recovery. Various priorities and indicators for measuring progress within fragile, conflict and post-conflict situations have also been taken into account.

This National Action Plan fits within a broader framework of complementary strategies to which New Zealand is committed. These include the Pacific Regional Action Plan on Women, Peace and Security 2012-2018; agency-specific strategies on women, peace and security, such as those currently proposed within the New Zealand Defence Force (NZDF) and New Zealand Police; and the New Zealand Aid Programme's cross-cutting focus on gender in its activities.

New Zealand agencies will establish a gender-balanced inter-agency Women, Peace and Security Advisory Group, to professionalise New Zealand's responses to women, peace and security issues and to guide and monitor implementation and reporting under this National Action Plan. Annual reports will be submitted to responsible Ministers (Foreign Affairs, Police, Defence, Women), led by the United Nations, Human Rights and Commonwealth Division (UNHC) of the Ministry of Foreign Affairs and Trade (MFAT).

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
<p>I. Prevention (of conflict and of violations of rights of women and girls)</p>	<p>1. New Zealand will advocate at international fora for women, peace and security issues to be included in political and security discussions, in particular for peacekeeping operations and conflict prevention responses, including up to the level of the United Nations Security Council (UNSC). This will include consideration of supporting domestic research into women, peace and security issues, as well as considering the role of men and boys in the overall women, peace and security agenda.</p>	<p>Number and type of statements made.</p> <p>Any resulting incorporation into international statements and actions to be noted.</p>	<p>MFAT</p>
	<p>2. NZDF and NZ Police will review their doctrine, policy, directives and deployment planning frameworks relevant to UNSC-mandated missions, international assistance missions and other peace keeping operations, to ensure effective adoption of women, peace and security commitments.</p> <p>i. For NZDF, this review will take into consideration other domestic reviews, for example the Defence White Paper, and include a consideration of whether gender training should be made mandatory in all training, rather than just pre-deployment.</p>	<p>Report on number, title and description of relevant policy/directives reviewed, which contain reference to women, peace and security.</p> <p>Report on whether NZDF domestic reviews have considered women, peace and security considerations.</p> <p>Report on whether gender training included in all training.</p>	<p>NZDF and NZ Police</p>

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
	<p>3. New Zealand government agencies engaged in the prevention of conflict will formalise the inclusion of women, peace and security into NZDF and NZ Police pre-deployment and other training, through:</p> <p>i. incorporating guidelines, materials and training modules on the protection, rights and needs of women and girls in their pre-deployment preparation, with reference to international humanitarian law, international human rights law and other international guidance.</p> <p>ii. developing a common module with reference to New Zealand's National Action Plan on Women, Peace and Security to be used as part of pre-deployment training of NZ Police, diplomatic, civilian and NZDF personnel.</p> <p>iii. developing a Commander's Handbook Guide on women, peace and security, with supporting advice and training, to assist in deployment setting.</p>	<p>Number of training modules identified, developed and incorporated.</p> <p>Number of pre-deployment and other training courses delivered which include women, peace and security, and numbers of personnel trained.</p> <p>Number of individuals deployed at the leadership level who are briefed or trained on the modules and Commander's Handbook Guide.</p>	<p>NZDF, NZ Police and MFAT</p>

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
	<p>4. NZDF and NZ Police will include information on violations of women's and girls' human rights that occur during participation in UNSC-mandated peacekeeping missions, international assistance missions and other peace keeping operations in their periodic reporting, according to mandate.</p>	<p>Extent to which this information has been included in situation reports and post activity reporting.</p>	<p>NZDF and NZ Police</p>
	<p>5. NZDF and NZ Police will be responsive to and investigate any violations of the rights of women and girls that occur during participation in UNSC-mandated peacekeeping missions, international assistance missions and other peace keeping operations, in line with relevant international standards.</p>	<p>Number of reported cases of sexual exploitation and abuse allegedly perpetrated by deployed NZDF and NZ Police individuals that are referred, investigated and acted upon. Disaggregated by type of actions taken (including disciplinary actions such as repatriation).</p>	<p>NZDF and NZ Police</p>
	<p>6. Where a credible allegation of the commission of a crime during a peace keeping operation is raised by the United Nations against a New Zealander, New Zealand will inform the United Nations of the progress of the investigation and prosecution process.</p>	<p>Where any credible alleged crimes raised by the United Nations, number of cases where New Zealand updates the United Nations on the investigation and prosecution process.</p>	<p>NZDF, NZ Police and MFAT</p>

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
II. Participation	1. New Zealand will advocate at international fora to increase the quantity and seniority of women's representation in national and United Nations-led peace processes.	Number and type of statements made and recorded.	MFAT
	2. New Zealand will advocate at international fora for the empowerment of local women to be involved at all decision-making levels in formal and informal conflict and post-conflict peace processes.	Number and type of statements made and recorded.	MFAT
	3. To ensure nominations for international candidatures and positions are merit-based, New Zealand will actively identify and nominate appropriately qualified New Zealand women as candidates for: <ul style="list-style-type: none"> i. UN Special Representative and Envoy roles; ii. Mediators and gender advisors on international rosters. 	New Zealand Government deployment database established. Increase in number of women nominated and appointed.	MFAT

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
	<p>4. New Zealand will strengthen recruitment, promotion, deployment and other human resource support programmes within New Zealand government agencies responsible for participation in UNSC-mandated peacekeeping missions, international assistance missions and other peace keeping operations, including through:</p> <p>i. Training New Zealand personnel, on appointment and selection panels for international deployments, on women, peace and security issues.</p> <p>ii. Researching, identifying and addressing roadblocks to women deploying overseas, including organisational culture, family, ethnic cultures.</p>	<p>Number and quality of initiatives to increase presence of NZDF and NZ Police women deployed, including senior women.</p> <p>Greater representation of women at senior levels (within NZDF, NZ Police and deployed).</p> <p>Gender disaggregated data publicly available of NZDF and NZ Police deployed by gender, rank and sworn/non-sworn or uniform/non-uniform status per annum.</p> <p>Number of selection and appointment panel members for international deployments trained on women, peace and security.</p> <p>A documented selection and appointment process is developed for international deployments.</p>	<p>NZDF and NZ Police</p>

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
	<p>5. Where New Zealand has in-country diplomatic missions in conflict or post-conflict countries, New Zealand will support women's effective participation and decision-making through:</p> <p>i. Engaging and advocating with relevant international institutions and diplomatic missions in-country for the participation of local women in conflict resolution and peacebuilding processes;</p> <p>ii. Engaging with in-country authorities or partner government for greater participation of local women in decision making and appointment to positions of authority.</p> <p>iii. Looking for opportunities to strengthen the representation of women in positions of authority and in decision making processes through its development activities (in countries where an aid programme exists).</p>	<p>Number and type of interventions made, and subsequent actions taken.</p> <p>Examples of women formally involved in conflict resolution and peace building.</p> <p>Examples of New Zealand Aid Programme activities that strengthen women's representation in positions of authority and decision making processes.</p>	<p>MFAT</p> <p>MFAT</p>

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
	<p>6. New Zealand will clearly communicate and monitor an expectation to multilateral partners working in fragile, conflict and post-conflict situations, that they have systems and processes in place to ensure operations enable and support the participation of women in decision making processes and positions when working in fragile, conflict or post-conflict situations.</p>	<p>Funding letters advise all multilateral partners, who work in conflict affected areas, of New Zealand's National Action Plan on Women, Peace and Security and accordingly of New Zealand's expectations of our partners.</p>	<p>MFAT</p>
	<p>7. New Zealand agencies will facilitate discussions with New Zealand-based partners, including NGOs, working in fragile, conflict or post-conflict situations aimed at sharing lessons and best practice to increase women's participation in decision making processes.</p>	<p>Minutes from MFAT hosted meetings with development partners active in conflict and post conflict areas.</p>	<p>MFAT, NZ Police and NZDF</p>

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
III. Protection	1. New Zealand will advocate at international fora to strengthen and amplify efforts to protect the human rights of women and girls, and ensure their physical and economic well-being, particularly their protection from sexual and gender-based violence in fragile, conflict and post conflict situations, their protection as civilians under international law and recognition of the impact on women and girls when family members go missing as a result of hostilities.	Number and type of statements made and recorded.	MFAT, NZ Police and NZDF
	2. New Zealand will ensure that women, peace and security issues are on the agenda of Pacific regional security activities including counter-terrorism and transnational crime, arms trade, munitions disposal activities.	New Zealand position clearly stated in formal statements and meeting minutes, for example on the Agenda of Pacific Islands Chiefs of Police; Agenda of Pacific Transnational Crime Coordination Centre, Pacific Islands Forum and other inter-agency meetings in which Police have memorandums of understanding (MOUs), such as with Australian, United Kingdom and United States law enforcement agencies.	MFAT and NZ Police

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
	<p>3. Where New Zealand Aid Programme is active in fragile, conflict and post-conflict countries, activities support human rights of women and girls, and ensure their physical and economic well-being, particularly their protection from sexual and gender-based violence.</p>	<p>Examples of New Zealand Aid Programme activities that protect the human rights of women in conflict and post conflict countries.</p>	<p>MFAT</p>
	<p>4. Facilitate discussions with New Zealand based partners who are funded for work in fragile, conflict or post-conflict situations aimed at sharing lessons learned and best practice to protect women and girls from sexual and gender-based violence.</p>	<p>Minutes from MFAT hosted meetings with development partners active in conflict and post conflict areas.</p>	<p>MFAT</p>

IMPACT	ACTIONS	INDICATORS	RESPONSIBLE LEAD
IV. Peacebuilding, Relief and Recovery	1. New Zealand will advocate at international fora for equality of access to resources, justice at the domestic and international level, and basic services for women and girls in peacebuilding, relief and recovery phases in conflicted affected countries. This may include access to gender specific medical, psychological and other assistance required by women and girls affected in armed conflict.	Number and type of statements made and recorded.	MFAT, NZDF and NZ Police
	2. New Zealand will incorporate women, peace and security considerations into relevant business processes for the Official Development and Humanitarian Assistance programme, and the design and monitoring of activities in conflict-affected countries.	Business processes are amended to incorporate UNSCR 1325 and women, peace and security considerations.	MFAT, NZDF and NZ Police
	3. NZDF and NZ Police will take women, peace and security considerations into account in their responses in support of conflict prevention, resolution and peacebuilding.	Documented evidence of women, peace and security discussions.	NZDF and NZ Police

MONITORING AND EVALUATION

Compilation and Consultation of this National Action Plan

This National Action Plan was prepared by a New Zealand Government interdepartmental working group led by the Ministry of Foreign Affairs and Trade, in company with the New Zealand Defence Force and New Zealand Police. The Ministry for Women and Crown Law were also consulted. Civil society groups were consulted through existing targeted consultation channels of interested groups, and primarily through a public and open workshop held in Wellington in May 2015. The draft National Action Plan was made publicly available, and comments received considered by the working group during July and August 2015. The group met formally on several occasions between May 2013 and September 2015.

Ongoing Review

The gender-balanced interagency governmental working group, endorsed by the Ministers of Foreign Affairs, Police, Defence and Women's Affairs, will be responsible for reporting on the implementation of this National Action Plan. The working group will meet on an annual basis, to consider interim progress reports on the status of implementation of actions falling under the respective remits of participating ministries.

To inform these annual progress reports, the working group will invite participants in the public submissions process to form a parallel consultative caucus with civil society, including NGOs, intergovernmental organisations such as ICRC and others, who will nominate a representative to feed a consolidated view directly into the annual reporting process. In addition, working group members will consult with interested civil society organisations through each of their departments, using consultation mechanisms already in place.

The working group will also meet on an ad hoc basis as required by events. The combined report from the working group will be made available for public comment. The overall process is to be led by the Ministry of Foreign Affairs and Trade.

Review and Revision

The implementation period for this National Action Plan is five years, from 2015 to 2019. The National Action Plan will be reviewed following each annual reporting period, and following the scheduled Security Council review in 2015 and any other United Nations led review initiatives on Resolution 1325 on Women, Peace and Security.



New Zealand Police Officers in Bamyan, Afghanistan.
Credit: New Zealand Police

