

ACTION PLAN OF THE GOVERNMENT OF SPAIN FOR THE IMPLEMENTATION OF RESOLUTION 1325 OF THE SECURITY COUNCIL OF THE UNITED NATIONS (2000), ON WOMEN, PEACE AND SECURITY

I. Introduction

Resolution 1325 of the UN Security Council, unanimously adopted on 31 October 2000, constitutes the decisive political framework for mainstreaming the gender perspective in prevention, management and resolution of armed conflicts.

The resolution recognizes that women and girls suffer specific consequences of armed conflict, including as refugees and internally displaced persons.

Also, it recognizes the important role played by women, both in the prevention and settlement of conflicts, as in the construction of peace, and stresses the need to participate, equality with men, in the maintenance and promotion of peace and security initiatives.

It also recognizes women as key players in the process of negotiating the agreements of peace and planning of the refugee camps and refugees in countries devastated by conflict.

The resolution highlights that it has to respect fully international law applicable to the protection of women and girls, especially in both civilians, the Convention on the Elimination of all forms of discrimination against women, 1979, and its Optional Protocol of 1999, as well as the United Nations Convention on the rights of the child, 1989, and its two optional protocols, of 25 May 2000.

In addition, the resolution is the culmination and the recognition of a process developed over the past decades, and in which civil society, through women's organizations, has played a decisive role. In particular, it is worth mentioning the world conferences on women in Nairobi (1985) and Beijing (1995), sponsored by the United Nations and the resolutions they adopted. In Nairobi was urged to incorporate mechanisms that defend the rights of women, particularly victims of rape and gender-based discrimination in the organs of the United Nations. For its part, the Beijing Conference gathers in its Declaration and its platform for action the importance of taking into account the violations of the human rights of women in situations of armed conflict, especially by genocide, ethnic cleansing and systematic rape of women in war situations and in vulnerable conditions as refugees and displaced.

Resolution 1325 makes mention of the need to increase the participation of women, on equal terms, in the decision-making processes that take place for the promotion of peace and security, as well

as in the prevention and resolution of conflicts and in peace-keeping operations. A second aspect focuses on the need to promote the greater participation of women in operations United Nations carried out on the ground, especially those of military observation, personal and civil police of human rights and humanitarian tasks. Finally, the resolution identifies the need for mainstreaming gender in peacekeeping missions, ensuring the training of staff involved in them, to ensure the full enjoyment of human rights of women and girls in conflict and post-conflict zones.

The Government of Spain, taking into account all the international commitments to contribute to the construction of peace and the need to integrate the gender perspective into armed conflict, has prepared the present Plan of action for the implementation of resolution 1325, which develops around the following objectives:

1. Promote the participation of women in peacekeeping missions 1 and its decision-making bodies.
2. Promote the inclusion of the gender perspective into all peace-building activities.
3. Ensure the specific training of personnel involved in peace operations, on equality and on different aspects of resolution 1325, as well as promote knowledge and dissemination of the same.
4. Protect the human rights of women and girls in conflict and post-conflict zones (including camps of refugees and displaced persons) and to promote the empowerment and participation of women in the processes of negotiation and implementation of peace agreements.
5. Incorporating the principle of equality of treatment and opportunities between men and women in the planning and implementation of activities for the disarmament, demobilization and reintegration (DDR), as well as the specialized training in respect of all staff involved in these processes.
6. Encourage the participation of Spanish civil society in relation to resolution 1325.

All these objectives are based on the idea that at the time of start-up processes related to security and the building of viable alternatives for peace in conflict and post-conflict zones, not be can ignore the gender focus, or situations and specific needs of women and girls.

1 Peace missions is a generic concept that involves three main activities: conflict prevention and peacemaking, peacekeeping and peace-building operations

On the other hand, the National Plan of action has very present the requirement to incorporate women in conditions of equality, in the mechanisms of representation and decision-making processes that take place during different phases of missions of peace, preventing them to be relegated and that their voices and needs are silenced. In this regard, it is important to consider women and girls as active subjects of changes that are witnesses, understanding, at the same time, that women do not represent a homogeneous group and that consideration of the diversity of the situation of women is essential for promoting their participation in the different regions where peace processes are established. Finally, it is intended to curb violations that are committed during conflict and post-conflict periods against the human rights of women and girls, as well as the impunity of certain offences relating to rape and other sexual abuse, helping to ensure their safety and to adhere to the legality and impose the penalties established by international law.

This National Action Plan is the result of the efforts and coordination carried out by various ministries (Ministry of Foreign Affairs and cooperation (with the Spanish Agency of international cooperation for development as the main executing body in the field of development cooperation), Ministry of defence, Ministry of labour and Social Affairs - including the Institute of the woman-, Ministry of the Interior, Ministry of Justice, Ministry of education and science and Ministry of health and consumption), areas of the public administration and civil society representatives. This Plan does not constitute a closed document, but it is open to any modifications and additions that will be necessary, once you start to run.

II. OBJECTIVES

1. Promote the participation of women in peacekeeping missions and its decision-making bodies.

1.1. Implementation at the national level

- a. The Government of Spain will continue to promote the presence of women in the armed forces (SAF) and the State security bodies and forces in accordance with the principle of balanced presence established in the organic law 3/2007, of 22 March, for the effective equality of women and men. To do this you will ensure that in the selection and promotion processes, sex and gender, in no circumstances, may constitute a factor of discrimination. Policy measures and concrete actions aimed at ensuring the incorporation and retention of women in the armed forces on par with their male colleagues is also structured.
- b. The Government of Spain will facilitate the incorporation of women to peace missions.

- c. The Ministry of Foreign Affairs and cooperation, in coordination with other government agencies and civil society organizations expert in the matter, shall draw up and keep updated, a base of data from possible Spanish women candidates for positions in international organizations, including the positions of representatives or special envoys of the Secretary-General of the United Nations.
- d. Will enhance the work of the *Observatory for women in the forces_armed_* and the *Observatory for women in the forces and bodies of State security*, to continue analysing and promoting the integration and retention of women in the armed forces and the forces and bodies of State security, in order to avoid discrimination by reason of sex and/or gender, and promote the development of their respective careers.
- e. The Government of Spain will continue to ensure for the gradual incorporation of women in the armed forces and

Forces and the State security bodies, as well as participation in decision-making.
- f. Specific health care will be provided to women participating in peacekeeping missions, prior and subsequently their participation.

1.2. implementation in the framework of the Union European (European policy of security and Defence-ESDP)

- to. The Government of Spain is committed to promoting the participation and retention of women in ESDP missions.
- b. The Government of Spain will play an active role in the European Union to promote the appointment of women as special representatives of the Secretary General/High Representative.

1.3. implementation in the framework of other international organizations

(Organization North Atlantic Treaty (NATO) and the Organization for security and cooperation in Europe-OSCE)

- to. The Government of Spain is committed to promoting the participation and retention of women in the missions of NATO and the OSCE.
- b. The Government of Spain will promote, at the heart of both organizations, the balanced presence of men and women, especially at the senior levels of the respective secretariats.
- c. The Government of Spain will continue promoting and participating in the Committee of women in NATO armed forces.

1.4. Application in the context of the United Nations

- a. The Government of Spain will promote the participation of women in the of United Nations peace missions, stressing that these are also present in decision-making positions. In this sense, the selection process will be supported, is shall draw up lists of candidates for posts of responsibility and it will enhance the retention of women.
- b. The Government of Spain will promote, as a member of the United Nations, a greater presence of women in senior positions of the political and security organization divisions .

2. Promote the inclusion of the gender perspective into all peace-building activities.

2.1. Implementation at the national level

- a. In all peace missions in which Spain participates, is ensure the mainstreaming of the principle of equality in all phases of its execution, from planning and mission sending to its monitoring and evaluation, making special assessment of logistics, health aspects and infrastructure.
- b. In peace missions in which Spain participates, will promote the affected women's participation, taking into account their needs and specific demands, in order to facilitate conditions for gender equality in peace negotiations and processes.
- c. In all peace missions in which Spain participates, will monitor the information gathering on the spot, to contain information broken down by sex, allowing further analysis of gender. All statistics, surveys and data collection carried out will include the necessary indicators that enable a better understanding of the differences in the values, roles, situations, conditions, uses, customs and needs of women and men. Also, other variables such as age, ethnicity, religion, or any other social condition, shall be taken into account in order to avoid multiple discrimination. This information about the culture and values of the place of missions must be provided to persons involved in them.
- d. The Government of Spain will promote the participation of experts in gender in the development of the reports and outreach materials and formation to be used in peacekeeping missions, which will be integrated across the principle of equality of treatment and opportunities between men and women.
- e. The Government of Spain it will boost education initiatives for peace in those countries in a situation of armed conflict, with the aim of collaborating in the education of women and girls thus favouring processes of reconstruction and equality.
- f. The Secretary of State for international cooperation (SECI) establish

specialized training and dissemination activities among all the actors of Spanish cooperation on the priority of gender equality in peace-building processes make effective.

- g. The SECI will implement the planned measures in the *Plan of women's action and construction of the peace of the Spanish cooperation*² for the implementation of resolution 1325 in development policies.
- h. The Government of Spain to develop a code of conduct, which will serve as a reference in planning for each peacekeeping mission.

2.2. implementation in the framework of the Union European (European policy of security and Defence - ESDP)

- a. The Government of Spain will work in coordination with other Member States to ensure the mainstreaming of the principle of equal opportunities between women and men increasingly into account in defining strategies and lines of action within the framework of the ESDP.
- b. The Government of Spain, in terms of its cooperation policy international development, will coordinate their actions with the other Member States of the European Union, according to the lines of action established in the sector strategies for gender in development and peacebuilding 2 .

2.3. implementation in the framework of other international organizations (Organization North Atlantic Treaty (NATO) and the Organization for security and cooperation in Europe-OSCE)

- a. The Government of Spain will work in coordination with other Member States so that the mainstreaming of the principle of equality are increasingly more present at the time of define strategies and lines of action within the framework of NATO and the OSCE.

2.4. application in the context of the United Nations

- a. In the context of the missions of UN peacekeepers in which involved Spain, promoted coordination efforts with other

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In line with in the Master Plan 2005-2008, "this strategy aims to make Spain an active contributor to the construction of peace as a sign of identity of a project of foreign policy, security and development cooperation, aware that this is one of the most important global goods". We understand then that the peace-building encompasses both the prevention of violent conflicts and management of crisis, its resolution and the consolidation of peace.

Member States, to comply with existing international commitments in the field of equality and non-discrimination of women.

b. Will be continuity and follow-up actions are carried out in coordination with the agencies of the United Nations for the implementation of agreements on gender equality in peacekeeping missions. In addition, the actions of the Secretary of State for international cooperation in terms of gender and peacebuilding in the developing areas will be strengthened. In particular, will be implemented the *Plan of action of women and peace building of Spanish cooperation for the implementation of resolution 1325 for development and peace*.

c. The Government of Spain will contribute to the research and implementation underway of measures relating to the application of resolution 1325 relating to gender equality and the guarantee of the enjoyment of human rights by women and girls in conflict and post-conflict zones. This will continue to support the work of the various bodies of

United Nations work on this topic (UNHCR, UNDP, UNIFEM, INSTRAW, UNFPA, OCHA, etc) and especially the work of the Peacebuilding Commission.

3. Ensure the specific training of the staff involved in missions of peace, equality and on different aspects of resolution 1325, as well as promote knowledge and dissemination of the same.

3.1. Implementation at the national level

to. The Government of Spain will guarantee training in the field of equal treatment and opportunities between men and women the people expected to join the peacekeeping missions. This training will include resolution 1325, international humanitarian law and human rights (with special emphasis on the violence of gender, sexual violence, trafficking in human beings, forced pregnancies, etc.), and they will be properly monitored and evaluated.

b. The Government of Spain will ensure the formation of teaching military personnel on issues related to equal opportunities between men and women and incorporate gender mainstreaming educational and formative material of the military centers.

c. Will be reviewed the materials used in the strengthening of the capacities of the personnel of peacekeeping missions, for their adaptation to the provisions of resolution 1325. Likewise, and if necessary, specific tools for the training of such a resolution will be developed.

d. The Government of Spain will promote the coherence, cooperation, complementarity and coordination of efforts in relation to the effective

application of resolution 1325. To do this, it will work with the institutional areas involved with NGOs and other sectors of civil society, academia, centres of research, etc. which carry out their work in this sector.

- e. The Government of Spain undertakes to publicize the resolution 1325 and the approach of gender, organizing and participating in activities of dissemination, information, debate, compilation and analysis of best practices and lessons learned, and capacity building.
- f. The Government of Spain it will foster awareness and dissemination among the population of resolution 1325 and its areas of action.
- g. The Government of Spain will be an inter-ministerial group to carry out the monitoring of the implementation of resolution 1325, which will hold periodic meetings. The ministries responsible for the implementation of this Plan of action be included in their respective pages website detailed information on the activities that are carried out in relation to resolution 1325.

3.2. implementation in the framework of the Union European (European policy of security and Defence - ESDP)

- a. You shall ensure that personnel who go to participate in ESDP missions receive specific training on resolution 1325, and gender in particular, all those people sent to missions in countries in situations of conflict.
- b. The Government of Spain it will drive the discussions in the EU on the implementation and dissemination of resolution 1325, contributing to follow-up on the actions that, at European level, be carried out in relation to the aforementioned resolution.
- c. The Government of Spain will collaborate with other Member States to enhance the incorporation of resolution 1325 in all the debates that take place within the framework of the European Union on peace and security.

3.3. implementation in the framework of other international organizations

(Organization North Atlantic Treaty (NATO) and the Organization for security and cooperation in Europe-OSCE)

- a. Will ensure that the staff of these organizations can be included in the peacekeeping missions receive specialized training in the field of equal treatment and opportunities between men and women, including specific training on all forms of violence against women, as well as resolution 1325.

- b. The Government of Spain it will enhance the debate and reflection, within the framework of these organizations, in relation to resolution 1325.

3.4. Application in the context of the United Nations

- a. The Government of Spain will contribute to the research and development of training and dissemination activities in relation to resolution 1325, the equality of gender, as well as the obligation to guarantee to all women and girls, the full enjoyment of human rights in conflict and post-conflict zones. To do this, it will support the work carried out by the various UN agencies already working in this area (UNHCR, UNDP, UNIFEM, INSTRAW, UNFPA, OCHA, etc.).

- b. The Government of Spain it will enhance the debate and reflection on within the framework of UN resolution 1325.

4. Protect the human rights of women and girls in conflict and post-conflict zones (including camps of refugees and displaced persons) and to promote the empowerment and participation of women in the processes of negotiation and implementation of peace agreements.

4.1. Implementation at the national level

- a. The Government of Spain is committed to ensuring that the staff member of the peace missions observe and ensure that they respect the codes of conduct relating to resolution 1325. Mechanisms of monitoring and detection of possible human rights violations carried out against women and girls will be established for this purpose.
- b. The Government of Spain will promote access to health services sexual and reproductive and psycho-social care to women and girls victims of these violations.
- c. Peace missions in which Spain participates carry out activities (capacity-building, support in processes of negotiation, etc.) with the aim that in the access to posts of decision making in countries in conflict, any sex or gender may constitute a source of discrimination. It will ensure that are taken into account, at the time of the negotiations, the specific needs of women and girls, as well as respect for their rights and the fulfilment of equality of opportunities and treatment between men and women.
- d. Spanish personnel responsible for a peace mission will try to always contact with representatives of women's organizations and with women leaders in the territory in which the mission is acting, to incorporate their analysis and alternatives in the lines of action that will mark, as well as promote and encourage their presence in decision-making positions.

- e. Spanish staff in peacekeeping mission it will pay special attention to the demands and needs of women and girls, in the process of planning and distribution of logistic materials, especially to those who by reason of age, ethnicity, or disease may be particularly vulnerable. Also, these demands and needs shall be taken into account when organizing refugee and displaced persons camps, and establish or strengthen the complaint and care centres to women and girls who have suffered a violation of their rights, ensuring total accessibility.
- f. Spanish personnel on mission for peace, within the framework of its general obligation for the protection of the civilian population, especially shall ensure the safety of those women defenders of rights which, by their political or social activity may see their physical integrity threatened.
- g. The Government of Spain is committed to carry out targeted actions to cooperation with the countries in conflict and post-conflict in order to the empowerment of their judicial systems, and to guarantee the right to judicial protection of human rights of women and girls. In particular, such cooperation will be directed to assurance of investigating violations of rights and freedoms, to the adoption of comprehensive systems for the protection of women victims of domestic violence and gender, as well as to the implementation of the law in the prosecution of these behaviors, and the effective assurance of relevant reparations.
- h. The Government of Spain will carry out humanitarian demining activities and promote actions to prevent the placement of mines, considering aspects differentiated gender in the lives of people and affected populations.
- i. The Government of Spain will be actions for the prevention of the female mutilation and its consequences, and for the prevention and treatment of HIV-AIDS and other sexually transmitted diseases, gender and respect for sexual and reproductive rights of women.
- j. The Government of Spain will monitor the inclusion of the gender perspective and indications of resolution 1325 in all peacekeeping missions, and in all the processes of reconstruction. To do so, will encourage participation, the demands and the knowledge of the reality of the women and girls in different areas, analyzing specific how it affected by the conflict, and designing strategies to which they are party active, to ensure that their specific needs are taken into account.
- k. Peace missions in which Spain participates in developing countries will coordinate their actions with the genre of the Office units of The AECI cooperation techniques established in the country, within the framework of the gender strategy of Spanish cooperation, for the care of women and children, victims of sexual abuse and other rights violations, as well as for the denunciation thereof.

- l. Within the mechanisms of coordination or competent institutions in peacekeeping missions, the creation of specific groups for the care of women and children victims of abuse , sexual and other types of violation of their rights will be promoted. These groups will be made up of specialized personnel and coordinate with local associations in the actions that are being carried out in the area.
- m. The SECI will establish measures of dissemination and awareness-raising on gender equality in the process of peace building, among all stakeholders of the Spanish cooperation in peace and reconstruction missions, to ensure the implementation of the *Plan of action women and peace building on resolution 1325* policies development.
- n. The Government of Spain will facilitate the conditions to women (and their families) displaced in Spain because of an armed conflict, as well as the attention appropriate in cases of persecution on grounds of gender, and technical and legal assistance to those who make application for asylum.

4.2. implementation in the framework of the Union European (European policy of security and Defence - ESDP)

- a. The Government of Spain will promote, within the EU, the development and the development of European codes of conduct for the performance of the personnel involved in ESDP missions, ensuring their implementation and that duly pursued his non-compliance.
- b. The Government of Spain will promote the development of a special sensitivity by ESDP missions towards the interests and needs of women and girls in the areas of conflict in which intervene.
- c. The Government of Spain will promote the establishment of units of gender in peacekeeping missions of ESDP in which participates.

4.3. implementation in the framework of other international organizations

(Organization North Atlantic Treaty (NATO) and the Organization for security and cooperation in Europe-OSCE)

- a. The Government of Spain will ensure also to incorporate the points above in all actions of the missions in which participate under NATO or the OSCE mandate.

4.4. application in the context of the United Nations

- a. The Government of Spain will contribute to the prevention of any kind of possible abuses of women and girls, within the framework of the peacekeeping missions under the mandate of the Organization of the United Nations in which it participates, essentially through the strengthening of the capacities of personnel that is going to participate in such missions.
- b. Also will support and enhance the work of Gender units of the Department of operations of maintenance of the peace of the United Nations, contributing to the creation of new units for each mission, as well as the review and development of training tools and materials.
- c. The Government of Spain will boost the creation of observation in the various missions on the implementation of resolution 1325 and potential abuses that could be committed by personnel at the service of the United Nations, reinforcing the policy of zero tolerance with regard to possible attitudes of sexual exploitation and abuse women and girls. Spain will support that these observation posts have qualified staff to carry out such work.

5. Incorporating the principle of equality of treatment and opportunities between men and women in the planning and implementation of activities for the disarmament, demobilization and reintegration (DDR), as well as the specialized training in respect of all staff involved in these processes.

- 5.1. The Government of Spain will promote personnel skilled in gender for the planning and execution of operations of disarmament, demobilization and reintegration in which participates.
- 5.2. Displaced Spanish staff will encourage the participation of groups of local women and women leaders, to jointly cooperate in the planning and execution of operations of disarmament, demobilization and reintegration (DDR), especially taking into account the actions carried out for women and girls members of armed groups.

6. Encourage the participation of Spanish civil society in relation to resolution 1325.

- 6.1. The Government of Spain it will support the actions of non-governmental organizations and specialized institutions working on the implementation of the

Resolution 1325, especially of those that are present in the areas of conflict.
- 6.2. The Government of Spain will establish coordination actions interagency and with organizations of civil society which are carrying out activities for the construction of peace, with the aim of optimizing resources, informing and performing actions in conjunction with the experienced actors to

assist populations affected, especially to women and girls.

6.3. Will support the dissemination of actions carried out by the civil society organizations in response to situations of conflict or post-conflict and that considering the resolution 1325.

6.4. The Government of Spain will make participants to the various associations concerned the advances that are carried out in relation to resolution 1325 and the fulfillment of the National Plan of action for its implementation. In this sense, will have his opinion and assessment on the monitoring and evaluation of the Plan.

III. Monitoring and evaluation.

To ensure the correct implementation of this Plan, solve any problems that are occurring and assess the achievement of its objectives, will carry out a continuous monitoring of the same by an inter-ministerial group made up of representatives of the ministries of Foreign Affairs and cooperation (with the Spanish Agency of international cooperation for development as the main executing body in the field of development cooperation) Defence, labour and Social Affairs (including the women's Institute), Interior, justice, education and science and health and consumption, and chaired by the unit for the promotion of the equality policy of the MAEC. The functions of this group will include:

1. To follow up on the actions of the "Action Plan of the Government of Spain for the implementation of resolution 1325".
2. Ensure the coordination and coherence of objectives and activities in the different fields of action (national and international).
3. Disseminate the activities carried out by Spain in the field of peace-building in connection with the content of resolution 1325.
4. Mechanisms of coordination with civil society to exchange information on actions taken in relation to the
Resolution 1325.
5. Submit an annual report with the results of such monitoring.