

# Women, Peace and Security

National Action Plan to implement  
UN Security Council Resolution 1325 (2000)



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Federal Department of Foreign Affairs FDFA



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# I. Background

## **What is UN Security Council Resolution 1325?**

The UN Security Council Resolution 1325 (UNSCR 1325) on Women, Peace and Security was unanimously adopted on 31 October, 2000. It is the first UN Security Council Resolution to expressly mention the particular effect which armed conflicts have on women and girls, and it underlines the importance of wom-

en's participation in peace processes. In addition to UN member states, the UN Security Council and the UN Secretary-General, all parties involved in armed conflict and all stakeholders in peacebuilding efforts are called on to implement the resolution. The key requirements of UNSCR 1325 are:

1. Greater participation of women in peacebuilding;
2. Prevention of gender-based violence, and protection of the needs and rights of women and girls during and after violent conflicts;
3. A gender-sensitive approach to all peacebuilding programmes and projects.

In the last two years, follow-up UNSC Resolutions 1820 (2008), 1888 (2009) and 1889 (2009) have been passed, which substantiate and build on the key requirements of UNSCR 1325.<sup>1</sup> UNSCR 1820 deals specifically with the prevention of gender-based violence, fighting impunity for such acts and the protection of the rights of women and girls. It is the first UN Security Council Resolution to state that gender-based violence against women and girls is to be taken into consideration in UN Security Council decisions to establish or renew state-specific sanctions regimes. The operationalisation of the commitments set out in UNSCR 1325 and 1820 is the focus of UNSC Resolutions 1888 and 1889. For example, UNSCR 1888 has led to the appointment of the first Special Representative of the UN Secretary-General (SRSG) on Sexual Violence in Conflict. It also provides for the creation of “rapid response teams” that can be dispatched at short notice to conflict zones where systematic sexual violence is alleged to be taking place. UNSCR 1889, for its part, has led to the development of global indicators to track the implementation of UNSCR 1325.

Collectively these four UN Security Council Resolutions on Women, Peace and Security are regarded as key reference documents for Switzerland’s peacebuilding efforts.<sup>2</sup>

### **Why draft a National Action Plan on UNSCR 1325?**

The requirements of UNSCR 1325 are of a cross-cutting nature and their implementation at country level

requires the involvement of all agencies in Switzerland responsible for security and peace policy. The drafting of a National Action Plan should facilitate:

- the adaptation and clear communication of the goals of the UNSCRs on Women, Peace and Security within the national context;
- the allocation of responsibilities within the federal administration with a view to the complementary and transparent implementation of the resolution;
- the coordination of all relevant agencies and the fostering of effective cooperation;
- the systematic monitoring of implementing measures.

### **What is the institutional framework for National Action Plan 1325?**

To ensure the effective and coordinated implementation of the UNSC Resolutions on Women, Peace and Security, the Coordination Committee for Peace Policy<sup>3</sup> created an interdepartmental working group (WG 1325) in 2006. Led by the FDFA/PD IV and comprising representatives of the FDFA and DDPS, this working group drafted the first National Action Plan on the Implementation of UN Security Resolution 1325 (NAP 1325). On 31 January, 2007, the Swiss Federal Council received official notification, and the first NAP 1325 for the years 2007–2009 subsequently came into force.

<sup>1</sup> The texts of UNSCR 1325, 1820, 1888 and 1889 can be found at: <http://www.un.org/Docs/scres/2000/sc2000.htm>; [http://www.un.org/Docs/sc/unsr\\_resolutions08.htm](http://www.un.org/Docs/sc/unsr_resolutions08.htm); [http://www.un.org/Docs/sc/unsr\\_resolutions09.htm](http://www.un.org/Docs/sc/unsr_resolutions09.htm). Alternatively, for an overview (in English) of all UNSCRs, go to: [http://www.peacewomen.org/themes\\_theme.php?id=1](http://www.peacewomen.org/themes_theme.php?id=1); German, French, and Italian versions of the resolutions can be found at: [http://www.peacewomen.org/translation\\_initiative/](http://www.peacewomen.org/translation_initiative/).

<sup>2</sup> In this context the peacebuilding concept includes security and human rights policy.

<sup>3</sup> The Coordination Committee for Peace Policy comprises representatives from various sections of the Federal Department of Defence, Civil Protection and Sport (DDPS), the Federal Department of Finance (FDF), the Federal Department of Foreign Affairs (FDFA), the Federal Office of Police, the Federal Office for Migration within the Federal Department of Justice and Police (FDJP), and the State Secretariat for Economic Affairs (SECO) within the Federal Department of Economic Affairs (FDEA). The Committee acts in an advisory capacity and serves to improve coordination and coherence among the different federal administration agencies involved in peacebuilding.

In the interests of realistic and action-led planning, the catalogue of measures proposed in NAP 1325 is valid for a maximum of three years. The first implementation phase of UNSCR 1325 in Switzerland, therefore, came to an end in 2009. Based on the findings detailed in the progress reports and in light of the follow-up UNSC Resolutions 1820, 1888, 1889, WG 1325 revised the first NAP and submitted it to the Federal Council in October 2010.<sup>4</sup>

An annual progress report assesses the impact of the implementing measures and allows for evidence-based adaptation of NAP 1325. WG 1325 drafts the annual progress report on the basis of individual reports from all the relevant agencies and subsequently submits it to the Coordination Committee for Peace Policy for approval (Chapter IV).

The NAP 1325 is a living document. As such, it is designed for needs-based adaptation and evolution. For this purpose a participatory mechanism has been developed in which the Coordination Committee for Peace Policy plays a strategic supervisory and monitoring role (Chapter V).

The resources required to implement NAP 1325 are allocated by the entities responsible for implementing the measures (Chapter VI).

### **How does the Swiss NAP 1325 fit into the international context?**

Switzerland is one of a growing number of countries to have drafted a National Action Plan for the purpose of following-up on its commitments relating to UNSCR 1325. Through exchanges with other member states and active participation in multilateral debates, Swiss best practices may flow back to the international political process. Switzerland is committed to the further development of the regulatory framework and to its improved implementation, for instance through the measuring of results.

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<sup>4</sup> In 2010, WG 1325 was expanded to include representatives of the Federal Department of Justice and Police FDJP (Office of the Attorney General and the Federal Office of Police). The Federal Office for Gender Equality (FODG/FDHA) was also consulted on ad hoc basis. Interested civil society stakeholders (NGO Platform 1325) were consulted on the draft NAP 1325 via [swisspeace/KOFF](#) (coordination).

## II. Overview of the findings and recommendations from the first implementation phase (2007–2009)

Between 2007 and 2009, two progress reports on NAP 1325 were compiled, detailing advances achieved to date in those areas stipulated in National Action Plan 1325. Both documents contain a series of recommendations that were incorporated in the revised version of the National Action Plan for 2010–2012.

In its response of 19 August 2009 to National Councillor Allemann's question<sup>5</sup>, the Federal Council issued the following statement on the three goals of the NAP 1325:

1. "The Federal Council considers that the interim results [on the greater involvement of women in peacebuilding] are not entirely convincing. Further efforts are needed in both civilian and military peacebuilding to ensure a sustainable rise in female participation."<sup>6</sup>
2. "The prevention and combating of gender-based violence and the strengthening of women's rights are now a key component of a multiplicity of bilateral peacebuilding activities. In the frame of implementation of NAP 1325, there was increased support for multilateral efforts; in particular the UN Programme against Sexual Violence in Conflict Situations, is to be showcased."

3. "Gender-mainstreaming instruments like the inclusion of gender aspects in pre-deployment training for military peacekeeping personnel are used on a routine basis. Worthy of special mention is the application of a gender-marker to measure gender sensitivity of investments to civilian peacebuilding efforts. Specialised staff units of the FDFA provide targeted support for the further development and application of gender-mainstreaming measures in conflict-relevant areas of policy."

The 2009 progress report concluded that practices have continued to be pursued. The report contains the following recommendations for the next implementation phase:

- greater efforts to select and support qualified Swiss female candidates for posts in international organisations and agencies;
- identification of targeted measures to increase the share of women in military peacebuilding efforts;<sup>7</sup>
- focus on the enforcement of codes of conduct in relation to sexual exploitation and abuse in military and civilian peacebuilding operations;
- systematic inclusion of the content and values of UNSCR 1325 in non-gender-specific multilateral bodies and instruments (mainstreaming);
- continuation of mainstreaming practices in all peacebuilding programmes and projects, ideally assisted by internal Gender Focal Points.

<sup>5</sup> In her question of 10 June, 2009 (09.3554), National Councillor Evi Allemann requested an update on the implementation of NAP 1325 ([http://www.parlament.ch/D/Suche/Seiten/geschaefte.aspx?gesch\\_id=20093554](http://www.parlament.ch/D/Suche/Seiten/geschaefte.aspx?gesch_id=20093554)).

<sup>6</sup> Noticeable progress has been made, particularly as regards civilian peacebuilding. In 2007, the share of female experts sent on peacebuilding missions was 38%; by the following year, this had risen to 43%. In addition, project work increasingly focused on strengthening the visibility of women's networks in peacebuilding efforts.

<sup>7</sup> In Switzerland, the goal of increased female deployment in military peacebuilding efforts is subject to voluntary participation as is the case for male personnel. Also, women account for only a fraction of Swiss Armed Forces personnel, thus severely limiting the possibilities of increasing female participation in military peacebuilding missions. The SWISSINT training centre is committed to encouraging and assisting women who are interested in taking part in foreign missions. This is reflected, for example, in the fact that unlike male members of the army, female personnel receive basic military training (e.g. weapons training, proper forms of address for military personnel, wearing of the uniform and use of personal equipment) as part of their pre-deployment (fit-for-mission) training.

### III. Measures 2010–2012

The aim of the NAP 1325 is to ensure that gender aspects are taken into consideration in all areas of peace policy and all concrete peace building efforts. Such a stance is based on the recognition that sustainable peace and security are only feasible if there is equal participation of women and men in political processes, and if context analyses, policy development and the implementation of peacebuilding measures afford equal consideration to the specific needs of women and men during conflict and post-

conflict situations, as well as to the particular effect that these situations have on each sex.

To achieve this, the Swiss NAP 1325 concentrates on the following goals and measures related to the three key requirements of the Resolutions on Women, Peace and Security:



# GOAL 1



## Greater participation of women in peacebuilding

“The Federal Council is of the opinion that the potential of women should be put to the greatest possible use as they can have a positive influence

on the progress of peace processes at the social and political levels as well as during all stages of a conflict.”<sup>8</sup>

### SUBORDINATE GOAL 1

**Through its multilateral policy, Switzerland supports greater female participation in peacebuilding efforts.**

Measures	Responsibility	Indicators
<p><b>1</b> Commitment to a more balanced gender representation in international and regional organisations, particularly a larger share of women in high-ranking positions.</p> <ul style="list-style-type: none"> <li>• Promotion of qualified female candidates in election procedures.</li> <li>• Promotion of qualified male candidates in elections to posts normally occupied by women.<sup>9</sup></li> <li>• Corresponding interventions and official statements issued by the Swiss government.</li> </ul>	<p>DP, DPIL, SDC, EO FDFA</p> <p>Coordination: PD I, PD III, representations abroad</p>	<ul style="list-style-type: none"> <li>• Support given to qualified candidates (from other states).</li> <li>• Interventions regarding UNSCR 1325 are issued with at least the frequency foreseen by the annual programme.</li> </ul>
<p><b>2</b> Commitment to the creation of supportive conditions for a better gender balance in peace missions, in UN operations, and in the OSCE at both the institutional and field level.</p>	<p>PD IV, SDC</p> <p>Coordination: PD I, PD III, representations abroad</p>	<p>Active participation in meetings of the relevant bodies, in particular:</p> <ul style="list-style-type: none"> <li>• Special Committee on Peacekeeping Operations (SCPKO)</li> <li>• TCC Meetings</li> <li>• GA 5th Committee (Budget)</li> </ul>

<sup>8</sup> From the Federal Council’s reply to Haering’s “Postcard action” request of 16 March, 2005 (05.1020), ([http://www.parlament.ch/D/Suche/Seiten/geschaefte.aspx?gesch\\_id=20051020](http://www.parlament.ch/D/Suche/Seiten/geschaefte.aspx?gesch_id=20051020)).

<sup>9</sup> For example: gender advisor posts, posts in organisations with a specific gender mainstreaming mandate, reinforcement of women’s rights and child protection.

Measures	Responsibility	Indicators
<p><b>3</b> Active commitment to the development of multilateral instruments (resolutions, declarations, programmes) to increase female participation in peace processes.</p>	<p>DP, DPIL, SDC, EO FDFA</p> <p>Coordination: PD I, PD III, representations abroad</p>	<p>Interventions regarding UNSCR 1325 are issued with at least the frequency foreseen by the annual programme.</p>
<p><b>4</b> Drafting of an annual programme of interventions within the relevant international and regional bodies (UN, OSCE, EAPC/PfP) on the issue of greater female participation.</p>	<p>PD IV</p> <p>Partner: PD I, PD III, PoIS, DPIL, SDC<sup>10</sup>, EO FDFA, DDPS</p>	<p>Draft of the annual programme by the end of February, covering:</p> <p><b>Interventions within the UN:</b></p> <ul style="list-style-type: none"> <li>• High-level events</li> <li>• Security Council (open debates)</li> <li>• General Assembly (thematic debates)</li> <li>• Peacebuilding Commission, Organizational Committee</li> <li>• Human Rights Council</li> <li>• ECOSOC (Commission on the Status of Women)</li> </ul> <p><b>Interventions within the OSCE:</b></p> <ul style="list-style-type: none"> <li>• At ministerial meetings/gatherings of heads of state</li> <li>• In the Permanent Council regarding the Secretary-General's gender evaluation report</li> <li>• During pertinent Human Dimension meetings (HDS, HDIM)</li> <li>• At side events</li> </ul> <p><b>Interventions within the EAPC/PfP:</b></p> <ul style="list-style-type: none"> <li>• Ambassadors' meeting in EAPC format</li> <li>• Political and Partnership Committee</li> <li>• Policy Coordination Group (KFOR)</li> <li>• Military Committee</li> <li>• Military Committee Working Group (Cooperation)</li> <li>• Side events</li> </ul>

## SUBORDINATE GOAL 2

Through its human resources policy, Switzerland promotes in a targeted fashion the equal participation of men and women in military and civilian peacebuilding efforts.

Measures	Responsibility	Indicators
<p><b>1</b> Identification and promotion of Swiss female candidates for posts in international and regional organisations and of Swiss male candidates for posts normally occupied by women.</p>	<p>PD I, PD III</p> <p>Partners: DP, DPIL, SDC, EO FDFA, DDPS</p>	<ul style="list-style-type: none"> <li>• Total number of supported candidates.</li> <li>• Number of supported female candidates.</li> <li>• Percentage share of female candidates.</li> <li>• Number of male candidates for typically female posts.</li> </ul>

<sup>10</sup> The following organisational units of the SDC are involved in NAP 1325: GC (Global Cooperation), RC (Regional Cooperation), HA (Humanitarian Aid) and OZA (cooperation with Eastern Europe).

<p><b>2</b> Promotion of the equal representation of women in management posts in the civil and diplomatic services with a view to greater female participation in peacebuilding.</p>	<p>EO FDFA, EBG</p>	<p>Progress report as per the CEDAW Action Plan 2010–2012 and the FDFA Equality Opportunities Programme 2008–2011.</p>
<p><b>3</b> Gradual increase in the share of women in the Swiss Expert Pool for Civilian Peacebuilding to 40%, especially at management level and with a similar share across all deployment categories.</p>	<p>PD IV</p>	<ul style="list-style-type: none"> <li>• Percentage share of women in the Swiss Expert Pool.</li> <li>• Percentage share of women deployed on missions.</li> <li>• Percentage share of women per area of secondment.</li> <li>• Gender statistics by rank and mission.</li> </ul>
<p><b>4</b> Identification and introduction of measures on the gradual increase in the share of women in SWIS-SINT and the armed forces according to the Security Policy Report, especially at management level.</p>	<p>DDPS</p>	<ul style="list-style-type: none"> <li>• Measures identified.</li> <li>• Greater share of women in the Swiss army as well as in other DDPS units involved in peace operations.</li> </ul>

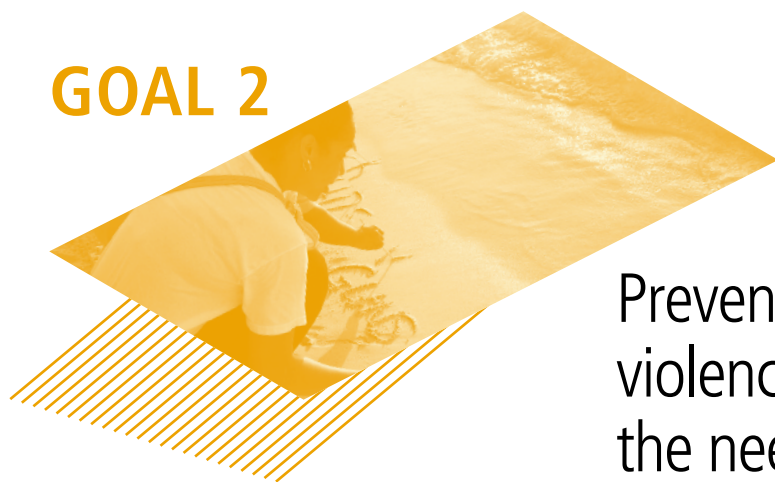
### SUBORDINATE GOAL 3

**Switzerland's peace policy programmes pay systematic consideration to and foster greater female participation in political processes and peacebuilding efforts.**

Measures	Responsibility	Indicators
<p><b>1</b> Support of targeted programmes and projects on greater involvement/participation of women in political processes and their representation in political institutions, especially as regards Track 1<sup>11</sup> and with a focus on:</p> <ul style="list-style-type: none"> <li>• peace negotiations and conflict resolution</li> <li>• mediation</li> <li>• elections</li> <li>• support of selected civil society networks (incl. women's organisations)</li> </ul>	<p>PD IV, SDC</p>	<ul style="list-style-type: none"> <li>• Number of supported programmes and projects to promote the participation of women is increased.</li> <li>• Collection of gender-disaggregated budget and expenditure data on the relevant programmes and projects.</li> </ul>

<sup>11</sup> Peacebuilding measures as part of state diplomacy/government interventions.

# GOAL 2



## Prevention of gender-based violence and protection of the needs and rights of women and girls during and after violent conflicts

“In view of the widespread sexual violence against women and girls during armed conflicts, the Swiss Federal Council seeks in the revised National

Action Plan 1325 to realign its focus in favour of efforts to tackle the problem of violence against women.”<sup>12</sup>

### SUBORDINATE GOAL 1

**Switzerland uses multilateral policy instruments to strengthen its efforts in relation to the prevention of gender-based violence and the protection of the needs and rights of women and girls during and after violent conflicts.**

#### Measures

1 Systematic reference to international documents on the protection of women’s rights in conflict and post-conflict situations in multilateral agencies, especially:

- UNSCR 1325, 1820, 1888 and 1889
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Geneva Conventions
- Rome Statute
- OSCE: MC.DEC/14/05: Women in conflict prevention, crisis management and post-conflict stabilisation
- UN Convention on the Rights of the Child (CRC)
- Other global and regional instruments to enforce international law

2 Commitment within the relevant organisations, including the UN Special Committee on Peace-keeping Operations and the OSCE Permanent Committee, to strengthen policy and measures aimed at combating sexual exploitation and abuse (SEA) by members of peace missions.

#### Responsibility

DP, DPIL, SDC, FDJP, EO FDFA

Coordination: PD I, PD III representations abroad

PD IV, SDC, DDPS

Coordination: PD I, PD III, representations abroad

#### Indicators

- Interventions regarding UNSCR 1325 are issued with at least the frequency foreseen by the annual programme (see Goal 1, Subordinate Goal 1, Measure 4).
- Implementing measures are included in the reporting cycles (as well as periodic CEDAW country reports).

Active participation in meetings of the relevant agencies and interventions.

<sup>12</sup> Taken from the Federal Council response to the Allemann request of 10 June, 2009 (09.3554).

**3** Support for the creation and launch of new mechanisms as provided for in UNSCR 1888:

- Rapid response teams
- Women protection advisors

PD III, PD IV, DDPS

Partners:  
representations abroad

- Active lobbying in the relevant UN bodies.
- Earmarking of funds for these mechanisms.

## SUBORDINATE GOAL 2

**Switzerland uses the instruments of its human resources policy to prevent and prosecute gender-based violence (GBV) and cases of sexual exploitation and abuse (SEA) in peacekeeping missions.**

### Measures

**1** Review of opportunities for the deployment of experts within the frame of the mechanisms stipulated in UNSCR 1888.

### Responsibility

PD III, PD IV, DDPS

### Indicators

- Exploratory review of deployment opportunities.
- Support given to qualified candidates.

**2** Support for applications and deployment of qualified personnel to key institutions to combat GBV and SEA, such as

- Office of Internal Oversight (OIOS)
- Instruments of transitional justice

PD IV

- Gender-sensitive job advertisements.
- Support given to suitably qualified candidates.

**3** Explicit incorporation of the “Principle of Command Responsibility” on SEA in all military chains of command during overseas missions.

DDPS

- Inclusion of the pertinent guidelines and legal references in military orders and contractual documents.

**4** Routine training of all members of the civilian and military peace missions on SEA and Code of Conduct.

PD IV, DDPS

- Percentage of seconded personnel who have undergone training.
- Collection of qualitative feedback on training using course evaluation questionnaires.

**5** Consistent disciplinary and/or criminal persecution of SEA and GBV committed by members of the military and civilian peace missions and humanitarian aid.

PD IV, SDC, DDPS,  
Office of the Armed  
Forces Attorney General,  
competent cantonal  
judicial authorities

- All cases of GBV are punished by disciplinary measures or criminal proceedings.
- All relevant institutions introduce and are familiar with reporting and lodging of complaints as regards cases of sexual exploitation and abuse.
- Number of reported/prosecuted cases.
- Number of disciplinary and criminal proceedings initiated.

### SUBORDINATE GOAL 3

Through its policy and in accordance with its jurisdiction, Switzerland is committed to the prevention and elimination of gender-based violence, as well as to fighting impunity.

Measures	Responsibility	Indicators
<p>1 Support of peace and development policy programmes and projects to combat GBV in the following areas:</p> <ul style="list-style-type: none"><li>• Transitional justice/elimination of impunity</li><li>• Prevention of GBV and reduction of violence against women perpetrated during armed conflicts</li><li>• Protection of victims of GBV perpetrated during armed conflicts</li></ul>	PD IV, SDC	<ul style="list-style-type: none"><li>• Number of supported programmes and projects to eradicate GBV.</li><li>• Collection of gender-disaggregated budget and expenditure data on the relevant programmes and projects.</li></ul>
<p>2 Prosecution of GBV as a war crime, crime against humanity or genocide, where the conditions for Swiss intervention are met.</p>	Office of the Armed Forces Attorney General, fedpol, BA (from 1.1.2011) <sup>13</sup>	<ul style="list-style-type: none"><li>• Number of proceedings initiated.</li><li>• Number of prosecutions for GBV.</li><li>• Number of individuals convicted for GBV or acquitted.</li></ul>

<sup>13</sup> The revised Swiss Penal Code on the Implementation of the Rome Statute of the International Criminal Court (1998) entrusts the Office of the Attorney General, as of January 2011, with the power to prosecute war crimes, crimes against

humanity and genocide. The Office of the Armed Forces Attorney General retains its powers if military personnel are involved as victims or perpetrators or if Switzerland itself is at war.

# GOAL 3



## A gender-sensitive approach to all peacebuilding projects and programmes

“The Federal Council is of the opinion that gender perspectives must increasingly be taken into consideration not only in the context of peace and security policy, but also in other areas. The basic policy is thus one of gender mainstreaming, which

focuses – at all stages of a programme from analysis to the implementation of concrete measures – on the different ways in which men and women are affected by conflicts and human rights violations.”<sup>14</sup>

### SUBORDINATE GOAL 1

**Through its multilateral and bilateral policy, Switzerland is committed to systematic gender mainstreaming.**

Measures	Responsibility	Indicators
<p><b>1</b> Inclusion of gender aspects and gender-relevant references in interventions as part of international and regional bodies, in particular the UN, the OSCE and EAPC/PfP.</p>	<p>DP, SDC, DPIL, EO FDFA, DDPS</p> <p>Coordination: PD I, PD III, representations abroad</p>	<p>Interventions are issued on gender-related issues.</p>
<p><b>2</b> Inclusion of gender-relevant elements in the reference documents of the UN (resolutions, declarations, programmes), as well as other international and regional organisations in relation to peacebuilding, as well as in peace process documents (e.g. ceasefire agreements, peace agreements, constitutions).</p>	<p>DP (special envoys), DPIL, SDC, EO FDFA</p>	<ul style="list-style-type: none"> <li>Reference documents of the UN and other international organisations address gender-relevant factors.</li> <li>Number of peace process documents created with Swiss support that deal substantially with gender.</li> </ul>
<p><b>3</b> Inclusion of gender-relevant content in the dossiers for bilateral summits.</p>	<p>PD I, PD II</p>	<p>Percentage of dossiers for bilateral summits that deal to varying degrees with the issue of gender.</p>
<p><b>4</b> Close cooperation with likeminded countries as well as the reinforcement and greater use of networks, e.g. “Group of Friends of Resolution 1325”.</p>	<p>DP, DPIL, SDC, EO FDFA</p> <p>Partner: representations abroad</p>	<ul style="list-style-type: none"> <li>Time and financial resources invested in these networking activities.</li> <li>Support given to networking activities.</li> </ul>

<sup>14</sup> From the Federal Council’s reply to the Haering question “Postcard action” of 16 March, 2005 (05.1020).

5 Targeted dispatch of gender experts to UN organisations, UN peace missions and programmes, and in the OSCE at both the institutional and field levels.	PD I, PD III, PD IV	Number of gender experts dispatched.
6 Support for studies on the implementation of the UNSCR 1325 as part of the peacebuilding activities of the UN, NATO and the EU insofar as available resources permit.	PD IV, PoS	<ul style="list-style-type: none"> <li>• Earmarked financial and human resources.</li> <li>• Studies have been carried out and circulated among interested agencies.</li> </ul>

## SUBORDINATE GOAL 2

### All Swiss civilian and military peacebuilding personnel are familiar with the content of UNSCR 1325, 1820, 1888, and 1889.

Measures	Responsibility	Indicators
1 Routine training of all members of the Swiss Expert Pool for Civilian Peacebuilding.	PD IV	<ul style="list-style-type: none"> <li>• Percentage of seconded personnel who have undergone training.</li> <li>• Collection of qualitative feedback on training using course evaluation questionnaires.</li> </ul>
2 Routine training of all members of military peacebuilding missions.	DDPS	<ul style="list-style-type: none"> <li>• Percentage of seconded personnel who have undergone training.</li> <li>• Collection of qualitative feedback on training using course evaluation questionnaires.</li> </ul>
3 Pre-deployment briefings based on context-specific gender profiles as well as gender-specific reporting at the end of the mission for all civilian peacebuilding personnel.	PD IV	Integration of gender-specific issues in pre- and post-deployment briefings, as well as in the related forms, guidelines, etc.
4 Assessment of opportunities for the systematic inclusion of gender aspects in army training courses (especially command courses).	DDPS	Identification of opportunities and adoption of measures.
5 Integration of gender-specific issues in the reporting of serving members of military peacebuilding.	DDPS	References to gender-specific issues in the reporting and details on compliance with and the relevance of UNSCR 1325 requirements during military peace missions.



### SUBORDINATE GOAL 3

## Bilateral peace policy programmes and projects of Switzerland are gender-sensitive.

Measures	Responsibility	Indicators
1 Systematic gender mainstreaming in all areas of programme and project management, and monitoring of the implementation through internal Gender Focal Points.	PD IV, SDC, DDPS	<ul style="list-style-type: none"> <li>Appointment of internal Gender Focal Points, incl. Gender Focal Points in military peace operations. These posts are also provided with a relevant job description, and the appointee possesses the requisite expertise.</li> <li>Gender mainstreaming is reflected in the selection of priority areas of engagement.</li> </ul>
2 Systematic application of the principles of gender-responsive budgeting in all programmes and projects.	PD IV, SDC	Provision and correct use of controlling instruments and mechanisms.
3 Strengthening of cooperation in the area of gender/gender mainstreaming with strategic partners, particularly the Geneva Centres.	PD IV, PoIS, SDC, DDPS	<ul style="list-style-type: none"> <li>Intensified gender-related cooperation and networking.</li> <li>Programmes of strategic partners include the gender perspective.</li> </ul>
4 Integration of the gender perspective in relevant civilian and military peacebuilding strategy papers.	PD IV, SDC, PoIS, DDPS	Gender perspective has a prominent place in all relevant strategic documents of civilian and military peacebuilding.
5 Dissemination of NAP 1325 both inside and outside the federal administration.	DP, DPIL, SDC, EO FDFA, DDPS	<ul style="list-style-type: none"> <li>Internal awareness activities led by members of WG 1325 and/or by the Gender Focal Points.</li> <li>Launch event for the revised NAP 1325 (2010–2012).</li> <li>Publication of the NAP on the websites of at least the FDFA (PD IV) and the DDPS.</li> <li>Appearance of articles in pertinent publications.</li> <li>Wide circulation of NAP 1325, including the Swiss representations abroad.</li> </ul>

## IV. Follow-up of implementation measures

- WG 1325 meets at least once a year to ensure the constant follow-up of implementation measures. The meetings are attended by at least one representative from each office involved in the implementation.
- During this meeting, participants analyse the current implementation status using the NAP log-frame, identify what further steps are necessary for implementation and whether or not the list of implementation measures needs updating.
- Each meeting will draw up a protocol, as an appendix to NAP 1325.
- Following each meeting, the Coordination Committee for Peace Policy is informed at its own follow-up meeting, verbally and via the protocol, about the results of the annual meeting and the current status of implementation efforts.
- At the Gender and Peacebuilding Roundtables organized by the Centre for Peacebuilding (KOFF) of the swisspeace foundation, representatives of non-governmental organizations involved in peacebuilding efforts (e.g. the NGO "Platform 1325") will be informed about the annual meeting and the current status of implementation work.

## V. Further development of NAP 1325

The NAP 1325 is an adaptable document that can be revised in order to pay due consideration to changed context. The following participatory procedure is in place:

- Individuals and organisations active in peacebuilding have the possibility to submit a request to review any proposed additional measures.
- Requests to review additional measures must be submitted to PD IV of the FDFA, in writing and giving a reason for the request.
- PD IV submits the requests to WG 1325.
- WG 1325 will decide whether or not to recommend acceptance of the request to the Coordination Committee for Peace Policy.
- It is up to the Coordination Committee for Peace Policy to decide whether or not to incorporate a new measure into the NAP 1325, through a process based on consensus. If the proposed measure concerns a department or an office of the federal administration that is not represented in the Coordination Committee for Peace Policy, then the department or office in question must also be consulted.
- WG 1325 must explain to the individuals or organisation at the origin of the request, on behalf of the Coordination Committee for Peace Policy, the reason for its rejection or its acceptance.
- A measure that has been accepted will be added to the NAP 1325.
- This procedure also applies in the case of any request from a government office.

## VI. Resources

In deciding on the commitment of either human or financial resources, the offices concerned must bear in mind that the implementation of UNSCR 1325 is a priority. All offices involved in the implementation must take into account that the implementation of UNSCR 1325 and the list of related concrete measures enjoy priority status insofar as existing possibilities permit.

## VII. Gender sensitivity in practice – examples from FDFA programmes

### Dealing with the Past

Since human rights violations and conflicts affect men and women in different ways, it is vital that a gender-sensitive approach be taken to efforts in the area of dealing with the past and combating impunity. Dealing with the past is a key component of many Swiss programmes, and is treated as such in a gender-sensitive way.

For several years now, the Balkans programme run by the PD IV has lent its support to the Centre for Non-violent Action (CNA), especially to its work with war veterans. Between 2002 and 2004, the CNA organised public discussion platforms where veterans from all sides of the conflict had the opportunity to recount their experiences and voice their opinions. These were held in Bosnia and Herzegovina, Serbia, and Montenegro, and the CNA helped coach 16 veterans (from Serbia, Bosnia, and Croatia) for these public debates.

Men are generally considered to be the authors of violence. However, men too can be subjected to sexual and other forms of gender-based violence. Compared to other victims of violence, they are almost invisible, preferring to suffer in silence rather than appear weak in a society where masculinity is synonymous with power, physical force and heroism. The redefinition of masculinity against the backdrop of the wholesale use of violence is crucial if we are to block the emergence and reinforcement of the male archetype as a hero due to his use of force and if we are to end the perpetuation of patterns of violence in post-conflict society and in the family. The PD IV Veterans' Programme challenged these stereotypes, dealt with repression mechanisms, and discussed an alternative masculine identity which is not defined exclusively through the prism of armed conflict. Some veterans have formed "veterans for peace" groups, which liaise with veterans in other countries.

In Columbia, the "Historical Memory" Working Group of the National Commission of Reparation and Reconciliation has published a series of reports on specific events that occurred during the conflict in which various armed groups and sections of the population were embroiled. The report entitled "War and Gender", which is currently being prepared, analyses the impact of the conflict on men and women in different domains of their respective lives.

Its recommendations include the adoption of a variety of ways to uncover the truth, the development of different forms of reparation, as well as the launch of institutional reforms to counter the repercussions of gender-based violence. A further analysis by the working group will deal with the gender-specific effects of the conflict on the internally displaced (IDPs). The findings from these reports will inform future policy recommendations.

A few tangible examples illustrate these points. Given that widows are frequently left to care for their children, reparation programmes should provide for special support services for such women. Here, property rights play a central role. Since property titles tend to be in the man's name, the female head of the household often lacks an important source of income to look after her family. The fact that spouses, both male and female, are not given widow/widower status when their husband or wife disappears means that they are not entitled to any pension, which in turn often leads to existential problems, particularly for women who must raise their family singlehandedly when the breadwinner vanishes. Swiss programmes (PD IV) assist local stakeholders in their search for appropriate solutions.

Finally, memorials and monuments to honour victims and resistance fighters are a symbol of the relationship between society and violence, and frequently glorify this status. Here too, greater awareness is needed so that, when remembering war, society focuses on the people, not the combatants. The workshops organized by Switzerland for representatives from national governments and civil society organisations who are actively involved in this process have demonstrated the importance of sharing ideas and experiences.

## Swiss commitment to peace efforts in Nepal

Active participation of women in the peace process and their equitable representation at the negotiating table and during the transition process are vital for sustainable peace, for the establishment of a stable democracy, and for the creation of social equality in Nepal. Based on this premise, women are at the heart of Switzerland's longstanding commitment to the Nepalese peace process. The inclusion of women is all the more important because many of the Maoist leaders were women. Also, women served in the Nepalese army and were peace activists during the conflict and have very clear expectations of post-conflict Nepal.<sup>15</sup>

In the aftermath of the second people's movement of 2006 to restore democracy, a national women's movement emerged which spoke out against human rights violations, condemned the continued impunity for violence, and raised awareness on human security concerns at civil society level. Deep-rooted social discrimination and political marginalisation deprived women of equal access to the negotiating table, yet some individuals managed to bring their influence to bear in the talks-about-talks process, consultation meetings and capacity-building activities aimed at restoring peace in their country. The women's movement successfully lobbied for a system of proportional representation to elect the constituent assembly, for a 33% female quota in the assembly, and for the involvement of women in the relevant institutions and committees during the transition phase.

Swiss efforts to raise the presence of women in the Nepalese peace process began with a group that comprised Nepalese women who had been nominated for the global initiative "1000 women for the Nobel Prize for Peace 2005", as well as female members of various political parties and from different sectors of society. In capacity-building seminars and mediation training, women were instructed on negotiating theory and practices. Several participants

were later appointed to the Peace Task Force, which formulated statements on documents of the official peace negotiations. As part of a broad-based consultation process, the Swiss-backed group drew up the "Charter for Equality 2006", which was used by the transitional agencies as a reference manual on the handling of equality issues. To promote greater awareness about equal participation of women in Nepalese political life and society, Switzerland acted as moderator during conferences and facilitation summits between women and the political parties. Three high-ranking women – the Nepalese minister of foreign affairs, the coordinator of the Peace Women Alliance of Nepal, and the chair of a committee of the constituent assembly, who benefited from Swiss support, are now influential players in the Nepalese democratisation process.

Despite the continuing poor representation and weak influence of women on the Nepalese political scene, the people's movement and the ongoing transition process have led to slow yet significant progress towards gender equality. The gradual emergence of a women's movement has heightened awareness among the leading political players of women's needs in post-conflict Nepal. There is still a long way to go before multiple discrimination is overcome, gender issues are given proper recognition, and gender equality finally becomes a reality in Nepal. Nevertheless, meaningful female participation and gender equality have well and truly become a firm fixture on the country's political agenda.

<sup>15</sup> The film project "Sari Soldiers", which received Swiss funding, clearly demonstrates the various ways in which women were involved in the Nepalese conflict: <http://sarisoldiers.com/>.

## Glossary

BA	Office of the Attorney General
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DDPS	Federal Department of Defence, Civil Protection and Sport
DPIL	Directorate of International Law
EAPC	Euro-Atlantic Partnership Council
ECOSOC	UN Economic and Social Council
EO FDFA	Equal Opportunities FDFA
EU	European Union
FDEA	Federal Department of Economic Affairs
FDf	Federal Department of Finance
FDFA	Federal Department of Foreign Affairs
FDHA	Federal Department of Home Affairs
FDJP	Federal Department of Justice and Police
fedpol	Federal Office of Police
FOGE	Federal Office for Gender Equality
GA	UN General Assembly
GBV	Gender-based violence
HDIM	OSCE Human Dimension Implementation Meeting
HDS	OSCE Human Dimension Seminar
KFOR	Kosovo Force (NATO Mission in Kosovo)
KOFF	Peacebuilding Centre of the Swiss Peace Foundation "swisspeace"
NAP 1325	National Action Plan on UN Security Council Resolution 1325
NATO	North Atlantic Treaty Organization
OIOS	UN Office of Internal Oversight Services
OSCE	Organisation for Security and Co-operation in Europe
PD I	Political Affairs Division I, FDFA (Europe, Central Asia, Council of Europe, OSCE)
PD II	Political Affairs Division II, FDFA (Africa, Middle East, Asia-Pacific, America)
PD III	Political Affairs Division III, FDFA (UN and other international organisations)
PD IV	Political Affairs Division IV, FDFA (Human Security)
DP	Directorate of Political Affairs, FDFA
PfP	Partnership for Peace
PolS	Political Affairs Secretariat
SCPKO	UN Special Committee on Peace Keeping Operations
SDC	Swiss Agency for Development and Cooperation
SEA	Sexual exploitation and abuse
SRSg	Special Representative of the Secretary-General
SWISSINT	Swiss Armed Forces Centre of Excellence for Peace Support Missions Abroad
TCC	Troup Contributing Countries
UN	United Nations Organization
UNSCR	UN Security Council Resolution
WG 1325	Interdepartmental Working Group on UNSCR 1325



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