Towards Gender Mainstreaming in Crisis Prevention and Conflict Management

Guidelines for the German Technical Co-operation

Division 43
Emergency and Refugee Aid, Food Security, Building

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Preface

Crisis Prevention and Conflict Management are both relatively new areas of activities for organisations working in the field of international development cooperation. Whereas the explicit and systematic consideration of a gender perspective in development assistance has been recognized by most bilateral and multilateral agencies, the same is not true for the areas mentioned above. So far, most concepts and approaches to crisis prevention and conflict management have either ignored or marginalized issues of gender and women. Crisis prevention, conflict management, warfare, and peace-building are, however, highly gendered activities. Taking up a gender perspective challenges the notion of "gender-neutral" policies, programmes and institutions of crisis prevention and conflict management. It also sheds a light on how women's activities and new experiences in the course of a conflict may have social, political and economic consequences for the post-conflict settlement and peace-building process. Gender equality, and in a wider sense social justice, is therefore an essential prerequisite for any sustainable development and peace-building activity.

First and foremost, the present paper aims to provide theoreticians and practitioners (e.g. GTZ staff, partners and consultants) with an outline of the international discussion so far, and to answer the question why gender matters in crisis prevention and conflict management. It offers an analytical framework and guidelines on how mainstreaming gender can be achieved in these areas. Theory and analysis are illustrated with examples and specific dos and don'ts when putting ideas into practice. A comprehensive bibliography provides references on further sources of information, such as publications and other organisations working in these areas.

With this paper GTZ wants to make a contribution to the international debate on merging issues on gender, conflict and development. We believe that the GTZ, thanks to its longstanding experience in mainstreaming gender issues in technical cooperation and innovative gender projects on the meso or macro-level, has a true comparative advantage in these areas.

We would like to thank the author, Mrs. Cordula Reimann, for her sound and comprehensive research. A big thank-you must also go to all those who have helped to edit the paper and who have contributed in the form of case studies and critical feedback.

We hope that our work will help you in yours; any feedback and comments are most welcome.

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Abbreviations

CIDA	Canadian International Development Agency
CR	Conciliation Resources
CVA	Capacities and Vulnerabilities Analysis
DFID	Department for International Development (UK)
DPUF	Development Planning Unit Framework
EPLF	Eritrean People's Liberation Front
EU	European Union
FAS	Femmes-Africa-Solidarité
FERFAP	Federation of African Women's Peace Network
GRF	Gender Roles Framework
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit GmbH
IGO	International governmental organisation
LPI	Life and Peace Institute
LWI	Liberian Women Initiative
NGO	Non-governmental organisation
OSCE	Organisation for Security and Co-operation in Europe
PFA	Platform for Action
PTSD	Post-Traumatic Stress Disorder
SIDA	Swedish International Development Co-operation Agency
SRF	Social Relations Framework
TOT	Training of Trainers
UN	United Nations
UNIFEM	United Nations Development Fund for Women

Abstract

The paper offers an analytical framework and guidelines on gender mainstreaming in crisis prevention and conflict management. The underlying assumption is that gender equality is an essential prerequisite for any sustainable development and peace-building activity. This is shown both on a conceptual and practical level.

The first part of the paper maps out the conceptual and analytical terrain for gender mainstreaming in the field of crisis prevention and conflict management. It gives a working definition of gender, gender perspective and gender mainstreaming, discusses the most important reasons why gender matters in crisis prevention and conflict management, and offers a preliminary overview of the impact of conflicts on gender relations.

Against this analytical background, the second part of the paper gives illustrative examples of a gender-sensitive approach in crisis prevention and conflict management. The first example demonstrates the relevance of gender in the field of mobilisation and empowerment of peace constituencies, the second example deals with peace negotiations, and the third one focuses on the demobilisation of female and male combatants.

Thereafter, the approaches that the Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH has developed so far are described. The paper concludes by offering essential dos and don'ts for designing and evaluating gender mainstreaming in crisis prevention and conflict management, which are designed to be used as a "gender toolbox".

The appendix of the paper offers (1) a short description of analytical gender frameworks, (2) project descriptions, training packages and contact addresses of different (international) non-governmental organisations (INGOs/NGOs) involved in crisis prevention and conflict management, and (3) a comprehensive bibliography.

1. Introduction

This paper aims at offering initial points of reference and some guidance for the GTZ and its work on gender mainstreaming in crisis prevention and conflict management. Until recently, sophisticated gender-specific or gender-related analyses of crisis prevention and conflict management have still been missing. In addition, there is very little practical experience of gender-sensitive approaches to crisis prevention and conflict management. While most development agencies have explicitly focused on gender in international development co-operation since the early 90s, only a few have begun to tackle gender-specific problems deriving from war zones.

Therefore, the aim of this paper is to outline an analytical framework. It will focus on how an understanding and accounting for the links between gender, crisis prevention/conflict management and development can improve crisis prevention and peace-building activities, development efficiency and effectiveness. To this end the guiding questions will be:

► How do we define gender and gender mainstreaming, and what can a gender perspective offer to the field of crisis prevention and conflict management? (section 2)
► Why does gender matter in the field of crisis prevention/conflict management? (section 3)
► What are the gender dimensions of different stages of violent conflicts? (section 4)
► What are possible areas of intervention in crisis prevention and conflict management for development co-operation agencies? (section 5)
► What are the approaches the GTZ has developed so far, and what might be further areas of intervention in the field of gender and crisis prevention/conflict management? (section 6)
► What are essential dos and don'ts in designing, implementing and evaluating situations from a gender perspective? (section 7)

2. Mapping out the Conceptual Terrain for a Gender Perspective in the Field of Crisis Prevention and Conflict Management

Gender is defined in contrast to sex, to draw attention to the social roles of and interactions between women and men, rather than to their biological differences. Male and female roles and the relations between men and women are not unalterable but subject to constant change because they are shaped by society, i.e. they are socially constructed and depending on ethnicity, class, age etc. Yet, in all societies the gender relations between women and men tend to be clearly to the disadvantage of women. They encom-

pass different scopes for action, e.g. different possibilities for making choices and different rights and decision making powers. These scopes for action are determined by prevailing cultural norms and values of masculinity and femininity.

Individuals are not passive victims: as gendered actors, they also shape the very norms, values, and societal structures which restrict their autonomy of action. Therefore it is important to notice that not only individuals' identities are gendered, but also cultural norms and values, as well as social institutions and organisations.

Taking up a **gender perspective** in the field of crisis prevention and conflict management allows two rather neglected aspects to come to the fore:

1. Because a gender perspective does **focus on the individual** it enables development experts to **assess the different impact** of policies, programmes, and institutions dealing with violent conflicts, crisis prevention, and conflict management concerning women and men as well as gender relations. As a project manager, s/he is also able to take into account the different needs and interests of women and men in the various stages of violent conflicts.
2. Because the practices of warfare, crisis prevention and conflict management are built around and highly depend on the different roles of women and men, a gender perspective helps **to decode the very "gendered" nature of policies, institutions, and practices of warfare and peace-building**. It challenges the notion of "gender-neutral" policies, programmes and institutions of crisis prevention and conflict management.

Taking up a gender perspective in crisis prevention and conflict management recognises that only through changing social relations and institutional practices may gender equality emerge. The **strategy of gender mainstreaming** comprises the following aspects: (1) the integration of a gender perspective into the analyses and formulation of all policies, programmes and projects, and (2) initiatives to enable women as well as men to formulate and express their views and to participate in decision-making processes. Therefore, it encompasses interventions on the micro (the individual), meso (cultural norms and values) and macro (social institutions and organisations) levels which are necessary to overcome the structural causes of gender-specific discrimination and to achieve gender equality. This in turn is necessary in order to achieve sustainable development and social justice.

3. Why Does Gender Matter in Crisis Prevention and Conflict Management?

The following set of reasons does not pretend to be definitive or exhaustive. Rather, it puts forward the **four most important** reasons for taking up a gender perspective in crisis prevention and conflict management.

3.1 Interdependence between gender equality, social justice, peace-building and sustainable development

This interdependence is acknowledged on two levels. On the one hand, donors and implementing agencies like the Canadian International Development Agency (CIDA), the Swedish International Development Cooperation Agency (SIDA), the British Department for International Development (DFID) or the GTZ have stressed how important a **gender perspective is as an essential starting point** for any strategy designed to understand and promote social justice in international development. Social justice, in turn, is considered as an essential ingredient for any sustainable development and peace-building activity. As stated above, most crisis prevention and conflict management work has failed to explicitly address questions of social justice. At the same time, the idea that in order to start development activities one has to wait for the post-conflict peace-building is not helpful, given the strong links between (under)development, social (in)security, and social justice.

On the other hand, at the national and international level there has been an increased awareness of gender aspects in many policy issues related to peace-building processes like development policy and human rights protection. At the special session of the United Nations (UN) General Assembly on "Gender Equality, Development and Peace for the 21st Century" held from 5-9 June 2000 in New York (Beijing + 5), considerable attention was paid to the gender aspects of armed conflicts. The need for special protection of women and the issue of greater female participation in conflict prevention and conflict resolution has been put on the agenda. In fact, the German Government has formally agreed, in the Platform for Action (PFA), that a gender perspective should be part of their peace-building activities (Paragraph 141 of the PFA). International governmental organisations (IGOs) like the UN and the European Union (EU)[1] have produced wide-ranging policy recommendations on the position of women in violent conflicts and on the mainstreaming of gender in policies related to post-conflict rehabilitation, development and peace-building.

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[1] The relevance of a gender approach in crisis prevention and conflict management has also been recognized by the European Union (EU). At its session on the 30th of November 2000 the parliament recommended that a UN Special Ambassador for the Situation of Women in Armed Conflicts be appointed.

On 31st October 2000 the UN Security Council passed its first ever resolution on Women, Peace and Security (Resolution 1325). Furthermore, NGOs like Oxfam, Amnesty International, International Alert, and Conciliation Resources have also begun to stress the gender-dimensions of conflicts and their implications for the peace-building process as well as their significance for their own work. Their policy recommendations, project planning and assessment address and stress - to varying degrees - women's diverse experiences in war, including their "particular and distinctive peacemaking roles" and the psychological, physical, and mental consequences of violent conflicts on women, such as trauma and war injuries.

3.2   Warfare and peace-building as highly gendered activities

Women and men not only have different access to power structures and material resources before, during and after the escalation of a conflict; they also experience the pre-conflict phase, the open conflict, and the post-conflict situation in rather different ways (see section 4). One example is **(international) peace negotiations**. In the great majority of peace negotiations women's experiences and situations are neither mentioned nor taken into account, and gender equality has not been adopted as an explicit aim. Therefore, with peace settlements as "gendered deals", patriarchal structures tend to be perpetuated in political and economic institutions as well as in gender-relations.

In addition to the peace negotiations phase, the presence of international agencies and peace-keeping troops has also resulted in the **"sexualisation" of war zones**, e.g. an increasing commercial sex trade including child prostitution. The rise of prostitution under such conditions also entails a striking rise in sexually transmitted diseases like HIV/AIDS.

3.3   Conflicts as an opportunity for social change

There is a growing body of evidence which points to the **diversity of women's activities and new experiences** in the course of a conflict that may have social, political and economic consequences for the post-conflict settlement and peace-building process (see section 5).

"The wars have changed women's lives profoundly. Before, the number of women who worked was limited. There was a certain shame attached to a working woman, with the exception of some older women who worked as traders…or some well-educated women who worked in offices. (…) Our husbands worked and we stayed at home. But since the troubles started, it is rare to find a woman sitting at home. Circumstances have forced them out of their homes. The one who has children is working for them, and the one who has none has to work for herself." (Amina, Somaliland)

Source: Bennett/Bexley/Warnock 1995

In recent years, the great variety of active roles played by women during violent conflicts was not very visible because of poor documentation and limited studies. As a result, the analytical focus has tended to be very much on women as passive agents, mainly as helpless recipients of aid and targets of warfare.

This has changed. Today, it is documented and acknowledged that **women play a variety of roles during violent conflicts.** On the one hand, women have acted as **peacemakers, peace-keepers, and carers of survivors** (adults and children) etc., while on the other hand, some have been involved in conflicts as **(guerrilla) fighters**. Although there is a great deal of evidence, especially in the African context, which illustrates women's roles as conflict mediators and as the main advisors in intra-group, inter-group and national conflicts, one has to realise that the equation of "women as the peaceful sex" is not supported by historical evidence. The documentation of women's involvement in actual violence and directly supporting of most contemporary violent conflicts tells a rather different story. In Rwanda, for example, women actively supported and participated in the 1994 genocide. And women have not only used violence, but have also incited men to use violence. Therefore, women cannot be considered - whether socially or biologically - to be automatically more peaceful than men. The alleged peacefulness of women is rather the result of their exclusion from power, i.e. the result of their dependent and subordinate role in hierarchical gender relations.

Given the great variety of roles women and men play in violent conflicts, one has to **differentiate between disempowering and empowering effects** of violent conflicts on gender relations and women's and men's roles in peace-building processes.

Empowering effects of violent conflicts on gender relations

Despite gross atrocities, human rights violations and everyday brutality and terror, violent conflicts also bring some empowering effects . In many wars, in the absence of men, **women take up traditionally male-dominated roles**, thus breaking with the old social order.

> (…) I feel we have learnt something about what living in this country is about…how some people have more opportunities than others and how people from poor classes live. (…) I also learnt how to work(…). I have stopped being scared. [I've learnt] to speak out in front of people, to know more things, about others as well as myself." (Esmeralda, El Salvador)

The end of a violent conflict may not only imply **changes in the division of labour, political transformation** etc. but may also lead to **(radical) changes in gender relations**. In the light of surviving violence and social and economic deprivation, women may

gain more or "new" self-confidence, social and political skills. However, there is no guarantee that all these changes will be sustainable and empowering for women in the long-term.

Disempowering effects of violent conflicts on gender relations

As far as disempowering effects of violent conflicts are concerned, both men and women often suffer from **post-traumatic stress disorder (PTSD)**, including suicide, depression, different forms of mental illnesses etc. Striking aspects of this include **different forms of sexual violence** against girls and women like rape, forced prostitution and sexual humiliation. In Bosnia, for example, the sexual abuse of women was part of ethnic cleansing under the guise of national and ethnic supremacy.

Rape as a systematic war strategy and its social, psychological and physical effects on women have received more academic and political attention during recent years. Male rape is - albeit poorly documented - also a feature of violent conflicts. While both male and female rape often aim to humiliate and demoralise the adversary, there seems to be a different motivation behind both forms of rape. **Female rape** seems to aim at humiliating and even destroying the community as a whole. **Male rape**, on the other hand, may rather be a means to humiliate men.

In this context it is crucial to note that in the aftermath of violent conflicts female rape remains prevalent, while in some conflicts rape and other forms of sexual violence (like domestic violence) even tend to be on the increase. Another striking disempowering effect of violent conflicts on gender relations may be the social exclusion - including reduced economic opportunities and marriage prospects - of women who have participated in violent conflicts as fighters.

3.4 Increased role of women as international actors

There has been an increased participation of women as international actors in transnational women's movements for peace, social justice and human rights. The activities of "Terre des Femmes" or "Women in Black" are just a few examples of this. In this context the foundation of women's conflict-resolution NGOs like the "Federation of African Women's Peace Networks (FERFAP)", the "Burundi Women's Group" and "Femmes-Africa-Solidarité (FAS)" is a distinctive phenomenon of the mid-1990s. Some, however, tend still to work with the stereotypical notion of women as the peaceful sex. More efforts are necessary, however, for these lessons to be accepted on the ground (see section 5).

Transnational women's NGOs and their work on issues such as domestic violence, women's human rights, reproductive rights in the context of population policy or economic rights in the context of development policy have had an essential impact on the agenda-setting in international relations, playing an important part in increasing gender-awareness

in national and international politics and in policy formulation on the national and international level. The UN Security Council Resolution 1325 on Women, Peace and Security is here a milestone.

The following summary provides an overview of the aspects discussed so far. **Why does gender matter in crisis prevention and conflict management?**

> ### A synopsis
>
> ► Gender equality, and in a wider sense social justice, is an essential prerequisite for any sustainable development and peace-building activities. Therefore, there has been an increased awareness of gender aspects in policy issues at the national and the international levels related to peace-building processes like development co-operation/foreign aid and human rights protection.
> ► Crisis prevention, conflict management, warfare, and peace-building are highly gendered activities. In this sense peace negotiations have strong gender-specific consequences for peace-building.
> ► Women's activities and new experiences in the course of a conflict have social, political and economic consequences for the post-conflict settlement and peace-building process.
> ► Women have expanded their role as actors in national and international women's movements for peace, social justice, and human rights.

4. Different Stages of Violent Conflicts: Mapping out the Impact on Women, Men and Gender Relations

Whereas the preceding section asked why gender matters, the following overview aims at illustrating what impact the different stages of violent conflict (pre-conflict situation, open conflict and post-conflict situation) can have on women and men.

It should be stressed, however, that these three stages should not be considered as rigid and clear-cut boundaries. In fact, in most courses of violent conflicts these boundaries turn out to be rather blurred and sometimes overlap. The different stages of any conflict and its gender dimensions are by no means static. On the contrary, they are continually changing in the course of the conflict. Therefore, the following framework should not be used rigidly for gender analysis in all pre and post-crisis situations. Each conflict is unique: conflicts have different causes, levels of intensity and stages of violence. Against this background, a gender analysis always needs to consider its context, which is constructed by other factors such as ethnicity/culture, class, age etc. Women and men do not neatly fit

into homogenous groups. The same holds true for peace-building activities: depending on their ethnic group, class or cultural identity, women and men have different needs and roles during the crisis and later in peace-building activities.

There remain **some common patterns** which can help us to understand the diverse dynamics of different stages of violent conflicts, and their gender dimensions which are mostly "hidden" and "invisible". Violent conflicts can have different gender effects on the personal, household, community, national and international level. The following tables offer a preliminary overview.

4.1   Pre-conflict situation

Social categories	General social impacts	Gender-specific impacts
Personal	• Increased physical violence	➜ Women and children may be victims of domestic violence.
Household	• Increased domestic violence	➜ Gender-related violence is hard to detect, as it remains very often "hidden".
Community	• Increased human rights violations (including minority rights)	➜ Human rights may not necessarily be considered as women's rights; ➜ Gender-specific violence may increase.
	• Mobilisation of peace organisations and individual activists	➜ Women and men are active in peace movements/organisations. Some women may participate in women's peace organisations and informal networks; ➜ Thus (women's) peace organisations may appeal to a stereotypical understanding of femininity, e.g. reproducing stereotypes of women as the peaceful sex.
National/ state	• Increased human rights violations (including minority rights)	➜ Human rights may not necessarily be considered as women's rights; ➜ Gender-specific violence may increase.
	• Propaganda intends to mobilise support for military action. The media might be used as an instrument for propaganda.	➜ Appeals to a stereotypical understanding of femininity and masculinity are promoted and perpetuated ("to be a man is to be a fighter who successfully defends the nation");

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Social categories	General social impacts	Gender-specific impacts
		➡ Use of gender images in political mobilisation, e.g. women subversively use traditional images associated with womanhood and motherhood to mobilise support for peace.
	• Increased mobilisation of soldiers	➡ Increased commercial sex trade (including child prostitution).
International	• Fact-finding missions • Preventive deployment of peace-keeping operations	➡ Increased commercial sex trade (including child prostitution); ➡ Lack of gender awareness (e.g. gender-specific violence, women's human rights) among peace-keeping troops.

4.2   Open conflict

Social categories	General social impacts	Gender-specific impacts
Personal	• Use of physical violence	➡ In violent conflicts most soldiers/ combatants are men, yet women may incite men to use violence and/or actively participate in violence as fighters/combatants/soldiers.
	• Psychological trauma as a result of witnessing and participating in direct violence, experiencing direct violence, casualties and death	➡ Both women and men suffer from PTSD including suicide, depression, different forms of mental illnesses; ➡ In most conflicts the responsibility assumed by women for the immediate survival of their families and especially for their children is paramount; ➡ In most violent conflicts, women and girls are subjected to rape, forced prostitution, forced pregnancy and sexual humiliation, yet male rape is - albeit less frequent - a distinctive feature of most violent conflicts; ➡ Sexually transmitted diseases like AIDS are on the increase; ➡ In various conflicts female fighters are socially excluded (including reduced economic opportunities and marriage prospects).

Social categories	General social impacts	Gender-specific impacts
Household	• Changes in social structures, especially in the family	→ Intra-household power structures may change as women become carers of survivors and dependants. In the absence of men, women take over "traditional" male roles and duties: women may gain more or "new" self confidence;
		→ Breakdown of traditional family structures may engender different forms of self-help groups linking women and men in organising economic and other community-centred activities;
		→ Girls may face domestic forced labour;
		→ Gender relations may become difficult due to changes in the gendered division of labour.
	• Material shortages	→ In times of material shortages women, as carers and providers, are often overloaded with extra work; male non-combatants who cannot make ends meet may also suffer from additional psychological stress;
		→ Due to material shortages women's basic health may suffer due to possible malnutrition, physical illnesses, bacterial infections etc.
Community	• Everyday life turns into a "culture of violence": mobilisation for violence	→ Women may become soldiers and perpetrators of violence;
		→ Some women may not directly use violence but may incite men to use violence;
		→ Girls and boys are recruited as child soldiers. Girls in particular are thus confronted with sexual abuse;
		→ In some conflicts women may befriend enemy soldiers to guarantee their own protection and those of their children. In the process women have to be prepared to risk condemnation and expulsion from their community.

Social categories	General social impacts	Gender-specific impacts
Nation/State	• Increase of refugees and displaced people	→ Female and male refugees have different basic needs, both material and non-material. Female refugees may be vulnerable to economic, political and sexual exploitation, e.g. women and girls in refugee camps continue to have their traditional roles, i.e. the responsibility for the family, preparing food, fetching firewood and water etc..
	• Nationalist propaganda to support military action and the ambiguous role of the media	→ Appeals to a stereotypical understanding of femininity and masculinity are promoted and perpetuated ("to be a man is to be a fighter who successfully defends the nation"); → Use of gender images in political mobilisation.
	• The media as a peace making or violence-feeding tool	→ In some conflicts, the media break with stereotypical portrayal of women as passive victims and helpless targets; → Yet, in most conflicts, appeals to stereotypical understandings of femininity and masculinity are promoted and perpetuated.
	• Formal and informal peace negotiations	→ Women are often excluded from negotiations and decision-making processes.
International	• Humanitarian intervention, peace-making and peace enforcement	→ Increased commercial sex trade (including child prostitution); → General lack of knowledge and awareness of gender-related/specific issues (like gender-specific violence, women's human rights) among third parties.
	• Internationally-brokered peace settlements	→ Most of the conflict settlements take the form of "gendered deals", i.e. they are male-dominated and women's experiences are ignored. Consequently, patriarchal structures are perpetuated in political and economic institutions.
	• Application of International Law	→ Rape is internationally accepted as a war crime.
	• Refugees	→ Female and male refugees have different basic needs and health concerns.

4.3   Post-conflict situation

Social categories	General social impacts	Gender-specific impacts
Personal	• Psychological traumas (PTSD) as a result of experiencing sexual exploitation, serious injuries, casualties and death	➜ Due to rape women may give birth to unwanted children ➜ Due to different psychological traumas during the violent conflict, women and men may have different sexual and re-productive health needs.
	• Post-conflict violence may increase	➜ Domestic violence directed at women and girls increase
Household	• Changes in family structures and social structures	➜ Intra-household power structures may have changed during the course of the conflict as, in the absence of men, women took over "traditional" male roles and duties; however, in the post-conflict phase the old socially gendered division of labour may be reinstated; ➜ After returning from war, men may have difficulties reintegrating into family life; ➜ Demographic imbalance (more female-headed households) may limit women's marriage prospects. Polygamy may in-crease in order to integrate widows and younger women without a partner. At the same time, the demographic imbalance increases the workload of women. They may become the key breadwinners; ➜ Women's groups may (re)appear, mainly informally organised, e.g. to provide joint labour, mutual emotional support and to recall traumatic experi-ences.
Community	• Demobilisation of combatants	➜ In most war-torn societies, policies of reintegration assume ex-combatants to be male only, consequently mainly men profit from land allocations, credit schemes etc.. ➜ Female ex-fighters may be socially excluded (including clearly reduced economic opportunities and marriage prospects) and may face the risk of losing "respectability" in their community;

Social categories	General social impacts	Gender-specific impacts
		→ Female ex-fighters may have to bring up children without male support (due to death of spouse or divorce). Most demobilisation packages do not consider that most female ex-fighters have to raise their children on their own, i.e. without the financial help of a male breadwinner
	• Bottom-up peace-building activities	→ Most indigenous peace-building activities are based on notions of gender inequality (like stereotypical notions of masculinity and femininity) and privilege male members of the community
	• Internal and personal security as a prerequisite for social, political and economic recovery	→ Most members of the security forces may not be trained to deal with gender-specific/related violence like rape.
Nation/State	• Implementation of peace accords	→ Due to their absence from the setting up of formal and informal peace negotiations, women tend to be marginalised and/or ignored in the implementation process and by the relevant decision and policy-making bodies.
	• Promotion of national reconciliation e.g. through truth commissions	→ Women's experiences have tended to be marginalised or excluded because in contrast to most men, they have been victims of sexual violence and/or are too afraid to testify etc.
	• Media as a peace-making tool	→ In some cases, women's limited access to the media may prevent them from presenting their interests, ideas and perspectives of the future peace-building process;
		→ The media may work with a stereotypical understanding of women as the peaceful sex and men as the violent sex.
	• Elections	→ Due to their limited access to important decision-making bodies and policies, women may experience difficulties in standing for election.
	• Reformation of security forces	→ Lack of awareness of women's rights
		→ Women may have no equal access to employment in security forces

Social categories	General social impacts	Gender-specific impacts
	• Formation of elected government and constitutional processes	→ Gender equality should be enshrined in the constitution. Equally important is that legislation and other mechanisms ensure substantive equality and complete constitutional provisions;
		→ On the one hand Ministries for Women's Affairs may act as a catalyst, promoting gender equality; on the other hand, they may become a "dumping ground" for women's issues and might face marginalization in the cabinet and the government.
International	• Peacekeeping forces	→ An increased commercial sex trade (including child prostitution);
		→ General lack of knowledge and awareness of gender-related/specific issues (like gender-specific violence, women's human rights) among peacekeeping troops.
	• Tribunals on war crimes	→ Rape is considered a war crime;
		→ In most cases women are not trained as investigators of war crimes.
	• International investment programmes for reconstruction, health care etc.	→ International investoris may not differentiate between women's an men's needs,
		→ Women may be overlooked in credit programmes that allocate money for starting up businesses (like import-export businesses, house-building projects, factories etc.)
	• Repatriation of refugees	→ Female and male refugees have different basic needs and health concerns.

5. Areas of Intervention for Development Co-operation: Three Illustrative Examples[2]

The following considerations set a two-fold task. First, to show to what extent the GTZ may get involved in as yet unknown and "new" areas of activity (5.1 and 5.2); and second, to what extent can the GTZ take its previous work in and expertise gained from war-torn societies as a solid ground to build on for future projects in the area of crisis prevention and conflict management (5.3).

The previous distinction between pre-conflict situation (5.1), open conflict (5.2), and post-conflict situation (5.3) will again be followed. At the same time, it is worth pointing out that given the non-linear nature of most violent conflicts, **areas of activities may usually overlap and need to be implemented complementarily**. The examples will focus on different levels (the micro, meso and macro levels[3]) and will analyse the possible negative and positive effects of the chosen projects.

5.1 Pre-crisis situation: Mobilisation and empowerment of peace constituencies

Given the evidence presented earlier, one area of activity for development agencies like the GTZ could be the **empowerment of peace constituencies**. This empowerment should focus very closely on both women and men as agents for social change, and should aim to change stereotypical interpretations of femininity and masculinity. In most pre-crisis situations, women may lack power and be excluded from formal decision-making processes, while at the same time they may be politically active on an informal level. In Somalia, for example, women were able to achieve reconciliations and influence peace-building activities through their multiple social linkages, formed through marriage and cutting across clan lines, while men's identities are more tightly connected to their natal clan.

Given the different forms of political involvement of women and men in pre-crisis situations the most straightforward imperative for providing support seems to be **to empower men and women in different ways.**

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[2] Given the cyclical nature of most conflict processes, there will be some overlapping and repetition of possible interventions/projects ideas in the three areas of activities. However, each area of activity should be read as a separate field of analysis.

[3] The analysis of the micro level shall be defined as a process-oriented approach, while the macro level focuses on wide-reaching changes in the social, political and economic structures. Finally, the meso level aims at intermediating between the micro and macro levels, stressing the dynamics between the two.

A. Micro level

◘ Female decision-makers and peace-makers should be identified and empowered;

◘ Existing women's organisations like women's rights groups should be trained in communication, organisational, and leadership skills as well as conflict resolution techniques;

◘ Work should aim towards the transformation of structures that perpetuate gender and social inequality;

◘ Support for "new" women's organisations working on non-traditional issues such as new business, community services etc. should be provided;

◘ Additional attention should be paid to individual women and women's organisations which aim at challenging practices of "traditional" forms, as well as to organisations involved in community peace-building activities.

Most importantly, the leadership of all these organisations should have strong backing from the wider community, especially the less-privileged, poorer sections of society. Equally, potential women's partner organisations should try to accommodate differences between women due to their different clans, cultural background, religion, or class identity etc. On a more critical note, there might be the danger that women's organisations may be co-opted by different government branches under the guise of promoting women's empowerment.

One has to stress that the **empowerment of women** on the micro level should go hand in hand with the **empowerment of men as parents, carers, community workers** etc. The empowerment of women and men as agents for social change should change stereotypical understandings of femininity and masculinity: just as women are not a homogenous group of "inherently peace-loving victims", nor are all men "warriors" who promote or favour aggressive and violent forms of masculinity. Men as well as women must be supported in their work as peace activists and conflict resolution trainers. Men's peace and education work - like the contributions of women's peace and human rights organisations - not only directly contributes to crisis prevention, but also avoids the trap of considering "peace work" as "women's work".

B. Meso level

Platform-building activities for women to meet, share experiences and strategize their ideas and solutions to de-escalate violent conflicts should be promoted and supported. The main aim of these platforms should be to foster networking and exchange experience between women from different ethnic-political parties to focus on similar needs and engage in cross-cultural activities.

There should be no illusions about the exhausting process of setting up and supporting platforms and achieving strong relationships between different organisations: given the complex nature of most pre-crisis situations, the promoting of women's organisations runs the danger of increasing the workload of already struggling and overburdened women. Equally, most women's organisations tend to lack funding and political support and may thus have limited influence on as well as little access to the vast majority of the population.

C.   Macro level

The (re)creation of peace constituencies and development of a "culture of peace" in a pre-crisis situation may successfully emerge if the necessary and lasting political and legal changes, like "new" minority rights, constitutional rights, voting regulations etc., take place.

It is important, however, that women and men believe in the capacity of and gain confidence in important civil society institutions. Special attention should be paid to ensure that institutional changes have positive effects on gender relations and on gender equality - both in the short-term and long-run.

The following guiding questions should be taken into account when designing projects in the area of peace constituencies:

Guiding questions

► How do women organise themselves, and what are the hurdles/obstacles to make their voices heard and to participate in early warning systems and peace-building activities? What strategies do women peace activists use to protect each other in and across their communities?

► What is the distinctive role of women and men in peace organisations - both formally and informally?

► What are the main strategies used by women in crisis prevention and peace-building initiatives?

► Where traditional forms of conflict resolution/mediation by women are supported, how can these informal efforts be mainstreamed into formal peace processes?

► How can women contribute to a successful and effective peace-building agenda?

5.2   Open conflict: Peace negotiations

As far as formal and informal peace negotiations are concerned, the main imperative is to avoid "gendered peace deals" by supporting gender mainstreaming in all local, national and international peace-building efforts from the very beginning.

A.   Micro level

Already-existing women's organisations in peace-building should be supported. The emphasis should be on women's organisations which already have a wide membership and/or strong connections to the wider, poorer community. As mentioned earlier, a general problem may be that encouraging women's organisations may lead to increased workloads for already overburdened women.

> **Support of women's peace-building organisations**
> An inspiring example is the work of the Liberian Women Initiative (LWI) which has been supported by the conflict transformation-NGO Conciliation Resources (CR) since 1997. The LWI became very much involved in the Liberian peace process and maintained a high level of presence at all important peace conferences. With technical advice and administrative support from CR, the LWI was able to mobilise hundreds of Liberian women to become involved in voter education and election-monitoring. And though LWI members are mainly women from the elite, they have been able to reach women in the countryside. Nevertheless, their major task still remains to mobilise Liberian women as peacemakers at community and national levels.

Source: Conciliation Resources 1997/1998

The number of women in local, national and international peace-building activities, political decision-making processes and institutions undergoing reform should be increased through training and education. The main aim is to empower women to get involved in the key political and economic areas of institutional reform. Because few women have the education, training and self-confidence to fully participate in formal peace negotiations, **forms of positive discrimination** or **affirmative action** are necessary. To this end, there should be special training and educational opportunities in leadership and communication skills and capacity-building for women. Trained women, in turn, may train other women in leadership and decision-making.

> **Training of trainers (TOT)**
> One such type of TOT has been, for example, supported and co-organised by the United Nations Development Fund for Women (UNIFEM) and the two conflict transformation NGOs, International Alert and Search for Common Ground in Burundi. It aimed at supporting Burundi women in their efforts to mobilise communities at the grassroots level for peace and reconciliation: The TOT should enable women to create a network of women leaders able to effectively participate in the resolution and transformation of conflicts in Burundi.

Source: International Alert 1998a

It is equally important to train both women and men in conflict resolution techniques, especially given the scale and intensity of violence present in Burundi in 1994. **Men should be trained in gender awareness issues**, to work as community workers, carers, parents, and peace activists. This training should not only contribute to peace-building activities, it should also promote gender awareness among men. Therefore, the reclaiming of positive cultural, non-violent traditions of masculinity alongside those of femininity represents a great challenge.

This raises a key question: how far can the same institutions that have produced, shaped and perpetuated a stereotypical understanding of masculinity and femininity in the first place be altered to break with stereotypes. In fact, many "traditional" customs of conflict management have a male bias and exclude women. This culture/gender "double bind" poses some serious challenges - the culture and gender dimensions of conflict management need to be sufficiently and equally considered in practice.

B. Meso level

The **input of women's organisations** in peace conferences and other important political decision-making bodies should be increased, linked and facilitated. In this context, the biggest problem and challenge may be how to effectively interlink grassroot peace initiatives led by women with official peace negotiations, which are mainly led by men. The Life and Peace Institute (LPI), Uppsala, for example, has supported women's peace groups in gaining access to some of the Somalia peace and reconciliation talks (even though they were only granted observer status).

C. Macro level

On the macro level, the most difficult task is the **changing of the masculine culture** in most organisations and institutions which are in charge of peace negotiations. One starting point should be to encourage local and national institutions involved in peace negotia-

tion activities to increase the participation of women in negotiations and to implement a gender approach in their work.

Three guiding questions should be taken into account when designing projects in the area of peace negotiations:

Guiding questions

► How can a culture of violence and related ideas of masculinity be transformed?
► How can culture and gender-sensitive approaches to peace negotiations be integrated?
► What lessons have been learned about women's inclusion and exclusion from peace negotiation in other conflict situations?

5.3   Post-conflict situations: Demobilisation of female and male combatants

An area where the GTZ has already gained promising results is the demobilisation of male and female ex-combatants, e.g. in Mozambique, Sierra Leone and Eritrea. The case of Eritrea is an unusual one as the Eritrean People's Liberation Front (EPLF), the main opposition faction, promoted equal opportunities for men and women, including direct participation in warfare. Indeed, women's contributions to EPLF were highly valued and acknowledged. After the war, however, demobilised female fighters faced different constraints to men, e.g. the raising of children without male support.

Most demobilisation programmes do not take this into account. In fact, most men have the opportunity to invest their demobilisation funds in starting new businesses. Women, by contrast, may be obliged to put their resources towards the immediate, basic needs of their children. Female ex-fighters sometimes find themselves cut off from the support of their families because they have challenged stereotypes of femininity. As a result, a great number of women feel socially isolated. This brief analysis suggests that more **gender-sensitive programmes for ex-fighters** are necessary to help them to readjust to civilian life.

A.   Micro level

A **gender-sensitive training programme** has to tackle the consequences of post-traumatic stress disorder (PTSD). At the same time more research is needed into trauma as an outcome of violent conflicts, as its specific patterns and characteristics are not yet fully understood. As mentioned earlier, both men and women can suffer from PTSD. However, women and men may react differently: first of all, women and girl soldiers may have to come to terms with the psychological and physical consequences of different

forms of sexual violence like rape and sexual humiliation. Second, women's health issues and needs related to their suffering in conflicts and peace-building have been neglected for far too long. Additional attention needs to be paid to girls whose needs are also neglected, in contrast to the needs of boys. Consequently, reintegration programmes have to take into account both women's and men's specific health concerns and basic needs. For example, male ex-soldiers are often infected with sexually-transmitted diseases like HIV/AIDS. Alcoholism, domestic violence and suicide are other specifically male problems.

B.   Meso level

Programmes which enable the **social inclusion and readjustment** to civilian life for both sexes should be started and supported. But again, one has to regard the situation of men and women separately. While both are faced with changed gender roles during war, often the old social gender division is reinstated after the war. Therefore, the support of gender-sensitive skills training is essential for the implementation of reintegration programmes. Training of this nature must aim at promoting alternative options to violence and aggression as forms of solving conflicts. What seems to matter most is that non-violent and less-aggressive forms of masculinity are promoted. Support should be preferably given to **local women's self-help groups**, which address the specific economic and health needs of women.

Some problems which could arise as the demobilisation allowance for men runs out is that they may revert to banditry and/or (domestic) violence out of frustration. For women, the danger of becoming overburdened by additional training and work in self-help groups may also occur.

C.   Macro level

Credit schemes should be adapted to the needs of women and female ex-soldiers. Therefore, it is necessary to support local and governmental efforts to change these schemes. Without such changes, women (as the carers of families) may be left with no other option than to obtain an extra income with informal activities, including sexual work, in order to support their families.

The following guiding questions should be taken into account when designing projects in the field of post-conflict peace-building:

Guiding questions

► How can female and male ex-fighters be successfully retrained from fighters to non-violent, less aggressive citizens? What kind of benchmarks might be useful for determining the success of gender-sensitive retraining?

► How can local media and advertising agencies serve as partners in promoting positive, less violent male and female role models in society?

► How can female ex-fighters rediscover forms of femininity which intermediate between given social norms, personal identity and the social structure and, at the same time, offer a rich source of self-identification and empowerment after suffering the traumas of war and violence?

► To what extent may specific women's programmes may lead to increased workloads for already overburdened women? What kind of compensating measures can be identified?

► Are there institutions – either just set up or already long-established - which are particularly resistant to gender mainstreaming and are indeed responsible for promoting violent and aggressive forms of masculinity? Which countermeasures can be taken?

► What are the gender-specific implications of other policies which set the economic and political framework for the demobilisation of female/male ex-fighters (e.g. land reform, welfare and education, macro-economic reform)?

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6. Making Use of Gender Expertise in Crisis Prevention and Conflict Management: Experiences and Comparative Advantages of the GTZ

Having discussed three different fields of intervention in crisis prevention/conflict management on a rather theoretical level this paper also wants to give an insight into practical GTZ experiences. There are **two fundamental reasons** why the GTZ and other development organisations aim to achieve equality of women and men, i.e. to mainstream gender in development co-operation. The first is **political and ethical** in nature - discrimination on the grounds of sex is considered an infringement of universal human rights, like any other sort of discrimination, for example on grounds of ethnic or religious affiliation, and is thus seen as something which should be overcome. The second reason is **economic**: discriminating against women entails costs for society which act as a brake on social and economic development.

In order to support the goal of gender equality, the GTZ has also been implementing a **strategy of gender mainstreaming** since 1993. This comprises on the one hand the integration of gender equality concerns into the analyses and formulation of all policies, programmes and projects; and on the other hand, initiatives to enable women as well as men to formulate and express their views and participate in decision-making across all development issues.

Moving towards gender equality is the responsibility of the entire organisation. As a main principle, gender mainstreaming has to cut across all GTZ business processes; there are, therefore, no niches which are a priori not of gender relevance. Concerning the organisational structure, there is **no centralised unit** for gender issues but a wide range of decentralised advisors attached to various organisational units. **Advisors** are assigned to country desks and **gender focal points** have been set up in different sectors and in the personnel department. In addition, **networks** of gender advisors are operating in partner countries. The various gender focal points are supported by a **core team of gender advisors** in the division of planning and development which is also working on strategic issues.

The GTZ **strategy on gender** consists of the following five main elements.
(1) A **gender perspective** is integrated into the **procedures** and **tools** of project management, while instruments of **quality management** are established as well.
(2) The GTZ concentrates on a **targeted selection of sectors**, mainly in the areas of the State and Economic Reform and Civil Society.
(3) The **portfolio** of **specific** gender government advisory **projects** is enhanced.
(4) The development of **country** and **sector strategies** with a gender perspective is supported.
(5) In order to close the gap between gender and sector-specific expertise, specific **training** and **efficient management of knowledge** is provided.

The **comparative advantage** of the GTZ is its longstanding experience in mainstreaming gender issues in technical co-operation on the one hand, but also in designing specific gender projects on meso or macrolevels, currently with a focus on women's rights, particularly legal advisory services for women. The following three examples from the GTZ portfolio on gender and crisis prevention and conflict management show some common characteristics. They all operate in post-conflict peace-building situations; they focus on institutional support and capacity building; they support the networking and linking of various actors on different levels; and they engage in awareness and consciousness raising of women about their rights and offer support for women in order to claim these rights.

Rwanda: Supporting orphans and women living on their own

Aim of the project

The project aims to improve the social and economic situation of orphans and women living on their own. Whereas 88.8% of men are married, 60.8% of women are widowed and 10.9% are divorced or separated. The project aims at easing the tension of the social situation in Rwanda by supporting non-governmental initiatives and institutions which lessen the socio-economic effects of the civil war, thus bringing together different hostile groups of society and enforcing the building of a civil society. Therefore, the goal is to integrate the weakest parts of Rwandan society.

Project strategy

The project aims at promoting the building of a civil society. It wants to support already existing, successfully operating grassroots structures and initiatives, their networking as well as the exchange of information on issues of common ground. The result should be a social network. The inclusion of as many different ethnic, sub-regional and cultural groups as possible into this networking process, and their representation in various committees, together with the utmost honesty and frankness, is paramount if trust is to be built up and for the project's aims to be sustainable.

The project also invests in so far ignored fields such as, for example, vocational training, and does not replace existing approaches (i.e. subsidy). It will take the initiative but will leave the leading role to local organisations. Another important aspect is the direct participation of the target group.

Main activities

(1) Improvement of co-operation between governmental and non-governmental institutions and organisations in order to support and empower orphans and women living on their own.

(2) Supporting the self-organisation of women in order to improve the representation of their legal, economic and social interests.

(3) The main focus is on the capacity-building and institution-creation of local and national support organisations and interest groups, both for women living on their own and orphans, as well as the networking of these institutions.

This is done by, for example:
- Developing or building up contacts with relevant governmental and private institutions and programmes, and establishing a platform for exchange on cross-cutting issues.
- An exchange of experiences, providing formal and non-formal education for female and male adolescents without a primary school degree.
- Development of financing programmes.
- Identification and support of income-generating programmes.
- Identification of partners which can find jobs for adolescents.
- Development of concepts for the basic education and vocational training of adolescents.

Guatemala: Promotion of gender equality during peace-building

Aim of the project

The project aims to adopt methods and instruments which reduce the legal, social and political discrimination of women, especially indigenous women, and result in a reduction of violence against women. The project is supporting institutions and organisations resulting from the peace process: the Indigenous Women's Rights Office, an institution for legal and social advisory services for indigenous women; the National Women's Forum, an association of female delegates from the national and local level from all regions and ethnicities; and the police. The empowerment of women as well as the mainstreaming of gender in planning and decision-making processes are two important expected results.

Project strategy

The objective is to strengthen the institutional structures of the intermediaries, mainly in terms of capacity-building in the area of training and advisory services.

The main instruments are the training of indigenous women as legal and social advisors, the qualification of delegates of the National Women's Forum in political/ technical knowledge and leadership, in moderation and negotiation techniques, as well as the integration of important strategic male groups like judges, policemen, political leaders, and Mayan authorities (e. g. priests). Policemen will be sensitised about sexual and domestic violenceand fully trained in its prevention, as well as encouraged to adopt less misogynist attitudes.

Main activities

- Creation of training modules designed to integrate the gender approach in community development.
- Support to establish offices for legal and social advice.
- Development and testing of strategies which prevent male violence.
- Identification of traditional Mayan authorities and legal experts who are interested in reshaping customary law.
- Evaluation of the demand of women for legal and social advice.
- Integration of relevant gender issues in the procedures and training of police forces.
- Training of police forces in gender issues and gender-specific prevention of violence.

Bosnia: Legal advice of women in Bosnia

Aim of the project

By supporting the non-governmental organisation Prijateljice, the GTZ aims at contributing to women's increasing use of their political and social rights in order to positively change their situation. Women in Bosnia face various problems after the war: an increase in violence against them and no legal protection or possibilities for retreat, difficult financial situations, so that they can not afford legal advice, post-traumatic stress disorders (ranging from depression to attempted suicide), violation of women's human rights, lack of education or even illiteracy, and little participation in the political and economic decision-making processes.

Project strategy

The NGO's strategy is to start at different levels. They want to achieve legislative changes for the protection of women and girls against violence, and they are working on consciousness building, supporting women by giving them legal advice and assisting them during legal proceedings. In addition, networking with other organisations is important in order to raise the public's awareness and to achieve legislative changes by lobbying.

Main activities

- Analysis of existing laws with respect to possible gender-specific discrimination and preparation of respective legislative changes.
- Establishment of regular legal advisory services.
- Representation of female clients in court.
- Publication of an information brochure about women's rights.
- Organisation of radio and TV appearances.
- Establishment and development of contacts with other institutions and organisations working on the issue of violence against women.
- Finding out about the different potentials of each organisation and starting to lobby for legislative change.

7. Getting Started: Mainstreaming Gender in Crisis Prevention and Conflict Management - Some Dos and Don'ts

Having given an insight into practical GTZ experiences with gender mainstreaming in crisis prevention and conflict management, the following summary of practical guidelines offers the practitioner a "gender toolbox". The following list of dos and don'ts should not, however, be understood as a complete and definitive checklist.

7.1 DOS

7.1.1 Identification

❑ Make sure that women and men equally participate in the identification and design of the project. Where are the men? Think of strategies to involve men and to minimise male resistance and opposition to women-only projects.

❑ Identify gender roles in crisis prevention and/or peace-building processes and the implications for the project strategies:

- Assess to what extent distinctive roles played by women and men are a temporary or more permanent feature.

❑ Assess gender needs in crisis prevention and in peace-building activities and make sure that project aims are explicitly related to these needs:

- Identify what needs and opportunities exist for increasing women's access to and control of, for example, decision-making processes or resources.

- Analyse to what extent these needs and opportunities relate to the country's general and sectional development needs and opportunities.

- Anticipate long and short-term effects on women and men, e.g. access to or control of resources.

❑ Collect and make use of sex-desegregated data, and if this is not available, seek information in the form of case experience, administrative data etc.

❑ Make sure that your project partners have set up a channel of access to local women, and local and regional peace organisations, especially those involving women. Make sure you draw on local expertise and knowledge.

❑ Talk to women's organisations, representatives of women, gender-sensitive re-searchers, gender specialists and include their critical feedback in the project design. Take into account the operational realities of most women's groups in general and in conflict situations in particular: most women's groups are run by volunteers and have very limited funding. Responses to requests after consultations may take time as decisions are generally made consensually.

❑ In some conflicts women may have taken over traditionally dominated men's roles and tasks. Make sure that as a result of the project there is no moving back to old roles in the conflict-settlement and peace-building process and ensure that women's organisations which incorporate the diverse and "new" experiences of women are supported.

❑ Be aware of earlier efforts to incorporate a gender-sensitive approach in the given project area.

❑ Discuss the consequences of not adopting a gender-sensitive approach, for women/girls and for men/boys.

❑ Formulate a clear vision of the explicit aims and expected results in terms of gender equality and women's participation in crisis prevention and conflict management. Ensure that both men and women benefit from the project. Anticipate the necessary physical and logistical conditions for women and men acting as peacemakers in very dangerous places (such as being able to take a holiday in a safe and comfortable environment to recharge their energy levels, self-confidence etc.).

7.1.2 Implementation

❑ Critically assess how women and men are involved in the implementation process. Note that participatory methodologies will not automatically ensure the involvement of women in the implementation process. Be aware that participatory methods, while being beneficial, are often also burdensome, as they entail substantial contributions of women's voluntary labour. Make sure that women and men are equally involved as agents for social change. If not, identify the obstacles/disadvantages women face when participating in the implementation of projects.

❏ Avoid stereotyping women and men. Rather than focusing on women as victims, think of creative ways to strengthen women's capacity to survive, articulate their ideas, experiences etc.

❏ Single out traditional forms of conflict resolution within and between families and local conflict resolution groups led by women.

❏ Establish networks between women of different social, cultural/ethnic and religious backgrounds in conflict situations.

❏ Encourage partner organisations to seek women's experiences in conflict situations and peace-building processes .

❏ Make sure that the implementing partner organisations apply a gender-sensitive approach.

7.1.3 Evaluation

❏ Make sure there is an ongoing review of progress (involving field research and institutional learning) highlighting the strengths and weaknesses of the project in terms of gender equality. Critically assess any unintentional outcomes of the project, especially in terms of gender equality.

❏ Share your positive and negative experiences and "lessons learned" with other people.

❏ Come up with indicators for a successful application of a gender perspective in the field of crisis prevention and conflict management. Indicators of more equal gender relations should show equal consideration for different outcomes concerning men and women. Take note that these indicators are highly dependent on the context and stage of the violent conflict and on the aims of the specific project. Possible indicators are, for example:
- Sex-desegregated data is systematically traced and documented.
- Participation of women in important decision-making processes and leadership positions (for example an increased number of female candidates standing for elections) is furthered.
- Participation of women in peace-building activities is increased.
- Women's access to and control over resources and decision-making processes at the household, community and state levels is improved.
- International agreements on women's human rights and empowerment, e.g. in the form of institutions which deal with women's complaints related to human rights violations, are ratified and implemented.
- A more in-depth understanding of relevant gender roles and needs in crisis pre-vention during the course of the violent conflict and post-conflict peace-building is established.
- Financial and personal resources are provided to make sure that the gender per-spective is taken into account throughout all phases of the project.

- Implementation organisations which are able to deal with gender issues are established.

7.2 DON'TS

The list of don'ts refers to the different stages in project cycle management: identification, design, implementation, and evaluation.

⊖ Do not assume that a gender perspective is self-implementing.

⊖ Do not simply integrate a short and separate section on women and/or gender in the project.

⊖ Do not assume that women and men belong to homogeneous groups and, as such, have the same interests and needs because of their sex.

⊖ Do not be unclear about what the project may achieve with regard to gender equality in general and women's participation and empowerment in particular.

⊖ Do not forget to allocate specific human and financial resources to support the mainstreaming of gender in projects of crisis prevention and conflict management.

⊖ Do not use gender-neutral language such as "the refugees" or "the peace-makers".

8. Conclusion

A number of essential findings emerge from the above analysis and review. Crisis prevention and conflict management are indeed highly gendered activities. Not only do women and men have different access to power structures and material resources before, during and after the escalation of a conflict, but they also experience the pre-conflict phase, the open conflict and the post-conflict situation in different ways as well. At the same time, women and men play different roles in different types of violent conflicts. The same holds true for peace-building activities: depending on their ethnic origin, class, and cultural identity, women (and men) may have different needs and roles in crisis prevention/conflict management and post-conflict peace-building.

A gender perspective plays an important part in understanding the complex internal dynamics of crisis prevention and conflict management activities, and promoting social justice in peace-building activities and hence sustainable development. Looking at conflict management through "gender lenses" brings into focus the interrelations between the micro, meso, and macro levels, the gendered identities of women and men, the underlying cultural norms of femininity and masculinity, and their structural manifestation in organisations and institutions. It is equally vital to avoid placing exclusive focus on the **impact of conflict on women, men and gender relations**, since this may obscure the wider **impact of gender relations on conflict and crisis prevention/conflict management**.

APPENDIX

1. Analytical Gender Frameworks

Gender-sensitive development work in the context of violent conflict can draw on existing frameworks for gender analysis. Although there is little direct reference to conflict, many of the issues addressed are relevant in conflict situations as well.[4]

(1) The Harvard Analytical Framework/Gender Roles Framework (GRF)
The GRF aims at analysing different opportuntities and limits of women and men in the gender division of labour, their different roles in decision-making processes and access to and control over resources. The GRF focuses very much on data on the distribution of roles and resources within the household. It negelects the complex and interrelated nature of gender, class and ethnicity hierarchies including questions of social change in men's and women's roles in production.

(2) Capacities and Vulnerabilities Analysis (CVA)
The CVA is a tool intended to map out and assess the capacities and vulnerabilities of men and women in emergencies. While "the capacities" refer to the exiting strengths of men and women, their material and physical resources, belifs and resources; "the vulner-abilities" define the long-term factors which affect and weaken the ability of women and men to cope with (sudden) emergencies. The CVA distinguishes between three categories: physical/material, social/organisational and motivation/attitudes. CVA can be used at different levels from the local, regional to the national and international level.

(3) Development Planning Unit Framework (DPUF)
The DPUF focuses very much on the gender-differentiation of roles and needs. Key is the distinction between practical and strategic gender needs. While "pratical gender needs" stress the need to satisfy basic needs for example food security, "strategic gender needs" refer to a more balanced vision of power between women and men including equal rights and chances. There is little scope to analyse the institutionalised gendered context of resources, practices and hierarchies of the household, public market and (international development) agencies.

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[4] For an excellent overview of different conceptual frameworks for a gender analysis in development see Carol Miller and Shara Razawi (1998), Gender Analysis. Alternative Paradigms (May 1998) (http://www.undp.org/gender).

(4) Social Relations Framework (SRF)

The SRF examines the social processes through which human needs are met as well as the institutions through which inequalities are constructed and reproduced. SRF's focus on the power dimension of gender relations enables gender relations to be analysed as products of institutional practice, and discusses possible change and transformation in pre and post-crisis scenarios. By stressing both gender roles and gender differences in access to and control over resources, the SRF lucidly analyses the complex web of power relations, including class, ethnicity, age, religion etc. in which gender is embedded.

2. Resources, Projects, Training Packages and Contact Addresses

Resources

- ► Bejing+5 Online Forum "Women and Armed Conflict Working Group" hosted by WomenWatch, UN (1999). Archives can be found at http://sdnhq. undp.org/ww/women-armdconf/.

- ► BRIDGE (briefings on development and gender) is an information and analysis service focusing on gender and development issues. Based at the Institute of Development Studies in the UK.

- ► CODEP Newsletter (to subscribe to the CODEP newsletter, email: kathleena@codep.org.uk)

- ► FEMISA (to subscribe to this online forum, send a message (sub femisa, FIRST SURNAME) to listproc@csf.colorado.edu.

- ► Gender Policy Review. Monthly available at http://www.genderpolicy.org (to subscribe to email: genpr@egroups.com)

- ► GREAT Network. Online forum on gender, development, and conflict issues. Development-gender@mailbase.ac.uk. Archives can be found at http://www.uea.ac.uk/dev/greatnet/.

Projects

"Engendering the Peace Process", initiated by the Dutch government in December 1996, focuses on Israeli/Palestinian and Sudanese women's peace-building groups. This

initiative focuses on women and peace initiatives but is specific to the above-mentioned regions (► see Schweizerische Friedensstiftung/Swiss Peace Foundation).

"From the Village Council to the Negotiating Table. Women in Peace-building" is an international campaign launched in October 1999as part of the process leading up to the Beijing+5 review (June 2000), and the UN Millennium Summit (November 2000) in October 1999, designed to strengthen the role of women in peace-building and conflict transformation processes (► see International Alert).

International Fellowship of Reconciliation (IFOR). Women Peacemakers Program. Spurred on by the Fourth World Conference on Women and the Beijing Platform for Action in 1995, the Women Peacemakers Program aims at developing and integrating a gender perspective into peace and reconciliation work. It offers education and training in non-violent approaches. An annual 24 May International Women's Day for Peace and Disarmament Action Pack has been published with networking information, profiles of women's groups, suggestions for action and a directory of women's peace groups in over 60 countries (► see IFOR).

Liberian Women Initiative (LWI), supported by Conciliation Resources (CR) since 1997, has four main objectives: to identify women to serve as peacemakers in urban and rural communities, to build the skills of women activists to intervene in the constructive transformation of conflict in their communities, to provide training for women, and to raise awareness of the need for dialogue at the national and community levels for meaningful reconciliation (► see Conciliation Resources (CR)).

"Women Waging Peace" - (Harvard's Kennedy School of Government) is a multi-year collaborative venture and global initiative of the Women and Public Policy Programme in Harvard's Kennedy School of Government and Hunt Alternatives. The initiative recognises the essential role and contribution of women in preventing conflict, stopping wars, reconstructing ravaged societies, and ensuring a sustained peace in fragile areas around the world. By forming partnerships with individual participants, regional institutions and funding consortia around the world, Women Waging Peace seeks to create and sustain a new paradigm for conflict resolution. The initiative has a particular focus on 'best practices' and a very strong research component.

Life and Peace Institute's Somalia/ Somaliland and Sri Lanka Program's aim is to identify and support broad-based, long-term participatory peace processes, based in the communities, initiated and owned by the people in those communities. From the very beginning, LPI has aimed at supporting and strengthening both Somali and Sri Lankan women - particularly at the community level. (► see Life and Peace Institute)

Training Packages

Anderson, M. B. and J.P. Woodrow (1989), Rising from the Ashes. Development Strategies in Times of Disaster, Paris: Westview Press/UNESCO.

Campaign Against Arms Trade (1999), Stop the War on Women Info Pack, London: CAAT.

El Bushra, Judy and Eugenia Piza-Lopez (1993), Developing in Conflict. The Gender Dimension - Report of an OXFAM AGRA East workshop in Pattaya, Thailand 1-4/2/1993, Oxfam/ ACORD.

Engelhardt, Eva and Karin Oswald, in collaboration with Jacqueline Bacal (1995), Toolbook for Gender Sensitive Participatory Extension Approaches in the Philippines and Elsewhere, Manila: GTZ.

GTZ (1997), Vocational Training. Indications for Gender Orientation, Eschborn: GTZ.

GTZ (1998), Grundbildung. Hinweise zur Gender-Orientierung, Eschborn: GTZ.

International Alert (1997), Capacity-Building Workshop for Women in Decision-Making in Rwanda (9-13/1/1997) (co-organised by Forum des Femmes Parlementaires du Rwanda and International Alert. Report, London: International Alert.

International Alert (1998), Training of Trainers on Gender and Conflict Transformation. Capacity Building for Women's Peace Movements in Burundi (7-12/4/1997) (co-organised by Search for Common Ground, UNIFEM and International Alert). Report, London: International Alert.

Kelleher, D., A. Rao, R. Stuart and K. Moore (1996), 'Building a Global Network for Gender and Organisational Change.' Proceedings of a Conference on Building a Global Network for Gender Change, Toronto.

Kerstan, B. (1995), Gender-sensitive Participatory Approaches in Technical Co-operation. Trainers' Manual for Local Experts, Unit 4, Pilot Programme for Gender Issues (December), Eschborn: GTZ.

Parker, A.R. (1993), Another Point of View: A Manual on Gender Analysis Training for Grassroots Workers, New York: UNIFEM.

Parker, A.R., I. Lozano, L. Messner (1995), Gender Relations Analysis: A Guide for Trainers. Save the Children, New York: UNDP.

The Lester B. Pearson Canadian International Peacekeeping Training Centre (1999/2000), Gender and Peace Support Operations, Ottawa: The Lester B. Pearson Canadian International Peacekeeping Training Centre.

UNICEF (1994), Gender Equality and Women's Empowerment: A UNICEF Training Package, New York:UNICEF.

USAID. (1994), Gender Analysis Tool Kit, Washington, DC.: U.S. Agency for International Development, Office of Women in Development.

Williams, Suzanne (with Janet Seed and Adelina Mwau) (1994), The Oxfam Gender Training Manual, Oxford: Oxfam Publications, esp. pp. 369-412.

Woroniuk, B. (1995), 'CIDA, WID, and Gender Equity: So What's Leading Edge', Briefing Module, CIDA.

Contact Addresses: Institutes, IGOs and NGOs/INGOs
(in alphabetical order)

❖ ACORD (Agency for Co-operation and Research in Development)

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ACORD is an international NGO with its headquarters in London and field programmes in 15 African countries. From its very beginning in 1976 ACORD has aimed at combining crisis prevention/conflict management and development aid. The focus is on empowering grassroots organisations and civil society in Africa.

❖ Alliances for Africa (AfA)

Contact person:
Ihemoa Obibi, executive director
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Fax. ++ 44 171 354 4900
Email: afa@alliancesforafrica.org or
iheoma@alliancesforafrica.org
Website: http://www.alliancesforafrica.org/

Alliances for Africa (AfA) is an African peace, human rights and development NGO. Through strategic partnerships with local, national and regional organisations, AfA undertakes programmes to enhance or reconstruct the interface between civil and political rights and economic, social and cultural rights.

❖ Canadian International Development Agency (CIDA)

Peace-building Unit
And/or
Gender Equality and Child Protection
Division
Contact person: Maggie Paterson, Senior
Policy Adviser

Canadian International Development Agency (CIDA) is the leading player in delivering Canada's official development assistance programme. Women's involvement is one of six priority areas and CIDA has played a leadership role in the

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Hull, Quebec K1A OG4 - Canada Tel. ++
819 994 7634
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Email: peace_building@acdi-cida.gc.ca
And/or Maggie_paterson@acdi-cida.gc.ca
Website:
http://www.acdi-cida.gc.ca/index.htm

pursuit of gender-sensitive approaches to peace-building internationally.

❖ Canadian Peace-building Co-ordinating Committee (CPCC)

Contact person: Janet L. Durno, co-ordinator
145 Spruce Street
Suite 208
Ottawa, Ontario KIR P1
Canada
Tel. ++ 1 613 233 8621
Fax.   ++ 1 613 233 9028
Email: cyr6@musica.mcgill.ca or
cpcc@web.net
Website:
http://www.cpcc.ottawa.on.ca/cgend-e/htm

Canadian Peace-building Co-ordinating Committee (CPCC) is a network of Canadian NGOs, institutes, academics, and other individuals who have been collaborating since 1994 to articulate policy and directions for the NGO peace-building community, and to facilitate policy dialogue with the Canadian government. In particular, future work will involve mapping the lessons learned by NGOs in conflict zones and helping apply those lessons through a set of tools.

❖ Coalition on Women's Human Rights in Conflict Situations

c/o International Centre for Human Rights and Democratic Development (ICHRDD)
Ariane Brunet and Isabelle Solon-Helal
Website: http://www.ichrdd.ca

Coalition on Women's Human Rights in Conflict Situations represents over 30 Rwandan and international women's groups as well as individual members.

❖ Caucasus Women's Research and Consulting Network

Contact Person: Nina Tsihistavi, Founder and Co-Director of the CWN
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1st Floor, Tbilisi, 380007.
Mail box: 38, Tbilisi, 380079
Georgia
Tel: ++ 995 32 999 987
Fax: ++ 995 32 939 178
Website:http://members.tripod.com/~iccn/cwn

Caucasus Women's Research and Consulting Network (CWN) has been created to carry out research on gender inequalities and gender socialization in the Caucasus, carrying out educational work on gender issues and women's rights (especially using ethnic minority women representatives) in Georgia.

❖ Center for Women's Global Leadership (CGWL)

Contact persons: Charlotte A. Bunch, Executive Director and Jewel Daney, Administrative Director
Rutgers, The State University of New Jersey
160 Ryders Lane
New Brunswick, NJ 08901-8555 - USA

Center for Women's Global Leadership develops and facilitates women's leadership for women's human rights and social justice worldwide. The Center's programs promote the leadership of women and advance feminist perspectives in policy-making in local, national and international arenas.

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Fax: ++ 732 932 1180
Email: cwgl@igc.apc.org
Website: http://cwgl.rutgers.edu

❖ CODEP (Conflict, Development and Peace Network)

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Email: karmstrong@codep.dircon.co.uk

CODEP (Conflict, Development and Peace Network) brings together NGOs, consultants, academics and donors who work in development, human rights and peace-building to explore the causes of conflict, its impact on people and to improve practices.

❖ Conciliation Resources (CR)

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173 Upper Street
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Fax. +44 171 359 4081
Email: a.onadipe@c-r.org or cr@c-r.org
Website: http://www.c-r.org/cr

Conciliation Resources (CR) aims at providing international service to organisations pursuing peace-building or conflict transformation initiatives. To this end, CR assists local organisations in the development of indigenously rooted, innovative solutions to armed conflicts or communal strife.

❖ CSIW (The Centre for the Strategic Initiatives of Women)

Contact person: Hibaaq Osman, director
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USA
Tel. ++ 1 202 223 7956
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Email: csiw@csiw.org

CSIW aims at empowering women leaders in peace-building and establishing community-based peace centres. CSIW has created a network of international experts and leading international women's rights activists.

❖ DanChurchAid

Resource person: Ann Paludan
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DanChurchAid is an independent humanitarian organization linked to both the Evangelical Lutheran Church of Denmark and the national and international ecumenical network. In the West Bank and Gaza Strip, DanChurchAid assists local NGOs by supporting projects related to health, education, reconciliation and human rights. DanChurchAid is a member of GOOD (► see GOOD).

❖ **Department of Peace and Conflict Research**

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❖ **Dutch Interchurch Aid (DIA)**

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3507 LB Utrecht
The Netherlands
Email: dia@antenna.nl

Dutch Interchurch Aid (DIA) offers help to refugees, victims of emergencies and assists nutritional programmes. DIA increasingly supports and participates in lobbying activities aiming at resolving and/or transforming violent conflicts. It is a member of GOOD (► see GOOD).

❖ **European Parliament Rapporteur for women and conflict resolution**

Maj Britt Theorin (Sweden)
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❖ **Evangelische Zentralstelle für Entwicklungshilfe e.V. (EZE)**

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Evangelische Zentralstelle für Entwicklungshilfe e.V. (EZE) is a Protestant development aid agency, which helps partner organisations to fight poverty and social injustice. EZE is a member of GOOD (► see GOOD).

❖ **GENCON (Gender and Conflict Unit)**

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❖ GOOD (Working Group Gender Orientation on Development of the European Protestant Development Agencies)

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Fax. + 41 22 785 8004

Core Group in Germany
AG KED-Frauenreferat
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GOOD (Working Group Gender Orientation on Development of the European Protestant Development Agencies) works on gender dimension experiences in situations of conflict, conflict prevention and conflict management, and their implications for development co-operation. In 1997 GOOD organised a conference on "Gender Perspectives in Conflict Prevention and Resolution" in Denmark.

❖ International Alert (IA)

Women in Peace-building Campaign
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London SE 11 5HAT - UK
Tel. ++ 44 171 793 83 83
Fax. ++ 44 171 793 79 75
Email: gendercampain@international-alert.org or aadrian-paul@international-alert.org
Website:
http://www.international-alert.org/women

International Alert (IA), a conflict transformation and human rights NGO, launched in October 1999 the international campaign "From the Village Council to the Negotiating Table. Women in Peace-building", as part of the process leading up to the Beijing+5 review (June 2000), and the UN Millennium Summit (November 2000). The aim is to strengthen the role of women in peace-building and conflict transformation processes.

For more information and/or a campaign package (which includes a CD ROM, a short guide on the Beijing "Platform for Action", a framework/policy paper, and the campaign leaflet), contact the above address.

❖ International Center for Human Rights and Democratic Development (ICHRDD)

Contact person: Nancy Thede, co-ordinator
63 rue des Bresoles
Montreal, Quebec H2Y1 V7 - Canada
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Fax. ++ 1 514 283 3792
Email: ichrdd@ichrdd.ca
Website: http://www.ichrdd.ca

International Center for Human Rights and Democratic Development (ICHRDD) sets up training programmes in the field of conflict resolution and helps NGOs to promote political, civil and economic rights. ICHRDD publishes the "Women's Human Rights in Conflict Situations" newsletter.

❖ International Center for Research on Women (ICRW)

Contact person: Heidi Worley
1717 Massachusetts Avenue, NW, Ste. 302
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USA
Tel. ++ 1 202 797 0007

International Center for Research on Women (ICRW) is a private non-profit organization dedicated to promoting social and economic development featuring the full participation of women.

❖ International Committee of the Red Cross

Women and War Project
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CH- 1202 Geneva
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Tel. ++ 41 22 734 6001 or
++ 41 22 730 2773
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Email: clindsey.gva@icrc.org

❖ IDS (Institute of Development Studies)

Institute of Development Studies,
University of Sussex
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Fax. ++44 1273 621201 or 691647
Email: ids@ids.ac.uk
Website: http://www.ids.susx.ac.uk:80/ids/

IDS (Institute of Development Studies) is one of Europe's leading centres for research, teaching and information on international development. As such, it serves as a form for debate, hosting conferences and workshops and producing a range of publications on conflict, gender and development.

❖ International Fellowship of Reconciliation (IFOR)

Women Peacemakers Program
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Fax. +31 72 5151 102
Email: s.anderson@ifor.org
Website: http://www.ifor.org

IFOR's Women Peacemakers Program primarily aims to support and strengthen women's peace initiatives, for example by organising training for grassroots women's groups in active non-violence and conflict resolution, or by promoting face-to-face contact between women, especially from "enemy" communities, who are working for peace in conflict situations, in order to exchange strategies and build up solidarity.

❖ Life and Peace Institute (LPI)

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Life and Peace Institute (LPI) is an ecumenical centre for peace research and action. LPI engages researchers, particularly from the Southern hemisphere to carry out specifically commissioned projects. An important field of study has been non-violent conflict transformation, with specific research on the role of third-party peace teams in conflict prevention, community-based peace-building work in Somalia, Sri Lanka and elsewhere.

❖ Machreq/ Maghreb

Gender Linking &
Information Project
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The **Machreq/ Maghreb** Gender Linking and Information Project (MACMAG GLIP) is a forum for debate, learning and ex-changes of information on women, gen-der and development amongst interested groups in the Middle East and Maghreb region. MACMAG GLIP initially builds on a solid network of working relationships with groups and NGOs in the region. It also draws on its experience in gender training, gender mainstreaming, regional exchange and networking.

❖ Medica mondiale e.V.

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Medica mondiale e.V. offers medical, psychotherapeutic and psychosocial care for war-traumatised women and girls. Since 1999 Medica mondiale has been involved in helping and supporting women who have been driven out of Kosovo. Medica mondiale e.V. is involved world-wide in a variety of other areas such as
- political lobbying for asylum in Germany for war-traumatised women
- education about war crimes and sup-port for witnesses at the War Crimes Tribunal in the Hague
- current political activities as well as continual networking with other organi-sations worldwide.

❖ Organisation for Security and Co-operation in Europe (OSCE)

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Organisation for Security and Co-operation in Europe (OSCE)'s capability to shoulder the tasks of early warning, crisis prevention and conflict management comprises an impressive list of techniques and a great body of experience in this field, with many long-term missions to countries such as Georgia and Moldova. OSCE has just recently introduced a gender focal point based at the Conflict Prevention Centre at the Vienna Secretariat, as well as gender projects in Bosnia-Herzegovina, Estonia, Kazakhstan and Poland.

❖ Oxfam

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Oxfam is one of the few development NGOs which started very early on to focus on development in conflicts and in their aftermath. Besides lobbying activities and human rights work, Oxfam focuses on the support for grassroots community groups working to demand or safeguard their rights, tackle violence and rebuild their societies.

❖ Schweizerische Friedensstiftung/Swiss Peace Foundation

Institut für Konfliktlösung
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Website: http://www.swisspeace.ch

Schweizerische Friedensstiftung/Swiss Peace Foundation is a NGO concentrating on policy work and academic research in the field of crisis prevention and conflict management. The Schweizerische Friedensstiftung/Swiss Peace Foundation has been involved in the "Engendering the Peace Process" project. It is also involved in a gender advocacy project: "The Participation of Women in Civilian Conflict Resolution". A series of roundtable discussions have been initiated with women from the civil service, NGOs and academia, providing women with a political space within which to lobby at the national and international level for the inclusion of women at all levels of the OSCE's conflict-prevention activities.

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Another research project is on "Maximizing the inclusion of women's voices" at different stages of political development (pre-conflict, conflict, peace negotiations, post-conflict reconstruction) in Bosnia-Herzegovina. The goal of the project is to make recommendations to governmental and international actors in the field of conflict resolution (and in particular to the OSCE) and development/aid agencies (especially in post-conflict reconstruction activities) on how they could contribute to make the peace process more inclusive by taking into account women's practical and strategic interests in conflict areas.

❖ **SIDA (Swedish Development Co-operation)**

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info@sida.se
Website:
http://www.sida.se/Sida/jsp/Crosslink.jsp/d,
107

SIDA (Swedish Development Co-operation) is a development agency set up by the Swedish government to analyse the impact of bilateral aid funded projects aimed at promoting democracy, human rights, and conflict management. Its particular emphasis is on the rights of women and children.

❖ **Stability Pact Gender Task Force**

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❖ **United Nations: Department of Peacekeeping Operations (DPKO)**

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❖ United Nations: Office of the Special Adviser on Gender Issues and the Advancement of Women in the UN

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General
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❖ United Nations Development Programme (UNDP)

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Website: http://www.undp.org/gender

United Nations Development Programme (UNDP)'s core goal of supporting sustainable human development reflects its strong foundation in the prevention of conflict in the long term. It has a strong analytical focus on gender and has set up gender focal points in New York and in its regional bureaux. Following a gender mainstreaming workshop in February 1999, a group of male UNDP staff set up the Men's Group for Gender Equality, organising a number of activities such as seminars, networking, resource collection etc.

❖ United Nations Educational, Scientific and Cultural Organisation (UNESCO)

Contact person : ingeborg Breines, Director
7 place de Foutenay
75352 Paris 07 SP
France
Tel. ++ 33 1 4568 1212
Fax. ++ 33 1 4568 5557 or 4567 1690
Email: cofpeace@unesco.org or
i.breines@unesco.org
Website: http://unesco.org/cpp/

United Nations Educational, Scientific and Cultural Organisation (UNESCO)'s main aim is to contribute to peace, justice, fundamental human rights and security in the world by promoting co-operation among nations and societies through education, culture, communication, etc. One part of UNESCO's Culture of Peace Programme is the "Women and A Culture of Peace Programme". The latter supports women's initiatives for peace by organising conferences and a special project on "Women and A Culture of Peace in Africa". UNESCO aims at gender mainstreaming all its programmes on education, environment, development, etc.

❖ **United Nations High Commissioner for Refugees (UNHCR)**

Office of the High Commissioner for
Human Rights
Contact person: Christina Saunders
UNOG-OHCHR
1211 Geneva 10
Switzerland
Fax. ++ 41 22 917 9006
Email: csaunders.hchr@unog.ch
Website: http://www.unhcr.ch/

United Nations High Commissioner for Refugees (UNHCR), mandated to take action in situations of gross human rights violations, has put a stronger focus on crisis prevention and on sexual violence against refugee women in the last couple of years.

❖ **United Nations Development Fund for Women (UNIFEM)**

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Conflict Specialist
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15th floor
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Fax. ++ 1 212 906 6705
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Jennifer.klot@undp.org
Website: http://www.unifem.undp.org

United Nations Development Fund for Wome (UNIFEM) promotes women's empowerment and gender equality. It works as a catalyst within the UN system to ensure the participation of women on all levels of development planning and practice. UNIFEM has a particular focus on peace-building and conflict resolution (http://www.undp.org/unifem/gov_pax.htm). In Burundi, for example, UNIFEM conducts a project on the "Capacity Building of Women Movements".

❖ **United Nations Research Institute for Social Development (UNRISD)**

Palais des Nations
1211 Geneva 10
Switzerland
Tel. ++ 41 22 91 730 20
Fax. ++ 41 22 91 706 50
Email: info@unrisd.org
Website: http://www.unicc.org/unrisd/

United Nations Research Institute for Social Development (UNRISD)'s main objectives are the promotion of cross-country comparative research on critical problems and issues of social development as well as the promotion of research capacity in developing countries. UNRISD focuses on ways of integrating gender into development planning and rebuilding war-torn societies.

❖ **Women's International League for Peace and Freedom (WILPF)**

Case postale 28
1211 Geneva 20
Switzerland
Tel. ++ 41 22 733 61 75
Fax. ++ 41 22   740 10 63
Email: wilpf@iprolink.ch
Website: http://www.wilpf.int.ch/~wilpf/

WILPF seeks to educate and inform women about human rights and non-violence, and empower them to fully and equally participate in all social activities. Last July the WILPF organized, in collaboration with other organisations, a seminar on women and peaceful conflict resolution in Tirana/Albania.

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Contact Addresses: Individual Women and Women's Conflict Resolution/Transformation Organisations

❖ Sunila Abeysekera

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❖ Africa Women Solidarity/Femmes Africa Solidarité (FAS)

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1211 Geneva 2
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Email: faspeace@iprolink.ch
Website: http://www.fasngo.org.

Africa Women Solidarity/Femmes Africa Solidarité (FAS), aims to create, strengthen and promote leadership by African women in preventing, managing and settling conflicts. It carries out many lobbying activities and organizes training courses.

❖ Women Together

Beatrice Boyd
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Northern Ireland
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❖ Coalition of Grassroots Women Organisation (COGWO)

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Coalition of Grassroots Women Organisation (COGWO) is a coalition of women's organisations in Somalia, founded in 1996. Its main areas of work include violence in the context of armed conflicts,displaced women, gender violence etc.. COGWO is involved in training, peace education, campaigning, counselling and research.

❖ FEMNET (African Women Development and Communication Network)

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FEMNET's objectives are to strengthen the role and contribution of African NGOs concerned with women's development and to create a channel through which these NGOs can contact each other and share ideas, knowledge and experiences geared towards improving the condition of African women.

❖ Forum of Women's NGOs of Kyrgyzstan

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The **Forum of Women's NGOs** was created in 1995 following a conference of Central Asian women's organisations. Participants at the conference decided that regular meetings between women's organisations would facilitate information exchange and help groups co-operate. The Forum meets monthly and unites representatives from 15 different Kyrgyz women's organizations, such as the Women's League of Creative Initiative of Kyrgyzstan.

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❖ **Pan African Women's Organisation**

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Pan African Women's Organisation is in-
volved in human rights, conflict resolution
and development work, placing particular
focus on the role and position of women.
It currently runs two main programmes,
one on the impact of violent conflict on
development in Rwanda, and another on
the conflict in Angola.

❖ **Beena Sebastian**

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Sudanese Women's Voice for Peace (SWVP) promotes dialogue among all sectors of Sudanese society, with specific focus on Sudanese women. Its three-step approach is to empower women through training, establish local capacities for peace, and advance participation in conflict resolution and the promotion of a culture of peace. SWVP attempts to forge bonds among women transcending tribal and racial boundaries. It has been active in establishing peace committees at the village level in Southern Sudan.

❖ Transcaucasus Women's Dialogue

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Website: http://www.nationalpeace.org/

Under the Foundation's aegis, in 1994 women from the three Transcaucasian republics of Armenia, Azerbaijan and Georgia established the **Transcaucasus Women's Dialogue**. The women work simultaneously on projects to rehabilitate children traumatized by war; training on peace-building and democracy-building; and creating and expanding the networks in their own countries.

❖ The Centre for Women War Victims

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The Centre for Women War Victims aims at educating and empowering women through individual and group work, improving their physical and psychological well-being, and helping women to deal with post-war-trauma.

❖ The Jerusalem Link

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The Jerusalem Link is the co-ordinating body of the two independent women's centers, BAT SHALOM, the Jerusalem Women's Action Center (in West Jerusalem), and Maraz-al-Quds 1a1-Nissah, the Jerusalem Center for Women (in East Jerusalem). The Jerusalem Link focuses on women's empowerment and leadership and their contributions to the advancement of peace in Israel/Palestine.

❖ Wajir Peace and Development Committee (WPDC)

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The **Wajir Peace and Development Committee (WPDC)** represents a network of 27 governmental and non-governmental organizations including businesswomen, elders and religious leaders. The main focus is on crisis prevention and conflict resolution pursued following both traditional and modern mechanisms, primarily in the Wajir District of north-eastern Kenya. It conducts community training for leaders, maintains a Rapid Response Team run by elders, religious leaders, women and government security officials to diffuse tense situations, and also mediates in conflict situations.

❖ Women's Centre for Peace and Development (WOPED)

Women's Centre for Peace and Development
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WODEP does work on mediation and conflict resolution through its Peace and Anti-Violence Education projects in schools.

❖ Women's Coalition for Justice and Democracy - Indonesia

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Women's Coalition for Justice and Democracy aspires to be a pressure group for getting women's concerns and demands on the agenda of decision makers.

❖ Women in Security, Conflict Management and Peace (WISCOMP)

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Website:
http://www.furhhdl.org/wiscompindex.htm

Women in Security, Conflict Management and Peace (WISCOMP) is committed to promote the national, regional and global leadership of Asian women in the areas of peace, security and regional co-operation and to provide the context for the development of their expertise and skills for non-violent engagement and conflict negotiation.

❖ **Women for Women's Human Rights (WWHR)**

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Women for Women's Human Rights (WWHR) is an autonomous NGO which aims to end discrimination against women through empowerment programs. Most of these empowerment programs are linked to action/research, particularly aiming to provide women's organisations at the grassroots level with tools and strategies to confront structures of inequality and the effects of marginalization. WWHR is a member of WINPEACE, a women's peace platform founded by women peace activists from Greece and Turkey.

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