



GENDER and ARMED CONFLICT
Supporting Resources Collection

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Additional credits

Credit is also due to Hazel Reeves (BRIDGE) for substantive input and feedback into this report, Beth Woroniuk (consultant), who helped to identify key texts, and to Emily Hayes for copy-editing.

This *Supporting Resources Collection* has been undertaken with the financial support of the Government of Canada provided through the Canadian International Development Agency (CIDA). In addition, BRIDGE wishes to thank the following agencies for their ongoing financial support: the Department for International Development, UK (DFID); the German Ministry of Economic Cooperation and Development (BMZ) through the German Technical Cooperation (GTZ); the New Zealand Agency for International Development; the Norwegian Agency for Development Cooperation (NORAD); the Royal Danish Ministry of Foreign Affairs; the Swedish International Development Cooperation Agency (Sida); and the Swiss Agency for Development and Cooperation (SDC).

BRIDGE was set up in 1992 as a specialised gender and development research and information service within the Institute of Development Studies (IDS), UK. BRIDGE supports gender mainstreaming efforts of policymakers and practitioners by bridging the gaps between theory, policy and practice with accessible and diverse gender information.

Other publications in the *Cutting Edge Pack* series:

- Gender and Budgets, 2003
- Gender and HIV/AIDS, 2002
- Gender and Cultural Change, 2002
- Gender and Participation, 2001

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Acronyms

ACORD	Agency for Co-operation and Research in Development
AWID	Association for Women's Rights in Development
B-H	Bosnia-Herzegovina
BICC	Bonn International Center for Conversion
CBO	Community Based Organisation
CCR	Centre for Conflict Resolution
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEE	Central and Eastern Europe
CIDA	Canadian International Development Agency
CVR	Comisión de la Verdad y Reconciliación/Truth and Reconciliation Commission
DAW	United Nations Division for the Advancement of Women
DAWN	Development Alternatives with Women for a New Era
DDA	United Nations Department for Disarmament Affairs
DDR	Disarmament, Demobilisation and Reintegration
DFAIT	Department of Foreign Affairs and International Trade
DFID	Department for International Development, United Kingdom
DRP	Demobilisation and Reintegration Programme
EU	European Union
FWCW	Fourth World Conference on Women
GAD	Gender and Development
GBV	Gender-based violence
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit/ German Technical Co-operation
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
IASC	Interagency Standing Committee
ICC	International Criminal Court
ICRC	International Committee of the Red Cross
ICRW	International Centre for Research on Women
IDS	Institute of Development Studies
INGO	International Non-governmental Organisation
INSTRAW	International Research and Training Institute for the Advancement of Women
LNGO	Local Non-governmental Organisation
MIGEPROFE	Ministry of Gender and Women in Development, Rwanda
NGO	Non-governmental Organisation
NIS	Newly Independent States
NORAD	Norwegian Agency for Development Cooperation
OHCHR	Office of the United Nations High Commissioner for Human Rights
OSAGI	United Nations Office of the Special Adviser on Gender Issues and Advancement of Women
PRS	Poverty Reduction Strategy
SALW	Small Arms and Light Weapons
SDC	Swiss Agency for Development and Cooperation
SFOR	Stabilising Forces
Sida	Swedish International Development Cooperation Agency
UK	United Kingdom
UNMIK	United Nations Interim Administration Mission in Kosovo
UN	United Nations
UNHCR	United Nations High Commissioner for Refugees
UNIFEM	United Nations Development Fund for Women
UNRISD	United Nations Research Institute for Social Development
UNSC	United Nations Security Council
US	United States
USAID	United States Agency for International Development
VAW	Violence Against Women
WCLAC	Women's Centre for Legal Aid and Counselling
WHO	World Health Organization

1. Introduction

What is in the Supporting Resources Collection for the pack on gender and armed conflict?

- Summaries of key resources
- Practical examples of strategies from around the world
- Short summaries of operational tool-kits and guides
- Information about courses, useful websites, networking and contact details for organisations mentioned in the whole pack

Who is this collection for and how can it help you?

By directing practitioners to useful information sources and examples of both theoretical as well practical work in the area of gender and armed conflict, the Supporting Resources Collection helps to promote the incorporation of gender awareness into work on conflict resolution and peace-building. Summaries of key texts, case studies and guides provide insights into the numerous and diverse ways in which this has been achieved. If you are too busy designing, implementing and managing programmes to read a book on the subject, then you can refer to this collection for concise, accessible information on a range of resources. We hope this report will encourage collaboration, networking and the sharing of resources to facilitate continued success.

How does this collection relate to the rest of the pack?

The Supporting Resources Collection forms part of the Cutting Edge Pack on gender and armed conflict, which includes an overview report and a copy of the BRIDGE bulletin *In Brief* on the same theme. In this collection, summaries of key texts detail innovative work on gender and armed conflict. Case studies provide more detailed information than is given in the Overview Report regarding methods and lessons learnt. Information about tools, guides and courses enables practitioners to put into practice the general recommendations given in the Overview Report. If you want more information about organisations mentioned in the pack or other relevant organisations working on gender and armed conflict, please refer to the networking and contact details, as well as the web resources in this collection.

Where can you find new resources?

New resources on gender and armed conflict are continually being produced. The Siyanda website, which is hosted by BRIDGE, features the resources in this collection as well as information about new resources (see www.siyanda.org).

2. Key Resources

2.1 Overview

There is a vast amount of literature on gender and armed conflict. This section offers summaries of a number of key resources, arranged by the following issue-specific sub-headings for ease of reference:

- International law and human rights instruments
- Overview texts: conflict prevention, resolution, and post-conflict reconstruction
- Enforcing gender-sensitivity in international policy
- Impacts of armed conflict
- Gender-based violence
- Men and masculinity
- Health and HIV/AIDS
- Small arms and light weapons
- Disarmament, demobilisation and reintegration
- Gendered responses to armed conflict
- Women and the peace process

In cases where source material is available for free online, web addresses (URLs) are cited. Please note, all internet addresses provided below were current as of August 2003. This is by no means an exhaustive list. Please see the bibliography of the Overview Report and www.siyanda.org for the most up-to-date resources.

2.2 International law and human rights instruments

Significant international human rights instruments and humanitarian laws relating to the rights of women include the following:

- Charter of the United Nations (1945)
- United Nations (UN) Universal Declaration of Human Rights (1948)
- Office of the United Nations High Commissioner for Human Rights (OHCHR) International Covenant on Economic, Social and Cultural Rights (1966)
- OHCHR Declaration on the Protection of Women in Emergency and Armed Conflict (1974)
- Convention on the Elimination of All Forms Of Discrimination Against Women (CEDAW) (1979)
- The Nairobi Forward-looking Strategies for the Advancement of Women (1985)
- The Office of the United Nations High Commissioner for Refugees (UNHCR) Policy on Refugee Women (1990)
- UN Vienna Declaration and Programme of Action (1993)
- UN Declaration on the Elimination of Violence Against Women (1993)

- Beijing Declaration & Platform for Action (1995)
- United Nations High Commissioner for Refugees (UNHCR) Policy for the Protection of Refugees (1995/ revised 1997)
- Optional Protocol to CEDAW (1999)
- Windhoek Declaration: The Namibia Plan of Action on 'Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations' (2000)
- UN Security Council (UNSC) Resolution 1325 on Women, Peace and Security (2000)
- European Parliament Resolution on Gender Aspects of Conflict Resolution and Peacebuilding (2000)

United Nations Security Council (UNSC), 2000, Resolution 1325, Geneva, New York and Vienna:

UN

URL: www.un.org/events/res_1325e.pdf

In October of 2000, the UN Security Council held a debate on Women, Peace and Security, which led to the passage of Security Council Resolution 1325 on 31 October. Among other things, the resolution recognises the importance of having an understanding of the impact of armed conflict on women and girls and stresses the need for effective institutional arrangements to guarantee their protection and full participation in the peace process. It is based on the premise that gender sensitivity can significantly contribute to the maintenance and promotion of international peace and security.

The UN calls on all parties involved in conflict and peace processes to adopt a gender-sensitive perspective. This includes support for local women's peace initiatives and indigenous processes for conflict resolution.

The resolution represents a comprehensive commitment to recognising women's rights as human rights in armed conflict and women's engagement in non-traditional roles as active peace-builders and aggressors. If ratified, implemented and enforced by member states, it will make a significant contribution to mainstreaming gender into institutions concerned with armed conflict. The Non-governmental Organisation (NGO) Working Group on Women, Peace and Security is working to raise the visibility of Resolution 1325 and ensure its implementation.

UN Security Council Resolution 1325 (2000)

Adopted by the Security Council at its 4213th meeting on 31 October 2000

The Security Council,

Recalling its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and *recalling* also the statement of its President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC/6816),

Recalling also the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled 'Women 2000: Gender Equality, Development and Peace for the Twenty-First

Century' (A/S-23/10/Rev.1), in particular those concerning women and armed conflict,

Bearing in mind the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

Expressing concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and *recognizing* the consequent impact this has on durable peace and reconciliation,

Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and *stressing* the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution,

Reaffirming also the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts,

Emphasizing the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls,

Recognizing the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard *noting* the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693),

Recognizing also the importance of the recommendation contained in the statement of its President to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in conflict situations,

Recognizing that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security,

Noting the need to consolidate data on the impact of armed conflict on women and girls,

1. *Urges* Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;
2. *Encourages* the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decision-making levels in conflict resolution and peace processes;
3. *Urges* the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard *calls on* Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;
4. *Further urges* the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;
5. *Expresses* its willingness to incorporate a gender perspective into peacekeeping operations, and *urges* the Secretary-General to ensure that, where appropriate, field operations include a gender component;
6. *Requests* the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peacebuilding measures, *invites* Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment, and *further requests* the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;
7. *Urges* Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies;

8. *Calls on* all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia:
 - (a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;
 - (b) Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;
 - (c) Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;
9. *Calls upon* all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;
10. *Calls on* all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;
11. *Emphasizes* the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard *stresses* the need to exclude these crimes, where feasible from amnesty provisions;
12. *Calls upon* all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;
13. *Encourages* all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants;
14. *Reaffirms* its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;
15. *Expresses* its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;
16. *Invites* the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, and *further invites* him to submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;
17. *Requests* the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;
18. *Decides* to remain actively seized of the matter.

United Nations (UN), 1995, *Beijing Platform for Action: Critical Areas of Concern E: Women and Armed Conflict*, Geneva, New York and Vienna: UN

URL: www.un.org/womenwatch/daw/beijing/platform/armed.htm

The Beijing Platform specifically addressed the issue of women and armed conflict. The following is a list of 'strategic objectives' that were agreed upon. For the complete section, which includes the actions to be taken, please visit the URL listed above.

'This section of the Platform for Action calls on all parties to:

- Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.

- Reduce excessive military expenditures and control the availability of armaments.
- Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations.
- Promote women's contribution to fostering a culture of peace.
- Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women.
- Provide assistance to the women of the colonies and non-self-governing territories.'

See also:

OHCHR Declaration on the Protection of Women in Emergency and Armed Conflict, proclaimed by the General Assembly Resolution 3318(XXIX) of 14 December 1974

URL: www.unhcr.ch/html/menu3/b/24.htm

The Vienna Declaration and Programme of Action: Article 38

URL: [www.unhcr.ch/huridocda/huridoca.nsf/\(Symbol\)/A.CONF.157.23.En?OpenDocument](http://www.unhcr.ch/huridocda/huridoca.nsf/(Symbol)/A.CONF.157.23.En?OpenDocument)

2.3 Overview texts: Conflict prevention, resolution and post-conflict reconstruction

Byrne, B., 1996, 'Gender, Conflict and Development: Volume I: Overview', *BRIDGE Report 34*, Brighton: BRIDGE/Institute of Development Studies

URL: www.ids.ac.uk/bridge/Reports/re34c.pdf

Byrne, B., Marcus, R. and Powers-Stevens, T., 1995, 'Gender, Conflict and Development. Volume 2: Case Studies: Cambodia, Rwanda, Kosova, Somalia, Algeria, Guatemala and Eritrea', *BRIDGE Report 35*, Brighton: BRIDGE/Institute of Development Studies

URL: www.ids.ac.uk/bridge/Reports/re35c.pdf

What do wars mean for women? In what ways can gender analysis contribute to conflict resolution and prevention? With reference to case studies in volume 2, the Overview Report shows how conflict at its various stages impacts differently on men and women, depending on their relative positions prior to conflict.

Men of combat age are most vulnerable to being conscripted, killed or injured during battle. However, women tend to be the main victims of war in the direct sense as casualties/fatalities, as well as suffering indirectly through social breakdown and dislocation. Gender inequalities that disadvantage women prior to conflict persist and often intensify during war. However, conflict may bring women some benefits as a potential catalyst for changing gender roles and boosting status and skills for women in non-traditional areas. In the post-war period, it may be possible for women to continue in their new roles.

The Overview Report concludes women should not be viewed as inherently peaceful and notes that where there is gender inequality, no meaningful peace can be established. Recommendations for the future include recognition of women's rights as human rights; provision of support to women's

organisations; encouragement of the greater participation of women in regional/national/international peace negotiations; and protection of women's access and control of resources, such as food, water or property.

Kumar, K. (ed), 2001, *Women & Civil War: Impact, Organizations and Action*, Boulder: Lynn Rienner Publishers

Women are not typically passive spectators during a war, nor are they always its innocent victims. Instead, they frequently take on new roles and responsibilities, participating in military and political struggles and building new networks in order to obtain resources needed by their families. Consequently, while civil war imposes tremendous burdens on women, it often contributes to the redefinition of their traditional roles and changes gender relations in society.

This work presents a detailed analysis of how intrastate conflict affects women and how women's networks and organisations respond to conflict in ways that increase their economic, social and political power. The authors also consider policy implications for the international community. Various chapters explore situations in El Salvador, Guatemala, Rwanda, Cambodia, Georgia, Bosnia and Herzegovina. (Summary adapted from publisher's website at www.rienner.com. To order this book online, visit the publisher's website or email: cservice@rienner.com).

Sorensen, B., 1998, 'Women and Post-conflict Reconstruction: Issues and Sources', *Occasional Paper No 3, The War-torn Societies Project, United Nations Research Institute for Social Development (UNRISD)*

URL:

[www.unrisd.org/80256B3C005BCCF9/httpNetITFramePDF?ReadForm&parentunid=631060B93EC1119EC1256D120043E600&parentdoctype=paper&netitpath=80256B3C005BCCF9/\(httpAuxPages\)/631060B93EC1119EC1256D120043E600/\\$file/opw3.pdf](http://www.unrisd.org/80256B3C005BCCF9/httpNetITFramePDF?ReadForm&parentunid=631060B93EC1119EC1256D120043E600&parentdoctype=paper&netitpath=80256B3C005BCCF9/(httpAuxPages)/631060B93EC1119EC1256D120043E600/$file/opw3.pdf)

Women are not just victims of war. Some are actively involved in the rebuilding of countries emerging from armed conflict and shaping post-war social structures. However, factors such as a lack of resources and capacity can reduce their participation in reconstruction processes and they are often excluded from formal peace negotiations. Reconstruction processes also have an impact on gender roles. For example, the inclusion of women's issues on the political agendas of liberation movements raises awareness about women's rights. However, gains can be short-lived if governments fail to understand how to incorporate gender concerns into policy and/or how to counter existing social norms associated with different gender roles.

Women also have to fight harder for resources (such as land) that have dwindled during crises. Often, they must diversify their livelihoods, particularly if they have lost male members of the household, but access to paid employment is usually more limited for women. Studies on the rehabilitation of social services suggest that even though women's needs and rights are increasingly recognised officially,

women continue to be discriminated against with respect to access to education. Women are often actively involved in rebuilding social services, but such work is generally viewed as an extension of their domestic duties and therefore not remunerated or developed through training. Women, however, possess different resources and capacities to influence post-conflict reconstruction.

United Nations (UN), 2002, *Women, Peace and Security*, Geneva: UN

URL: www.un.org/womenwatch/daw/public/eWPS.pdf

UN Security Council Resolution 1325 (2000) mandated the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution. The preparation of the study on women, peace and security was co-ordinated by the UN Special Adviser on Gender Issues and Advancement of Women in close cooperation with the UN Inter-agency Taskforce on Women, Peace and Security.

The specific experiences of women and young girls are linked to their status in society. Inequalities between women and men and abuses of women's human rights are often exacerbated during conflict. Relevant international legal frameworks and mechanisms such as the 'Platform for Action' require states to address such problems, but implementation efforts have been patchy.

Efforts to ensure a gender perspective in peace processes as well as in peace and humanitarian operations, reconstruction and rehabilitation, including DDR programmes, face many challenges. For example, it may be difficult to maintain momentum for change immediately after the cessation of hostilities. This study includes recommendations for concrete action to ensure greater attention to gender perspectives in all areas of work and secure financial and human resources for gender mainstreaming. Based on the findings of the study, a report of the Secretary-General was submitted to the Security Council. This report, which distils the study down to 21 recommendations, can be found at www.un.dk/doc/1154.pdf.

2.4 Enforcing gender-sensitivity in international policy

Anderlini, S. N., 2001, *Women, Peace and Security: A Policy Audit. From the Beijing Platform for Action to UN Security Council Resolution 1325 and Beyond*, London: International Alert

URL: www.international-alert.org/women/polaudit.pdf

In what ways can the largely invisible work of women in peace processes be mobilised to improve gender-sensitivity in conflict and reconstruction? This report draws on the work of the Gender and Peacebuilding Programme at International Alert, which involves women's NGOs and civil society organisations in an ongoing 'Gender Peace Audit'. The Audit assesses the extent to which the international community is addressing the needs of women. To that end, the audit focuses on evaluating and monitoring the implementation of national and international commitments to gender-sensitive conflict and post-conflict reconstruction.

This report argues that some women's organisations have had considerable success as part of policy-making processes. For example, they managed to gain recognition for the inclusion of gender-based violence (GBV) as a war crime in the International Criminal Court (ICC). This suggests that when given an opportunity to participate, women have the capacity to make significant contributions. The report's recommendations include facilitating the greater participation of women at the peace and negotiation table; addressing the mechanisms for effective prosecution of crimes against women in war; and developing guidelines for gender-sensitivity in post-conflict rehabilitation programmes.

International Alert and the Gender and Peacebuilding Programme

The goal of the Gender and Peacebuilding Programme is to recognise the various positive experiences of women during war and conflict. The programme evolved out of the global campaign *Women Building Peace: From the Village Council to the Negotiating Table*, launched by International Alert with support from over 200 partners in May 1999. Using UNSC Resolution 1325 as a framework, the programme has so far completed consultations on women's peace and security in Nepal, Nigeria and the Caucasus, with the aim of promoting more gender aware policies that are rooted in local realities. The latest regional consultations took place in the South Asia region, and the report by Nicola Johnston (June 2003) titled *UNSC Resolution 1325: South Asian Women's Perspectives*, is available at www.international-alert.org/pdf/AsianPaper.pdf.

International Alert also recently published *Women Building Peace: Sharing Know-How*, another follow-up report to the global campaign *Women Building Peace: From the Village Council to the Negotiating Table*. It is based on a workshop held in Oxford, UK, in November 2002 that brought together female peace activists from around the world. This report by Judy El-Bushra (June 2003) synthesises International Alert's work in this field to date. It stresses the importance of recognising the diversity of women's experiences and providing a forum for women to share expertise gained at the local level. This report is available at www.international-alert.org/pdf/KnowHowPaper.pdf.

Corrin, C., 2000, *Gender Audit of Reconstruction Programmes in South Eastern Europe*, New York: Urgent Action Fund and Women's Commission for Refugee Women and Children

URL: www.bndlg.de/~wplarre/GENDER-AUDIT-OF-RECONSTRUCTION-PROGRAMMES--ccGAudit.htm

In what ways could the reconstruction programmes in South Eastern Europe be strengthened to achieve greater gender equality? The Urgent Action Fund, in collaboration with the Women's Commission for Refugee Women and Children, commissioned an evaluation of the UN Interim Administration Mission in Kosovo (UNMIK). The Audit considered the extent to which women's participation in all the social, educational and political aspects of reconstruction had been supported and encouraged. The audit was designed to highlight the gaps in processes and to prioritise the gender-specific needs of women and girls.

According to the report, involvement of women was undermined in a variety of ways:

- the marginalisation of the needs of women in the face of increased violence;
- sexual exploitation and family disruption;
- failure to appoint women to senior policy-making positions; and
- the tendency for UNMIK administrators to work with 'male' power-brokers.

Recommendations for change include improved gender awareness training for international and local NGO and administrative staff; increased availability of translated materials; more transparency in the funding of initiatives; and greater collaboration with gender experts.

2.5 Impacts of armed conflict

Enloe, C., 2000, *Maneuvers: The International Politics of Militarizing Women's Lives*, Berkeley: University of California Press

Images and themes of conflict are not hard to find in modern society. Signs of the times include films that equate action with war; condoms designed with a camouflage pattern; fashions that celebrate brass buttons and epaulettes; and tomato soup that contains pasta in the shape of Star Wars weapons. These images contribute to militaristic values that shape our culture in times of war and peace.

This book looks at the very gendered nature of 'militarisation'. It takes an international look at how things become 'militarised', namely the politics of masculinity, nationalism and globalisation around the world. The author covers a broad range of subjects: gays in the military, the history of 'camp followers', the politics of women who have sexually serviced male soldiers, married life in the military, military nurses, and the recruitment of women into the military. One chapter, titled 'When Soldiers Rape', explores GBV in countries such as Chile, the Philippines, Rwanda and the United States.

According to the author, military officials and their civilian supporters employ a number of strategies to ensure that women remain categorised as prostitutes, rape victims, mothers, wives, nurses and/or feminist activists. This artificial 'separation' of women into categories makes the work of those attempting to support these women difficult. (Summary adapted from www.ucpress.edu).

To order this book in North and South America, East or Southeast Asia, or in Australia and New Zealand, email orders@cpfs.pupress.princeton.edu. If you are located in UK, Europe, India, Pakistan, Sri Lanka, Bangladesh, Africa, the Middle East or countries in the former Soviet Union, email lois@upccp.demon.co.uk or visit www.ucpress.edu/press/OrderInfo.html for how to order via fax or post.

Lindsey, C., 2001, *Women Facing War: The Impact of Armed Conflict on Women*, Geneva: International Committee of the Red Cross (ICRC)

URL:[www.icrc.org/Web/Eng/siteeng0.nsf/htmlall/p0798/\\$File/ICRC_002_0798_EXEC_SUMM.PDF!Open](http://www.icrc.org/Web/Eng/siteeng0.nsf/htmlall/p0798/$File/ICRC_002_0798_EXEC_SUMM.PDF!Open)

ICRC, 2003, *Women and War: Special Report*

URL:[www.icrc.org/Web/eng/siteeng0.nsf/htmlall/5KCDYC/\\$File/Women_War_special_report_8-3-03.pdf](http://www.icrc.org/Web/eng/siteeng0.nsf/htmlall/5KCDYC/$File/Women_War_special_report_8-3-03.pdf)

From 1998, the ICRC committed itself to addressing the unique concerns faced by women in war and conflict zones. As part of this initiative, the organisation published the report *Women Facing War: The Impact of Armed Conflict on Women* in 2001. This report is one of a series of reports and audio/visual materials from ICRC's project on women and war (see box below). In March 2003, they published a follow-up to this piece entitled *Women and War: Special Report*, which outlines the work of the ICRC since the publication of the initial study in 1998, as well as re-affirming the commitment to raise awareness and address the needs of women during conflict.

Internal armed conflicts have devastating effects on civilian populations and on women in particular. Both of these papers analyse the needs of women in war, the protection given to women by international humanitarian law and the activities of the ICRC on behalf of women. These studies explore the impact of conflict on women and men, looking at displacement, security, sexual violence, access to medical care and food, detention and 'disappearances'. They assert that a better understanding of the effects of conflict on women and men and recognition that women have their own needs and vulnerabilities will help society develop ways to prevent and alleviate the suffering of women during war. Full implementation of international humanitarian law is also recommended.

The ICRC's mandate is to protect the lives and dignity of victims of armed conflict and internal disturbances and to provide them with assistance. It also acts as a promoter and guardian of international humanitarian law.

ICRC, women and war

The ICRC endeavours to raise awareness of the distinct ways in which women are negatively affected by war and conflict, and how their conditions might be improved through better implementation of existing international law, as well as greater involvement of women in all aspects of conflict resolution. The organisation's dedicated website page on 'Women and War' provides up-to-date information related to women and conflict and the work of the ICRC in this area. It also features fact sheets on sexual violence, missing persons, health and physical safety, as well as country/region-specific analyses, photos and video-clips. With the exception of a few full-length publications, all of these resources are freely available to download at www.icrc.org/eng/women. Queries related to women and conflict may be sent to womenandwar.gva@icrc.org.

Rehn, E. and Sirleaf, E. J., 2002, *Women, War and Peace: the independent experts: assessment on the Impact of Armed Conflict on Women and Women's Role in Peace-building*, New York: United Nations Development Fund for Women (UNIFEM)

URL: www.unifem.org/index.php?f_page_pid=149

While women are effective agents of peace, they still have little access to power and peace negotiations. Women and girls are increasingly at risk of sexual violence, torture and HIV-infection in contemporary conflict situations, yet the perpetrators almost always go unpunished. UNIFEM appointed two women – both politicians and government officials in their home countries – to travel to conflict areas, interview women and bring their concerns to the attention of the UN and the world. The report covers many areas, from the gender dimensions of violence and displacement during conflict to the role of peacekeepers and the need for women to play a central part during peace negotiations and reconstruction. The report calls for the following:

- the establishment of a truth and reconciliation commission to address and record cases of violence against women during conflict;
- placement of refugee and internally displaced women in key roles of camp planning to ensure fair resource distribution;
- increased support and resources that address the special health needs of women; and
- greater participation of gender experts in all levels and aspects of peacekeeping and peace-building.

2.6 Gender-based violence (GBV)

Jacobs, S., Jacobson, R. and Marchbank, J. (eds), 2000, *States of Conflict: Gender, Violence and Resistance*, London: Zed Books

How is conflict a gendered phenomenon? What is the role of women's resistance in responses to the gendered impacts of conflict? The editors argue that 'conflict is endemic in human societies', and that most conflict has a gender dimension. The book links global processes and the causes and consequences of armed conflict experienced on national, local and individual levels. Strong emphasis is placed on the role of women's resistance.

The collection begins with a feminist analysis of security and the often hidden forms of violence (primarily against women) that take place during periods of armed conflict. The second half of the book shifts the focus to work that challenges the relative disadvantage faced by women during armed conflict. Contributing authors discuss the All Women's Federation of China; violence against women in Brazil; caste violence in India; women and peace processes in Northern Ireland; and women's voices in South Africa. The collection concludes with an argument that women's resistance continues to be excluded from mainstream understandings of globalisation, but that despite this oversight, women's movements are growing in size and strength. For details on ordering this book, please see the contact information for Zed Books in section 7 of this collection.

Moser, C. and Clark, F. (eds), 2001, *Victims, Perpetrators or Actors? Gender, Armed Conflict and Political Violence*, London: Zed Books

Armed conflict and political violence are generally viewed as 'male domains' in which acts are perpetrated by men as part of armed forces, guerrilla groups, paramilitary organisations or peacekeeping operations.

The involvement of women, either willingly or inadvertently, has received far less attention. There has also been a tendency to portray men as aggressors and women as victims, particularly when it comes to sexual abuse. The gendered causes, costs and consequences of violent conflicts have been at best underrepresented and, more often, have been badly misrepresented. In reality, men and women are both actors and victims in violent conflict. Furthermore, all stages of conflict have gendered implications. The contributors to this book explore the links between political, economic and social violence. They also illustrate how local community organisations run and managed by women play a key role throughout conflict periods, not only in terms of meeting basic needs, but also in terms of fostering trust and collaboration. To order this book, please see the contact information for Zed Books in section 7 of this report.

2.7 Men and masculinity

Cleaver, F. (ed), 2003, *Masculinities Matter! Men, Gender and Development*, London: Zed Books

What is the role of 'masculinity' in understanding the gender-specific aspects of armed conflict? The essayists featured in this collection argue that more insight is needed into the role of men and masculinity in gender and development. Furthermore, contributors assert, the inclusion of men as partners in change is critical.

Chris Dolan, in his chapter 'Collapsing Masculinities and Weak States: A Case Study of Northern Uganda', argues that masculinity, defined as a set of fixed ideas of what a society deems to be 'male', allows men to exercise power over women and other men. That power, he explains, is then reinforced and manipulated by political processes.

Dolan believes there is a need to recognise that men's experiences are not uniform and that the dominance of one 'model' of masculinity makes men more vulnerable to violence against themselves and others when they deviate from a commonly accepted, uniform view of maleness. Furthermore, he concludes, conflict reinforces a singular model of masculinity that undermines the gains made by women during and after conflict. To order this book, please see the contact information for Zed Books in section 7 of this report.

Cockburn, C. and Zarkov, D. (eds), 2002, *The Postwar Moment: Militaries, Masculinities and International Peacekeeping*, London: Lawrence and Wishart

How do social relations change as a result of peacekeeping and post-conflict reconstruction? This collection of essays links the experiences of post-war Bosnia-Herzegovina (B-H), with that of the

Netherlands, a country that deployed a large peacekeeping force in the war-stricken area. The Dutch contingent of the UN peacekeeping forces was held responsible for failing to prevent the Srebrenica massacre of thousands of Bosnian Muslim men by Bosnian Serb forces. The response provoked in the Netherlands by this event has led to an exploration of the relationships between soldiering and masculinity, war-fighting and peacekeeping.

Part one of this collection presents contrasting notions of masculinity and femininity in the context of armed conflict, making the case that successful peace-building must take account of gender. Part two examines the negative impacts of this ignorance of gender-related issues on the post-conflict reconstruction of B-H. Part three offers a detailed discussion of the 'softer' nature of Dutch military culture and how this creates a different understanding of social relations and the functions of masculinity. For further details on how to order this book visit www.l-w-bks.co.uk/, email orders@lwbooks.co.uk or fax +44 (0) 20 8533 7369.

2.8 Health and HIV/AIDS

Benjamin, J.A., 2001, *Conflict, Post-conflict, and HIV/AIDS – the Gender Connections: Women, War and HIV/AIDS: West Africa and the Great Lakes*, Women's Commission for Refugee Women and Children, Presented at the World Bank, International Women's Day, March

URL: www.worldbank.org/html/prmge/womensmonth/benjamin.doc

What are the connections between conflict, HIV/AIDS and gender? This project conducted in Rwanda and Sierra Leone shows how gender inequalities among refugees and internally displaced populations significantly increase vulnerability to HIV infection.

The project used a community-based approach that incorporated an outreach programme by AIDS educators taken from the refugee population. It found women in the camps were acutely vulnerable to HIV infection as a result of increased domestic violence and rape. It also found that women had actively engaged in risky behaviour, largely due to inequitable distribution of resources. Sexual favours were often demanded in exchange for food, which led to an increase in the number of women's sexual partners.

The report recommended that the UN agencies need to show serious commitment to protecting women and children from violence; reassess the male-dominated nature of their personnel; and address the involvement of UN personnel in gender violence and HIV transmission. It suggests all peacekeeping staff should be trained in international human rights laws and gender violence prevention.

2.9 Small arms and light weapons (SALW)

Farr, V. A., Cukier, W., Bakoko Bakoru, Hon. Z., Sanyu Mpagi, J., El Jack, A., Ojambo Ochieng, R., Kobusingye, O.C. and Gebre-Wold, K., 2002, 'Gender Perspectives on Small Arms and Light

Weapons: Regional and International Concerns', *Brief 24*, Bonn International Center for Conversion (BICC)

URL: www.bicc.de/weapons/brief24/brief24.pdf – available in English and German

The particular dangers to women and girls associated with the proliferation and abuse of small arms are problematic on a global scale. Moreover, women experience GBV at gunpoint in times of peace as well as in times of war. To reflect this complex reality, this publication features a variety of articles that explore how local ideas of gender not only determine attitudes to small arms but underpin social and political practices that make women more vulnerable to violence everywhere.

The availability of SALW has profound implications in the struggle against gender-based abuses, as the articles by Wendy Cukier and Ruth Ojambo Ochieng highlight. Other articles assess the gender blindness of SALW policies and offer suggestions on how strategies can be made more gender-aware, for example, by linking policies on disarmament with those concerning women's empowerment.

2.10 Disarmament, demobilisation and reintegration (DDR)

Ibañez, A. C., 1999, 'Combatientes y Genero: Implicaciones para la Reintegracion' ['Combatants and Gender: Implications for Reintegration'], presentation at the conference *Gender, Armed Conflict and Political Violence*, 10-11 June 1999, The World Bank, Washington DC

URL: www.worldbank.org/gender/events/lbanez.doc – available in Spanish only

For English version, see Moser, C. and Clark, F. (eds), 2001, *Victims, Perpetrators or Actors? Gender, Armed Conflict and Political Violence*, London: Zed Books

When conflicts end and armies are demobilised, is there a difference between the problems faced by male and female combatants upon their return home? In the case of war in El Salvador, statistics suggest that at the very least, 30 per cent of the combatants were women. This paper looks at the situation of female combatants in post-conflict situations, using real-life case studies. The transition from home to combat life represents a massive shift in roles for women. Female combatants had fewer domestic responsibilities, such as caring for children. Combat offered them, in many cases, sexual freedom and an escape from restrictions and gender discrimination.

However, most people did not believe these changes in female roles and responsibilities would last beyond the conflict situation. After the cessation of hostilities, female ex-combatants found the traditional gender roles in marriage and reproduction did not change. In addition to the psychological problems caused by the return home, and the persistence of gender discrimination in the post-conflict society, many female ex-combatants suffered the loss of children who had 'disappeared' or had been taken in by other women. Like male ex-combatants, they also had to become accustomed to the change in daily life (i.e. the lack of orders) and faced problems reintegrating into society.

The paper presents case studies of female ex-combatants who descended into depression and self-harm. It concludes that job-creation and training schemes and other economic resources would have been more effective in El Salvador if the psychological effects of post-conflict life for women had been taken into account.

Mazurana, D. and McKay, S., 2001, 'Child Soldiers: What About the Girls?', *The Bulletin of Atomic Scientists* Vol 57 No 5: 30-35

URL: www.thebulletin.org/issues/2001/so01/so01mazurana.html

From 1990 to 2000, underage girls were active in armed conflicts in at least 32 countries. Girls are often treated as sexual property, allocated to soldiers as 'wives', distributed as rewards for good soldiering or given to local chiefs. Acknowledgement of and support for the rehabilitation and reintegration of girls is needed, but currently girls are marginalised in DDR programmes at all levels. The Convention on the Rights of the Child and the Optional Protocol on the Involvement of Children in Armed Conflict are among the legal standards designed to stop the recruitment and abduction of girls and boys into armed conflict.

To date, 166 countries have ratified the Convention. The Optional Protocol has been signed by 76 countries but only four have ratified it. The United States has ratified neither. To ensure successful reintegration of girls, it is necessary to learn more about girls' participation in conflict and the gender-specific problems they face. This knowledge should be used to develop international policies and programmes that recognise and address their needs.

UN Department for Disarmament Affairs, 2001, *Briefing Notes*, New York: UN

These briefing notes elaborate on the connections between gender and disarmament. In cooperation with the UN Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), the notes are part of a broader project designed to make disarmament more effective. The following topics are covered:

- Gender perspectives on weapons of mass destruction – disarmament.un.org/gender/note1.pdf
- Women's advocacy for peace and disarmament – disarmament.un.org/gender/note2.pdf
- Gender perspectives on small arms – disarmament.un.org/gender/note3.pdf
- Gender perspectives on DDR – disarmament.un.org/gender/note4.pdf
- Gender perspectives on land mines – disarmament.un.org/gender/note5.pdf
- Gender perspectives on disarmament and development – disarmament.un.org/gender/note6.pdf

Watteville, N., 2002, *Addressing Gender Issues in Demobilization and Reintegration Programs*, Washington DC: The World Bank

URL: [wbln0018.worldbank.org/Networks/ESSD/icdb.nsf/D4856F112E805DF4852566C9007C27A6/9D592F129527B3ED85256C0F00787064/\\$FILE/Gender.pdf](http://wbln0018.worldbank.org/Networks/ESSD/icdb.nsf/D4856F112E805DF4852566C9007C27A6/9D592F129527B3ED85256C0F00787064/$FILE/Gender.pdf)

While the roles of female ex-combatants vary widely, the women have the shared problem of limited access to benefits in times of peace and demobilisation. Other groups neglected during demobilisation include abducted girls and ex-combatants' families.

Among other things, demobilisation and reintegration programmes (DRPs) aim to reduce military expenditures and address economic and social issues. But how does a gender dimension fit with these objectives? This report explores means of ensuring that gender-specific needs are identified and addressed in future DRP strategies. For example, when female ex-combatants failed to take up micro-credit grants provided by ACORD, an ex-female combatant was hired to reach other female ex-combatants. Strategies to improve re-integration include recruiting and training female staff members, who tend to be better placed to reach out to female client groups. Gender specialists must also be recruited to ensure gender-specific issues are targeted and addressed. The report also offers guidance on the cost of instituting a gender-sensitive programme.

2.11 Gendered responses to armed conflict

Bennett, O., Bexley, J. and Warnock, K. (eds), 1995, *Arms to Fight, Arms to Protect: Women Speak out about Conflict*, London: Panos

The survival struggles of ordinary women – whether as fighters, rape survivors, camp inhabitants, mothers or peacemakers – are highlighted in the accounts of conflict situations covered in this report.

As part of the process of compiling testimonies, the authors set up partnerships with interested women's groups in different countries. Workshop discussions and training courses were held with local women, who later shaped and constructed the interviews themselves. The women did not just record events – they also documented their perceptions and understandings of their experiences. Interviewees spoke of their survival strategies, such as selling their bodies for food and becoming combatants.

The report's gender analysis combines the methodology of oral testimony with a critical exploration of gendered power in situations of armed conflict. (Please refer to the *Cutting Edge Pack Overview Report* for selected excerpts from their testimonies.) To order this book from Panos, email info@panoslondon.org.uk.

Falcon, J.M., 2003, 'Luchando por la justicia: las mujeres peruanas en la búsqueda de los desaparecidos' [Fighting for justice: Peruvian women in the search for the disappeared], unpublished

URL: www.siyanda.org/docs/falcon_desaparecidos.doc - available in Spanish only

How has a gender analysis been used in areas of post-conflict? In Peru, the Truth and Reconciliation Commission (CVR) was set up following two decades of political violence spanning the period from 1980 to 2000. The CVR Gender Programme, or 'Línea de Género', has sought to analyse and explain the

differential effects of the political violence on women and men, and the strategies required by the CVR to address these effects.

A key area has been exploring how the definition of political violence in terms of torture and forced disappearance has failed to acknowledge the extensive and widespread sexual violence that took place. Women gave the greatest proportion of testimonials in the CVR, but they tended to refer only to their fathers, husbands and sons and avoided speaking about violence committed against themselves.

Methodologies have been developed that allow for disaggregation of numerical data or statistics. These methodologies also reveal hidden aspects of violence and human rights abuses and enable women's voices to be heard. (For a summary of the Workshop Guidelines, see the Tools and Guides section of this collection. For more information on the CVR see the Organisations section and the *In Brief* in the *Cutting Edge Pack*.)

Turshen, M. and Twagiramariya, C. (eds), 1998, *What Women Do in War Time: Gender and Conflict in Africa*, London: Zed Books

What is the legacy of armed conflict on the roles and experiences of women in Africa? This collection of reports, testimonies and analyses portrays the diverse experiences of women all over Africa who have lived through civil wars, apartheid, genocide and gendered political violence such as rape. Contributions include discussions of violence against women in Rwanda, Chad and Liberia; the involvement of and impact on women of the South African Truth and Reconciliation Commission; and the increase in violence against women caused by the proliferation of SALW.

A link is drawn between the colonial past of most African nations and the ongoing civil wars. These weak states are unable to enforce international human rights conventions that would otherwise protect women. The collection catalogues the abuses sustained by women and also outlines some of the ways in which women have mobilised, including their lobbying activities for greater involvement in the process of peace-building. To order this book, please see the contact information for Zed Books in section 7 of this collection.

2.12 Women and the peace process

Anderlini, S.N., 2000, *Women at the Peace Table: Making a Difference*, New York: UNIFEM

URL: www.unifem.undp.org/resources/peacebk.pdf

How can the involvement of women in peace processes improve the prospects for more peaceful, gender equal post-conflict societies? This report outlines how women are mobilising around international laws and commitments to advocate for greater participation in peace talks. It draws on the experiences of female activists from areas as diverse as Liberia, Guatemala and Cambodia, highlighting the role of strong regional women's movements and direct political lobbying in facilitating greater involvement of women.

Through collective women's organising, which cuts across economic, political, social, cultural and religious lines, significant advances have been made, such as female representation at peace negotiations in South Africa. In Guatemala, such broad-based efforts have resulted in greater investment in women's human rights protection as well as better access to resources. Despite these advances, however, peace processes are still largely male-dominated and women's involvement receives very little encouragement.

Progress will be made only if we strengthen existing commitments to promote women's involvement. We also must build strong links between female and male decision-makers committed to social justice and organisations working in the field. Technical and financial resources for individuals and organisations working to promote women's rights must also be supported.

Lithander, A. (ed), 2000, *Engendering the Peace Process: A Gender Approach to Dayton - and Beyond*, Stockholm: The Kvinna till Kvinna Foundation

URL: www.iktk.se/publikationer/rapporter/pdf/nuDayton.pdf

How have the Dayton Peace Accords affected the implementation of gender-sensitive planning in post-conflict re/construction in Eastern Europe? This report provides a detailed analysis of the extent to which gender has been overlooked in peacetime following war in the Balkans.

The Dayton Peace Accords, adopted by the presidents of Bosnia and Herzegovina, and Serbia and Croatia in December 1995, was the first major peace agreement to be signed after the Fourth World Conference on Women in Beijing. It argues that women's organisations have effectively engaged in issues such as sexual slavery/trafficking and set up centres offering legal advice and psychological/trauma support services early on in the conflict period. Despite the existence of a 'gender coordination group' in the region, most international agencies and NGOs working in this region had not instituted any gender-based programmes or devoted any particular attention to gender in their planning.

One of the report's main conclusions is that the work of women's organisations must be recognised earlier on in the conflict period. Furthermore, in the aftermath of conflict, their work should also be protected and recognised in peace agreements and accords. Support for women's organising and mainstreaming gender initiatives promotes equality, which is the foundation for a long-term and sustainable, democratic peace.

3. Case Studies

3.1 Overview

Fortunately, we have increasingly more examples of good practice by individuals, NGOs, governments and bilateral/multilateral organisations in addressing the gendered impacts of armed conflict. There are also lessons to learn from work that has not included an effective gender focus. This section contains innovative examples of research on the gendered impact of conflict and presents assessments of strategies that address armed conflict and the reconstruction of societies. This section also provides examples of innovative work done by gender-sensitive organisations during conflict and after hostilities have officially ceased.

The *In Brief* of this *Cutting Edge Pack* also features case studies on the work of the Women's Centre for Legal Aid and Counselling (WCLAC) in Palestine and the Truth and Reconciliation Commission in Peru. The networking and contact details for organisations referred to in this section and *In Brief* are available in section 7 of this collection.

3.2 Gender capacity building in conflict zones – Sri Lanka

de Alwis, M. and Hyndman, J., 2002, *Capacity-building in Conflict Zones: A Feminist Analysis of Humanitarian Assistance in Sri Lanka*, Colombo: International Centre for Ethnic Studies

The civil war in Sri Lanka has been raging for the past twenty years and has left approximately 800,000 people internally displaced. In this document, Hyndman and de Alwis assess the potential for institutional capacity building in three areas of NGO work: the promotion of income security options for women; prevention and support in cases of violence against women; and the provision of health services and information to women.

In times of conflict, such services are increasingly provided by international NGOs (INGOs) rather than governments. This has implications for accountability since INGOs often ignore the intensely political nature of their support in times of conflict. INGO staff members represent themselves as 'experts' with knowledge and skills to impart to the 'locals', whereas capacity-building should be viewed as a way of engaging and reinforcing local knowledge and skills in order to enhance the security of people's livelihoods.

Humanitarian assistance provided through INGOs is also gendered in its design, in terms of the ways that services are provided and evaluations are conducted. If organisations merely use the terms 'women' or 'gender' in an effort to 'include' gender programming in their projects without truly understanding

power imbalances that lead to gender inequality in the local context, they will fail to address social, economic and political power structures that hinder progress towards gender equality.

Humanitarian assistance can reinforce gender stereotypes. In the context of emergency relief, if food stuff is handed to women and *cadjans* (temporary shelters) to men, it is implicitly understood that women should cook while men construct the temporary shelters. Conversely, interventions can also be gender blind, meaning they assume assistance will affect all displaced people equally and therefore neglect the needs of women and other minority groups.

The research by de Alwis and Hyndman resulted in these findings:

- INGOs tend to focus on interventions for women that are 'quick' and 'easy'. For example, they provide micro-credit to women rather than skills-training in non-traditional areas.
- Little effort is made to enable local NGOs (LNGOs), through the generation of capital, to be independent of outside funds or to assess the impact of credit on gender relations in the home.
- Giving loans to women or widows without ongoing discussion with the entire community can cause resentment among men who may not have similar access to such credit schemes.
- Women's health is generally addressed only in terms of maternal health. Issues such as sexual health and violence are therefore ignored. However, a few organisations are looking at the psychosocial dimensions of health.
- Many humanitarian organisations appoint female staff as gender co-ordinators, although they may not be trained or interested in addressing gender issues. It also absolves other staff from taking responsibility for promoting gender equality.

However, there are some local and international organisations that have integrated gender and development (GAD) into their work:

- The Suriya Women's Development Centre, a group of displaced Tamil women, has integrated prevention of violence against women into all their projects. The women also educate the public about violence against women (VAW) through songs, posters and street dramas. Suriya co-ordinates the Eastern women's NGO forum, which enables NGOs to share ideas, although travel and security concerns make it difficult to convene meetings.

Suriya plans to help women's groups use participatory video methods to express the pain, suffering, healing and reconciliation they have experienced and to make requests to groups on 'the other side'. Footage created by the women from both 'sides' is then exchanged, providing visual evidence of the peace-making process they have experienced. Source: www.oxfordresearchgroup.org.uk

- The World University Service of Canada (WUSC) helps co-ordinate the NGO forum and insists on equal participation of men and women in the projects they support. In cooperation with INGOS and LNGOs, they have supported courses in welding, bicycle repair, carpentry and mechanics in both mixed classes as well as classes for women only. Training for all participants includes gender

training. WUSC also works with the families, employers and neighbours of women about the need to re-examine gender stereotypes.

Lessons learnt and recommendations:

- INGOs need to expand their conception of gender and collaborate with LINGOs, so that gender is seen as part of the design, implementation and evaluation of every project.
- Conflict can provide opportunity for positive social change through transforming gender roles/identities, provided that all members of a community are involved in ongoing consultations and decision-making.
- Developing a network for gender trainers and a central repository for shared resources would be an invaluable asset for international and local NGOs.
- Gender training for male staff by male gender trainers is vital to counter the current trend towards marginalising gender as a women's issue.

3.3 Gender-sensitive programme design and planning in conflict-affected situations – Africa

This case study is an adaptation of:

id21, 2002, 'Fused in Combat: Gender Relations and Armed Conflict', *id21 research highlight*, 2 August¹

URL: www.id21.org/society/s6ajeb1g1.html

See end of this section for references used to compile the id21 'highlight'.

Do gender relations change through conflict? How might conflict itself be fuelled by aspects of gender identity? How do people on the ground see the changes that conflict brings about? This research project by the Association for Co-operation and Research in Development (ACORD) combines oral testimony with more conventional research methods. It concludes that conflict has undoubtedly given women greater responsibilities and the possibility of greater leverage in decision-making and political participation.

The project, called 'Gender-sensitive programme design and planning in conflict-affected situations', is aimed at enhancing gender-awareness in development work in regions affected by conflict. Field research was carried out in Sudan, Somalia, Uganda, Mali and Angola, while studies were completed for Eritrea and Rwanda. Using oral testimony and participatory rural appraisal (PRA) as its main research methods, the report describes the experiences of ordinary citizens in armed conflict and aims to identify the link between gender relations and conflict through their eyes.

¹ Views expressed in this summary are not necessarily those of DFID, IDS, id21 or other contributing institutions. Unless stated otherwise articles may be copied or quoted without restriction, provided id21 and originating author(s) and institution(s) are acknowledged. Copyright © 2003 id21. All rights reserved.

The main findings are as follows:

- There is appalling human suffering, loss of livelihoods, erosion of social relations, and loss of faith in the future. Testimonies call overwhelmingly for peace. Interviewees were faced with the prospect of a permanently militarised society in which their children would grow up amid violence. They were deeply concerned about the impact on future generations.
- All case studies noted changes in gender roles due to the violence of warfare and its consequences: displacement, impoverishment and demographic imbalance. In general, women took on greater responsibilities for family provision while men's roles were diminished. An interviewee from Somalia told researchers, *'A person who knew me before the conflict and sees me now will wonder and ask, "what is wrong with this man?". Since I have lost my sources of livelihoods, I have nothing to give to the town'* (Nur 2002: 16).
- Less consistently, changes in gender roles led to limited increases in women's decision-making power and political participation, generating optimism in some cases. In others, there was despair about the erosion in cultural values. A Rwandan interviewee said, *'Women are now present at all levels of political life ... they are encouraged to participate, perhaps because there aren't any more men around,'* (Nyirankundabera 2002: 10).
- The ideological bases underpinning gender relations appear unchanged or even reinforced. Conflict widens the gap between the ideal life that people aspire to and the reality they are able to attain.
- War is a struggle for resources (land, trade, women, children, labour, natural resources, cultural identity and access to state power) between those groups who have power.
- Conflict appears to exacerbate tensions and inequalities between generations and between communities, accentuating the powerlessness of the poor and marginalised groups, regardless of sex.
- The importance of basing interventions on in-depth and grassroots-focused research was confirmed. Oral testimony proved an appropriate research method in conflict situations. For maximum effectiveness, it requires a research design and analysis that does not attempt to predict outcomes, but rather is open-ended.

Lessons for policy-making include the following:

- Interventions that look beyond the immediate consequences of war and instead try to actively control patterns of violence that exist in pre and post-conflict periods, whether locally, nationally or internationally, are crucially important and will have positive short-and long-term effects.
- Policy-makers and planners need to be realistic about the influence they may have in encouraging changes in gender relations. Conflict may create space to make redefinition of social relations possible, but in so doing it may rearrange, adapt or reinforce patriarchal ideologies, rather than fundamentally challenging them.
- If gender analysis is to address the power of patriarchal structures, it needs to see beyond a narrow focus on women's independence. Instead, there is a need for broader, more inclusive approaches that take account of masculinity, femininity and the relationship of both to violence and militarisation.

Sources:

Dolan, C., 2003, 'Collapsing masculinities and weak states – a case study of northern Uganda',² in F. Cleaver (ed.), 2003, *Masculinities Matter! Men, gender and development*, London: Zed Books

El-Bushra, J. El-Karib A. and Hadjipateras, A., 2002, *Gender-sensitive Programme Design and Planning in Conflict-affected Situations*, London: ACORD

URL:

www.acord.org.uk/Publications/G&CResearch/ACORD%20Gender%20and%20Conflict%20Research%20Report.pdf

Kandirikirira, N., 2003 'Deconstructing Domination: Gender Disempowerment and the Legacy of Colonialism and Apartheid in Omaheke, Namibia', F. Cleaver (ed), 2003, *Masculinities Matter! Men, Gender and Development*, London: Zed Books

Nyirankundabera, J., 2002, *Gender-sensitive Programme Design and Planning in Conflict-affected Situations – Annex 6: Complementary Studies: Rwanda*, London: ACORD

URL: www.acord.org.uk/Publications/G&CResearch/annex6rwandaeng.pdf

Nur, I., 2002, *Gender-sensitive Programme Design and Planning in Conflict-affected Situations – Annex 5: Somalia Case Study*, London: ACORD

URL: www.acord.org.uk/Publications/G&CResearch/annex5somaliaeng.pdf

For more gender resources from ACORD, see www.acord.org.uk/b-resources.htm#GENDER.

3.4 Sexual and gender-based violence (SGV) programme monitoring and evaluation – Tanzania

Vann, B., 2000, *How to Guide: SGV programme monitoring and evaluation*, Geneva: UNHCR Health and Community Development Section

URL: www.rhrc.org/pdf/h2g006.pdf

Programmes that tackle sexual and gender-based violence (SGV) in refugee settings need to take into account a number of issues and problems unique to this context. Some of the main problems arise from the need to bring together many diverse actors who will work on the same case, such as mental and physical health care workers, the police, government workers and legal advisers/officers. Multi-sectoral activities include prevention and response, community awareness campaigns, counselling and advocacy services, health care, protection and police training.

This 'How to Guide' shows how an SGV project in a refugee camp in Tanzania undertook a monitoring exercise of its activities. First, the guide presents its own project evaluation, including an analysis of roles, responsibilities and inter-sectoral collaboration. The evaluation resulted in recommendations, which included standardisation of documentation and development of better coordination mechanisms between different service providers and officials. The guide provides advice on how to better evaluate and monitor a project. For example, it shows means of documenting project outcomes in 'outcome-indicator grids'.

² An early draft of this chapter is available at - www.acord.org.uk/r-pubs-CollapsingMasculinities.doc

Factors that hindered effective monitoring and evaluation of the SGV programme included the following:

- confusion of roles within a multi-sectoral project, which includes health workers, community workers, the police and legal support workers;
- problems of sharing information where there were significant inconsistencies in the definitions of SGV and the counting of incidents – a good deal of information was therefore collected but could not be used for monitoring because it could not be categorised; and
- some terms and definitions used by health sector workers did not reflect the laws of the country. For example, it is important for workers to know that some incidents described as sexual/gender-based violence are not technically against the law in Tanzania.

The manual shows the need for development of guidelines for all actors involved in a programme, including explanations of roles and instruction on how these roles may be coordinated. Standardised guides and referral manuals also need to be developed for each individual sector to clarify procedures.

A number of measures would help to achieve these goals:

- standardisation of definitions around SGV such as ‘abduction’, ‘rape’ and ‘domestic violence’ and standard methods of counting to facilitate monitoring;
- clear routes and procedures to refer cases between health care workers, community services and the police;
- standardised documentation, for example a single ‘Incident Report Form’;
- sharing of progress reports and feedback among all actors including the refugee community to ensure inclusion of all in monitoring and evaluation and programme development.

3.5 Oxfam, gender, and the aftermath of war – Kosovo

Williams, S., 2001, ‘Contested Terrain: Oxfam, Gender, and the Aftermath of War’, *Gender and Development* Vol. 9 No 3, Oxford: Oxfam

The topic of gender relations in the context of conflict covers highly sensitive terrain, not only within the war-torn society, but for intervening institutions. Like other international humanitarian agencies, Oxfam Great Britain (GB) has faced difficult questions about whether its presence has sometimes done more harm than good. External agencies also have to ask themselves whether their interventions impact negatively on women and gender relations.

Generally, ideas about the importance of harmonising short-term help with long-term goals are not realised in practice and this has serious implications for gender power dynamics. Oxfam GB has a number of sets of guidelines and standards relating to gender for its emergency programming and while these have been implemented successfully in some instances, they are not routinely applied.

Oxfam GB's programme in Kosovo revealed how conceptual and programmatic divides make implementation complicated and difficult. These divisions have critical implications for gender equity goals in responses to conflict and its aftermath:

- Relief versus development responses – this divide persisted in policy and practice despite an acknowledgement that longer-term prospects for the survivors of conflict should influence relief efforts.
- Conflict versus post-conflict contexts – the Kosovo intervention did not take into account that conflict-prone societies experience cyclical dynamics of turbulence and peace, rather than a linear progression from conflict to peace.
- Technical versus social interventions – the emergency situation in Kosovo was not considered an appropriate setting in which to address gender relations because challenging gender power relations is difficult and does not produce obvious tangible results. Therefore, questions about the impact of technical interventions on gender relations were not considered.

Such divides also created tension between those working on short-term goals and those working on a long-term timeline, particularly as funds were largely focused on short-term relief and technical work. Due to perceptions of the 'private/domestic' as separate from the 'public' sphere and their associated gender ideologies, interventions were focused on the 'public' without consideration for the link with and impact on 'private' issues.

To overcome these limitations, the Oxfam report recommends:

- The systematic integration of gender equity goals within all aspects of emergency response programming. This would help to establish greater coherence between immediate emergency relief and longer-term recovery work.
- Clear analysis of the dynamics between violence and conflict and the maintenance of gender identities, interests and power. For example, a clearer understanding of the links between gendered violence and armed conflict would help Oxfam GB overcome the divide between the private and the public spheres and direct its programmes towards peace and human security at all levels, from the household to the nation.

Gender standards for humanitarian response have since been developed by the Oxfam Humanitarian Department and have been used in the post-conflict Sierra Leone and Angola, as well as other humanitarian responses in Cambodia, Kenya, Malawi, Zambia, Zimbabwe, West Bengal and Mozambique.

3.6 Gender mainstreaming and women's empowerment strategies – Rwanda

UNIFEM, 2002, *Report of the Learning Oriented Assessment of Gender Mainstreaming and Women's Empowerment Strategies in Rwanda*, New York: UNIFEM

URL: www.unifem.undp.org/governance/Final_Rwanda_Report_En.pdf

What are the issues involved in working towards women's empowerment in post-conflict reconstruction? How can coordination between different actors be improved to better achieve this goal? This report on the situation in Rwanda looks at the work of donors, government and non-governmental partners, based on an assessment that took place over a 10-day period in September 2002. The assessment included consultations with government ministries, commissions and NGOs, as well as bilateral and multilateral donors.

The report focuses on five key areas: women's organising; policy and political will; institutional strengthening; justice and reconciliation; and sustainable peace. Successful activities of women's organisations and advances in policy were identified. The report should be seen primarily as an educational tool to help guide reconstruction programmes in other post-conflict situations. In particular, it explains how donor programmes contribute to promoting women's empowerment and what coordination is required between donors and national bodies.

The assessment found the following:

- The existing tradition of women's organising is a key area on which to build. The humanitarian assistance provided by these organisations proved crucial in the post-conflict period in protecting widows and displaced people, health promotion and fighting violence against women and girls.
- Networking and advocacy activities have also contributed to raising women's participation in decision-making at all levels. However, the increasing demand meant that there was a need for more human and financial resources.
- The Rwandan President's promotion of gender equality achieved important policy and legislative changes including the formulation of a National Gender Policy, a new Law of Matrimonial Regimes, Succession and Liberalities and the mainstreaming of gender into the Rwandan Poverty Reduction Strategy (PRS).
- The Ministry of Gender and Women in Development (MIGEPROFE) has been key to the implementation of gender mainstreaming in government and other institutional settings. It has overseen the various changes in policy and provided support on gender mainstreaming for officials in other ministries. MIGEPROFE is also responsible for devolving responsibilities for local projects to local women's councils and women's NGOs.
- A new system for trials of genocide-related crimes has been established based on the traditional *gacaca* system of local justice. The new system, which is based on community decisions, now invites women as participants and 27 per cent of its judges are women.

Recommendations included the following:

- The role of women in re-building the country must be acknowledged, with a strong commitment to women's leadership, rights and democracy. Capacity-building in gender mainstreaming and women's human rights work within women's organisations is crucial.
- Government commitment to gender equality and addressing discrimination must be translated into concrete gains. Mechanisms such as women's machineries should be strengthened to ensure accountability within state institutions and to monitor their activities related to gender.

- Justice for survivors of gender-based violence and protection from continuing violence must be taken into account when re-building justice systems.
- Donors must combine immediate support with long-term strategic change.
- Specific donor funds should be made available for gender equality programming. These funds should endeavour to coordinate policy initiatives with direct support work at the grassroots level. This will enable women to benefit from such funds, since their participation tends to be in smaller, community-based organisations rather than in the larger institutions and policy arenas.
- There is a need for donors to coordinate their programmes. UNIFEM could play a role in bringing together major actors.

3.7 Recognising women's organisations – Bosnia-Herzegovina and the Republic of Sprska

Cockburn, C. and Hubic, M., 2002, 'Gender and the Peacekeeping Military: A View from Bosnian Women's Organisations', in C. Cockburn and D. Zarkov (eds), *The Postwar Moment: Militarities, Masculinities and International Peacekeeping*, London: Lawrence & Wishart

What are the consequences for the work of women's NGOs in regions that host armed international peacekeepers? This chapter draws out observations and potential policy lessons from a study conducted with eight women's organisations located in Bosnia-Herzegovina and the Republic of Sprska, including the Medica Women's Therapy Centre (see box below).

These organisations are engaged in a wide range of activities:

- training and skills development to assist women in income generation projects;
- support for female victims of sexual abuse and domestic violence;
- legal advice and advocacy for women;
- raising awareness of issues related to the trafficking of women;
- working with women as displaced persons; and
- providing support for the return of refugees.

Although the eight organisations all claimed to have positive relationships with the peacekeepers or Stabilising Forces (SFOR), they also felt that SFOR members tended to dismiss their work. All of the organisations believed that a more constructive partnership with SFOR would improve their ability to deal more effectively with issues such as sexual health, reconstruction and return.

Specific points and observations are as follows:

- The organisations would like to see more constructive partnerships, but note that the peacekeepers/SFOR viewed politics and reconstruction as 'men's work', and maintained a 'masculine undervaluing' of women and their work.

- The lack of rules or regulations surrounding the interaction of SFOR personnel with prostitutes, many of whom were under-age, trafficked or otherwise forced to work without their consent, was particularly problematic. SFOR has no rules around consent, age or condom use. Organisations are simply asking for greater cooperation to protect the human, reproductive and sexual rights of their client groups.
- The presence of female peacekeepers was a positive step towards acknowledging and encouraging the participation of women in the armed forces, but there were also cases where employment of women in senior positions did not necessarily lead to gender sensitivity in operations or greater cooperation with women's groups.
- Although recent international commitments such as UNSC Resolution 1325 (see also section 2.2) endorsed the need for gender training and greater involvement of women in decision-making positions, there has been less visible change on the ground.

These groups have identified a number of areas for improvement that would facilitate greater cooperation between themselves and SFOR:

- Recognition of and respect for their work. A relationship based on humanity and warmth would allow them to work together to assist in the achievement of the goals of the women's organisations.
- Accessibility and communication on issues where there is mutual interest.
- The need to ensure that UN Resolution 1325 is reflected in practical mechanisms through better enforcement. Otherwise, the opportunity to humanise gender and military relations simultaneously will be lost.

The study emphasises that the conflict and post-conflict violence in Bosnia-Herzegovina 'took a particular form in which sexual abuse and torture could be seen as legitimate practices' (p 116). The analysis concludes by drawing from this observation three broader concerns:

- There is a need to consider a fundamental shift in the 'soldier identity'. Is it possible for peacekeeping soldiers to effectively combine 'masculine' qualities of assertiveness and courage with 'feminine' qualities of responsiveness and caring, whilst eliminating those negative qualities associated with 'militarism'?
- There needs to be a re-evaluation of military culture, to create one that is sensitive to women and embodies equality between individuals.
- There is question as to whether it is possible to organise armies so that men and 'traditional male ways of thinking' (p 118) do not dominate.

Networking for peace

Cynthia Cockburn's work with organisations in Bosnia-Herzegovina, featured above, extends from earlier groundbreaking work with women's organisations working in the field of conflict prevention. She completed an earlier comparative study of three women's organisations: Women's Support Network (Northern Ireland), Bat Shalom (Israel/Palestine) and the Medica Women's Therapy Centre (Bosnia-Herzegovina). Driven by a need to understand how to actually 'do' peace, she investigated the work of these 'remarkable' projects, exploring how they managed to cooperate in the face of ongoing conflict and

ethnic/religious differences. One of the distinguishing features of Cockburn's study was its deliberately participative approach she calls 'action research', meaning she endeavoured to 'contribute in some proactive way' to the goals of the organisations she worked with (p 4). Her study culminated in a five-day workshop in Malaga, southern Spain, which featured 16 representatives drawn from the three groups involved in her study. At the workshop, women shared experiences and learned from each other's struggles. The summary above features her ongoing work with women's NGOs and peacekeepers in Bosnia-Herzegovina, where she revisited Medica Women's Therapy Centre.

Source: Cockburn, C., 1998, *The Space Between Us: Negotiating Gender and National Identities and Conflict*, London: Zed Books. To order this book, please see the contact information for Zed Books in section 7 of this collection.

4. Tools and Guides

4.1 Overview

This section provides practitioners with practical tools and guides to assist in the design, planning, implementation and management of gender mainstreaming programmes. For ease of reference, these resources are broken down into sub-headings based on the type of programme or intervention:

- General
- Conflict prevention and management
- Addressing gender-based violence and improving health services
- Protection of displaced people
- Humanitarian assistance
- Disarmament, demobilisation and reintegration (DDR)
- Peace-building and reconstruction
- Lobbying and women's organising

In cases where source material is available for free online, URLs are cited. Please note, all web addresses provided below were current as of August 2003. This is by no means an exhaustive list. Please see the bibliography of the Overview Report and www.siyanda.org for the most up-to-date resources.

4.2 General

Department for International Development, UK (DFID), 1999, *Conflicts and Emergencies*, London: DFID

URL: www.genie.ids.ac.uk/gemrecords/index_sectors/conflict/c_coretext.htm

Disasters and emergencies are regular features of life in developing countries. In 1997, there were 28 major and 100 smaller armed conflicts affecting some 70, almost exclusively low-income countries. In the case of natural disasters, the vulnerability of the poor is increased by factors such as population growth, rapid urbanisation and environmental degradation.

Women and children frequently make up nearly 80 per cent of settled refugee populations, and women and girls are more likely to become malnourished and to assume sole responsibility for maintaining their households. Such gender dimensions of disasters are explored in this paper, which is designed to provide DFID desk officers and advisers with practical advice on how to identify, design and appraise disaster-related projects.

Background on why gender differences are important in emergencies is provided, as are some initial pointers on how gender issues can be integrated into emergency responses, with links to appropriate tools and case studies. The paper also presents more detailed overviews on the gender dimension of conflict and population displacement, gives practical guidance on key sector-specific gender issues in emergencies and provides lists of reading materials and links to other relevant web sites.

Bouta, T. and Frerks, G. (eds), 2002, *Women's Roles in Conflict Prevention, Conflict Resolution and Post-Conflict Reconstruction: Literature Review and Institutional Analysis*, The Hague: Netherlands Institute of International Relations

URL: www.clingendael.nl/cru/publications/publications_occ_papers.htm

What are the roles of women in conflict prevention, conflict resolution and post-conflict reconstruction? How do development institutions working on armed conflict incorporate gender issues in their policy and practice? This paper identifies seven main roles of women before, during and after armed conflict including women as victims, combatants, peace activists and as participants in formal peace politics. In practice these roles overlap and the same role may differ depending on the context. Each role has challenges and implications for policy-makers.

The 16 institutions analysed in this report varied in their mandates, structures, policies, operational procedures/policy implementation and availability of gender expertise. Only one organisation, the International Committee of the Red Cross (ICRC), had significantly mainstreamed gender into its structure by making all employees responsible for taking up gender in their activities. However the ICRC focused mainly on women as victims of conflict and on meeting their practical needs rather than on addressing the causes and consequences of unequal social relations.

United Nations Development Programme (UNDP), 2002, *Gender Approaches in Conflict and Post-Conflict Situations*, New York: UNDP

URL: www.undp.org/erd/ref/gendermanualfinal.pdf

This manual provides a practical resource to practitioners seeking to understand and incorporate gender into intervention strategies. Beginning with an overview of approaches to women and gender in the context of humanitarian assistance, it charts the shift from programmes that focused on women as an afterthought in interventions, toward programmes that reflect the growing commitment of international institutions and organisations to gender-sensitivity in reconstruction processes.

The overview is followed by a series of excerpts of the relevant international laws, treaties and legislative instruments available to protect the human rights of women. These include participation, economic and social entitlements, as well as the right to live without fear of violence. Finally, the third chapter provides reference information to assist in the incorporation of gender into humanitarian interventions. These 'tools for gender mainstreaming' provide practical advice on conducting gender analysis, including blank

checklists that may be adapted to assess gender awareness in interventions and guidance on how to build gender-sensitive project proposals.

Tipsheets: Conflict, Peace-building, Disarmament, Security, United Nations (UN), Swedish International Development Cooperation Agency (Sida), Australian Agency for International Development (AusAID) and Canadian International Development Agency (CIDA)

URL: www.oecd.org/document/34/0,2340,en_2649_34541_1896290_1_1_1_1,00.html

These briefings outline connections between gender and different aspects of conflict. They also offer recommendations, case studies and further resources.

Tip-sheets are available on the following topics:

- Post Conflict Initiatives - www.oecd.org/dataoecd/3/14/1896632.pdf
(also available in French - www.acdi-cida.gc.ca)
- The Police - www.oecd.org/dataoecd/2/44/1896480.pdf
(also available in French - www.acdi-cida.gc.ca)
- Gender Perspectives on Weapons of Mass Destruction - www.oecd.org/dataoecd/3/7/1896576.pdf
- Women's Advocacy for Peace and Disarmament - www.oecd.org/dataoecd/2/42/1896464.pdf
- Gender Perspectives on Small Arms - www.oecd.org/dataoecd/2/47/1896504.pdf
- Gender Perspectives on Disarmament, Demobilisation and Reintegration (DDR) - www.oecd.org/dataoecd/3/26/1896536.pdf
- Gender Perspectives on Land Mines - www.oecd.org/dataoecd/3/28/1896552.pdf
- Gender Perspectives on Disarmament and Development - www.oecd.org/dataoecd/2/10/1896328.pdf
- Humanitarian Assistance - www.oecd.org/dataoecd/2/16/1896376.pdf
- Mainstreaming a Gender Equality Perspective in the Consolidated Inter-Agency Appeals - www.oecd.org/dataoecd/2/62/1896432.pdf

4.3 Conflict prevention and management

Reimann, C., 2001, *Towards Gender Mainstreaming in Crisis Prevention and Conflict Management*, Deutsche Gesellschaft für Technische Zusammenarbeit [German Technical Co-operation – GTZ]

URL: www.genie.ids.ac.uk/docs/gtz/GTZ_conflict_prevention.pdf

Up to this point, issues linking gender and conflict have been ignored for the most part in development assistance. Crisis prevention, conflict management, warfare and peace-building, however, are highly gendered activities.

With this paper, GTZ aims to provide explanations on why gender matters in crisis prevention and conflict management. Toward this end, the paper provides a conceptual analysis of gender and gender

mainstreaming in conflict management and crisis prevention, and maps out the impact of conflicts on gender relations. It highlights examples of gender-sensitive approaches in peace negotiations, pre-crisis and post-conflict situations at micro, meso and macro levels. The paper then details GTZ gender mainstreaming efforts in conflict management and crisis prevention and provides essential 'dos' and 'don'ts' for the design and evaluation of such policies. Analytical gender frameworks, project descriptions, training packages and contact addresses, as well as a comprehensive bibliography are also provided.

Schmeidl, S. with Piza-Lopez, E., 2002, *Gender and Conflict Early Warning: A Framework for Action*, London: International Alert

URL: www.international-alert.org/women/Ewgender.pdf

Early warning systems are playing an ever more important role in the international arena in identifying areas at risk from violent conflict. Such analysis now increasingly concentrates on the grassroots level, in cooperation with major stakeholders and local partners. However gender remains largely absent in the pre-conflict context and early warning exercises, including the development of response options. To engender early warning, gender-sensitive indicators must be incorporated into information collection and subsequent analysis. This will capture previously overlooked signs of instability and will concentrate early warning at a grassroots level. It is also crucial that gender analysis and perspectives are incorporated into the formulation of response options so that discriminatory policies are not perpetuated and new freedoms are not reversed in post-conflict situations.

The paper also proposes a list of gender-sensitive early warning indicators and concludes with a set of recommendations for future research and action, with particular emphasis on conducting empirical tests on the assumptions put forth.

4.4 Addressing gender-based violence and improving health services

Bosmans, M. and Temmerman, M., forthcoming, *Towards a More Comprehensive Approach to Sexual and Reproductive Health of Women Displaced by War and Armed Conflict: A Guide for Screening Programmes and Policies*, Ghent: International Centre for Reproductive Health (ICRH), University of Ghent

For some years, awareness about the need for comprehensive sexual and reproductive health (SRH) services for women in situations of war and armed conflict has been growing. As a result, humanitarian aid programmes are paying more and more attention to the provision of SRH services in the field, but a more holistic and integrated approach to SRH is often still lacking.

This guide has been developed as a practical tool for programme officers in humanitarian aid to screen programmes and policies in order to promote a more integrated approach of SRH. It is the result of an interdisciplinary policy research project for the Belgian Development Co-operation, which highlights SRH from a human rights approach. It includes medical aspects of SRH and also emphasises the need to

develop an enabling political, legal, social and cultural environment. (For more information, email icrh@rug.ac.be. Summary written by Marleen Bosmans, Belgium.)

Vann, B. 2002, *Gender-Based Violence: Emerging Issues in Programs Serving Displaced Populations*, Arlington: John Snow, Inc. (JSI) Research and Training Institute and the Reproductive Health for Refugees Consortium

URL: www.rhrc.org/pdf/gbv_vann.pdf

What strategies are available to address gender-based violence (GBV) among displaced populations? This book offers reflections and lessons learned through work with GBV programmes in 12 countries: Angola, Bosnia (Serb Republic), Eritrea, Guinea, Kenya, Liberia, Serbia, Sierra Leone, Tajikistan, Tanzania, Thailand and Zambia. Common risks faced by women and children before they reach a place of refuge include the use of rape and sexual abuse as weapons of war and demands for sex in exchange for safe passage.

Each chapter of this report maps out in considerable detail means by which inter-agency collaboration and cooperation can be strengthened to ensure that GBV is understood and dealt with as a serious and urgent issue. These strategies include the following:

- improved training for staff and volunteers;
- strengthened leadership within organisations for managing and carrying forward GBV programmes;
- improved data collection and dissemination;
- more time and resources dedicated to monitoring and evaluation of programmes;
- establishment of improved counselling services; and
- work with local community leadership to build capacity to address GBV.

The report also has case study information from selected countries, including Eritrea, Thailand and Sierra Leone. Appendix A is a sample manual that can be adapted by agencies working in various conflict zones to improve inter-agency collaboration and practice.

4.5 Protection of displaced people

United Nations High Commissioner for Refugees (UNHCR), *HOW TO Guides*, Geneva: UNHCR

URL: www.rhrc.org/resources/gbv/index.html

How can you build a team approach to prevent and respond to sexual violence? How can you monitor and evaluate gender-based sexual violence programmes? This website page, presented in a series of eight guides, offers a number of resources on GBV, with specific reference made to protecting displaced people. The guides document how reproductive health activities have been implemented in refugee camps in Guinea, Liberia, Tanzania and Eastern Ethiopia. Each guide documents one innovative field experience and then offers advice for achieving success elsewhere. Recommendations can be used and adapted to suit particular needs and conditions of each refugee setting. See section 3 (case studies) for

an example of a monitoring and evaluation project from Tanzania, which is also documented in one of these UNHCR guides.

UNHCR, 2003, *Sexual and Gender-based Violence Against Refugees, Returnees, and Internally Displaced Persons: Guidelines for Prevention and Response*, Geneva: UNHCR

URL: www.womenscommission.org/projects/rh/gl_unhcr03.html

What strategies may be used to prevent sexual and GBV against refugees and internally displaced people? This report, an update to an earlier version released in 1995, offers insights into when and how sexual violence can occur in the refugee context. It also assesses the physical, psychological and social effects of GBV. Most incidents of sexual violence remain unreported for many reasons, including shame, social stigma and fear of reprisals.

This updated version reflects the lessons learned by UNHCR in improving implementation to protect uprooted people. Guidelines emphasise the need for education and awareness campaigns launched in partnership with the refugee community. Women in particular need improved access to education and training. The importance of improving inter-agency co-operation is stressed, as is the need to engage with the refugee community in design, implementation, monitoring and evaluation of a common plan. Recommendations to improve action include ensuring the equal participation of both women and men and promoting accountability among all actors at all levels. The report includes the UNHCR Code of Conduct, as well as examples of forms that may be used to report incidents and record health examinations.

UNHCR, 1991, *Guidelines on the Protection of Refugee Women*, Geneva: UNHCR

URL: www.unhcr.ch – click on ‘Publications’ and type ‘Guidelines on the Protection of Refugee Women’ in the search box. The first search result will be this document, available in PDF format.

Refugees are victims or potential victims of human rights abuses, conflicts and other acts of aggression. While they are outside of their own countries, they are unable or unwilling to access the protection that their own governments should provide. Like male refugees, women need adequate protection against forcible return to their countries of origin, armed attack and other forms of violence. In addition to these basic needs shared by all, refugee women and girls need special protection for problems related to their gender, such as manipulation; sexual and physical abuse and exploitation; and sexual discrimination in the delivery of goods and services.

The guidelines follow the general framework outlined in the UNHCR Policy on Refugee Women, which requires the UN to integrate the resources and needs of refugee women into all aspects of programming to ensure equitable protection and assistance activities. Special efforts may also be needed to resolve problems faced specifically by women.

4.6 Humanitarian assistance

Inter-Agency Standing Committee Working Group (IASC-WG), *Gender & Humanitarian Assistance Resource Kit*, IASC-WG

URL: www.reliefweb.int/library/GHARKit/

The IASC was established in June 1992 to serve as the primary mechanism for UN inter-agency coordination of humanitarian assistance in complex and major emergencies. The committee is committed to ensuring that a gender perspective is fully integrated into humanitarian activities and policies. In May 1999, the IASC endorsed the 'Policy Statement on Mainstreaming Gender into Humanitarian Response' and the related background document. This Resource Kit is intended to help IASC members, and others, to implement the policy. The kit is hosted online at a website that features relevant UN resources covering mainstreaming gender; policies and standards; analytical documents; best practice examples; guidelines; checklists; and tools for planning and training.

Inter-Agency Standing Committee (IASC) Task Force, 2002, *Protection from Sexual Exploitation and Abuse in Humanitarian Crises*, IASC

URL: www.reliefweb.int/library/documents/2002/iasc-taskforce-2002.htm

The allegations of widespread sexual exploitation and abuse of refugee and internally displaced women and children by humanitarian workers and peacekeepers in West Africa have highlighted the vulnerability of refugees, internally displaced persons and others, especially women and girls. In March 2002, the IASC established a Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises, which was mandated to strengthen and enhance the protection and care of women and children in situations of humanitarian crisis and conflict.

The task force seeks to incorporate a gender-sensitive code of conduct into new and existing employment contracts, job descriptions, terms of reference and performance appraisal systems. It also is charged with developing and implementing a strategy for the dissemination of materials and training activities on the code of conduct for all current and future staff, including all levels of local and international staff.

Schalkwyk, J., Thomas, H., and Woroniuk, B., 1997, *Gender Equality and Emergency Assistance/Conflict Resolution*, Stockholm: Swedish International Development Cooperation Agency (Sida)

URL: www.genie.ids.ac.uk/docs/sida/owerwGenderEq.pdf

In order to ensure relief programmes are implemented with the different needs of men and women in mind, it is essential to integrate a gender perspective into the emergency assistance and conflict resolution sector. This will help to build more equitable gender relations during times of transition, which may present opportunities for change in social patterns.

This guide aims to facilitate the process of gender mainstreaming in emergency assistance and conflict resolution. It starts with analyses of the links between gender and humanitarian assistance, gender and conflict and gender and post-conflict situations. It then provides specific examples of good practice in three programmes related to food aid, refugee support and soldiers' demobilisation. The final section presents guidelines on how to assess whether a gender perspective has been integrated throughout a project design and implementation. The final two-page section can be accessed separately at www.acdi-cida.gc.ca.

4.7 Disarmament, demobilisation and reintegration (DDR)

Farr, V., 2002, *Gendering Demilitarization as a Peacebuilding Tool*, Bonn: Bonn International Center for Conversion (BICC)

URL: www.bicc.de/general/paper20/paper20.pdf

Changes to the gender identities of women and men during times of war affect combatants and civilians during peace negotiations and in the aftermath of conflict. UN Resolution 1325 calls for gender-aware DDR. Gender-awareness in the earliest transition and post-conflict periods impacts upon the possibility of peaceful development in the longer term. In the long term, gender awareness in the demobilisation process can play an important role in promoting the recognition that gender relations are dynamic and thus present a potential area for change. The document concludes with a practical checklist that can be accessed separately from www.bicc.de/demobil/demobilisation_draft.html.

United Nations Department for Disarmament Affairs, April 2003, *Gender Mainstreaming Action Plan*

URL: disarmament.un.org/gender/gmap.pdf

How can the incorporation of a gender perspective strengthen processes of disarmament? We can think about disarmament as having the objective of security. A gender perspective provides a concept of security that focuses on people and their lives, rather than on political/national considerations. Therefore, it raises questions about the viewpoints that are made available to us and the people involved in decision-making.

This Action Plan for the UN Department of Disarmament Affairs (DDA) outlines specific activities to better achieve progress on disarmament through the incorporation of a gender perspective. The plan has four goals: exploring the links between the promotion of gender equality and disarmament; strengthening the DDA's capacity to ensure a gender perspective is introduced; undertaking outreach and advocacy; and supporting equitable participation in disarmament discussions.

Activities include incorporating gender perspectives in briefings to member states; developing rosters of female experts; holding discussion panels and supporting further research in this area. Checklists are

provided for ongoing gender monitoring by each branch of the DDA. These outline 'gender questions' to ask when organising panels and fact-finding missions, hiring consultants, publicising disarmament issues and writing reports. For example, it is important to ask about the gender balance of individuals involved in the different activities and whether gender issues have been identified in each discussion or publication.

4.8 Peace-building and reconstruction

Date-Bah, E., 1998, *Gender Guidelines for Employment and Skills Training in Conflict-Affected Countries*, Geneva: Training Policies and Systems Branch, International Labour Organisation (ILO)

URL: www.ilo.org/public/english/employment/recon/crisis/papers/gender.htm

People affected by armed conflict need skills training and employment programmes if their societies are to be rebuilt and if sustainable peace is to be achieved. Taking into account the special gender concerns in designing, implementing and evaluating skills training and employment promotion programmes is a challenging task that requires investment in time, energy and resources.

Gender analysis, gender disaggregated statistics and community-based participatory methodologies can help to bring out the distinct impacts of conflict on women and men. They will also serve to point out past imbalances and disparities that should be corrected. For example, the expansion of a network of child-care facilities under the social service sector would contribute considerably to women's ability to generate income. In order for these tools to be used to their full potential, planners themselves should be trained in gender issues and analysis.

Equipo de Género de la Comisión de la Verdad y Reconciliación (CVR) [The Gender Team of the Truth and Reconciliation Commission], 2002, *Guía de Capacitación en Género [Gender Training Guide]*, Lima: CVR

URL: www.siyanda.org/docs/peru_guia.doc – available in Spanish

The Truth and Reconciliation Commission (CVR) in Peru was set up following two decades of violence and internal conflict. The commission's Gender Programme (*la Línea de Género*) formulates strategies by which the CVR can address the different effects of the political violence on women and men.

The Gender Programme held gender-training workshops for other CVR teams working on different issues. This guide for the facilitators of these workshops outlines activities for a one-day initial session. It also presents the broad gender concepts and issues related to the work of the CVR. The workshop is divided into four sessions and the guide presents key points for discussion and recommendations for group exercises. The use of clear language is encouraged and the importance of soliciting participants' own feelings and perceptions is stressed.

The first two sessions aim to help participants understand gender roles, stereotypes and discrimination, and how these relate to political violence and human rights. The third session outlines group activities in which participants review written and video materials, including examples and testimonials, on sexual violence. Groups are asked to discuss questions such as 'Are the women talking about themselves or their families?' and 'What differences do they face?' The final session focuses on the processes of the CVR itself and asks participants to discuss issues of gender discrimination and invisibility and to think of strategies to incorporate this understanding into their work.

Please see *In Brief* for a more detailed discussion of the CVR's Gender Programme.

Mazurana, Dyan and Piza Lopez, Eugenia, 2002, *Gender Mainstreaming in Peace Support Operations: Moving Beyond Rhetoric to Practice*, London: International Alert

URL: www.international-alert.org/women/GM%20in%20PSO.pdf

How can gender mainstreaming be entrenched in peace support operations (PSOs) in practice? PSOs in East Timor and South Africa have illustrated that gender mainstreaming is possible and can improve the effectiveness of operations, through gender-aware leadership and gender-sensitive responses. It is important to include women's experiences and perceptions of conflict in order to ensure sustainable peace.

International humanitarian and human rights law provide both the rationale and the international standards for incorporating a human rights and gender perspective into the increasing range of PSOs. The responsibility now lies with the UN and its Member States to implement agreed standards and policies on gender mainstreaming under Security Council Resolution 1325 on Women, Peace and Security. Despite the fact that the legal instruments, standards and agreements are in place, there are no central coordinating and support mechanisms. Therefore the implementation of strategies, such as the creation of a code of conduct and training materials for peacekeepers, depends on motivated individuals.

Women Waging Peace, 2000, *Ethical Guidelines for Researchers in the Field of Gender and Peace Building*, Cambridge and Washington DC: Women Waging Peace

URL: www.womenwagingpeace.net/content/articles/0142a.html

When conducting research in a community, it is important to recognise local expertise in all project phases and to make your agenda explicit and transparent. As a working group of activists and researchers, Women Waging Peace offers some principles for an ethical approach for researchers in constructing their projects in conflict zones. The guidelines are also intended to provide activists and communities with an understanding of their rights and possible roles when being studied. These guidelines, which are inspired by the real-life stories and experiences of women peace-builders, provide instruction on preparations for leaving for the field; working with the community; participatory action research; departure from the community; and the use of research results in policymaking.

Woroniuk, B., 2001, *Gender Equality and Peacebuilding: An Operational Framework*, Ottawa: Canadian International Development Agency (CIDA)

URL: CIDA Peacebuilding website www.acdi-cida.gc.ca/peace, click on 'Themes' and then click on 'Gender'.

What are the implications of a better understanding of the gender dimensions of conflict and peace-building and the role of development assistance in facilitating peace-building processes? This document is designed to provide guidance to organisations working in the field of conflict management, which includes prevention, containment, resolution, reconciliation and reconstruction. All initiatives should incorporate gender equality issues, encourage the participation of women in decision-making around conflict resolution and ensure that data is sex-disaggregated. There is also a need for specific initiatives to strengthen women's capacity to participate in peace-building initiatives in a meaningful fashion, to improve the capacity of organisations to deal with gender differences and inequalities and to reduce gender inequalities. The guide, which is based on a review of reports and published sources, poses questions and suggests issues worthy of exploration.

4.9 Lobbying and women's organising

Siniora, R., with Al-Haq 1999, *Demanding our Rights: A Guide to Lobbying in Palestine*, Jerusalem: Women's Centre for Legal Aid and Counselling (WCLAC)

Available in Arabic

The manual is one of very few resources in Palestinian society to address the issue of lobbying, campaigning and advocacy work. It provides directions and advice on how to plan, organise and carry out lobbying and advocacy efforts. These tools are instrumental in influencing legislators and decision-makers. They also help people conduct public awareness campaigns about laws and policies related to women's equality and human rights.

The manual provides a theoretical background to lobbying and advocacy work. It argues that lobbying and advocacy efforts can be used by various political and social interest groups, some of which are motivated by personal economic, social and political interests. The adoption of a human rights approach thus becomes necessary for the success of such efforts.

Information and analysis concerning the structure of the Palestinian Legislative Council (PLC), its bylaws and possible obstacles to lobbying and advocacy within the Palestinian context, are also incorporated into the manual. Finally, the guide offers some key points on lobbying and advocacy case studies from local, regional and international arenas. (For details on how to buy this book, email: wclac@palnet.com).

5. Courses, email forums/discussion lists and other opportunities

Please note that all email and internet addresses provided below were current as of August 2003.

The Centre for Conflict Resolution (CCR)

Department of Peace Studies, Pemberton Building, University of Bradford, BD7 1DP, UK

Tel: +44 (0) 1274 235 235, fax: +44 (0) 1274 235 240, email: enquiries@bradford.ac.uk

URL: www.brad.ac.uk/acad/confres

CCR offers specialised degree programmes at the Bachelors degree and Masters degree levels, as well as an extensive programme of doctoral research and a variety of external consultancy and training services. Several of their in-house researchers address gender issues.

The Department of Foreign Affairs and International Trade, Canada (DFAIT) and the Department for International Development, UK (DFID)

URL: www.hommes-femmesetlesoperationsdelapaix.org – available in English and French

DFAIT and DFID have produced an online gender and peacekeeping training course. It is designed to help practitioners meet the commitment of agencies and groups involved in Peace Support Operations (PSO) to incorporate an understanding of gender issues in their work.

The European Network University

P.O. Box 94603, 1090 GP Amsterdam, the Netherlands

Tel: +31 (0)20 5040006, fax: +31 (0)20 4420977, email: info@netuni.uva.nl

URL: www.netuni.nl/tnu/index2.html

The European Network University, a project of the University of Amsterdam, offers three four-week online courses in conflict resolution. The university connects universities and non-academic institutions from within and outside Europe to offer learning opportunities for 'a global audience of students'. For general information on costs, course dates and course partners, please access the course pages via the URL above. For information on specific courses, use the details below.

Transforming Civil Conflict

This course is run jointly with the CCR at the University of Bradford.

Contact: Lambrecht Wessels, email: tcc@netuni.uva.nl

URL: www.netuni.nl/demos/tcc/index.html

Gender and Conflict Transformation

This course was launched in partnership with The Mediterranean Women's Studies Center, (KEGME), International Alert (IA), and The International Fellowship of Reconciliation (IFOR).

Contact: Claske Dijkema, Course Director, Gender and Conflict Transformation

Tel: +31-20-5040007, email: conflict@netuni.uva.nl
URL: www.netuni.nl/demos/genderconflict/index.html

Post-Conflict Transformation

This course is currently under development. To register an interest in participating in this course in the future, please email info@netuni.uva.nl.

Joan B. Kroc Institute for Peace and Justice

Contact: Dr. Dee Aker

University of San Diego, 5998 Alcalá Park, San Diego, CA 92110-2492, US

Tel: +619 260 7509, fax: +619 260 7570, email: daker@sandiego.edu

URL: peace.sandiego.edu/studies.shtml

The Institute offers scholarship, research and education to advance conflict resolution and human rights protection. The institution offers academic, internship and other volunteering opportunities. It also runs the 'Women PeaceMakers Program', a multi-week residency offered to three to four women from around the world. This programme is open to women who have been involved in human rights and peacemaking efforts and who are seeking ways to make a greater impact in peacemaking efforts in their societies.

United Nations Institute for Training and Research (UNITAR)

Palais des Nations

CH - 1211 Genève 10 Suisse

Tel. : +41 22 917 1234, fax : +41 22 917 8047, email : info@unitar.org (for general information);
martin.bohnstedt@unitar.org (for information on the training course)

URL: www.unitar.org (home page); www.unitar.org/wcc (training course)

UNITAR offer a training course entitled 'The Special Needs of Women and Children in and after Conflict: Training for Civilian Personnel in UN Peacekeeping Operations'. The course, which consists of lectures, case studies and short simulation exercises, demonstrates how to familiarise civilian peacekeepers with the special needs of women and children. It also offers instruction in raising awareness of the local or host country context and helping community members understand the unique role that women play as partners in all aspects of reconstruction.

The University for Peace (UPEACE)

P.O. Box 138-6100, San Jose, Costa Rica

Tel: +506 205 9000, fax: +506 249 1929, email: info@upeace.org; acadmin@upeace.org

URL: www.upeace.org (English) ; www.upeace.org/upaz (Spanish)

UPEACE offers a Masters Degree in Gender and Peace Building at its San José campus in Costa Rica.

6. Web resources

The World Wide Web offers a wealth of information for those interested in gender and armed conflict. To help you get to the best sites more quickly, we highlight some of the most informative and useful Internet addresses in this section. Please note that all email and internet addresses provided below are current as of August 2003.

Siyanda

www.siyanda.org

All the summaries and the full online documents from this Collection (plus more) are featured in the Siyanda database (hosted by BRIDGE). Search using the term 'conflict'.

BRIDGE

www.ids.ac.uk/bridge

For the electronic versions of this *Cutting Edge Pack* (in English, French and Spanish), and previous packs, such as Gender and Budgets, visit www.ids.ac.uk/bridge/reports_gend_CEP.html. For English, French and Spanish copies of *In Brief*, please visit www.ids.ac.uk/bridge/Bri_bull.html. For BRIDGE gender and conflict online materials including *Gender, Conflict and Development: Volume 1: Overview* and *Gender, Conflict and Development. Volume 2: Case Studies: Cambodia, Rwanda, Kosova, Somalia, Algeria, Guatemala and Eritrea*, see www.ids.ac.uk/bridge/reports_gend_con_em.htm.

European Network on Conflict, Gender, and Violence

URL: www.umaine.edu/conflict

This site serves as a link between scholars and professionals whose work concerns intersections of gender, violence, conflict and culture.

Human Rights Watch (HRW)

URL: www.hrw.org/women/conflict.html

HRW hosts a women and armed conflict page, which provides links to documents that are available online. These reports cover a wide range of issues related to women's human rights in conflict, including sexual violence and state repression.

International Alert (IA)

URL: www.international-alert.org/women

This site features an interactive website with online petitions for peace, as well as information on women and peace-building. It is available in English and Portuguese.

International Committee of the Red Cross (ICRC)

Email: womenandwar.gva@icrc.org

URL: www.icrc.org/eng/women

The ICRC maintains a dedicated section on women and war, with some free resources such as press releases, short reports and executive summaries of long reports. This section also provides a set of downloadable fact sheets on a wide range of issues related to women and war including sexual violence, missing persons, international law and health. Some of these resources are also available in different languages, including Arabic.

The International Research and Training Institute for the Advancement of Women (INSTRAW)

URL: www.un-instraw.org/en/research/gacp/index.html

INSTRAW web pages on gender aspects of conflict and peace include a collection of resources, relevant Internet links, UN official documents and the INSTRAW document: *Theoretical Framework on Gender Aspects of Conflict and Peace*.

The International Rescue Committee (IRC)

URL: www.theirc.org/Women/

The IRC helps people fleeing racial, religious and ethnic persecution, as well as those uprooted by war and violence. The organisation provides a wide range of emergency assistance for refugees and displaced people including water, food, shelter, sanitation and medical care. Its website has a section on women, which offers a range of materials on key issues such as GBV and Afghan women's rights. Readers also may sign up for email news updates.

The Office of Gender Affairs (OGA) for the UN Organization Mission in the Democratic Republic of Congo (MONUC).

French URL: www.monuc.org/gender/fr , English URL: www.monuc.org/gender

OGA was created in March 2002 in response to UNSC Resolution 1325 (2000). Its objective is to incorporate a gender perspective into peacekeeping operations and peace agreements. It has numerous links to definitions of gender, gender mainstreaming and gender equality, plus links to various UN resources on women and conflict.

Partnership Against Violence & Harassment of Girls

Email: women@womensnet.org.za

URL: womensnet.org.za/girlsdirectory/

This South Africa-based website/online directory is supported by external funding bodies such as UNICEF. The site provides contact details for organisations tackling the issue of physical and sexual harassment and violence against young girls in Africa, as well as other parts of the world. Groups working in armed conflict situations are included in the site's coverage. The website also lists links to other organisations and services that can assist young women in need of help or advice.

PeaceWomen

URL: www.peacewomen.org

Part of the PeaceWomen Project run by the Women's International League for Peace and Freedom (WILPF), it aims to bring together women interested in studying conflict as well as women committed to conflict prevention and resolution. This site offers an extensive range of resources including an international database of organisations working on women and peace issues. The box below provides an example of the regularly updated information featured on the website and in email newsletter bulletins.

Upcoming security council missions to Africa: Will there be a gender perspective?

Issue date: 2003-06-05

In June, UN Security Council (UNSC) members will travel to Central and West Africa to witness the current armed conflict and post-conflict situations in countries in the respective regions. In order to support the Council's compliance with paragraph 15 of the UNSC Resolution 1325, the Inter-Agency Taskforce on Women, Peace and Security, led by the Office for the Special Advisor on Gender Issues, has submitted the names of local and national women's organisations that should be contacted by the Council members and has provided a list of gender issues and concerns that should be taken into consideration by the Council in each country. There is a concern among advocates for women's participation in peace and security matters that the quality of and quantity of time allotted to consultation with women's organisations while on mission is insubstantial and inconsistent with the Security Council's mandate in UNSC Resolution 1325.

Previous issues of 1325 PeaceWomen E-news can be found on-line:

www.peacewomen.org/news/1325News/1325ENewsindex.html

Relief Web

URL: www.reliefweb.int

This site is a web portal for humanitarian relief information. It offers email news updates on humanitarian efforts worldwide, including information from organisations such as the UN, as well as clips from major news agencies around the world. By using the search function and typing in the word 'women', readers can access a wide range of recent information on women in conflict zones, such as Afghanistan and Palestine.

Reproductive Health for Refugees Consortium

URL: www.rhrc.org/resources/gbv/index.html

This site has information and resources related to gender-based violence.

The United Nations High Commissioner for Refugees (UNHCR)

URL: [www.unhcr.ch/cgi-](http://www.unhcr.ch/cgi-bin/texis/vtx/home?page=PROTECT&id=3b83a48d4&ID=3b83a48d4&PUBLISHER=TWO)

[bin/texis/vtx/home?page=PROTECT&id=3b83a48d4&ID=3b83a48d4&PUBLISHER=TWO](http://www.unhcr.ch/cgi-bin/texis/vtx/home?page=PROTECT&id=3b83a48d4&ID=3b83a48d4&PUBLISHER=TWO)

UNHCR has developed a series of programmes to ensure female refugees have equal access to protection, basic goods and services as they attempt to rebuild their lives. Details of these programmes, along with other resources on women and gender mainstreaming may be found at the above URL.

Women's Human Rights Net

URL: www.whrnet.org

This site offers materials on women's human rights, including women's human rights during and after conflict.

Women in War Discussion Lists for Central and Eastern Europe and the Newly Independent States (CEE/NIS)

URL: lists.partners-intl.net/mailman/listinfo/women-in-war or email women-in-war@lists.neww.org

This list hosts discussions on issues facing women from regions, who are either directly involved in political conflicts, participate in conflict resolution projects or work in media reporting of conflict situations and their impact on women.

7. Organisations

7.1 Overview

The organisations featured in this section are categorised according to the region in which they are based, as opposed to the geographical focus of their work. We have included all organisations mentioned in the pack. Please note that all email and internet addresses provided below were current as of August 2003. For other organisations working on women and peace issues broken down by country, see the PeaceWomen website – www.peacewomen.org/contacts/conindex.html.

7.2 International and regional networks

Coalition of Women for Peace

c/o Bat Shalom, P.O. Box 8083, Jerusalem 91080, Israel

Email: mail@coalitionofwomen4peace.org

URL: www.coalitionofwomen4peace.org

The Coalition of Women for Peace is a regional network made up of 10 organisations, including Bat Shalom (see below), Women in Black (see below), the Israeli chapter of the Women's International League for Peace and Freedom (see below) and Machsom-Watch, which monitors checkpoints for human rights violations. The coalition's main goal is to help end the occupation of Palestine through a peaceful resolution of the Israeli-Palestinian conflict.

Member organisations lobby in cooperation on a wide range of issues, including equal involvement of women in peace negotiations, establishment of the state of Palestine alongside Israel based on 1967 borders and the recognition of Jerusalem as the shared capital of the two states.

PeaceWomen

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

PeaceWomen Project, WILPF, UN Office, 777 United Nations Plaza, 6th Floor, New York, NY 10017, US

Tel: +1 212 682 1265, fax: +1 212 286 8211, email: info@peacewomen.org and wilpfun@igc.org

URL: www.peacewomen.org

PeaceWomen is a project of the WILPF (see below for contact information) that aims to enhance the visibility of women's peace efforts within the UN system and international community. It provides a centralised register of accurate and timely information on the impact of armed conflict on women and women's peace-building efforts. It also facilitates communication between women peace activists and the UN system and offers updated information on the activities of organisations working in the field of women and conflict, broken down by country and region.

PeaceWomen also hosts the **Women's NGO working group on Women, Peace and Security**, www.peacewomen.org/un/ngo/wg.html, which includes international NGOs WILPF, International Alert, Women's Commission for Refugee Women and Children, Hague Appeal for Peace, International Women's Tribune Centre and the Women's Caucus for Gender Justice. These organisations assembled in June 2000 with the purpose of taking forward a focused campaign on the development of a resolution on women, peace and security at the UN Security Council. With the passage of UNSC Resolution 1325, the group's activities are now focused on the implementation of the Resolution.

Women Living Under Muslim Laws (WLUML) – International Solidarity Network

International Coordination Office

P.O. Box 28445, London N19 5NZ, UK

Email: wluml@wluml.org; run@gn.apc.org (International Coordination Office)

URL: www.wluml.org/english/index.shtml - also available in Arabic and French

The WLUML, which has regional offices in Pakistan and Nigeria, provides information, solidarity and support for all women whose lives are shaped, conditioned or governed by laws and customs said to derive from Islam. It serves women in the following contexts: countries where Islam is the state religion; secular states where pressure is being applied to have Islamic laws; and migrant Muslim communities in Europe, the Americas or other parts of the world. The organisation also supports non-Muslim women who are living under Islamic laws. Outreach is provided in English and French.

Women in Black (WIB)

Email: wib@matriz.net

URL: www.womeninblack.net; wib.matriz.net (information available in many languages, including English, Spanish and Italian)

WIB is an international peace network, made up of activists who hold silent vigils to protest against war, rape as a tool of war, ethnic cleansing and human rights abuses all over the world. These vigils were started in Israel in 1988 by women protesting against Israel's occupation of West Bank and Gaza Strip. The group has since established a global presence with links in many countries such as the US, England, Italy, Spain and the Former Republic of Yugoslavia. The website offers contact information for all regional branches and a calendar for upcoming silent vigils.

Women Peacemakers Program (IFOR)

Spoorstraat 38, 1815 BK Alkmaar, the Netherlands / Pays-Bas

Tel: +31 72 5123 014, fax: +31 72 5151 102, email: s.anderson@ifor.org

URL: www.ifor.org/WPP/

The International Fellowship of Reconciliation's (IFOR) **Women Peacemakers Program (WPP)**, which was launched in 1997, works to support and strengthen women's peacemaking initiatives. With the support of a grant from the Women and Development Department of the Netherlands Ministry for Foreign Affairs, the programme runs training for women in non-violence, regional consultations for women from all sides of conflict and exchange-programmes for women in peace organisations. It also sells resource materials in English, French, Spanish and Russian.

7.3 Africa

African Women's Committee for Peace and Development (AWCPD)

c/o AU directorate, African Union, P.O. Box 3243, Addis Ababa, Ethiopia

This is an African women's network that ensures the participation of women in conflict management, peace and development. AWCPD was jointly set up by the Organisation for African Unity (which became the African Union in 2002) and the Economic Commission for Africa (ECA), with the objective of ensuring the full, effective and equal participation of African women in the peace and development processes at the highest levels. It is made up of 16 women members, including representatives of governments and NGOs, as well as individuals.

Isis-Women's International Cross-Cultural Exchange (Isis-WICCE)

Plot 32 Bukoto Street, Kamwokya, P.O. Box 4934 Kampala Uganda, East Africa

Tel: +256 41 543953, fax: +256 41 543954, email: isis@starcom.co.ug

URL: www.isis.or.ug

Isis-WICCE is a women's rights documentation centre committed to social justice and equality. Through the exchange of skills and experiences, as well as the facilitation of information sharing and networking among women, Isis-WICCE promotes gender sensitivity and equal opportunities at all levels.

National Women's Commission of Liberia (NAWOCOL)

[no contact details currently available]

NAWOCOL, founded in 1991, is an NGO that acts as an umbrella group for 78 women's organisations. As the case study in Chapter 7 of the Overview Report shows, it launched the 'Abused Women and Girls' (AWAG) initiative to provide targeted health and counselling services for women and girls who had experienced violence during conflict. In addition to providing leadership to member organisations, its activities include programmes in agriculture, child welfare, adult literacy and public health education.

7.4 Asia and the Pacific

The Suriya Women's Development Centre (SWDC)

71/1 Pamankade Road, Colombo 6, Sri Lanka

The SWDC was established in 1991 by female activists seeking to meet the basic human needs of displaced women and children living in camps. After the Sri Lankan government began shutting down camps in 1994, and following strong resistance by men to its work with Muslim women refugees in Panadura, SWDC now works in Batticaloa, where the target group is women who are affected by the armed conflict, especially those who head households. The SWDC's long-term goals are geared towards finding collective solutions to problems that work across ethnic lines.

Revolutionary Association of the Women of Afghanistan (RAWA)

P.O. Box 374, Quetta, Pakistan

Tel: +92 300 8551638, fax: +1 760 281 9855 (USA), +44 (0) 870 831 2326 (UK), email: rawa@rawa.org
URL: rawa.fancymarketing.net/

RAWA was established in 1977 in Kabul, Afghanistan as an independent political/social organisation of Afghan women fighting for human rights and for social justice within their country. Despite a lack of financial support, it offers health and social services to women in refugee camps in Pakistan and supports income-generation projects. RAWA also produces music tapes, leaflets and reports, which are then used for international media campaigns.

Women in Security, Conflict Management and Peace (WISCOMP)

Foundation for Universal Responsibility of His Holiness the Dalai Lama

Core 4A, Upper Ground Floor, India Habitat Centre, Lodi Road, New Delhi – 110003, India

Tel: +91 11 4648450, 4651606, fax: +91 11 4648451, email: wiscomp@vsnl.com and furhhdh@vsnl.com

URL: www.furhhdh.org/wiscompindex.htm

WISCOMP, a programme of the Foundation for Universal Responsibility of His Holiness The Dalai Lama, is committed to promoting the leadership role of Asian women at the national, regional and global levels in security and conflict management. Professional development programmes, symposiums, visiting scholar programmes, roundtable discussions and a wide range of topical publications are among the tools used by WISCOMP to develop the expertise of Asian women in the areas of non-violent engagement and conflict negotiation.

7.5 Europe

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

Dean Bradley House, 52 Horseferry Road, London SW1 2AF, England

Tel: +44 (0)20 7227 8600, fax: +44 (0)20 7799 1868, email: acord@gn.apc.org

URL: www.acord.org.uk

ACORD's work involves aiding reconciliation between war-affected peoples, finding resolution between warring parties and improving accountability between international actors and their national hosts. Within the field of conflict, it has also supported projects promoting gender equality, including the research project featured in the case studies in chapter 3 of this collection.

BRIDGE

Institute of Development Studies, University of Sussex, Brighton BN1 9RE, UK

Tel: + 44 1273 606261, fax: + 44 1273 621202, email: bridge@ids.ac.uk

URL: www.ids.ac.uk/bridge

BRIDGE produced this *Cutting Edge Pack, Gender, Conflict and Development: Volume 1: Overview* (1996) and *Gender, Conflict and Development. Volume 2: Case Studies: Cambodia, Rwanda, Kosova, Somalia, Algeria, Guatemala and Eritrea* (1995). See Web Resources section for details of online resources on gender and conflict on the Siyanda and BRIDGE websites.

International Alert (IA)

346 Clapham Road, London SW9 9AP, UK

Tel +44 (0)20 7793 8383, fax +44 (0)20 7793 7975

URL: www.international-alert.org

International Alert worked with over 100 other organisations to launch the global campaign *Women Building Peace: From the Village Council to the Negotiating Table* in May 1999. The campaign, supported by hundreds of women's organisations world-wide, aims to raise global awareness of women's experiences and perspectives of peace and conflict, and to help women increase their potential as peacebuilders. For more on the campaign see www.international-alert.org/policy/women.htm and www.womenbuildingpeace.org.

International Committee of the Red Cross (ICRC)

19 avenue de la Paix, CH 1202 Genève, Suisse/Switzerland

Fax: +41 22 733 20 57

URL: www.icrc.org – available in Arabic, English, French, Portuguese and Spanish

In 2001 the ICRC published 'Women facing War', a study of the impact of armed conflict on women. This report aimed to increase understanding about the needs of women affected by armed conflict and the protection available through international humanitarian law, human rights and refugee law. It also included a review of ICRC activities in favour of women and a review of related literature.

The Kvinna till Kvinna Foundation

Kvinna till Kvinna, Kristinebergs Slottsväg 8, 112 52 Stockholm, Sweden

Tel: +46 8 702 98 20, fax: +46 8 643 23 60, email: info@iktk.se

URL: www.iktk.se/english.html – available in English and Swedish

Kvinna till Kvinna addresses the specific needs of women in areas affected by war and conflict, viewing women not merely as victims, but as important forces for change in society. The foundation cooperates with women's organisations in Bosnia-Herzegovina, Croatia, Kosovo, Serbia, Montenegro, Macedonia, Albania, Israel and Palestine. It provides support for local women's organisations and promotes awareness of women's conditions in war and conflict zones through the dissemination of research reports.

Medica Women's Therapy Centre/ Medica Zenica Women's Association

Mokusnice 10, 72000, Bosnia-Herzegovina

Tel: +387 72 30311 or 35339, fax: +387 72 30311 or 414685

This association's areas of work include medical care; mental health care support; policy and advocacy; conflict resolution; education and training; accommodation; work with school and pre-school age children; and economic independence for women.

Northern Ireland Women's Coalition

50 University Street, Belfast, BT7 1HB, Northern Ireland

Tel: 02890 233 100, fax: 02890 240 021, email: info@niwc.org

URL: www.niwc.org

The Women's Coalition, a cross-community political party working for inclusion, human rights and equality in Northern Ireland, is represented in the Northern Ireland Assembly and at the local council level. It works to implement the Belfast Agreement and address the everyday concerns of women, men and children in Northern Ireland. The Coalition also aims to widen participation in politics and make sure the voices of young people, older people, ethnic minorities, women and community groups are heard.

Office of the High Commissioner for Human Rights (OHCHR)

OHCHR-UNOG, 8-14 Avenue de la Paix, 1211 Geneva 10, Switzerland

Tel: +41 22 917-9000, email: InfoDesk@ohchr.org (type 'Request for information' in subject line)

URL: www.unhchr.ch/

OHCHR is the UN body assigned with the task of protecting and promoting human rights for all people. It promotes the ratification and implementation of human rights in all the programmes of the UN and members states. It provides education, advisory services and technical assistance to field activities and operations in relation to the promotion of human rights.

Oxfam GB

Oxfam Supporter Services Department, Oxfam House, 274 Banbury Road, Oxford, OX2 7DZ, UK

Tel: +44 (0)1865 312610, email: oxfam@oxfam.org.uk

URLs: www.oxfam.org.uk – homepage

www.oxfam.org.uk/policy/gender/lgender.htm – Oxfam's policy on gender

www.oxfam.org.uk/policy/gender/links.htm – Oxfam's gender and development newsletter *Links*

www.oxfam.org.uk/publish/jgen.htm – Oxfam's journal *Gender and Development*

www.oxfam.org.uk/campaign/cutconflict/index.html - Oxfam's 'Conflict Campaign' page

Oxfam GB is an organisation that engages in relief work and campaigning in order to help find lasting solutions to poverty and suffering around the world. With 11 operations around the world, it works with poor communities, local partners, volunteers and supporters to improve the quality of life for the world's poorest. Oxfam established a gender programme in 1993, and is committed to mainstreaming gender in all aspects of its programmes. Oxfam's 'Conflict Campaign' aims to raise awareness of the suffering caused by conflict and calls on governments to take responsibility and action against conflict. This page has links to case studies featuring Oxfam's work in conflict zones, as well as other resources, including petitions and news stories. Please visit the URLs listed above to access their policies and publications on conflict, as well as gender and development.

United Nations High Commissioner for Refugees (UNHCR)

Case Postale 2500, CH-1211 Genève 2 Dépôt, Suisse/Switzerland

Tel: +41 22 739 8111

URL: www.unhcr.ch – available in Arabic, Bulgarian, Chinese, Czech, French, German, Greek, Japanese, Korean, Polish, Portuguese, Slovak and Spanish

For field office contact details see www.unhcr.ch/cgi-bin/texis/vtx/contact

UNHCR is mandated to lead and coordinate international action to protect refugees and resolve refugee problems worldwide. The Commission has developed a series of programmes to ensure women have equal access to protection and basic goods and services as they attempt to rebuild their lives.

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

International Secretariat:

1 rue de Varembe, 1211, Geneva, Switzerland

Tel: +41 22 919 7080, fax: +41 22 919 7081, email: wilpf@iprolink.ch

URL: www.wilpf.int.ch

Founded in 1915 to protest the war in Europe, the Women's International League for Peace and Freedom aims to bring together women of different political and philosophical convictions who seek to study, make known and help abolish the political, social, economic and psychological causes of war. Their over-arching goal is to promote constructive peace.

Zed Books

7 Cynthia Street, London N1 9JF, UK

Tel: +44 (0)20 7837 4014 (general enquiries), fax: +44 (0)20 7833 3960, email: access via website

URL: www.zedbooks.co.uk

Zed Books, founded in 1977, seeks to provide content that is ethical and prioritises issues related to social justice. The London-based company, which is managed cooperatively by its worker directors and has no shareholders, publishes over 70 books a year. The company's latest releases cover a range of subjects including Asia; Development and Environment Studies; Women's Studies; and Politics and Cultural Studies. All Zed books referenced in this report may be purchased online via the company website. (At the home page, click on 'Order Books'.)

7.6 Latin America and the Caribbean

Consenso de Mujeres del Barco de la Paz [Consensus of the Colombian Women of the Peace Boat]

URL: www.embarcapazcolombia.org – available in Spanish

This group, organised by Colombian women and supported by international organisations, is a broad-based coalition of women involved in the Colombian conflict, including guerrillas, victims, government and military representatives. It is aimed at reaching consensus on the Colombian conflict.

La Comisión de la Verdad y Reconciliación del Perú (CVR) [The Truth and Reconciliation Commission of Peru]

Av. Salaverry 2802, Lima, Perú

Tel: +511 460 9170, email: genero@cverdad.org.pe

URL: www.cverdad.org.pe – available in Spanish

Peru established a Truth and Reconciliation Commission in 2001, after two decades of political violence marked by assassinations, forced disappearances, illegal detention and torture. The commission was

charged with bringing to light the full nature of the crimes committed and finding ways of building a more peaceful Peru. As part of this general remit, the commission established the Gender Programme (*la Línea de Género*), which analysed the differential effects of the political violence on women and men and strategies required by the CVR to address these effects. The CVR concluded its work and released its final report in August 2003.

7.7 Middle East

Bat Shalom – The Jerusalem Women’s Action Centre

P.O. Box 8083, Jerusalem 91080, Israel

Tel: +972 2 563 1477, fax: +972 2 561 7983, email: batshalo@netvision.net.il

URL: www.batshalom.org

Bat Shalom identifies itself as a feminist peace organisation committed to advancing the rights of women and men and helping to shape a just and democratic society. An area of priority, as reflected in its partnership with the Jerusalem Centre for Women (JCW – see Jerusalem Link below), is achieving a just peace between Israel and Palestine that includes recognition of a Palestinian state alongside Israel with Jerusalem as the capital of both. Its work, which is carried out either independently or in conjunction with other Israeli, Palestinian or international organisations, includes organising demonstrations; raising awareness through articles, press releases and information campaigns; and lobbying of major national and international organisations.

Marcas al-Quds la I-Nissah – Jerusalem Center for Women (JCW)

East Jerusalem, Beit Hanina, Dahiet Al Barid, Al Hirbawi Bldg. the 5th floor, P.O. Box: 51630 Jerusalem, via Israel

Tel.: + 970 2 2347068 or + 972 2 2347653, fax: + 970 2 2347069, email: jcw@palnet.com

URL: www.j-c-w.org/

Established in 1994, the JCW is committed to advancing Palestinian women’s rights and improving the status and involvement of women within Palestinian society. An area of priority, as reflected in the group’s partnership with Bat Shalom (see Jerusalem Link box below), is the resolution of the Israeli-Palestinian conflict based on justice and human rights. The JCW’s work, which is carried out independently and/or in partnership with other Israeli, Palestinian and Arab/international organisations, includes finding ways to resolve the Palestinian-Israeli conflict; providing training for women; documenting human rights violations; mounting public education campaigns; and providing up-to-date publications and research.

The Jerusalem Link

www.batshalom.org/english/jlink/index.html

The Jerusalem Link is a partnership between Bat Shalom, an Israeli organisation, and the Jerusalem Centre for Women, which is Palestinian. Whilst the two organisations are administered independently and work principally to address the concerns of women in their own societies, they have a shared commitment to the goal of a lasting peace. Jerusalem Link, established in 1994, was the result of a

meeting in 1989 in Brussels between prominent Israeli and Palestinian female peace activists. The partnership marks the first time that a Palestinian and an Israeli organisation have worked so closely together for the advancement of women and human rights in the region, as well as for the resolution of the Palestinian-Israeli conflict.

Through the partnership, the two centres jointly run programmes promoting peace, democracy, human rights, and women's leadership. Their cooperative efforts include campaigning on International Women's Day; raising awareness through Palestinian/Israeli Women's Public Media Dialogue; facilitating an International Women's Peace Commission; and advocacy/lobbying of international organisations and national governments to promote the inclusion of women in decision-making processes.

Women's Centre for Legal Aid and Counselling (WCLAC)

Al Dahya Intersection, Al Hirbawi Building, 3rd Floor, P.O. Box 54262, Jerusalem 91516
via Israel

Tel: +972 (2) 2347438, fax: +972 (2) 2342172, email: wclac@netvision.net.il

URL: www.wclac.org – available in Arabic and English

The centre provides legal aid and counselling, runs a health programme and carries out social work (with a strong focus on domestic violence and abortion), research and advocacy. For an article on WCLAC's work, see *In Brief* which accompanies this *Cutting Edge Pack*.

7.8 North America

International Rescue Committee (IRC)

IRC Headquarters, 122 East 42nd Street, New York, NY 10168, USA

Tel: +1 212 551 3000, email: info@theirc.org

URL: www.theirc.org/Women/

IRC helps people fleeing persecution on the basis of race, religion or ethnicity, as well as those uprooted by conflict and violence. It offers special programmes geared towards female refugees, and aims to meet their specific reproductive, healthcare, social and economic needs through training, counselling and outreach.

Women's Caucus for Gender Justice

P.O. Box 3541 Grand Central P.O., New York, New York 10163, USA

Tel. +1 718 626-2681, fax +1 718 626-3528, email: caucus@iccwomen.org

URL: www.iccwomen.org

The Caucus is a network of individuals and groups that aims to strengthen advocacy on women's human rights and develop greater capacity among women in the use of the ICC and other mechanisms that provide women with access to different systems of justice.

Women's Commission for Refugee Women and Children (WCRWC)

122 East 42nd Street, 12th Floor, New York, NY 10168-1289, USA

Tel: +1 212 551 3088/212 551 3111, fax: +1 212 551 3180, email: info@womenscommission.org

URL: www.womenscommission.org

The WCRWC works to ensure that refugee and displaced women, children and adolescents are given protection, encouraged to participate in peace-making processes and granted access to education, health and job training services. In conjunction with governments, UN agencies, donors and NGOs, the Women's Commission works to help displaced women and children. Its activities are focused on advocacy, research and technical support.

Women Waging Peace

Cambridge Office

625 Mount Auburn Street, Cambridge, MA 02138, US

Tel: +1 617 868 3910, fax: +1 617 995 1982

Washington D.C. Office

2040 "S" Street, NW, Washington, DC 20009, US

Tel: +1 202 403 2000, email: information@womenwagingpeace.net

URL: www.womenwagingpeace.net

Women Waging Peace serves as a networking body for women addressing conflicts around the world. The initiative recognises the role and contribution of women in preventing violent conflict, stopping war, reconstructing ravaged societies and sustaining peace in fragile areas around the world. Women Waging Peace targets and works with policy-makers to ensure these issues are addressed.

World University Service of Canada (WUSC)

1404 Scott Street, Ottawa, Canada K1Y 2N2

Tel: +1 613 798 7477, fax: +1 613 798 0990, email: wusc@wusc.ca

URL: www.wusc.ca – available in English and French

Information about the programme in Sri Lanka is available at wusc.ca/expertise/projects/pret/.

WUSC began to implement the Project for Rehabilitation through Education and Training (PRET) in Sri Lanka in September 1989. PRET insists on equal participation of men and women in the projects they support. Training for all participants, and in some cases neighbours, employers, and relatives, includes gender training. They have also recently launched a programme where Canadian civilian experts may be a part of the second phase of the reconstruction of the Balkans. More information about this new programme may be obtained by visiting wusc.ca/expertise/projects/balkans/.

8. Funding organisations

Amnesty International Ginetta Sagan Award

The Ginetta Sagan Fund, c/o Amnesty International USA, 350 Sansome Street, Suite 630, San Francisco, CA 94104, US

Tel: +1 415 291 9233 for additional information

URL: www.amnestyusa.org/about/ginettasagan.html

This grant is awarded to women who work on behalf of women and children, demonstrate courage and effectiveness in their fight for human rights, and reside in or originate from a region in crisis.

Regional Interest: Global

Global Fund for Women

1375 Sutter Street, Suite 400, San Francisco, CA 94109, United States of America (USA)

Tel: +1 415 202 7640, fax +1 415 202 8604

URL: www.globalfundforwomen.org – available in Arabic, Dari, English, French, Spanish, Pashto, Portuguese and Russian

This body grants funds to organisations that demonstrate a clear commitment to women's equality and female human rights; show concern about the way women are viewed and view themselves in society; are governed and directed by women; consist of a group of women working together.

Regional Interest: Global, excluding the US.

Urgent Action Fund

P.O. Box 1287, Boulder, CO 80306-1287 USA

Tel: +1 303 442 2388, fax: +1 303 442 2370, email: urgentact@urgentactionfund.org

URL: www.urgentactionfund.org – available in Arabic, Spanish, French, Swahili, Russian, Nepali, Albanian and Serb-Croatian

Small grants are provided for activists to protect women's rights in emerging crises and conflict. The Fund also collaborates with local women's groups to promote women's participation in conflict prevention, peace-building and post-conflict reconstruction work.

Regional Interest: Global

Urgent Action Fund – Africa

P.O. Box 60389, Nairobi, Kenya

Tel/fax: +1 254 2 572720, email: urgentact@iconnect.co.ke

A major component of this organisation's work is to support rapid response grant-making in the region. Staff members meet with women's groups to learn more about their work and to develop mechanisms for them to contact the Fund when a crisis or unusual opportunity arises.

Regional Interest: Africa