



**DONOR PROPOSAL FOR THE EIGHT POINT AGENDA FOR WOMEN'S  
EMPOWERMENT AND GENDER EQUALITY IN CRISIS PREVENTION AND  
RECOVERY**



*© UNICEF photo by Roger LeMoyne  
Since 1986, the conflict in Uganda has displaced 1.4 million people, more than 80 per cent of whom are  
children and women.*

## **UNDP's Eight Point Agenda in action: Practical, positive outcomes for girls and women in crisis**

### **Women in crisis**

How do we measure the perils of neglecting half a population in crisis? Do we tally the number of women who are consistently denied access to high level negotiations during peace talks? Do we add up the number of women who are assaulted while walking to a distant latrine in a refugee camp? Do we count the widows who must eke out a living for themselves and their children when their livelihoods have been destroyed and their rights to holding property and assets are limited?

Whether provoked by natural disaster or violence, crises disproportionately affect women. Men, women and children are consumed in appalling numbers by civil wars and floods, ethnic conflicts and tsunamis. But how the world responds to crisis is another matter.

Women and men, girls and boys, are vulnerable in different ways in crises and are often treated differently by perpetrators of violence and by legitimized state actors, with dire and often enduring consequences. Gender difference is one of the most significant determinants of an individual's capacity to cope safely during a crisis, and gender profoundly affects whether, how, and when individuals gain access to support in the aftermath. Women and men – as soldiers, internally displaced populations or refugees, widows or widowers, orphans, survivors of natural disasters, landmine incidents and armed violence – collectively experience the insecurity brought on or exacerbated by crisis situations. Like men, women have to deal with the burden of the economic and social consequences of crisis, especially the deterioration of livelihoods and social support structures; but women bear the additional insecurity of sexual and gender based violence by men, and globally, the poorest of the poor are women.

It is not difficult to recognize that men and women are affected by crisis differently. Consider, for example, the 2004 Indian Ocean tsunami. The death toll alone had profound implications for women. In many towns the death rate of women was at least three to four times higher than that of their husbands and brothers. In some, only a handful of women survived. The resulting gender imbalance raised a variety of concerns for the surviving women and girls in the recovery period. Would they, for example, be forced to take on even responsibilities caring for extended family members? Would their mobility in home communities or displacement camps be threatened by harassment or sexual violence? In many cases, the answer to these questions was and continues to be yes.

Crises brought on by war create a different yet similarly brutal set of circumstances for women. Consider, for example, how women who have survived sexual violence, or been active in peace movements, are routinely excluded from peace talks to end the conflict. Then, as the country moves towards stability and democratic elections, women's recovery and development concerns continue to be overlooked so that opportunities are missed to build itself "back better" along different, more inclusive lines.

Despite efforts to stop sexual violence in conflict and post-conflict situations, the problem is growing. The time has come for UNDP and its partners to scale up their efforts and act forcefully against sexual violence, against all security risks to women in crisis, against discrimination that prevents them from claiming land and property, and against social norms that exclude them from the recovery and peace building process.

Excluding women from conflict prevention and recovery processes leads to neglect of their most immediate needs. These needs can be as basic as being able to walk to the latrine

without fear of assault and as complex as promoting women in government. We also fail to gain from their insights and resourcefulness. In times of crisis women have shown extraordinary resolve and strength, whether forming networks to provide vital services that are among the first casualties of conflict, or joining together to promote responsible, peaceful governance. If women are seen only as victims – and not as problem solvers and decision makers – a key resource for sustainable peace is lost.

In times of crisis, the loss of family members, assets and homes all contribute to increased gender inequality. Society's protective networks break down. Having lost their husbands, brothers and fathers, communities and other social support networks, women are particularly vulnerable. Yet the same destructive forces of crisis can also create opportunities during the recovery period to challenge longstanding biases against women and give them an equal footing in society. With appropriate, sustainable, and innovative support to governments and civil society, post-conflict recovery can provide greater prospects for violence reduction and for new, non-traditional leaders to emerge. In all post-crisis situations, social equality interventions can also be an important vehicle for empowering men, particularly by offering them alternatives to violence.

### **Making the Eight Point Agenda Operational: promoting gender equality in crisis**

That is where the Eight Point Agenda for Women's Empowerment and Gender Equality in Crisis Prevention and Recovery (8PA) comes in: it offers a comprehensive approach to respond to the needs of women in crisis and gives them a voice in the recovery process. This groundbreaking strategy has transformed UNDP's crisis prevention and recovery practice, prioritizing what needs to be done to address the needs of women in crisis settings and how to promote gender equality. What makes the Eight Point Agenda unique is its scope. While UN agencies have focused individually on many of the eight points, they have never brought together in a holistic approach – one that offers hope and practical support for women caught up in natural disasters as well as conflict.

A clearer understanding of the different vulnerabilities and capacities of women and men, girls and boys, is essential not only for early recovery and sustainable development, but as an important means to prevent crises from recurring. UNDP, through the Eight Point Agenda, is committed to promoting this understanding in all its prevention and recovery work. UNDP will also focus specifically on the empowerment of women through programmes that challenge unequal power relations. This strategic framework provides the foundation for the ways in which the UNDP Bureau for Crisis Prevention and Recovery (BCPR) will support UNDP country offices to realize the implementation of the Eight Point Agenda.

Many have documented the negative consequences of neglecting gender equality. Yet the neglect continues, particularly in crisis situations, when promoting gender equality is frequently dismissed as less urgent than responding to the emergency itself. The reluctance to address much needed social change to safeguard equal rights for women and men and, in particular, to include women in decision-making in countries recovering from crises, results from both a lack of awareness and a lack of practical 'know how', particularly where political and cultural systems actively counter such change. Personnel and programming capacity to plan and deliver appropriately for women and men affected by crises – through collecting and analyzing sex- and age-disaggregated data, allocating a specific budget to advance gender issues more broadly, and the appointment of sufficient numbers of high-level gender experts - remains unsystematic in state and non-state institutions alike. As a result of this gender-blind approach to the development and implementation of recovery programmes, women's needs in particular are not fully understood or addressed. These problems are further compounded when women are excluded from participating in decision-making processes.

BCPR supports efforts to reduce the impact of natural disasters, prevent armed conflicts, and assist in recovery from crises when they occur. BCPR is also responsible for consolidating UNDP's crisis prevention and recovery knowledge and experience, providing a bridge between humanitarian response and the development work of UNDP, and advocating for sensitivity to the various communities affected by crisis. When UNDP adopted the Eight Point Agenda in November 2006, a significant step was taken to advance the goal of gender equality in the context of crisis prevention and recovery.

**In brief, the eight points of the Agenda are:**

**1. Strengthen women's security in crisis: Stop violence against women**

- Violence against women is an affront to the foundations of human rights, human decency and human dignity.
- Rape and sexual violence are not collateral damage: they are methods of war. Perpetrators of these war crimes must be held accountable - by their communities, governments and by the international community, including through the International Criminal Court (ICC).
- Violence against women also impedes progress in poverty eradication; combating HIV/AIDS; and peace and security.
- Men and boys have a critical role to play in reversing the pandemic of violence against women.

**2. Advance gender justice: Provide justice and security for women**

- Laws to protect women's rights must be included and enforced within legal frameworks.
- Women must know their rights and be able to access legal systems, e.g., through free legal services.
- Custom, tradition or religious beliefs should never serve to excuse or justify violence against women.

**3. Expand Women's Citizenship, Participation and Leadership: Advance women as decision-makers**

- Women need the skills and confidence to influence the decisions that directly affect their lives, including through direct participation in government and the security sector.
- Women often are denied access to business transactions and excluded from negotiations surrounding land titles. Legislation needs to change to allow women to access business and land ownership.
- Women need to be represented in social, political and economic spheres, giving them a voice in the peace and recovery processes.

**4. Build Peace with and for women: Involve women in all peace processes**

- Women must be involved in all stages of the peace and recovery processes, including as high-level negotiators in peace talks.
- Peace agreements offer opportunities for inclusiveness, democratic reform and for gender equality. These opportunities must be seized. Gender provisions must be included in peace agreements and given priority as agreements are implemented.

**5. Promote gender equality in disaster risk reduction: Value women's knowledge and experience**

- Women's unique needs must be incorporated in analyses of disaster risk and post disaster risk assessments.
- As community structures crumble and violence escalates, steps must be taken to prevent the increased vulnerability of women and girls.

- Women's economic potential goes unrealized as their interests are not factored into the recovery effort. For example, cash-for-work schemes often do not specifically target women-headed households.
- Temporary housing often denies women privacy, increases their vulnerability to exploitation and discrimination and marginalizes widows. This has an effect on the well-being of women and children.
- Women's experience and knowledge must be valued and reflected in a plans and policies.

#### **6. Ensure gender-responsive recovery: Support women and men to build back better**

- Women must be given equal opportunities to livelihoods, including access to land and credit. Rebuilding in key sectors such as transportation, shelter and health care must specifically benefit women.
- Recovering from crisis provides an opportunity to "build back better", reducing inequalities and protecting the rights of the most vulnerable.

#### **7. Transform government to deliver for women: Include women's issues in the national agenda**

- Women need to be engaged in decision-making on government budgets and resource mobilization.
- Incentives need be offered to public institutions that address women's needs.

#### **8. Develop Capacities for Social Change: Work together to transform society**

- Women organizations and networks need to be strengthened to ensure responsiveness and accountability on gender issues
- Men need to be educated to promote gender equality and support women's empowerment.

The Eight Point Agenda is not only an outward-looking strategy, but one that is applied to BCPR's internal structures as well. To raise the bar on gender equality issues, BCPR:

- 1) allocates fifteen percent of all its funding allocations to gender-specific projects;
- 2) dedicates 15 percent of its work plan budget and staff time to women's issues, including a commitment to staff training to increase expertise in gender mainstreaming;
- 3) hired two senior gender advisers, one to enhance BCPR's support to country offices and one to promote the Eight Point Agenda on an organization – wide initiative;
- 4) created a new gender window in the Thematic Trust Fund for Crisis Prevention and Recovery.

Indeed, the Eight Point Agency has not only been embraced by UNDP as a guiding corporate strategy, but by its partners on the ground and throughout the UN system. UNDP is already working with national governments and UN organizations (among them UNIFEM, UNFPA, and UNICEF) on a range of initiatives aimed at helping national partners achieve gender equality. UNDP is currently the Chair of the UN Action Against Sexual Violence in Conflict, a joint agency framework to put an end to rape in conflict situations. To implement the Eight Point Agenda, national partners will need continued support and capacity developed in key areas. UNDP will provide assistance to capacity development in the following areas, among others:

- 1) collecting and analyzing baseline data disaggregated by sex and age;
- 2) incorporating gender equality into development based planning and monitoring;
- 3) applying gender-sensitive budgeting techniques;
- 4) reducing violence against women,
- 5) addressing their vulnerability to HIV infection and reducing the care-giving burden on them;

- 6) offering men support to find alternatives to violence;
- 7) expanding women's participation in governance and decision-making processes and strengthening women's property and inheritance rights; and
- 8) reducing time burdens on women and girls through mainstreaming gender into environment and energy policies.

Realizing the Eight Point Agenda is a multi-year, multi-sector, UNDP-wide effort. As indicated earlier, BCPR will assist UNDP supported women's empowerment and gender mainstreaming efforts in all countries, as opportunities arise. In addition, a set of activities have been identified, at both global and national level, that will build the confidence and commitment of both UN and national partners by demonstrating success and yielding positive outcomes for women, communities and nations. These activities, linked to specific aspects of the Eight Point Agenda in the matrix that follows, will spur a long-term, sustainable transformation of the crisis prevention and recovery practice within UNDP and, more importantly, in recovery processes at national level. To move forward with this ambitious agenda, BCPR is requesting USD 10 million over the next two years.

<b>SUMMARY OF REQUESTED FUNDING FOR EACH POINT (in USD) FOR THE FIRST TWO YEARS</b>			
	YEAR 1	YEAR 2	TOTAL
POINT 1: STRENGTHEN WOMEN'S SECURITY IN CRISIS: <ul style="list-style-type: none"> <li>• Enhance the gender component of security institutions, and of disarmament, and small arms reduction initiatives</li> <li>• Support the reintegration of women and girls associated with armed forces and groups</li> </ul>	1,000,000	1,000,000	2,000,000
POINT 2: ADVANCE GENDER JUSTICE <i>Improve women and girls' access to legal aid</i>	1,000,000	1,000,000	2,000,000
POINT 3: EXPAND WOMEN'S CITIZENSHIP, PARTICIPATION AND LEADERSHIP <i>Strengthen national and regional networks of women leaders</i>	750,000	750,000	1,500,000
POINT 4: BUILD PEACE WITH AND FOR WOMEN <i>Ensure women's effective participation in the analysis of conflict and related responses at national and local levels</i>	450,000	450,000	900,000
POINT 5: PROMOTE GENDER EQUALITY IN DISASTER RISK REDUCTION <i>Mainstream gender in disaster risk reduction planning and programming at country level</i>	500,000	500,000	1,000,000
POINT 6: ENSURE GENDER-RESPONSIVE RECOVERY <i>Include gender equality in early recovery frameworks and livelihoods programmes</i>	850,000	850,000	1,700,000
POINT 7: TRANSFORM GOVERNMENT TO DELIVER FOR WOMEN <i>Monitor governments' commitments on gender equality</i>	150,000	150,000	300,000
POINT 8: DEVELOP CAPACITIES FOR SOCIAL CHANGE <i>Expand human and knowledge resources on gender equality and crisis</i>	300,000	300,000	600,000
<b>TOTAL FOR ALL POINTS</b>	<b>5,000,000</b>	<b>5,000,000</b>	<b>10,000,000</b>

Special notes:

For activities under Point 2, USD 3,000,000 will be needed for year 3, 4, and 5.

For activities under Point 6, USD 800,000,000 will be needed for year 3.

Other programmes relevant to Point 7 are covered in Points 2 and 3.

For Points 1, 3, 4, 5, 7 and 8, additional resources beyond years 1 and 2 will be determined after the first year of implementation.

Detailed breakdowns of proposed budgets are available upon request.

## POINT 1: STRENGTHEN WOMEN'S SECURITY IN CRISIS: Stop violence against women

UNDP will:

### 1. Increase women's security by enhancing the gender component of security institutions, and of disarmament, and small arms reduction initiatives

**Project title:** Gender mainstreaming in community security and armed violence prevention

**Target countries for support:** El Salvador, Guatemala, Jamaica, Honduras, Kenya, Liberia, Philippines, South Sudan, and one country in South Eastern Europe

**Suggested activities:**

- Produce a gender-sensitive UNDP guidance for community security and armed violence programmes;
- Produce a gender-sensitive community security and armed violence assessment tool;
- Support development and financing of gender-sensitive community security/armed violence projects in at least six countries; and
- Support local women's organizations working on sexual and gender-based violence or/and armed violence prevention to ensure women's perspectives are taken into account in the development of national policies and legislation on security-related issues (e.g. police, firearms legislation).

**Envisaged partners:** WHO, UN-HABITAT, UNICEF, UNODC, World Bank, International Development Bank, South Eastern and Eastern Europe Clearinghouse

**Proposed budget** in USD: 1,000,000

**Timeline:** 2 years

### 2. Support the reintegration of women and girls associated with armed forces and groups, prevent or decrease their stigmatization, and create a supportive environment for female and male survivors of sexual and gender-based violence

**Project title:** Gender responsiveness in Disarmament, Demobilization and Reintegration (DDR) of ex-combatants programmes

**Target countries for support:**

In UN peacekeeping mission contexts: Côte d'Ivoire, Democratic Republic of Congo, and Sudan

In non-UN peacekeeping contexts: Colombia, Congo-Brazzaville, Indonesia (Aceh), Nepal, Niger and Uganda

**Suggested activities:**

- Develop gender responsive DDR budgets;
- Ensure existing reintegration services cater to the special needs of women and girls;
- Develop partnerships with local women's organizations to reach women and girls in need of reintegration support;
- Provide vocational training for women and girls to ensure their reintegration;
- Conduct public information campaigns to reduce discrimination against women beneficiaries of community reintegration services;
- Facilitate interactions between women beneficiaries and other women and girls of the community who have not been associated with armed forces or groups;
- Raise awareness of sexual and gender-based violence against both female and male survivors in key sectors of society (e.g. community groups, police, health centers);
- Develop partnerships with local organizations working on sexual and gender-based violence to help them reach and treat survivors; and
- Provide counseling and psycho-social activities to support survivors of sexual violence.

**Envisaged partners:** DPKO, ILO, IOM, UNAIDS, UNIFEM, UNICEF, WHO

**Proposed budget** in USD: 1,000,000

**Timeline:** Two years

## POINT 2: ADVANCE GENDER JUSTICE: Provide justice and security for women

UNDP will:

### Improve women and girls' access to legal aid, and empower justice institutions to uphold accountability and fight against impunity

**Project title:** Access to justice and sustainable protection

**Target countries for support:** Afghanistan, Burundi, Croatia, the Democratic Republic of Congo, Iraq, Liberia, Uganda, Sudan

**Suggested activities:**

- Train internally displaced persons to serve as paralegals and managers of legal aid centers in camp premises;
- Build capacity of lawyers' networks and social workers to provide legal representation and psycho-social support to survivors of sexual and gender-based violence;
- Train judges, prosecutors, police, and correction officials to ensure linkages between justice and security institutions, and to better address survivors' cases;
- Establish legal information centers to provide access to legal information for the population, including human rights and domestic law, and to provide a safe space for discussion between right-holders (e.g. displaced populations) and local duty-bearers (e.g. government authorities);
- Design confidence building measures to raise awareness and generate dialogue with, for instance, local government officials, the police, civil authorities and rebel groups, and to build bridges between the protagonists of conflict and the civilian population; and
- Train international and regional peacekeepers/police to address protection needs of civilians.

**Envisaged partners:** UNIFEM, DPKO, OHCHR, UNHCR, OCHA, World Bank

**Proposed budget** in USD: 5,000,000

**Timeline:** Five years

**POINT 3: EXPAND WOMEN'S CITIZENSHIP, PARTICIPATION AND LEADERSHIP: Advance women as decision-makers**

UNDP will:

**Strengthen national and regional networks of women leaders, and empower local women's organizations to ensure their views are taken into account in local/national development plans**

**Project title:** Promoting young women's leadership in crisis countries

**Target countries for support:** Sudan, Somalia, Ecuador, Ethiopia, Liberia, Uganda, Kenya

**Suggested activities:**

- Establish a youth leaders' forum through which young women can exchange experience, share leadership skills and forge political alliances;
- Promote gender champions, including male leaders, to lead community-based education campaigns on the importance of including women in decision-making processes at local and national levels; and
- Facilitate local/community-to-community workshops for women and traditional leaders (including youth leaders) to encourage their sustained engagement in local/national decision-making.

**Envisaged partners:** UNIFEM

**Proposed budget** in USD: 1,500,000

**Timeline:** Two years

**POINT 4: BUILD PEACE WITH AND FOR WOMEN: Involve women in all peace processes**

UNDP will:

**Strengthen the integration of gender concerns in conflict analysis, and ensure women's effective participation in the analysis of conflict and related responses at the local and national levels**

**Project title:** Women in peace and dialogue processes

**Target countries for support:** Burundi, Democratic Republic of Congo, Ghana, Guyana, Kenya, Kyrgyzstan, Nepal, Nigeria, Fiji, Programme of Assistance to the Palestinian People (PAPP)

**Suggested activities:**

- Undertake analysis of the key role played by women in promoting peace and dialogue at the national and local level; and
- Support women's participation in conflict analysis processes organized in three countries (e.g. Democratic Republic of Congo, Kyrgyzstan and PAPP) by using the UNDP Guidelines on Conflict Analysis and Gender.

**Envisaged partners:** UNIFEM, DPA, PBSO

**Proposed budget** in USD: 900,000

**Timeline:** Two years

**POINT 5: PROMOTE GENDER EQUALITY IN DISASTER RISK REDUCTION: Value women's knowledge and experience**

UNDP will:

**Enhance capacity of UNDP country offices and partners to systematically include gender dimensions in UNDP's disaster risk reduction portfolio**

**Project title:** Mainstreaming gender in disaster risk reduction (DRR) and disaster response

**Target countries for support:** High-risk countries, including in Central America, the Caribbean, South East Asia and the Pacific

**Suggested activities:**

- Review current national, sub-national and community-based UNDP supported programmes to identify opportunities and constraints in incorporating gender equality considerations;
- Develop practical guidance for UNDP country offices, UN Country Teams and partners on how to include gender considerations in planning and programming instruments;
- Provide technical and financial catalytic support to at least 12 UNDP programme countries to analyze their current disaster-related programmes from a gender perspective; and
- Build a global network of experts on gender and DRR to service high-risk countries.

**Envisaged partners:** Gender and Disasters Network, UNEP, UNIFEM, UN-INSTRAW, ISDR Secretariat, Northumbria University

**Proposed budget** in USD: 1,000,000

**Timeline:** Two years

## **POINT 6: ENSURE GENDER RESPONSIVE RECOVERY: Support men and women to build back better**

UNDP will:

**Support the inclusion of gender equality in early recovery frameworks and livelihoods programmes by a) collecting gender data for crisis countries, b) developing gender-sensitive assessment tools, and c) building a pool of national advisors on gender and recovery**

**1. Project title:** Collect gender data and build gender capacity in crisis-prone countries

**Target countries for support:** Democratic Republic of Congo, Eastern Caribbean Small Islands Development States, Iraq, Guyana, Kosovo, Lebanon, Nepal, Somalia, Sri Lanka, Sudan, Uganda

**Suggested activities:**

- Identify existing gender data collected by international agencies, governments and other institutions for crisis countries;
- Undertake an analysis of existing methodologies for data collection on gender and crisis;
- Identify a minimum set of core data needs;
- Support the development of gender data in at least five crisis countries per year;
- Develop gender-sensitive post-conflict needs assessments and post-disaster needs assessments and test them in at least five countries per year;
- Make the gender data widely accessible to UNDP country offices, UN Country Teams and other partners;
- Train UNDP staff, UN Country Teams and partners to use these assessments; and
- Identify criteria for the selection of gender and recovery advisors.

**Envisaged partners:** UNFPA, UNDGO, and members of the Inter-Agency Standing Committee Early Recovery Cluster Working Group

**Proposed budget** in USD: 1,500,000

**Timeline:** Three years

**2. Project title:** Transform livelihoods programmes to deliver for women

**Target countries:** Uganda, Sudan, Somalia and Kosovo

**Suggested activities:**

- Work with partners to complete full mapping of best practices and lessons learned;
- Establish a gender-sensitive livelihoods programme in selected countries (or transform existing efforts); and
- Develop indicators and monitoring mechanisms to measure results of programmes, and guide their scale up.

**Envisaged partners:** ILO, UNIFEM and IRC

**Proposed budget:** USD 1,000,000

**Timeline:** Two years

**POINT 7: TRANSFORM GOVERNMENT FOR WOMEN: Include women's issues in the national agenda**

UNDP will:

**Provide web-based resources on gender and crisis. Website would serve as a key reference to national actors and UNDP country offices when programming crisis prevention and recovery interventions**

**Project title:** Comprehensive web-resource on gender and crisis

**Target countries for support:** global

**Suggested activities:**

- List laws, acts, and regulations relating to gender mainstreaming;
- Develop a reference list of gender-specific institutions;
- Consolidate best practices from UNDP country offices, UN Country Teams and national partners;
- Organize a peer review of the webpage for relevance and consistency; and
- Include the country profiles available on UNIFEM's website on Women, War and Peace.

**Envisaged partners:** UNIFEM, UN-INSTRAW, UNFPA, Gender and Disasters Network

**Proposed budget** in USD: 300,000

**Timeline:** Two years

## **POINT 8: DEVELOP CAPACITIES FOR SOCIAL CHANGE: Work together to transform society**

### **1. Support women's networks promoting social change at national level**

**Project title:** The BCPR Director's special initiative for women's networks promoting social change in their country

**Target countries:** global

**Suggested activities:**

- Support women's groups during electoral processes; and
- Support women's organizations working against sexual and gender-based violence against women.

**Proposed budget:** USD 300,000

**Timeline:** Two years

### **2. Strengthen the operational capacity of national actors to effectively conduct gender-sensitive development programming**

**Project title:** Capacity development on gender mainstreaming in crisis prevention and recovery for national actors

**Target countries for support:** global

**Suggested activities:**

- Develop a training curriculum for a one-week workshop and an expanded on-line learning tool;
- Undertake ten workshops at the national and regional levels for twenty five participants each on gender and CPR over two years;
- Expand on-line learning tools on: 1) data desegregation; 2) gender-based budgets; and 3) development of indicators and monitoring systems; and
- Develop a roster of experts to support national actors in selected countries.

**Envisaged partners:** UN-INSTRAW, UNIFEM

**Proposed budget** in USD: 300,000

**Timeline:** Two years