CONCEPT NOTE
Gender Responsive Peacebuilding

Peace and Development Advisors Fellowship Programme: Cohort 3

Introduction

As part of its Peace and Development Advisors (PDA) Fellowship Programme hosted by the United Nations Development Programme (UNDP) Oslo Governance Centre (OGC), the 3rd cohort on the topic of '*gender responsive peacebuilding*' is being organized in partnership with the Joint UNDP- DPA Programme on Building National Capacities for Conflict Prevention.

For this fellowship, selected Fellows (PDAs and conflict prevention specialists) working at the country level will be expected to explore this topic in-depth and in so doing:

- Generate new insights and knowledge on this topic;
- Reflect on the impact of their work supporting gender responsive peacebuilding and peacemaking[1] at the local and national level, and identify both the added value and challenges that they have observed;
- Contribute to developing recommendations for improving gender responsive peacebuilding, based on the experiences and context of the Fellows own work; as well as recommendations on how their role and context of deployment can be better leveraged or adjusted to meet this goal;
- Present their understanding and inputs through the deliverables (mentioned at the end of this concept note).
- Develop a plan of activities for their own context to be implemented on their return.

Context

It has been 17 years since the first resolution on Women, Peace and Security (WPS), United Nations Security Council Resolution (SCR) 1325, was adopted by the United Nations Security Council on 31st October 2000. One of the most important outcomes of the SCR1325 and subsequent resolutions[2] has been the growing global recognition about the different ways in which conflict affects women and men, their potential to build recovery and peace and how they can complement each other in peacebuilding efforts. In addition, these resolutions spotlighted attention on women as multi-faceted actors in conflict and post-conflict situations, while promoting women's participation at all stages.

More recently, Agenda 2030 and in particular Sustainable Development Goal 16 recognise the importance of gender equality and women's empowerment in building just, peaceful and inclusive societies. As such, progress towards the SDGs will not be achieved if women are denied access towards decision making and women's agency in peacebuilding.

For the purpose of this fellowship, the Fellows are expected to focus on their own work and how they contribute to gender responsive peacebuilding and peacemaking particularly in strengthening the interlinked and mutually reinforcing four pillars of participation, prevention, protection and recovery and relief based on the principles of respect for human rights and dignity and in tackling the root causes of conflict to create sustainable peace.

---

[1] *Peacemaking* is the process of forging a settlement between the disputing parties which can be done in direct negotiations or with a third-party mediator. *Peacebuilding* is the process of normalizing relations and reconciling differences between all the citizens of the warring factions.

[2] Four of these specifically address conflict-related sexual violence

UNDP and gender and peacebuilding:

Given below are the key findings of the report on Gender in UNDP Conflict Prevention and Peacebuilding: A Snapshot of the Current State of Practice (Sanam Naraghi Anderlini and Jolynn Shoemaker, April 2016)

i. **Programming: Gendered initiatives exist but the link to Conflict prevention/peacebuilding is tenuous:** Although progress has been made in developing guidance and programming on gender/women, peace and security (WPS), there are still problems in integrating gender/WPS into conflict prevention and peacebuilding work specifically, monitoring and adjusting programming in response to gender considerations, and getting buy in from national-level partners.

ii. **Staff and Management: Enthusiastic individuals but little institutional support:** There are positive developments in terms of staff and leadership awareness and support. But it is also clear that leadership and staff with non-gender portfolios need to be trained, supported, assessed and held accountable.

iii. **Analysis**: UNDP field and HQ staff has many tools available, but application is limited. The array of conflict analysis tools that are available may give practitioners choice, but they also cause inconsistency. Especially given the general absence of gendered indicators, the tools that are available perpetuate the exclusion of gendered analysis**.**

iv. **Structural Issues:** A consistent finding across the study was the gap between the rhetoric, policies, analysis and the gender programming as it related to conflict prevention/peacebuilding. UNDP has a long history of policy making vis-à-vis gender equality and women's empowerment, but the policies are not systematically translated into analysis or action.

Fellowship Focus areas:

This fellowship examines the following **main areas in-depth** (which are elaborated below):

- Gender Responsive Peacebuilding and peacemaking: what does it mean? What are best practices and lessons learned? What are the challenges?
- Existing tools and guidance relevant for gender responsive peacebuilding and peacemaking
- Role of women in political processes and peace negotiations
- Gender responsive conflict analysis
- Building local capacity of women's groups and networks
- Ensuring gender priorities in recovery programming

Note: During the course of the fellowship, the fellows will be made aware of the latest research around these themes and also expected to further identify research gaps.

Gender Responsive Peacebuilding:

Peacebuilding incorporates multiple initiatives at the heart of which lie the principles of rule of law and a rights based approach. However, such peacebuilding approaches will be meaningless if the rights and status of half the population (women) is neither recognized nor promoted. Although women have participated in peacebuilding, their role is often at an informal level and rarely visible to formal peacemakers (UN Women 2015c).

A gender approach to peacebuilding recognizes the **role of both women and men** as the key to the success and sustainability of peacebuilding efforts[3] as well as to changing existing social norms that may be restricting this. Apart from the role of women as peace agents it also recognizes that they may not solely be victims, but that they may also actively or through coercion participate in conflict as combatants and assistants to combat. It is furthermore important to understand that efforts to ensure women's

---

[3] An analysis of 181 peace agreements signed between 1989 and 2011 reveals that peace processes in which women acted as witnesses, signatories, mediators and/or negotiators demonstrated a 20 per cent increase in the probability of a peace agreement lasting at least two years (Stone 2014)*.*

engagement should not have a single focus on the participation of women at the negotiation table, but should also focus on critical gender issues relevant to the peace process, such as DDR, land rights, employment opportunities, preventing violent extremism and community reintegration. It also examines the structural barriers at various levels and how effective programmes can be designed and implemented to overcome these.

Despite progress made since SCR1325, there are gaps that need to be bridged and a need for further momentum and scale in efforts. Through this fellowship, the Fellows are encouraged to share their experiences in promoting gender responsive peacebuilding, as well as the challenges and how they can be overcome.

Fellows are encouraged to think of how they have effectively been able to design inclusive processes and programmes which can assist in pushing gender responsive peacebuilding on the ground.

Existing tools and guidance relevant for gender responsive peacebuilding:

There is a plethora of UN and external gender related tools, resources and guidance available to practitioners, some of which we wish to highlight at this stage include:

- UNDP Gender Marker
- GEPMI – Global Gender Economic Policy Management Initiative
- UN Secretary General's Strategic framework and indicators for measuring progress on 1325
- UNDP guidance on gender and recovery
- Conciliation Resources guidance on gender conflict analysis
- Gender scorecards for UNCT
- DPA Gender-Sensitive Political/Conflict Analysis Framework
- DPA Guidance on Gender and Inclusive Mediation Strategies
- DPA Guidance for Mediators on Addressing Conflict-Related Sexual Violence in Ceasefires and peace Agreements
- Gender Equality Seal implemented by UNDP COs internally (to improve the institutional effectiveness and deliver gender transformational results)
- The ICAN Better Peace Tool series

The Fellows are encouraged to actively reflect on how best to use and apply the existing tools in the context of their own work. Depending on the specific challenges faced, the following issues can be discussed:

1. Role of women in political processes and peace negotiations:

Women's involvement in political decision-making processes and equal opportunities to participate at the negotiating table are essential to the success of peace efforts. This is reflected through the evidence that suggests that countries with increased participation of women in politics and civil society, tend to be more inclusive, responsive, egalitarian and democratic (Markham 2013; Rosenthal 2001; UNDP 2014, 2016a; Anderlini 2007, UNRISD 2005, UNIFEM, 2000).

The participation of women in political processes is shown to be integral to building strong communities and shaping policymaking in ways that better reflects their needs, as well as those of their children, families and communities (Dahlerup 1986; Jones 2005; Schwindt-Bayer 2006).

The fellows are encouraged to share experiences of how they have actively encouraged the participation of women in various political processes Their reflection of the challenges in doing is also encouraged.

Gender responsive conflict analysis:

Conflict affects men and women differently, and roles of men and women changes in the course of conflicts. A gender sensitive and responsive conflict analysis recognizes this and pays attention to

gendered aspects when analyzing the causes, actors, impacts and dynamics of a conflict. Understanding gender and how it links to peace and conflict is key to designing inclusive and effective peacebuilding efforts.

While reflecting on their experiences, Fellows are requested to introspect and discuss: how gender-sensitive analysis can help to identify and understand similarities and differences in the experiences of women, men and gender minorities in conflict-affected areas? How can the different roles of men and women contribute to peace? It can also reveal how relations of power are (re)produced by social processes, such as peace talks, and other peace and security decision-making processes, which often exclude women. What is required to enable greater inclusion in peace and security efforts in a particular context?

Fellows may like to reflect on their past experiences of instances where women may have played key roles in relation to peace and conflict especially keeping in mind questions such as: Were their contributions noticed, valued and supported? And to what extend would a gender-sensitive conflict analysis done effectively have shed light on rectifying this and helping identify and remove obstacles to participation in official peace and security decision-making?

2. Building local capacity of women's groups, networks:

Gender responsive peacebuilding recognizes and actively encourages women in various roles such as politicians, activists, members of civil society and victims' rights groups, community service providers, members of professional associations and community organizations, etc. For the purpose of this Fellowship, the participants are encouraged to reflect on the role of women's groups and networks in the overall peace efforts and their sustainability over time. Fellows should also reflect on how to further strengthen and collaborate with them.

3. Ensuring gender priorities in recovery planning:

It is important to highlight the issue of gender and recovery particularly as PDAs will be involved in sustainability / resilience programming. Involving women in decision making in immediate post-conflict recovery creates opportunities to address women's specific peacebuilding and security needs. Involving women in recovery planning provides the opportunity for ensuring sustainable gender sensitive peace building.

4. Specific questions for PDAs, and other UN conflict prevention/peacebuilding practitioners:

In continuation of the background, context and challenges mentioned earlier in this note, there are some questions that are specifically linked with the work of the PDAs and other UN conflict prevention and peacebuilding practitioners. In exploring the implications of promoting gender responsive peacebuilding, it is hoped that these questions could be used as points of reflection and a basis for further conversation during the fellowship. These include:

- How is the 'Gender responsive peacebuilding' approach understood by the Fellows and to what extent can it contribute to building or strengthening and improving local efforts in building and sustaining peace?
- What are the different challenges (including those in changing mindsets, set notions, skewed understanding) that Fellows have encountered in encouraging gender responsive peacebuilding? How can the UN / UNDP / DPA help in overcoming these challenges?
- How are the current tools and guidance in this area perceived by the Fellows? How practical is this guidance and what can be done to improve its effectiveness on the ground?
- What are some of the lessons learnt and good practices when supporting women's groups and networks? How effective are these groups and networks – particularly in processes such as DDR in helping returnees and combatants to reintegrate back into society? Are there any specific lessons to engaging with these women groups?

- What can be done to support women in mediation and conflict prevention roles – both formal and informal, track I and II - and actively promote their involvement in formal mediation efforts at the national level?
- How can the Joint Programme (and UN System) more effectively channel the comparative advantages of the various UN entities at the country level, to allow the UN to more systematically and coherently address challenges related to gender responsive peacebuilding?

For the purpose of this Fellowship, participants are encouraged to use this concept note as a guide to further explore the various dynamics around the topic in the context of their own experience and work and for the initial framing of their research questions.

Expected products:

Ahead of the Fellowship, the Fellows will be invited to draft and submit a short case study outlining their experience in supporting or promoting gender responsive peacebuilding using their experiences and understanding and providing an initial reflection to the key questions to be raised subsequently during the Fellowship. More information about the case study will be shared with the Fellows selected for the cohort.

By the end of the Fellowship, the Fellows will produce jointly the following products:

- A 4-6 page individual research paper / issue brief that builds on the initial case study and aggregates the reflections, lessons and best practices discussed during the course of the 2 week Fellowship. Here the Fellow could choose a key question related to the cohort topic and explore it in-depth.

- Contribute to the preparation of a joint output (along with the other participating Fellows) that will reflect on the extent to which their work in practice is directed and leads to gender responsive peacebuilding; consider how the Fellows' work differentiates with other type of assistance and its value added in practice, and provide recommendations on how the programme and the PDA's working methods, mandate, or other can be adjusted for a stronger impact.

Note: The participating Fellows are required to submit by the end of the 2-week fellowship, a near finalized draft of the above-mentioned products and any further refinement / approval / finalization must be submitted within 2 weeks after the end of the programme.