GOOD AND BAD EXAMPLES

Lessons learned from working with United Nations Resolution 1325 in international missions

Good and bad examples presents concrete examples of how personnel in civilian or military operations can work to promote the rights and involvement of women (and subsequently their protection) within the framework of their own mandates. We interviewed people from both civilian and military authorities who have taken part in international assignments with the purpose of sharing and learning from their experiences. We hope that their stories can provide support and inspiration for how the contents of Resolution 1325 can be realised in practice.

Good and Bad Examples is a booklet published in 2007 by Genderforce, a joint project between the Swedish Armed Forces, the National Rescue Services Agency, the Swedish Police Service, the Swedish Women's Voluntary Defence Service, the Association of Military Officers in Sweden and the Kvinna till Kvinna Foundation.
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Good and bad examples **has been produced within the framework of Genderforce. Genderforce is a partly EU-financed joint project (2005–2007) between the Swedish Armed Forces, the Kvinna till Kvinna Foundation, the Swedish Women's Voluntary Defence Service, the Association of Military Officers in Sweden, the Swedish Police Service and the Swedish Rescue Services Agency in response to UN Security Council Resolution 1325. The purpose is to improve Swedish international operations and missions in areas of crisis and conflict by increasing women's involvement in peace support and reconstruction processes, and in the actual operations and missions.**

UN RESOLUTION 1325 IN PRACTICE

– PUTTING WORDS INTO ACTION

For people in areas of crisis and conflict, the support provided by international operations is often greatly needed. The operations help maintain security and create opportunities for people to build a future when the crisis subsides.

The presence of the international community also affects power structures in the area, which means that the design of the international support directly affects the future of the affected community. The issues at stake are who receives the international community's resources, who is invited to take part in negotiations and thereby recognized as an important player, who gives and receives information and what security threats are identified and prioritised?

Making international support in areas of crisis and conflict more effective and contributing to long-term stability and peace requires that all of the different groups in the affected area are heard and respected. This applies to all stages of the operation - planning, design, implementation and evaluation. Experience also shows that women and girls are often marginalised and overlooked in peace and security issues. This is because they often lack access to formal decision-making processes, regardless of their social standing. As a result, analyses of the security situation, needs and required measures are unbalanced. There is a risk that support will reinforce the discrimination of women and only provide security for half of the population.

The UN Security Council specifically addressed this problem in 2000 by adopting Resolution 1325 on women, peace and security. The resolution maintains that equal participation by women is essential for achieving lasting peace and security. In 2006, the Swedish Government adopted a national action plan for Resolution 1325 which establishes that each concerned authority, including the Swedish Armed Forces, the Swedish Police Service and the Swedish Rescue Services Agency, is responsible for integrating 1325 into its own operations. The prioritised areas are:

- Women in conflict areas participate fully on equal terms as men and at all levels in conflict prevention, peace building and reconstruction processes, as well as humanitarian operations.
- The protection of women's rights in conflict areas will be guaranteed.
- More women take part in international peace- and security building operations.

The question is, however, what this actually means in practice - how can words be put into action. What does protection for women and girls mean, and how can women become involved? What does this mean for individuals,

civilian or military, who work in areas of crisis and conflict? Can tasks be implemented in new ways when mandates remain the same?

Good and bad examples presents concrete examples of how personnel in civilian or military operations can work to promote the rights and involvement of women (and subsequently their protection) within the framework of their own mandates. We interviewed people from both civilian and military authorities who have taken part in international assignments with the purpose of sharing and learning from their experiences. We hope that their stories can provide support and inspiration for how the contents of Resolution 1325 can be realised in practice. This publication is primarily intended for people who will take part in international assignments and their instructors. It deals with peace and security issues in general and Resolution 1325 specifically.

The texts are based entirely on the stories of people we interviewed. They show how both civil and military assignments provide good opportunities for working practically with Resolution 1325. The discussion questions at the end of each interview are based on some of the issues that emerge. The aim of these questions is to encourage reflection and discussion around Resolution 1325 and how this work can be developed.

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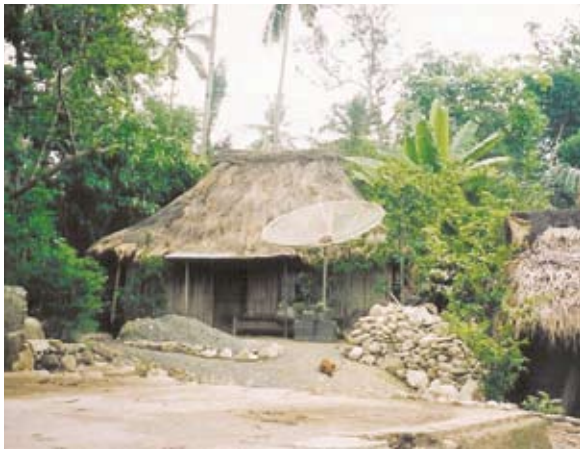
GLOSSARY

CIMIC	Civil-Military Cooperation)
Dayton Agreement	Peace agreement from 1995 between Bosnia and Herzegovina, Yugoslavia and Croatia
DDR	Disarmament, demobilization, and reintegration
DRC	Democratic Republic of the Congo
ECHO	European Commission's Humanitarian Aid Department
ENP	European Network of Policewomen
EU	The European Union
EUPM	European Union Police Mission in Bosnia and Herzegovina
Gender	A social construction of what is considered feminine and masculine. This construction changes over place and time.
Heraldic symbols	Symbolic characters on a weapon (emblem), designed according to heraldic rules
Hezbollah	Shi'a Islamic organisation based in Lebanon
Human Resources	Personnel department
Human trafficking	Trade with people, primarily for sexual exploitation or forced labour
IPTF	International Police Task Force
ISAF	International Security Assistance Force, international peace support force in Afghanistan that operates under UN mandate
KFOR	Kosovo Force, NATO-led mission of four Multi National Task Forces in Kosovo
Liasion officer	A person with liaison functions
MONUC	The UN peace support mission in DRC

MILF	Moro Islamic Liberation Front, a Muslim separatist rebel group on the island of Mindanao in the Philippines
MOT	Military Observer Team, alternatively Mobile Observation Team
NGO	Non-Governmental Organization
Nordic Battlegroup	Swedish-led rapid reaction force in the EU's service
OSCE	Organisation for Security and Cooperation in Europe
PRT	Provincial Reconstruction Team
SBS	State Border Service, the Bosnian customs authority
SIPA	The Bosnian State Investigation and Protection Agency
Swedint	The Swedish Defence's international training programmes
UD	Swedish Ministry for Foreign Affairs
UN	The United Nations
UNHCR	United Nations High Commissioner for Refugees
UNIFIL	United Nations Interim Force in Lebanon
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNTSO	United Nations Truce Supervision Organization
WFP	World Food Programme

Meeting in Dilor, East Timor, only women were invited to attend …

Shelter with satellite dish



STRENGTHENING LOCAL POLICEWOMEN

Mona Nordberg is a police officer who served with the UN mission in East Timor in 2001, and a US-led police training programme for Iraqi police in Amman, the capital city of Jordan, in 2005.

PROMOTE WOMEN'S RIGHTS IN EAST TIMOR

When East Timor became independent from Indonesia, the UN was assigned to help build a national police service. In East Timor, Mona worked for the UN unit for vulnerable groups, which included women. The UN estimated that violence against women accounted for 95 percent of all crimes. A high proportion of violence took place in the home and was never reported.

Mona was assigned to start a unit for vulnerable groups in one of the regions. She was the only woman amongst 60 civilian police officers. She tells how she had to fight for an office, a car and other equipment. Women's rights were obviously not prioritised by police officers, she says.

LOCAL PARTICIPATION

Because the UN would soon be leaving, Mona thought it was important that local police took part in the project. She also believed that strengthening local policewomen was important, so that they dared to stand up to their male colleagues and other men in the community. Half of the national police service consisted of women because one of the UN goals is gender balance in the service. This goal was not difficult to attain, says Mona.

Mona decided to employ a female police officer, so she arranged meetings and interviews with all the female officers in the region. When Eva was employed, Mona noticed how she functioned as a strong local female role model. Eva later helped recruit a male police officer who could also defend and debate gender issues.

Mona realised how important it was to have contact with human rights organisations in the region because they had many issues and areas of work in common. They discussed how they could work together to promote women's rights. Mona stressed the importance of harmonising this work with the culture in an area.

They trained policewomen in how to gather and secure evidence from assault and rape cases. These women then trained their colleagues. It was also the female police officers who travelled to the training, received the important information and were tasked with informing their colleagues. Knowledge, information and confirmation strengthened the professional role and status of these women, and made it easier for them to lead their male colleagues.

MEETINGS IN THE VILLAGES

Mona's team contacted the police in the various districts and arranged women-only meetings in the villages. They chose to work this way because the women would probably never have spoken if men had also been present. They also arranged information meetings for the men to inform them about women's rights and that violence against women is a crime.

When the team, consisting of Mona, local

female and male police officers and representatives from a human rights organisation came to the very first meeting, they discovered 60–70 men. Mona asked why they had come and not their wives. The men answered that they were representing their wives. The team decided that some of them would stay and talk to the men, while others went off to find the women.

Some of the women were afraid to discuss women's rights. If they reported their husband to the police and he was sent to jail, the family would have no income. If the man was not convicted, he could become even more aggressive. This is why training the men was so important too, says Mona.

Her team also produced simple brochures about women's rights that they handed out to people in the village. They arranged workshops where men and women worked separately in the morning and then together after lunch to discuss and share their views.

The initial goal of this work was to increase the number of women who reported violence against them. The long-term goal was to reduce and finally put an end to this violence. The number of reports did increase during Mona's six months in East Timor.

TRAINING IRAQI MALE POLICE OFFICERS

At a US-led police training programme in Amman, Mona spoke to Iraqi police about human rights and gender equality. The training programme was a link in the reconstruction of Iraq's national police service that was disbanded after US-led forces overthrew Saddam Hussein in 2003. There were around 50 students in each class. All of them were men.

Mona had good contact with her students. They had lively discussions about men and women during the lessons, and Mona stresses the importance of being sensitive and respectful of what students have to say. The challenge lies in communicating the message that you want them to hear. But she does not believe in treading too carefully; questions should also be provocative. All she demanded was that students listen to what she had to say. There was usually one person in every class who supported women's rights, but it was not possible to change everyone's attitudes she says.

Mona asked what they thought about female police, and wrote up their positive and negative views. They discussed each point, and Mona told them about her own experiences as a policewoman. The cultural differences were many. Many of the students believed that a man should protect a woman, and how that would be difficult if she was a police officer. They also explained that if a woman was seen in a car with a male police colleague, she could be punished.

But values can be changed. The students saw the benefits of having female police officers who could carry out body searches and questioning. Mona also showed photos of policewomen in Iran, East Timor and Kosovo and asked why it worked there but not here. The students could not answer. They also claimed that women were satisfied with their lives in Iraq. She asked them if they could consider changing places with a woman for one week. They thought about the idea and admitted that their freedom would be limited - they would not be able to meet who they wanted to. Mona hopes she gave them something to think about.

Reception of returning refugees.

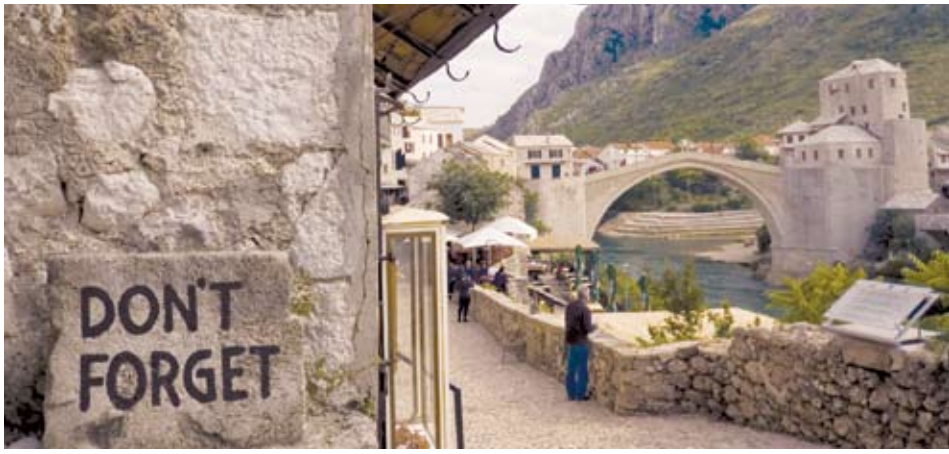
School lessons on sex, violence against women and violence against children.

DISCUSSION QUESTIONS

- How can we improve and strengthen local women as role models?
- How can civil society, in this case human rights organisations, be involved in both military and civilian operations?
- What are the advantages/disadvantages of cooperating with organisations?
- How can we work more with the negative attitudes of men that prevent women from enjoying their human rights, such as not being abused, and being able to move freely?
- How much can or should we compromise in relation to values and conditions that deny human rights (such as attitudes towards women police)?

Battle scars remain.

The restored 16th Century bridge in Mostar, Bosnia and Hercegovina.



POLICEWOMEN INSPIRE MORE TRUST

STRENGTHEN THE BOSNIAN POLICE SERVICE

When Anna Lena was in Bosnia and Herzegovina, the mandate of the EUPM was to establish a sustainable and professional police service through mentoring, monitoring and inspection, and ensuring that it operated in accordance with European standards. This assignment was part of Bosnia and Hercegovina's commitments in the Dayton Agreement. The EUPM's task was to support the work of local police. It was not authorised to carry out police work or investigations of its own. Its primary role was to assist local police at middle and higher levels.

The EU took over after the UN International Police Task Force (IPTF) and concentrated on seven different areas: law enforcement, police training, internal affairs, personnel and administration, public order, SIPA (the Bosnian equivalent to FBI) and SBS (customs). Each area was divided into programmes that were then divided into different projects. Each project was tasked with implementing modern police methods in its own specific area.

Anna Lena was the only female CCL in the EUPM. Only 2 of the other 14 international police officers in Trebinje and Mostar were women. Anna Lena says that she did not encounter any problems as a female leader because the police service has a strict hierarchy – regardless of gender. But having policewomen in the EUPM is important, she says, because it signals that gender equality and women's involvement is taken seriously. Even being visible is an important function for policewomen.

CONTACT WITH LOCALS

Many private people contacted the EUPM to complain about the local police. The EUPM functioned as a type of vent. And people would approach Anna Lena more often than her male colleagues. She believes that people considered her more accessible - women trusted a woman police officer, and men were curious about a woman in uniform. Women who were victims of domestic violence dared to contact her, for example. Unfortunately the EUPM's mandate did not allow them to act. Their hands were tied. They could neither wave a "carrot" nor a "stick" at the local police. When the EU took over from the UN, it should never have signed away the stick, she says. This could have taken the form of sanctions, such as getting rid of inappropriate people. The carrot could have been higher salaries, more equipment or training programmes. Supporting and encouraging work that promoted women's rights was difficult because they could never reward the "good" police officers. The officers that did a good job often suffered most, says Anna Lena.

CREATIVE INTERPRETATION OF MANDATE

She emphasises the importance of exploring what opportunities the mandate does in fact

Between 1999 and 2003, Anna Lena Barth was president of the European Network of Policewomen (ENP). Between November 2004 and April 2006, she served as Chief Co-Locator (CCL) with the European Union Police Mission (EUPM) in Bosnia and Herzegovina. As CCL, she was head of the international police and also functioned as the local police commissioner's counterpart. Anna Lena was based in Trebinje before moving to Mostar.

provide and any creative solutions that can be found. She identified people in her own group who were prepared to look for these solutions. The mandate enabled inspections of how local police authorities complied with their own regulations in each of their projects. This opportunity was hardly ever utilised, however, because the mandate did not allow the EUPM to carry out investigations. This initiative was rekindled towards the end when the work practices of local police were monitored within the framework of various projects. The inspections looked at how internal affairs were handled, how confiscated weapons were stored and how riot police were trained. The inspection reports were then forwarded upwards in the EUPM hierarchy. Thanks to dedicated police officers in the EUPM who really wanted to see a change and decided to make full use of their mandate, Anna Lena's group exposed a corruption scandal in the local police service. Their inspections also led to changes in the EUPM2 mission mandate, where one of the three main tasks is now inspection of the Bosnian police service.

A major problem was that many CCLs in the EUPM only reported positive things because they wanted to show that they were doing a good job. But not telling the whole truth prevents long-term positive change, says Anna Lena.

She thinks that they could have been equally as creative in their work with women's rights as they were with police reform. Instead of only focusing on how the community police were organized, they could have looked at how they performed. They could have proceeded from a women's rights perspective, and studied how local police responded to battered women and whether attitudes in the police service were changing.

EXISTING STRUCTURES

There are only a few women in the Bosnian police service today. During the communist era, women held a stronger position in both the labour market and the police service says Anna Lena. The decline that she personally witnessed is somewhat due to the international community not utilising the structures that were already in place. The training that personnel receive before deployment should focus more on the background to the conflict and how the situation affects different social groups like women. At present, training programmes are designed by men for men and they are more focused on weapons and security, says Anna Lena.

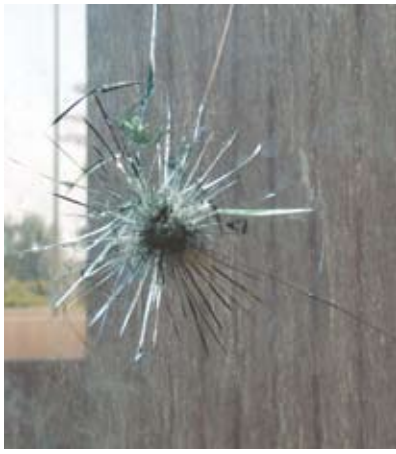
RECRUITING WOMEN OFFICERS

Although the EU wants to see female officers in top-level police jobs, they focus too much on university qualifications, claims Anna Lena. Even Western women are disadvantaged, she says. While men are out pursuing their careers, female officers are often at home with their children and this is not a recognized merit. The recruitment of female police officers for international assignments should be reviewed, she thinks. Women applicants should be welcomed. And neither is Sweden good at proposing Swedes for top positions in international assignments, which also affects women more.

DISCUSSION QUESTIONS

- How can we promote women's rights and gender equality when this is not expressed in the mandate and we have neither a "stick" nor a "carrot" to help us?
- If the situation for policewomen is difficult in Sweden, is it possible to create equality in the police services of another country?
- How can we encourage more women to apply for international assignments?

Iraqi policeman in the international zone in Baghdad.



THE EFFECTS OF STRESS, ALCOHOL AND PEER PRESSURE ON ETHICS

In 2005, Max Lutteman trained Iraqi police in a US-led police training programme outside of Jordan's capital, Amman. When US forces invaded Iraq and overthrew Saddam Hussein in 2003, the national police service was disbanded. The school in Amman was part of the process of building up a new police service.

ONLY MALE RECRUITS

The recruits were a combination of former police officers, military, farmers and maybe even terrorists, says Max. There were 3,000 police cadets at the school at any one time, and 1,500 graduated each month. Since the school started in 2004, a total of 32,000 police officers have graduated – all of them men. Most of the 300 instructors from 17 different countries were also men.

RELATIONSHIPS WITH EMPLOYEES

While most instructors and students at the school were men, a lot of Jordanian women worked as interpreters. It happened that interpreters and instructors flirted, but relationships were prohibited.

One American man had a relationship with an interpreter, however. Everybody knew, and one day someone took a picture of them together in a car inside the area. Because of the tight security situation, cameras had been installed all over the school. The American was sent home and the woman was fired. Nobody knows what happened to her after that. The management should have been more sensitive, says Max. Honour killing is common in Jordan and could easily have taken place if the woman's family found out what happened. If so, her life was in danger. Max says that he spoke to the management and asked them to do something, but nothing happened.

VISITING BARS

There are many Asian maids in Jordan. They live under slave-like conditions, are often exploited and have very little protection. Max tells the story of a bar in Amman called the Filipino Bar. The Filipino women go there to meet, he says, and in their eyes a Western man can offer a way out. All the men at the school knew this and many took advantage of the situation. It was not officially "prostitution" and having relationships with these women was not a criminal act under Swedish law. But they were taking advantage of women who were already in a vulnerable situation and not always able to claim their rights. The risk for more humiliation and violence was great. Any relationships were built upon an uneven balance of power where the man was in control.

Max initiated discussions about the bar in the Swedish contingent. He explained the situation of the Filipino women and why the men have to take responsibility. Discussing ethics in the classroom is easy but stress, alcohol and peer pressure makes good intentions difficult to maintain. A strong code of ethics is important in these situations, says Max. He thinks that discussions on ethics should continue in the mission area because this is where they are needed. Very few Swedes went back to the bar afterwards.

INTRODUCING A GENDER PERSPECTIVE

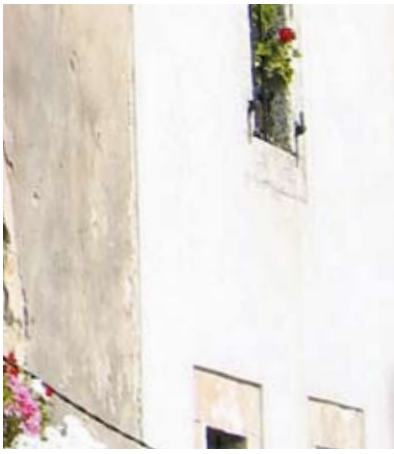
Human rights were on the agenda in police training. But the instructions were mainly theoretic and usually consisted of OH slides with lots of text. As long as the subject was part of the curriculum, the management considered the assignment solved – without ever evaluating the results. Max says that he and his Swedish colleagues tried to change the situation by combining practicse with theory and making the subject more relevant: what role do human rights play in practical police work and what does a gender perspective actually mean? But it was difficult to find support for issues like men's violence against women and the importance of women's participation.

But Max believes that every small step leads to greater understanding and acceptance, and there are always new ways to show why these issues are relevant for police work. They introduced exercises in the form of road block scenarios to raise awareness. They let a woman sit in the front seat of a car while the men sat in the back. They placed explosives on the woman – but the police cadets never found them because they did not search her. The men explained afterwards that they were not allowed to search a woman. A conflict could arise if her family found out that a man had "touched" her. Max and his colleagues then raised the issue of diversity in the police service. Could a female officer have done the job? The students agreed that this could have worked.

DISCUSSION QUESTIONS

- How should the management have handled the case with the interpreter? Who is responsible for the outcome?
- What problems can arise if someone begins a relationship with a local man or woman?
- On international missions, do we have an obligation to assess the risks of our actions in relation to civilians?
- How can we prevent group pressure in the mission area?
- What other exercises could be used to demonstrate the need for female police officers?





RAPE VICTIMS PREFER TO CONTACT WOMEN POLICE OFFICERS

DARED NOT CONTACT LOCAL POLICE

In Bosnia and Herzegovina, Ann-Julie was stationed in Prijedor to monitor the local police performance. Civilians who contacted IPTF with complaints were an important source of information. Prijedor was controlled by Bosnian Serbs and because the local police discriminated against Muslims, many Muslims were afraid of the police. One example is how the police refused to provide the necessary documents for passports to Muslim residents so that they could leave the Serbian-controlled area. Ann-Julie knew that the police had the documents so she accompanied the Muslims to the police station – and the police handed over their documents.

News spread quickly that a female police officer had arrived with the international forces and how she had helped people at the local police station. More and more people, especially women, began approaching Ann-Julie. One day, an older woman came to Ann-Julie and said that she had been raped. Her biggest concern was not that she had been raped, but that her door had been knocked down and she was freezing. Ann-Julie and her colleagues fixed the door. The woman probably only dared to contact Ann-Julie because she was a woman, she says. They never found the perpetrator, however.

PROHIBITED RELATIONSHIPS WITH LOCALS

Women were harassed because they were Muslims and/or women. Mixed marriages were a problem. The Muslim man usually fled while the Serbian woman stayed behind. International personnel sometimes became involved with these women, and even though intimate relationships with local people were forbidden, no action was taken. Ann-Julie tells how UN vehicles were seen parked outside the women's houses. The whole village knew what was happening, which put the woman and the police officer in danger. Local men claimed that the international forces were "taking their women" and because they lumped everyone together, the "wrong" person could be singled out for revenge. In one case, the woman was forced to move away, and the police officer was transferred.

Ann-Julie thinks that the rules should be stricter and that these types of relationships should not be allowed. In Norway, personnel are briefed together with their partners and families before deployment. She thinks that Sweden should follow the Norwegian example.

TRAINING POLICE IN KOSOVO

In Kosovo, Ann-Julie worked in a US-led police training programme under the OSCE flag. There were five women in a class of 20 students.

Ann-Julie Lindahl is a police officer, and in 1996-97 she was assistant station manager in Bosnia and Herzegovina with the UN-led International Police Task Force (IPTF). Between 1999 and 2000, she trained police officers in Kosovo in a project led by the Organisation for Security and Co-operation in Europe (OSCE).

Men's violence against women was discussed as part of the course and although the students listened, their ideas were fixed she says. A man's right to use violence against women was so accepted that even the women's attitudes were difficult to change. During the breaks, Ann-Julie spoke to the female students about violence and they told her how violence affected their families. They condemned the violence and did not want to end up like their mothers. But at the same time they did not know how to change the situation.

Even though the attitudes of many prospective police officers towards violence and women did not change, discussing this topic was important, both during as well as between the lessons says Ann-Julie. As a group leader who could command over older and more qualified men, she became a role model for the women. And because she was neither married nor had children, she showed them that there were other ways to live.

RECRUITING POLICE OFFICERS

Part of Ann-Julie's assignment was to attract new recruits to the service. She spent three months travelling around Kosovo trying to interest people, especially women, in police work. Because there were few jobs in Kosovo, many women applied even though they did not think they would pass the qualifying test that everybody had to pass. According to Ann-Julie, the male attitude was "I want to be a police officer", while the women were more likely to ask "Can I really handle a baton and a gun?" And the women's families were rarely supportive of their decisions to join the police service. Many people had bad experiences with the police and did not trust the profession.

As a policewoman with long experience, it was easier for Ann-Julie to reach these women than it was for her male colleagues. The women who spoke English were easiest to contact, and they could inform about other women who were interested. As they travelled around Kosovo, they held information meetings about joining the police. They explained how being a parent is not an obstacle, and how support was available for female police officers. Ann-Julie thinks that separate meetings for men and women might have worked better because then the women could have asked "stupid" questions like whether you can work when you are menstruating.

DISCUSSION QUESTIONS

- What are the risks for local men or women if it emerges that they are having a relationship with an international police officer (or similar person)?
- How to prevent intimate/sexual relationships with locals during the mission?
- What is the most effective way to discuss violence against women and women's rights in training programmes for military and civilian personnel?
- Would an increased number of women serving with international missions increase local people's trust?



THE GOALS OF GENDER EQUALITY WORK MUST BE VISUALISED

HOW TO SELL IN A GENDER PERSPECTIVE

As the manager of Human Resources, Anna was responsible for developing structures and routines in the staff department, recruiting and assessing personnel, and designing and implementing training programmes. Most of the almost 100 international employees were men with military backgrounds (when she left the assignment). Of the four women, only Anna held a managerial position. The mission employed 150 local people.

Although gender issues were not part of her portfolio at first, she included a gender perspective whenever possible because it was so badly needed. When she later became the manager for Human Dimension (democratisation, human rights, rule of law, human trafficking and gender equality) gender equality was officially on her agenda. This assignment required an annual written report on what had been achieved in the area.

Anna chose not to implement this work as a gender issue but to use a different terminology. By focusing on personal development, structural improvement and rationalisation, she created more opportunities for reaching the male target group. There are many false notions about gender equality and gender mainstreaming she says, and attitudes can be sarcastic and mocking. You have to be smart when you're dealing with "master suppression techniques". Visualising the goals of gender equality work is important, says Anna, as well as being able to share these visions with others.

PROBLEMS AND SOLUTIONS

Amongst the myriad of problems that emerged during the mission, Anna feels that two problems are worth noting in relation to women's rights:

- Personnel bring their cultural attitudes with them.
- The organisation is not interested in tackling the problem. Accusing a top manager could have political repercussions and is therefore sensitive. The mission commander does not always tell the country that deploys personnel why a person is sent home, and these people continue to rotate in the system.

As there are often codes of conduct and policies for gender equality and against discrimination within an organisation, in this case OSCE, she believes that investing in the organisation and demanding that these rules are followed is easier than trying to change individual attitudes.

Anna followed procedures rigorously. To be credible, you have to be objective and stick to the policies that already exist she says. And you have to train key people to support the work internally. Anna found two male colleagues who

Anna Westerholm worked for the Organisation for Security and Cooperation in Europe (OSCE) in Georgia during 2000–2003. Her first assignment was to manage Human Resources and restructure the entire department from the bottom up. Gender issues were not part of her portfolio, but Anna integrated them anyway.

supported gender issues to help her. Taking small steps at a time made the job easier.
Anna integrated gender equality with the structural transformation of the mission by:

- employing more women,
- formulating job ads so that women would apply – e.g. by focusing on academic qualifications and mentioning OSCE's benefits such as three month's parental leave,
- introducing joint preparation of recruiting decisions,
- designing a manual for the mission with a chapter on gender equality,
- producing a code of conduct.

Most of the locally employed women worked with housekeeping, secretarial services and human rights. The men worked in transport and security. After strategic and persistent work, the gender distribution of local employees was even. That women are the majority in conflict-affected countries is no surprise, says Anna – a lot of men have either been killed or wounded. Anna's experience from international service is that local women are often considered more reliable and conscientious than men because they drink less.

INTERNATIONAL EMPLOYEES BREAK THE LAW

Anna spent a lot of time working to prevent human trafficking and the problems caused by some men's behaviour when they were off duty. OSCE vehicles were often seen outside brothels and everyone knew that some of the top managers spent time with prostitutes. Her work made her unpopular, she says, and some colleagues ignored her. But she finally discovered how she could get the management to listen. The last thing the Head of Mission wanted was a bad name, and she explained how his reputation was at stake if this behaviour continued.

Anna would like to see the number of women managers increase, especially at middle management level. Otherwise prostitution and human trafficking can increase. The local men know that international staff earn a lot of money and they take advantage of this by opening brothels, which creates organized crime and destroys the local economy. When the international representatives leave, a large group of women are left behind - marked for life.

Women demonstrating for freedom of speech in Georgia.

LOCAL EMPLOYEES DISCRIMINATED

There was a distinct hierarchy in the mission with international military officers at the top and locally employed women at the bottom. Discrimination and the attitudes of some international staff towards the local employees caused problems. According to Anna, the locals were considered second class – less competent and unreliable. This was not the case; in fact, sometimes the reverse was true. Anna worked to prevent this discrimination. She talked to the local employees about their rights, especially the women, about what they could do if their rights were violated and the procedures that were in place. She also showed the women - and the men - that women can be managers.

* The master suppression techniques are different ways of exercising power.
The concept was articulated by the Norwegian feminist researcher Berit Ås. Master suppression techniques include making people invisible, withholding information and ridiculing them.

DISCUSSION QUESTIONS

- Can you visualise and formulate a goal for gender equality work?
- Does gender equality have to be described in classical male terms to reach an audience? What risks does this involve?
- What causes the hierarchy and discrimination between international personnel and locally employed staff? If the international personnel belittle the knowledge of local employees, how can this affect the long-term objectives of the mission? How can we break this cycle?
- Is there a connection between the attitudes of international personnel towards the local people and the fact that they visit brothels?
- How can we prevent visits to brothels?

Women marching on International Women's Day. Kananga, Democratic Republic of the Congo.

UPI, The Integrated Police Unit (Unité de Intégrée)

UN OBSERVERS DEMONSTRATED ON INTERNATIONAL WOMEN'S DAY

THE DEMOCRATIC REPUBLIC OF THE CONGO (DRC)

Lena Sundh tried several different methods for strengthening the role of women and promoting women's rights in the DRC. There was a gender unit in MONUC with gender advisers that reported directly to her. She introduced some new initiatives, she says, but generally feels that the mission could have done more to ensure that promoting women's rights was systematic.

MILITARY OBSERVES INTERNATIONAL WOMEN'S DAY

One positive example that Lena mentions is International Women's Day on March 8, when they managed to involve international military observers in the celebrations. Together with NGOs, the observers gave lectures on violence against women and why this violence is unacceptable. The main target group was the armed forces. Representatives from the international forces had more resources, and better training and equipment than the local forces. This gave them higher status, and the soldiers listened more to what they said than if their own organisation had tried to present the same message. The observers also took part in the March 8 demonstrations in some towns, which was an important signal to local men. The results were probably not fantastic, says Lena. They had few resources and very little time. But the idea was good, and could develop into something really positive with a bit more work.

TRAVEL AROUND THE COUNTRY

Lena says that travelling around the country and visiting the villages is important for someone in her position. Governors and politicians rarely travel to the villages, so her visits were a great event and much appreciated. Her visits were also important in order to get first hand information about the situation in the country - relevant information that she could later pass on.

She tells about a visit to a village where a new military group had just taken over. When Lena and her employees arrived, they heard how families were too afraid to send their daughters to school and women were afraid to go into the field for fear of being attacked and raped by soldiers from the "new" military group.

Lena met with the local brigade commander to talk about the rapes, and how the international criminal court classified rape as a war crime. The brigade commander agreed that rape is totally unacceptable but that his soldiers did not rape women. When Lena came out of the meeting, a woman was waiting for her. She was the chairperson of a women's rights organization in the village and said that rape was a real problem. Lena contacted the brigade commander again and arranged a meeting to discuss the problem and how it could be solved. The woman activist did not want to meet the brigade commander alone, so the civilian manager of the municipality (equivalent to the mayor or chairman of the local government authority) attended the meeting too.

Between 2002 and 2004, Ambassador Lena Sundh was the UN Secretary General's Deputy Special Representative for the Democratic Republic of the Congo and deputy head of MONUC - the UN peace support mission in the country. During 2005–2006, she led an international "process" to broaden the DDR concept (Demilitarisation, Decommissioning and Reintegration) and arranged workshops for the government and MILF guerrilla fighters in the Philippines.

Lena believes that the activist contacted her because she is a woman. She also says that this way of working – connecting different groups in a way that makes all parties feel secure - should have been used more systematically.

In another small town that she visited, the university organised a meeting where the peace process was discussed. It was decided that a female student would study how and whether women in the town were involved in the peace process. Lena returned to the town with a German female ambassador to hear the results when they were presented at an open meeting at the university. The men in the audience booed and jeered the student. The Principal, Lena and the German ambassador backed her up. Although it was tough, a number of ideas and prejudices emerged that could be discussed in a positive light, says Lena. The fact that men came to the meeting – and that several of them were relatively interested in the study – was probably due to the international presence, she thinks.

OBSTACLES IN YOUR OWN MISSION

Lena also speaks about the importance of tackling discrimination in your own mission. One day, an order came from MONUC's administration manager that employees had to rotate in rural areas and not just in Kinshasa. This would also apply for women "where conditions allowed". Lena called the administrator and asked whether "where conditions allowed" referred to the lack of toilets. The administrator confirmed that lack of toilets was the problem and Lena said that even men need toilets and something should be done. The issue was solved by building toilets.

MINDANAO, THE PHILIPPINES

During 2005–2006, Lena led an international "process" aimed at broadening the DDR concept (Demilitarisation, Decommissioning and Reintegration) and ensuring that DDR was observed in peace negotiations. This included arranging workshops in Mindanao and Manila for both MILF guerrilla fighters and the government.

Before the workshop in Mindanao, Lena asked MILF's foreign affairs secretary whether any women would be taking part in the conference. The secretary answered that women would most certainly be attending. Lena later heard that he had called the local offices and ordered them to send women. Four of the thirty participants were women. Probably no women would have come if the Swedes not had asked, says Lena. Even though the women were fairly quiet during discussions, they told Lena in the breaks how much they appreciated being invited. It raised their self-esteem and signalled that women can take part in these events.

DISCUSSION QUESTIONS

- Is it possible to work for women's rights despite a lack of time and few resources?
- What would you do if someone was put down and belittled in front of your eyes like the female student in the story? How much should we get involved?
- How can we tackle gender discrimination in our own missions?

Palestinian girls talking about their situation.

Burundian refugees, Tanzania.

WOMEN'S CENTRE GAVE BREATHING SPACE

Eva Segerström has worked for Save the Children in disaster and conflict-affected areas for a long time, and specialises in children's rights. She speaks about the importance of identifying the social structures that exist in an area and how people are organised. Local acceptance is a basic condition for achieving results.

REFUGEES

Eva tells about an occasion in 1993 when she was sent by Save the Children on behalf of the UN Refugee Agency UNHCR to a refugee camp for Burundian refugees in Tanzania. She was working with a Norwegian major when refugees started pouring in over the border. Their task was to assess the situation and plan a response. At first, the major wanted to dictate the planning for the refugees. But after some discussion, they agreed to see how the refugees were organised first. In her previous assignments, Eva had learnt the importance of identifying the structures that exist and how these can strengthen people's involvement and decisions concerning their own lives. In this case, whole villages had fled together so they were already well organised and knew each other.

Utilising the refugees' own organisation structures provided an inroad to their "society" and led to the refugees evaluating their own situation and needs, says Eva. The major could identify other needs and problems, such as the risk for fire. They complemented each other with their different backgrounds, she says.

Camp committees and their spokespersons are usually men. The next step for Eva was to analyse the situation for women and children/young people and how they were organised. There are often sub-structures that need support, she says, and both formal and informal leaders need to be involved. While it is important to show respect for the formal leader, he (most commonly) is not the only person that should be consulted. In gender-separated communities, Eva recommends telling the formal leader that you also want to talk to the women and children/young people as early as possible. Not doing it right at the beginning can lead to credibility problems later.

Eva emphasises the importance of not signing contracts with any leader or committee even though they claim to be a formal leader. The situation will constantly change. In this particular case, new refugees arrived later who were not members of the committee but still held some degree of power.

AFGHAN REFUGEES IN PAKISTAN

Eva also worked with Afghan refugees in Pakistan between 1989 and 1991. In every district in north Pakistan, one man and one woman worked in the different refugee camps on behalf of Save the Children and UNHCR.

The men in the camps usually felt threatened if international personnel spoke directly to women. Eva tells how they established credibility and acceptance by forming men's committees first to discuss needs and problems. Forming women's committees were not a problem after that.

Issues concerning health and health problems were considered more neutral, and a Women's Centre was set up to support the women and girls who needed help. These centres provided breathing space and opportunities for open discussion. The women did eventually speak about their own situation, but it took a long time. They began by talking about children and punishment and how to raise children, which opened the door to discussions about violence against women.

Eva tells how these groups returned to their villages with new knowledge and ways of organising and in many places they continued to work in this way.

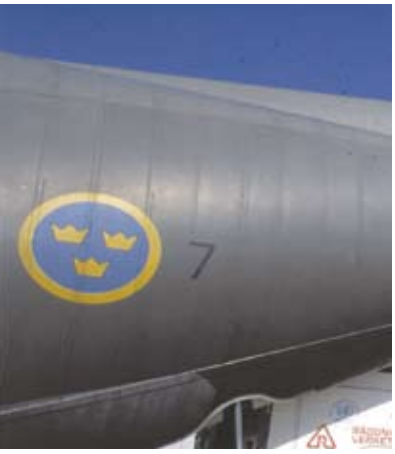
YOUNG PALESTINIANS IN LEBANON

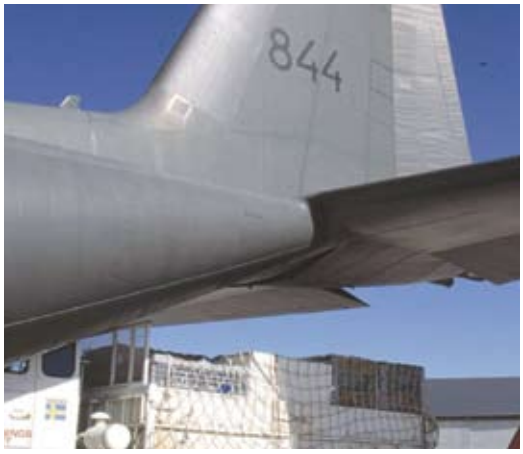
Another assignment that Eva took part in was an enquiry into conditions for young Palestinians in Lebanon in 1998. The views of children and young people on their situation would form the basis for continued support. She discovered that there were no organised youth groups in the Shatila refugee camps. Together with a Lebanese social worker, she developed the idea of setting up a young people's committee. He would then invite people to take part in the committee. When Eva returned to Shatila a few days later, the social worker's "young people's committee" consisted of men aged between 30 and 50. She started to laugh and told the men that there had to be young people on a young people's committee. A new committee was presented a few days later. One adult man was included, but the group consisted basically of boys and girls between 12 and 18.

The young people had thousand of ideas says Eva. They organised workshops and street theatre, and drew maps of Shatila and what they liked and did not like. This laid the groundwork for the youth centre that is known today as the Children and Youth Centre. The participation of young people in decision-making, especially girls, is no longer an issue she says.

DISCUSSION QUESTIONS

- How much should we base our work on existing structures such as a "men's committee", and when should we create new structures such as a "young people's committee"?
- What are the benefits/disadvantages of being male or female when trying to identify local structures?
- The women were consulted last in all of the above examples. When would it be appropriate to do the reverse?
- When can international personnel utilise their powers and invite women to new contexts outside of existing structures?





WOMEN CAN PROVIDE VALUABLE INFORMATION

CYPRUS

In the summer of 2006, thousands of Swedes were evacuated from Lebanon via Cyprus during Israeli air strikes. The gender balance of the personnel sent to Cyprus by the Swedish Rescue Services Agency was relatively even, says Eva-Lena, who was assigned to work with communication at the support force's coordination headquarters on Cyprus. The female team members only worked in certain areas, however - crisis support, information, economic aid, administration and medical services. The women did not work as chiefs of operations or staff.

WOMEN CAN PROVIDE VALUABLE INFORMATION

Creating good external information flows that deliver messages to and from all categories of people in a disaster requires both women and men at all levels of the team, including force commanders and liaison officers. A major problem today is lack of awareness that women have valuable information -and this information can only be obtained by speaking directly to them, says Eva-Lena. This information can range from the location of mines at a water hole to children's needs for food and cooking equipment. It is also important that the information given and gathered from women does not only revolve around the home, children and family. Women should be spoken to separately. Experience shows that information given to the team in the presence of men can vary greatly from information provided by the women on their own, she explains.

THE TSUNAMI

In the days immediately following the tsunami, there are both good and bad examples of how aid organisations succeeded in reaching out to women. Some organisations in Sri Lanka and Indonesia (according to World Disasters Report 2005, International Federation of Red Cross and Red Crescent Societies) appointed women liaison officers to assess needs, and they succeeded in identifying the specific needs of women. Some less positive examples were organisations that only sent Western clothes without accounting for the fact that men and women in these countries do not dress like we do. Some countries also sent male obstetricians even though it is totally unacceptable for some of these women to see a male doctor, says Eva-Lena.

Media coverage of a disaster often lacks a gender perspective. Images of desperate, passive women are often used to represent the people affected by the disaster. Women's initiatives and actions are rarely mentioned. Balanced reporting can only be achieved if the communicators in the team who work with the media are gender aware, she explains.

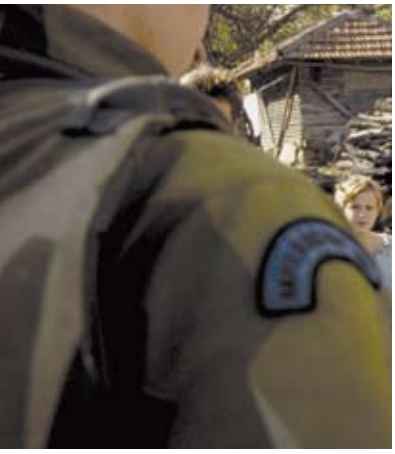
Eva-Lena Lindbäck took part in the National Rescue Services Agency's operations in Lebanon (2004), Thailand (2005) and Cyprus (2006). Eva-Lena is a communicator and specialises in media management and crisis communications.

RISK THAT AID FOCUSES ON MEN

The difficulty of identifying women's needs also emerged when Swedes were evacuated from Cyprus. When working under stress, says Eva-Lena, there is a risk that response personnel focus on the needs of men aged between 25 and 35 because they tend to express their demands louder and can also become aggressive.

DISCUSSION QUESTIONS

- How can we influence media reporting so that it reflects gender equality?
- How can we ensure that information requested from women is not only related to the home, children and family?
- What can we do in a situation like that in Cyprus, where assistance can run the risk of focusing on a group of young men?
- Why is it so important that media coverage is changed?
- Will anything be lost if we do not receive information and knowledge from women? If so, what?



AS A WOMAN, YOU HAVE TO BE "BORING"

DIFFICULT TO BE TAKEN SERIOUSLY AS A WOMAN

Several women served with the missions in Bosnia and Herzegovina. On both assignments for the Swedish Rescue Services Agency, Sofia was the only woman. As a woman, she says - especially a young woman - you have to be "boring" to be taken seriously. She has not encountered any other major problems with her own team members. But foreign military personnel do not always treat women military as their equals however.

On several occasions, Sofia dealt with local authorities in the countries where she worked. These meetings functioned well for the most part. One lesson she did learn, and this applies for all of the countries where she has worked, is that authorities have no trouble speaking to her when she is alone. As soon as a male colleague appears, however, the local representative turns to him. This happens in Sweden too, she says.

TALKING TO THE "COMMON PEOPLE"

Sofia emphasises the need for not only going to the "mayor's office" when carrying out a needs assessment in disaster areas, but also talking to the common people – especially women.

One positive example was a needs assessment in connection with the mission in Lebanon. ECHO's representative had been informed that heavy mine-clearing and fire-fighting equipment were the most immediate needs. But he was not satisfied with this decision and went to a school that was used as a camp for internally displaced people. After speaking to them, a different view of needs emerged.

It is also important that both women and men are involved in assessing these needs, says Sofia. Men and women may see things differently, and reaching women is difficult in many countries if you are a man.

DANGEROUS PRECEDENT

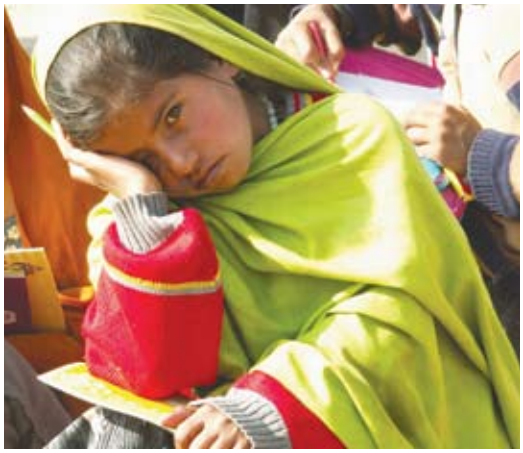
Sofia also tells about a negative experience in Sudan. Personnel from the Swedish Rescue Services Agency met a group of people who were dressed for a party, including a number of small girls. The personnel were invited to join the party for the girls who were about to be circumcised. The Swedes declined but took some photos of the girls which could be interpreted as passive support for the circumcision. From a security perspective, this was obviously not the right time to discuss circumcision. But the event shows how important it is to constantly discuss these issues and prepare personnel for handling these situations effectively.

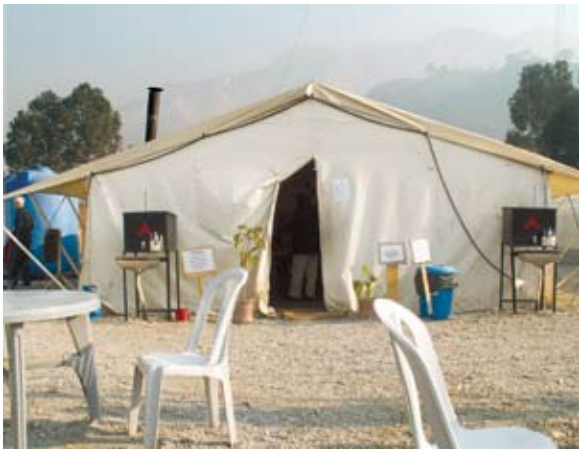
Sofia Albrechtsson works at the Swedish Rescue Services Agency college in Revinge where she mainly teaches international courses. She has previously worked as an intelligence officer in the Swedish Armed Forces and served with two missions in Bosnia and Herzegovina. She also worked in Sudan in 2005 and Lebanon in 2006 on behalf of the Swedish Rescue Services Agency.

DISCUSSION QUESTIONS

- As a woman, why do you have to be "boring"?
- What can women officers do when they are not treated as equals?
- What would you do if you were invited to a party to celebrate the circumcision of some young girls? Is it always a good idea to show your dissociation/disapproval? Where should you draw the line?
- What can the organisation do to show that women officers are equal to their male colleagues?
- What knowledge and information is available from civilians that cannot be obtained through official channels such as the mayor's office?

Refugee camp in Muzaffarabad, Pakistan.





ADOPTING A GENDER PERSPECTIVE FROM THE BEGINNING

PAKISTAN

Women and men of several different nationalities lived in the camp. But only two of the 20 local employees at the camp in Pakistan were women, says Marie. No efforts were made to increase the percentage of women. Operations personnel had very little contact with the local people, except for the local employees.

When the local culture restricts contact between men and women, it is important that both genders are included in the response team, she says. This applies particularly for medical personnel. Pakistani men cannot accept treatment from a Western woman, and Pakistani women cannot accept treatment from a Western man. If only one medic is included in the response team it should always be a woman, she says.

GENDER EQUALITY TRAINING FOR LOCAL EMPLOYEES

Amongst the good examples that Marie observed in the camp in Pakistan was separate tents for women and men. And after complaints, the women's toilets and shower rooms also became less open. Even though a camp constantly develops, Marie stresses the importance of accounting for gender issues when the camp is built, and the fact that both women and men will live there.

Another positive example is how the team acted in Aceh, Indonesia. After the initial labour-intensive phase, the National Rescue Services Agency team could devote more time to other tasks. They arranged training programmes and information meetings on gender equality and other important issues for local employees.

Marie Nilsson works as a gender adviser at the National Rescue Services Agency's international department in Kristinehamn. In 2005, gender analyses were carried out on two of the National Rescue Services Agency's international assignments – logistics support for the EU in Aceh, Indonesia, and camp management for the UN in Muzaffarabad, Pakistan. The purpose was to analyse whether and if so, how, the Swedish Rescue Services Agency integrated a gender perspective into its international assignments.

DISCUSSION QUESTIONS

- If there are no women medics in the response team - what can we do if the local women need care?
- When planning and building a camp, is the gender perspective significant for issues other than hygiene facilities?

RESOLUTION 1325 INCREASES EFFICIENCY

RESOLUTION 1325 – A GOOD TOOL FOR THE MILITARY

When Karl takes part in the training of soldiers for international assignments, he always reminds them that the United Nations Security Council Resolution 1325 on Women, Peace and Security will apply. This is an order and cannot be questioned he tells them.

The aim is to change attitudes in the unit, and raise knowledge of 1325 and why women's involvement is so important, says Karl. Reaching this goal externally requires working internally. Resolution 1325 is a tool for solving tasks effectively, and this has to be made very clear to the soldiers he explains. It is also important in terms of force protection.

Research shows that a workplace functions better with male and female employees and this applies for a unit too, says Karl. Moreover, there are operational limitations for a unit with only men. Opportunities for searching and questioning women are severely restricted, as well as reaching out to the local women. And if there are only a few women in a unit, they will feel more pressure.

In Karl's experience, women and men also look for different things when they search a house and gather different types of information, which is important for the overall picture.

PROMOTING RESOLUTION 1325 IN THE EU AND THE UN

He admits that women's involvement was not always a priority for him. He did not consider dealing only with men to be a problem in Kosovo, so he never told the men leaders that he wanted to speak to women. He now realises the importance of women's involvement and reaching out to women. He believes that this is essential for implementing the tasks in peace support operations.

Concrete examples are building a camp or guarding a refugee camp. Understanding the role of women in the local society is crucial. Can the women live together with the men, or do they have to live separately? What about toilet facilities? Accounting for the women's perspective is not difficult he says, if it is integrated into the decision-making process from the beginning. He thinks that the Swedish Armed Forces have improved and that they try to create structures for gathering facts that also account for women, especially on reconnaissance missions.

Karl says that he also mentions Resolution 1325 whenever he speaks to his colleagues in the EU and UN. He thinks it is important and will lead to positive results, at least in the long-term.

Brigadier Karl Engelbrektson is Force Commander of the Nordic Battlegroup, which will be one of the EU's rapid deployment units during spring 2008. The Nordic Battlegroup will be on standby for immediate deployment in areas of conflict for a period of six months. He served in Kosovo as Battalion Commander in 2003–2004.

BUILDING STABILITY

Understanding the role of women is important when building stability in an area, says Karl. If women are the daily breadwinners and provide food and water for their families, patrolling the areas where the women work will increase security and allow them to continue. This is a tactical assessment, says Karl. Creating conditions for a functioning everyday life is vital from a security perspective. It provides a basis for stability.

War drives everything to extremes, says Karl. While men are responsible for most of the violence, women usually try to maintain the everyday functions - like supporting their families. That is why violence against women is so effective for reaching military goals. It destroys social structures and reduces opportunities for building stability. We have an operative obligation to stop this kind of violence, says Karl.

DISCUSSIONS ABOUT HUMAN TRAFFICKING IN KOSOVO

Human trafficking was, and still is, a major problem in Kosovo. While he was there, Karl showed the Swedish film Lilja Forever for the unit. At the end of the film, they discussed human trafficking and the attitudes of international personnel. In an effort to stop international personnel from using the brothels, Karl's team decided to find out who used the brothels, record their names and report them to their respective chiefs. This made it more difficult for international personnel to contribute to human trafficking.

Karl gives one example of how they could have done more to promote women's rights in Kosovo. Sometimes they recommended local leaders to publicly condemn an assault that had taken place and offer funds to help solve the problem. If he did what they requested, he could come to their meetings; otherwise he was not welcome. They could have done the same thing with women's rights, he says. They could for instance have recommended that leaders publicly promote the important role that women play in peace support and reconstruction work.

He also speaks about the importance of not restricting women's freedom of movement when trying to provide protection. Guaranteeing their freedom of movement is far more important. When they had to block off some of the roads in Kosovo, they always tried to ensure that teachers, medical staff and any other people with important social functions could get to work.

MEASURE WORK WITH RESOLUTION 1325

Today Karl is trying to produce an effective system for measuring and evaluating work in the unit with Resolution 1325. His long-term objective is to improve and develop work practices. He has set up quantitative goals for Nordic Battlegroup and a "gender action list" where they record the steps they take. The aim is to raise self awareness and share experiences with others, he says. They are also considering how the Nordic Battlegroup can attract more women, and assessing the actual physical requirements that are required. The recruiting goal is eight percent women, which is twice as high as the rest of the Swedish Armed Forces. Another goal is that both genders will be represented in each group in the contingent. If two applicants with the same merits are being considered and one of them is a woman, the woman will be chosen. Karl will also employ a "Gender Field Advisor" to support him in tactical assessments. If the chief has clear goals, the results will show he says.

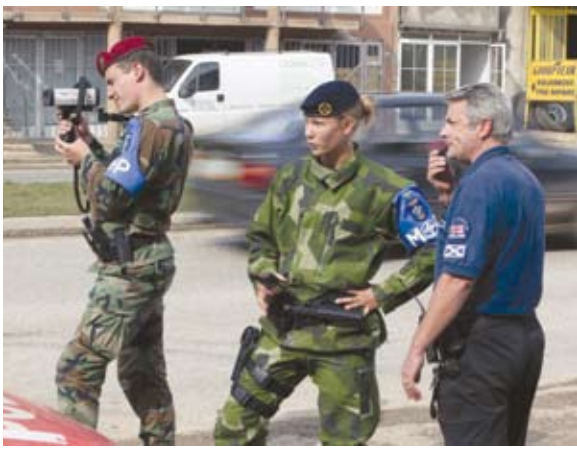
Karl mentions a more symbolic act in the name of equality. The group has changed its heraldic symbol. The lion on the weapon used to have a phallus, but not any more. Karl describes this as an important pedagogical lesson – thinking about what a heraldic symbol represents.

DISCUSSION QUESTIONS

- Are there any other goals that can be measured for Resolution 1325?
- To create security, more effort should be placed on creating conditions that enable a functioning everyday life. How can this be implemented?
- In what way does Resolution 1325 make an operation more efficient?
- What can you do if you discover that your superior is visiting brothels?

The Kosovo Force (KFOR).

Military Police in Kosovo.



HETEROGENEOUS GROUPS WORK BETTER

BUILDING SECURITY

We should never forget that the primary role of the military is security, says Anders. The military's job is to maintain security for civilian organisations and local people, not reconstruction.

In Kosovo, they identified security threats from criminal and minority groups that could develop into violence against other ethnic groups. They did not break down threats to analyse whether the scenario could be different for women and men. Their ideas were not that advanced he says, but that is definitely something that could be developed.

Creating security requires a dialogue with the people who live in the area. No work should take place without consulting them first, says Anders.

In the course of their work, Anders and his colleagues met leaders and other people in important positions. Most of them were men. Not many women were allowed to participate, which was problematic but also indicates the potential for improving information gathering and reaching a greater section of the population. The women's observer team in Afghanistan (MOT Juliet, see the interview on p. 32) was a first step in this direction and something that the Swedish Armed Forces should continue developing, says Anders.

He believes there is much to be gained by involving more women in security work. Even though the local women are often invisible, they have great influence in some areas. In Afghanistan, they are rarely seen in public, but they have great influence in the home and rear the next generation. Reaching these women will increase opportunities for long-term change.

Anders also stresses the importance of having female team members in order to reach women in the area. A man in uniform probably has least chances of reaching women because during war rapes and other human rights violations are often carried out by men in uniform .

CODES OF CONDUCT

The military is a male-dominated culture and it uses coarse language, says Anders. He always discusses this with soldiers before they leave. He tries to use examples that everyone can understand. He asks the soldiers whether they would put pin-up pictures on the wall at home where their wife and children eat breakfast, or tell sexist jokes to their mother. These are over simplified examples he says, but they bring the message home.

When harassment is reported, both the victim and harasser should be identified. This is both a staff welfare and legal issue. Any ha-

Anders Brännström is Brigadier of the Army Tactical Command. He was Contingent Commander in the Kosovo Force (KFOR) in Kosovo 2000, and Brigade Commander in 2003–2004. KFOR is a NATO-led international force under a UN mandate. The overall assignment is to establish security and stability in the region.

rassment of female personnel will affect future recruitments of women.

He also believes that besides relating to gender equality legislation it is important to talk about efficiency - equality and respect for each other create combat value. If you want to get the job done this is a core issue. Anders says that heterogeneous units work better - different ages, gender, background, etc. And everyone has to contribute to a feeling of security and being accepted for who we are. Mistrusting someone because of their identity is both dangerous and counterproductive, he says.

CHARGED WITH HUMAN TRAFFICKING

Human trafficking is a problem in Kosovo and three of his employees were sent home for visiting prostitutes while Anders was serving there. This is not only a crime – when soldiers are sent to maintain security and they take advantage of the most vulnerable members of society, this can have both devastating effects and send the wrong signals, he says.

Both before his deployment to Kosovo and while he was there, Anders spoke about human trafficking and prostitution. There were rumours that international personnel were visiting the brothels and after a while, he also heard that Swedes had paid for sex. He immediately contacted his legal adviser and the military police commissioner and ordered them to investigate the case. The rumours proved true; three men had visited prostitutes. Media reports referred to the three men as "the stampers". Anders reported the soldiers who were then discharged, sent home and charged.

CLEAR SIGNALS

Anders uses these examples to illustrate the importance of being clear about unacceptable conduct. The same applies if a woman in the Swedish Armed Forces is harassed by a colleague. The chief has to act, and show very clearly that this conduct is unacceptable. Otherwise the scale for acceptable behaviour can start to glide.

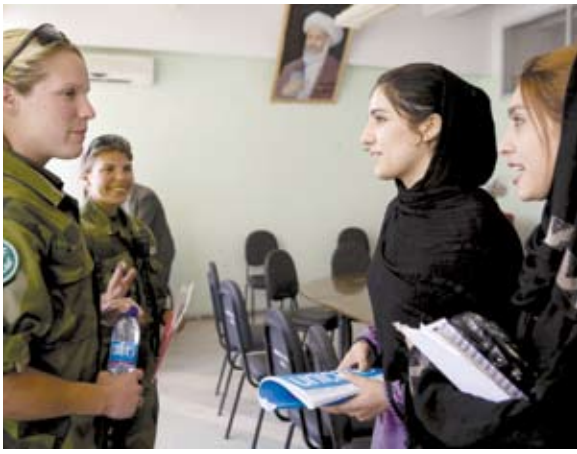
During a morning meeting in Kosovo where all of the battalions reported to the brigade commander, a Swedish female soldier reported that her battalion had nothing to say. "Come on, women always have something to say", replied the brigade commander and continued making similar comments. The situation was embarrassing but no one tried to interrupt or say anything. Anders later spoke to the woman about the incident. She was mostly disappointed because no one from the Swedish contingent had backed her up or told the brigade commander that his conduct was unacceptable.

Because women on international assignments - like other soldiers - have to remain at the camp and cannot move around freely for security reasons, their situation can be more complex than women in other posts in the Swedish Armed Forces, says Anders. They have nowhere to turn if they are harassed. The fact that this problem arises at other workplaces is irrelevant, says Anders. Sexual harassment or any similar kind of conduct is never acceptable.

DISCUSSION QUESTIONS

- What does security mean to you? What do you think security might mean for civilians in a conflict-affected area?
- The primary role of the military is to guarantee security. Is there a clash between this role and the need to strengthen women?
- Why should women be involved in long-term security work? How will that increase efficiency?
- Does coarse language affect how a mission's tasks are carried out, or its attitudes towards the local people?

MOT Juliet, Afghanistan.



THORN IN THE WARDEN'S EYE

BEGIN AT THE BEGINNING

The assignment was vague and Elisabeth and her two female colleagues had to solve their task themselves. MOT Juliet was a type of pilot project and the first female observer team, so they had to start from scratch.

When they arrived in Afghanistan, no one could say what they had to do. All of their colleagues were busy, and no one had any time or energy to help Elisabeth and her friends. It was hard work getting started, she says, but the company commander - who had also suggested that they set up a women's MOT - backed us up. Attitudes changed with time, she says, and by the end of their assignment in Afghanistan the battalion had begun to understand their work.

CONTACT WITH WOMEN IN THE AREA

Elisabeth tells how they began creating women's networks by contacting the women that they knew about, either through colleagues or hearsay. They also contacted the provincial councils, which in compliance with the country's quota system consisted of 25 percent women. Their network grew slowly. They also cooperated with human rights organisations and the Women's Ministry, whose task was to train and provide support for women.

To begin with, Elisabeth and her friends spent most of their time getting to know the local women and winning their trust. This could take several months, says Elisabeth. Most women had never seen the military before and were curious about how people lived in Sweden and whether they could choose whom they would marry.

It was obvious to Elisabeth and her colleagues that women possessed a lot of information, not only about "women's issues" but also about human rights in general. Elisabeth also claims that one hundred percent of the local people were now involved in the team's work, compared to a previous fifty percent. The information they gathered about the women's situation in the area was passed on to various military information channels. They also gained knowledge about how other organisations and actors worked, and could use this to bring various parties together to discuss urgent matters.

BEING VISIBLE STRENGTHENS WOMEN

Just driving around and being visible is enough to strengthen women, says Elisabeth. It shows that you have a job, that you can be a man's boss and that men and women can work together. Their presence attracted a lot of attention at first. Women in Afghanistan rarely drive, and some men nearly ran off the road when they saw Elisabeth and her friends behind the wheel.

Another important function was supporting women in different ways, such as showing women's rights activists that their work was important.

She says that there should be women in all units in the mission. The international personnel should actively show how they practise equality.

Elisabeth took part in her first international assignment for the Swedish Armed Forces in Mazar-e-Sharif in Afghanistan between March and October 2006. Together with two other women, she worked in the Military Observer Team (MOT) Juliet, a part of the International Assistance Security Force's (ISAF) Swedish-led Provincial Reconstruction Team (PRT). Her task was to cooperate and make contact with Afghan women, strengthen women's security in the area and build up a network for the PRT.

WOMEN'S PRISONS

While travelling around the region to monitor the security situation, MOT Juliet also visited women's prisons. They investigated whether children received schooling, whether the women had access to medical services and whether they were used as sex slaves, which did actually happen in some jails. They also identified all of the prisoners, asked them why they were there and whether they had received a fair trial. This information was then transferred to various information channels within the PRT, such as police and legal advisers who they tried to involve in their assignment. The legal system was corrupt and many women had been sent to prison for acts related to enjoying their human rights rather than criminal activity. Elisabeth and her friends were a thorn in the warden's eye, she says. Their visits to the prisons were also an important signal to the women that they had not been forgotten.

SUPPORT TO ORGANISATIONS

MOT Juliet contacted the woman leader of a human rights organisation. Her life had been threatened but she had no money and her family was still living in Afghanistan, so she could not leave the country. Women crime victims came to her with stories of rape and abuse and she made sure that their cases were heard in court. Elisabeth and her team – or others from the Swedish PRT – patrolled the area where the woman lived to guarantee her security. The woman was not happy when Elisabeth and her colleagues were about to leave, because they were the only people she could trust.

LOCAL EMPLOYEES

The team had one male and one female interpreter and this worked well at first. Then they heard that the male interpreter had harassed his female colleague. The woman finished working for them, but Elisabeth and her colleagues could not do anything because the woman would be in danger if the information spread. Later in Sweden they heard that the woman had been murdered. Elisabeth says it would be better to employ Swedish interpreters, and that the security aspect should be seriously considered before local people are employed.

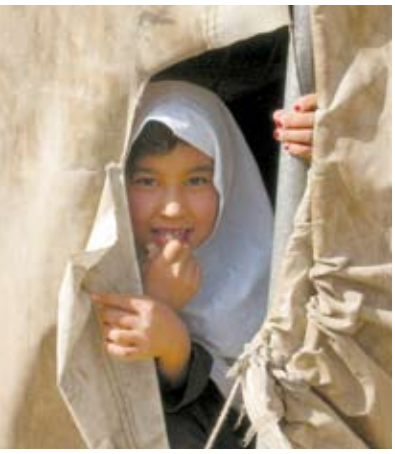
LACK OF CONTINUITY

When MOT Juliet went home they were not replaced. Other women came to the mission but they did not have the same tasks or work solely with women's security.

The Swedish Armed Forces should not cut resources in this area, says Elisabeth. Resources were already too low. There were only three people in her team, for example, compared to the usual six. Three people do not build an autonomous group. And because they could not go out on their own, they always had to request back up if someone needed them. And it was inappropriate – sometimes even dangerous – to ask a woman to come to the camp because this sparked rumours and labelled the women as "unclean". MOT Juliet should also cover a considerably larger geographical area than the other teams.

DISCUSSION QUESTIONS

- Are there risks involved in building up relations with the local people when you know that you will leave?
- Are there risks involved in singling out women and showing that you think their work is important? How can you know whether you are strengthening a woman or putting her life in danger?



Police training, Afghanistan.

FOCUS ON AREAS THAT GIVE THE BEST RESULTS

CONTACT WITH THE LOCALS

Fredric and his colleagues, who came from several different countries, had daily contact with the locals. Much of this contact took the form of meetings and cooperation with civil and military representatives at regional, provincial and district levels. The purpose was to help the transitional government in Afghanistan stabilise the situation in the area. Information gathered by the team was used to create shared situational awareness, and provide a basis for future assignments.

Reaching the women was difficult, he says, but direct contact with women was not part of their assignment. They did contact and support local human rights organisations, however. The women working in these organisations cooperated freely with men in the PRT and in Afghan authorities.

Two British female officers in the team had some contact with women in strict women-only environments. As these women had very little contact with the outside world and lived with their families behind closed doors, the meetings were not significant for the PRT's mission the British women claimed.

Fredric says that a force of two hundred soldiers in an area with four million inhabitants has to focus its efforts on areas that give the best results. Which in this case was the Afghan representative level rather than individual inhabitants.

Fredric does not believe they could have influenced the situation for women any more than they did. The risks would have been too great, and their assignment was to establish a Swedish presence. Even if female liaison officers had taken part, their primary role would be talking to Afghan men. The PRT's task involved cooperating with police commissioners, militia commanders and governors – all positions held by men. Neither does he believe that their view of reality would have changed had they spent less time dealing with officials and more time gathering information from the people - women or men.

One of the most basic messages that you can convey is that women are equal to men, says Fredric. This is best communicated by women serving in all units at all levels.

SUPPORT FOR THE LOCAL POLICE

One of their primary tasks was supporting the Afghan Police who would gradually assume responsibility for security. When the team arrived, militia groups still controlled the area. Their support consisted mainly of mentoring and liaison. They also coordinated the aid projects that donated equipment to the police, and implemented special training such as how to handle riots with non-deadly force.

There were no policewomen in the region. The numerous armed militia groups in the area made police work very dangerous. An Afghan police officer would probably feel insulted if

Fredric Westerdahl led the first Swedish contingent that took over an ISAF Provincial Reconstruction Team (PRT) in Mazar-e-Sharif in Afghanistan between April and October, 2004. The team's mission was to help the transitional government in Afghanistan create a secure environment and transfer power to the legally appointed governors and police.

he heard that a woman could do his job, says Fredric. A male police officer could possibly accept female police officers if they confined their activities to questioning women and working with women crime victims. But because women witnesses are not considered equally as credible, this work was obviously less important. Fredric also mentions that they had contact with women through human rights organisations.

The view of crime and how crime should be regulated is very different to Sweden he says. In rural areas, tradition carries more weight than the law. Murder or rape violates a clan's honour, not the individual and these crimes are usually settled financially, he explains.

One example of crime that the team noticed was the murder of women who were kidnapped and raped. Afghan human rights activists informed women that they could report crime to the police. Trust in the police was very poor at first, but increased after the elections. Corruption was widespread, however, so this applied to certain individuals rather than for the police service as a whole.

Security threats against women were also delivered through official channels, and Afghan authorities took the threats very seriously says Fredric. Kidnapping and similar attacks on women were considered serious crimes and could trigger conflicts between both people and the different ethnic groups in the area.

Fredric believes that as the general security in the region increased they also managed to create a safer environment for women.

GREATER STABILITY BEFORE THE ELECTIONS

The biggest coordinated operation during Fredric's time in Afghanistan took place in the lead up to the first democratic elections in autumn 2004. A security structure was needed to implement the elections. It was also important that local warlords agreed to seek political power through democratic processes rather than violence. By persuading them to choose the democratic path, Fredric and his colleagues contributed to greater security which meant that elections could take place.

DISCUSSION QUESTIONS

- Can information from women who live in a society where a woman's place is in the home be relevant when assessing the situation for the country in general?
- Is it possible to create stability and security that benefits the entire population when women do not take part in the process?
- If you lived in a conflict-affected area, what security threats might be part of your everyday life? Should peace support forces try to prevent these threats?

SECURITY IS NOT JUST TANKS AND PLANES

On behalf of SWEDINT, Görgen Karlehav worked as a training officer for the Swedish Civil-Military Cooperation Team (CIMIC) between 2001 and 2004 in Duboj, Bosnia and Herzegovina, and in Kabul, Afghanistan. The CIMIC team's role is to liaise between civilian organisations and the military.

THE MILITARY'S FACE TO THE WORLD

One of CIMIC's prime tasks is to gather information that helps the military commander solve military tasks. The CIMIC team is usually the military's face to the world and the idea is that civilians and organisations provide them with information. CIMIC also works with force protection.

In Afghanistan, Görgen saw an obvious need for women in the unit. A female presence was essential for reaching local women and hearing about their needs and visions for the future. The CIMIC team thus endeavoured to employ as many women as men, he says.

GATHER INFORMATION

They gathered information about the situation in Afghanistan from databases and the internet. They researched the general history, background to the conflict, social structures in the country, the local political map, infrastructure and different cultural groupings. They also received information from organisations with knowledge of the country, such as the Swedish Committee for Afghanistan and various other units. They travelled around Kabul and spoke to/interviewed people on location, including local leaders. This is a laborious task that takes time, says Görgen. As a man in uniform, it is easy to overlook women, children and older people. The men speak about politics and their experiences in the war while their wives and grandmothers sit quietly in the background. They are not allowed to speak. This meant that the CIMIC team only reached 50 percent of the local people and this is not sustainable, he says. Units consist mainly of men, and they need to understand the importance of reaching women – if this is possible without placing the women in danger. Teams of both women and men are a better solution, he says.

When you are out gathering information, it is important to state your purpose carefully and treat everyone with respect, says Görgen. Source protection is also important. Disclosure can reduce trust in the unit and pose a serious threat to the source and/or other people. If women open themselves and speak about sensitive issues, their information must be treated with care.

It is not unusual that CIMIC employees hear about situations outside the scope of their mandate. One example is violence against women. Görgen says that they can convey this information to other parts of the military, the police or other actors who are authorised to take action. In the Balkans, he says, they forwarded important information to organisations that work against human trafficking.

WHAT IS SECURITY?

Security is usually discussed in military terms but Görgen stresses the need for a broader perspective. Security is not just tanks and

planes; it is about building trust and respect amongst the local people. Respect for other human beings is what matters, even if you are a driver and have no direct contact with the local people. You should never forget why you are here, he says. He also believes that threat scenarios and the definition of security will change now that CIMIC has decided to also gather information from the female part of the population. At the same time, he says, the military's mandate is limited and its primary role should not be overlooked. Is it the military's task to promote women's rights or someone else's responsibility? Will efforts to support women's involvement clash or compete with the work of civilian organisations?

Görgen says that as a neutral party, they cannot take sides in a conflict. You should always think about your own actions and the signals you give. Two female personnel at the camp were sunbathing in bikinis. Local employees saw them and rumours soon spread that the Swedes had prostitutes at the camp, which damaged both their reputation and local trust. Conditions for female officers in Afghanistan are more complex than for men, says Görgen. You cannot change a society or its values overnight.

DISCUSSION QUESTIONS

- Can a mission/operation be considered partial if it actively promotes women's rights? Can this pose a threat to personnel? How can this be avoided?
- If a mission/operation does not verbally and actively support women's rights, can this be interpreted as taking sides in a conflict?
- If women took part in defining threats, what new threat scenarios could emerge?

TOO MUCH "MORALIZING" BEFORE DEPLOYMENT

TRAINING

In Lebanon, Lars worked under the UN flag as a military observer in the southern part of the country, where Hezbollah ruled and controlled the Lebanese - Israeli border. They patrolled the "blue line" between Israel and Lebanon to ensure that no one broke the agreement. There were 153 UN observers posted along the border, six of them Swedes.

The UN headquarters in Beirut arranged a course on gender equality and Resolution 1325 for Lars and his colleagues before deployment. But there was too much "moralizing" about codes of conduct and how UN soldiers had been responsible for human rights violations in other countries, says Lars. Many of us felt accused and could not see how this related to our assignment. It would have been better to inform us about the situation for women in the mission area and what we could actually do about it. The training officer could have told them about the organisations that worked with women's rights in Lebanon, the women's networks that existed and the UN's views of the situation, says Lars.

PATROLLING

The observers in south Lebanon patrolled the area every day to monitor the situation and report back to the UN. He says that reaching the women was extremely difficult, except for those who held public positions. More women in the group would probably have made this job easier, he thinks. On the occasions when they patrolled with mixed teams, spontaneous contact with local women was much easier. There was one place, however, where contact was easy for even Lars and his male colleagues. The French component in UNIFIL (the UN peace support force in Lebanon) sent a mobile medical team that routinely visited the villages in the area. These visits took place in cooperation with local doctors, of whom some were women. Behind closed doors in the village meeting place, they could meet and speak to the women - even though their interaction was brief.

Many of the people that Lars and his colleagues spoke to on patrol were local leaders, and Lars says it would have been difficult to ask them about the whereabouts of the women. If the observer's group had insisted on speaking to the women, the men would have thought them ignorant, he says. It was a delicate balancing act – respecting the local culture on one hand and trying to introduce a new perspective on the other. And when they scratched the surface, Lars and his colleagues found that patriarchal structures were often stronger in Christian villages than amongst Muslims. This is important considering the preconceptions of a women's role in Muslim societies, he says.

Without political pressure on the entire mission to implement Resolution 1325, one person cannot make a difference. Lars advises future observers to keep their eyes open, to

Lars Wetterskog works at Swedint and trains soldiers for international assignments. He often holds training programmes on United Nations Security Council Resolution 1325 and gender issues. Lars has also served in Lebanon and Kosovo.

look around and take advantage of any opportunities to gather information. Be visible and move around, shop at local markets, eat at local restaurants and stay seated for a long time so that people can make contact. They may not approach you the first time, but maybe the second or third time.
In their reports to the UN, the observers described the humanitarian situation and how the civilian community functioned. Lars says that these reports should have a gender perspective. Even if reaching women in Lebanon was difficult, the observers who were aware of gender issues kept their eyes open when they were patrolling and were aware that security threats could look different for women and men.

Not only observers can benefit from working in teams with both women and men. Searching for weapons was a regular task in Kosovo, says Lars. This is almost impossible without women in the team. If you suspect that weapons have been hidden in a village, going into houses is much easier in teams of both women and men. The female soldiers can talk to the women in the house because they often have more trust in other women, and this reduces the risk for escalation.

CONSTRUCTIVE DIALOGUE

Lars also speaks about the importance of working internally with issues like equality and women's rights. He believes in the constructive dialogue that often emerges when men and women work together on equal terms, and the potential for change that it brings. The chief has a major responsibility because he or she sets the tone. But individuals are responsible too, he says. They discussed what they saw when they were out on patrol. If he saw something that affected the situation of women, he told his colleagues. By raising and discussing these issues he raised awareness within the group. Even if they could not actually do anything about the situation, it was a step in the right direction, says Lars. He also believes in challenging prejudiced and sexist statements, not letting them go unnoticed. Every small step makes a difference in the end, he says.

A military unit with gender equality training and a desire to implement Resolution 1325 in its daily routines will not succeed unless the highest command for the operation has the same ambition at political level. This could obviously create a degree of frustration for some individuals. There is also a great risk that the unit and aware individuals become disillusioned and lose sight of their previous ambitions.

Without monitoring the mission's progress with Resolution 1325, there is a grave risk that this will be overlooked in the operational planning and implementation, says Lars. All missions should have a personal "Gender Field Advisor" at brigade level but if this is impossible, an international pool of advisers who make regular visits to the missions at battalion and brigade level for consultation and to supervise goal fulfilment, he says.

The introduction of a gender perspective is in demand at present, says Lars. Several units around the world have realised the importance of reaching all of the population (both men and women) for information gathering purposes. When a gender perspective is integrated with the operational perspective – with the purpose of reaching the mission's goals – it can be used as a "backdoor" for achieving democracy and gender equality.

DISCUSSION QUESTIONS

- If, as an international military officer or civilian observer, you saw a man assault a woman outside a house, what would you do and why?
- How can we react and deal with cultural perceptions that say we are ignorant if we ask about women?
- You are going to report on the security situation, the humanitarian situation and the situation for civil society. What should you include in your report? What are you looking for?
- Where and how can a constructive dialogue take place? What should it deal with?

United Nations S/RES/1325 (2000)

Security Council

Distr.: General
31 October 2000

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 peace-building 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.

COMMENTS

A resolution is not the same as a national law. It should be seen as a powerful recommendation that the parties have agreed to follow in advance.

The United Nations Security Council Resolution 1325 can be read or downloaded (English, PDF) from Peace Women at this address: http://www.peacewomen.org/un/sc/1325.html

A Swedish translation of Resolution 1325 (PDF) can be downloaded from this address: http://www.peacewomen.org/1325inTranslation/