



UN OFFICE FOR DISARMAMENT AFFAIRS
REGIONAL DISARMAMENT BRANCH



Mainstreaming gender for the effective implementation of the UN PoA

Update of the 2006 CASA Guidelines

Fourth Biennial Meeting of States to Consider the
Implementation of the Programme of Action to Prevent,
Combat and Eradicate the Illicit Trade in Small Arms and
Light Weapons in All Its Aspects

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“The marginalization of women can delay or undermine the achievement of sustainable peace, security and reconciliation.”¹

Preface

The United Nations Office for Disarmament Affairs Regional Disarmament Branch (UNODA/RDB) and the International Action Network on Small Arms (IANSA) are pleased to share this document with those interested partners actively engaged in preventing, combating and eradicating the illicit trade in small arms and light weapons in all its aspects.

In 2006, on the occasion of the first Review Conference of the UN Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in All Its Aspects (PoA), the UN Coordinating Action on Small Arms (CASA) issued the “Guidelines for gender mainstreaming for the effective implementation of the PoA.”

In 2010, in view of the Fourth Biennial Meeting of States on the PoA (June 2010) and the 10th anniversary of UN Security Council resolution 1325 (October 2010), UNODA/RDB and IANSA jointly undertook to review and update the document. The updated guidelines take into account new developments, progress made and lessons learnt in the implementation of the PoA, as well as in the area of gender mainstreaming in peace and security. The current document also benefits from a wide array of field-based experience and knowledge.

Eliminating the illicit trade in SALW requires the participation of all: men as well as women. Security Council resolution 1325 (2000) recognizes the need to take into account the impact of conflict, including issues related to the proliferation of small arms and light weapons, on women as well as men.

With these guidelines, UNODA/RDB and IANSA want to contribute further to the understanding of the significance of the different roles played by men, women, boys and girls both as part of the SALW proliferation problem and in finding solutions to it, and therefore, of the significance of mainstreaming gender perspectives for the effective implementation of the PoA.

The guidelines have thus been developed as a user-friendly resource that will help practitioners identify concrete ways of mainstreaming gender perspectives in all relevant initiatives and operations, and at all stages, from information gathering and planning to implementation, monitoring and evaluation, in the process of effective implementation of the PoA.

Acknowledgements

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¹ Security Council resolution 1889 (2009) on women and peace and security, preambular paragraph 8.

INTRODUCTION

Gender Perspectives in the Control of Illicit Small Arms and Light Weapons

Gender-mainstreaming refers to the “process of assessing the implications for women and men of any planned action, including legislations, policies or programmes in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.” (ECOSOC Agreed Conclusions, 1997/2)

A gender-sensitive approach is not exclusively about women, but about analysing gender more broadly. This approach factors the special needs and capacities of men and women, and boys and girls, in the formulation of appropriate responses to issues of gender and SALW. For example, global research has shown young men suffer disproportionately from the direct impacts of SALW use (90 percent of gun homicide victims are men), while women tend to be victims of the indirect, longer-term consequences.

In the Latin American and Caribbean region, men directly associate the possession and use of firearms with successful masculinity. The belief is widespread that rage is an acceptable response to frustration, that vengeful violence is justified, and that to acknowledge loneliness, pain, vulnerability, or to seek assistance is a sign of inadequacy. These perceptions have resulted in the majority of firearms in the region being owned and used by men and boys, whether it be in the context of state and non-state actors and structures, the possession of guns for leisure pursuits, the acquisition of weapons for self-defence, or criminal activity, which often involves violence – increasing the demand for weapons from victims and perpetrators alike. The majority of firearm-related deaths and injuries also occur among boys and men. Unsurprisingly, the firearm homicide rate of women in the region is also higher than in other regions in the world.”²

Global research has also shown that it is inaccurate to identify women solely as victims of violence perpetrated by men with small arms. Such an approach not only neglects the active role that women play globally, regionally and locally in civil society-driven as well as government-led disarmament initiatives as peacebuilders, politicians, community organisers and activists, but also ignores the role that women and girls increasingly play as users of guns, as combatants or traffickers. In this regard, resolution 1325 represents an important tool to empower women.

Even in times of ‘peace’, gender must remain a cross-cutting consideration for strategies on combating illicit SALW at community, national, regional and global levels.

Mandates for Mainstreaming Gender into the UN Programme of Action

The United Nations has endorsed the strategies of gender mainstreaming and gender balance in its pursuit of gender equality through the achievement of the Millennium Development Goals (MDGs), implementation of UN Security Council Resolutions 1325 (2000), 1820 (2008), 1888 (2009) and 1889 (2009) on Women, Peace and Security, the Beijing Platform for Action, ECOSOC-agreed conclusions on gender-mainstreaming (1997/2)³ and various other policy and practice initiatives.

A Gender Mainstreaming Action Plan launched by UNODA in April 2003 also underscores the commitment and importance it attaches to addressing the impact of all categories of weapons, including small arms and light weapons, on both men and women.

² Ellen Page, *Men, Masculinity and guns: can we break the link?* (London, IANSA, 2009)

³ ECOSOC, Agreed Conclusions 1997/2, contained in "Report of the Economic and Social Council for 1997", A/52/3/Rev.1. See also ECOSOC Resolutions 2001/41 of 26 July 2001, 2002/23 of 24 July 2002, 2003/49 of 24 July 2003, 2004/4 of 7 July 2004, 2005/31 of 26 July 2005, 2006/36 of 27 July 2006, 2007/33 of 27 July 2007, and 2008/34 of 25 July 2008.

UN Security Council resolution 1325 transcends the common perception that women are only ever victims in times of war. At the same time, it recognizes the active role that women can play in peace processes and as advocates, and it binds Member States to ensure women's full participation accordingly.

The ultimate goal is to achieve gender equality and to build sustainable peace and security. 1325 has also proven to be a decisive mandate for the field of small arms control policy and practice, to include women in decision-making and take gender issues into account through specific entry points:

Resolution 1325:

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 (Article 1)

Article 1 relates to the maintenance and promotion of peace and security. Effective policies and programmes that prevent and respond to gun violence are an essential component of this. In the field of small arms control this can be achieved through reform of recruitment policy and practice; implementation of gender-balance requirements; consultation and collaboration with women's organizations; and policy training and education for women.

The resolution also:

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 (Article 8)

Article 8 relates to measures that need to be taken to support local women's small arms initiatives through increased capacity-building, provision of resources, and funding. The UN Secretary-General's 2002 report on women, peace and security (S/2002/1154, paragraph 27) acknowledges the role that women's grassroots organizations have in supporting disarmament processes. It notes that women's groups and networks can provide important information regarding perceptions of the dangers posed by the number or types of weapons, the identification of weapons caches and the trans-border weapons trade.

Resolution 1325 specifically

...Encourages all those involved in the planning of disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependents. (UN SC resolution 1325, article 13, 2000)

Article 13 is a response to international assistance operations that neglect the specific needs of women and girls in armed movements as part of the DDR process. Women combatants, supporters and dependents have not equally benefited from services, cash incentives, health care, training, travel remittance, small business grants or housing support that flow to their male counterparts — males with guns — as part of DDR packages.

In his 2004 report on the implementation of resolution 1325 (S/2004/814), the UN Secretary-General:

... Call[s] on Member States, entities of the United Nations system and NGOs to develop guidelines, based on a review of good practice, on increasing attention to the

needs and contributions of women and girls in disarmament, demobilization and reintegration programmes and to monitor and report regularly on their implementation. (Section II G, paragraph 72)

Such mandates have helped mobilize significant levels of support within the United Nations and among Member States' governments, as well as within civil society organisations, facilitating concerted international efforts designed to integrate gender considerations into all areas of the disarmament machinery in the process. However, much remains to be done.

In his 2009 report on the implementation of resolution 1325 (S/2009/465), the UN Secretary-General recognizes that:

... negotiation of peace agreements and planning for disarmament, demobilization and reintegration continue to take place with little regard to resolution 1325 (2000). Cessation of hostilities, recovering weapons and integrating combatants, mainly male, into re-established national security institutions preoccupy negotiators with scant attention paid to issues of gender equality. (Section IV, paragraph 73)

In its resolution 1889 (2009), the Security Council reiterated and reinforced the participation aspects of resolution 1325:

recognizing that the marginalization of women can delay or undermine the achievement of durable peace, security and reconciliation (UN SC resolution 1889, preambular paragraph 8)

Request[s] the Secretary-General [...] to take account of the need to improve the participation of women in political and economic decision-making from the earliest stages of the peacebuilding process (UN SC resolution 1889, article 15)

There is also a need for more analysis of gender issues and small arms control. The Secretary-General has called for:

... more research on the issue of small arms, including a more consistent emphasis on the specific value of sex- and age-disaggregated data ... (Report of the Secretary General on small arms, S/2008/258, paragraph 62).

These guidelines: (i) illustrate the relevance of gender considerations for the PoA; and (ii) provide guidance to policymakers and practitioners on how to integrate such considerations into their implementation of the PoA.

GENDER ENTRY POINTS FOR THE EFFECTIVE IMPLEMENTATION OF THE PoA

- *Integrating gender perspectives is critical to the successful implementation of the PoA in the following four key areas:*
 - 1) Illicit trade in SALW, and the linkages between different forms of trafficking;
 - 2) DDR programmes;
 - 3) National and regional focal points: defining specific regional and national approaches; and
 - 4) Civil society integration and public awareness initiatives

- *In each key area, the following must be addressed:*
 - **Relevance** of gender mainstreaming (gender mainstreaming legitimacy and utility): how are gender- oriented actions related to the PoA? Why is gender mainstreaming necessary?
 - **Objectives** of gender mainstreaming: what can Member States obtain by integrating gender mainstreaming in the PoA? What are the goals of gender mainstreaming?
 - **Recommendations** on how to integrate gender perspectives (presented in a table, it will summarize the gender relevance of the PoA before outlining concrete actions to be undertaken by Member States).

1. GENDER MAINSTREAMING RELEVANCE IN COMBATING THE ILLICIT TRADE AND TRAFFICKING OF SALW

Gender objectives for combating the illicit trade and trafficking of SALW

Addressing the gender, poverty and development dynamic behind illicit trade and trafficking including sexual exploitation and human trafficking in national, regional and international collaboration with development partners will enhance the effectiveness of PoA implementation by:

- strengthening control of the illicit trade in SALW in all its aspects;
- eliminating opportunities for traffickers to exploit the vulnerability of the poor and other marginalised populations;
- addressing the human rights and security and livelihoods needs of women and girls drawn into trafficking networks and offer livelihoods alternatives to men who rely on trafficking to make a living;
- increasing the engagement of social and economic development actors in SALW control.
- improving knowledge of criminal network mechanisms in order to better address the problem of trafficking;
- encouraging and supporting participatory enabling mechanisms and the concomitant capacity to identify and respond to potential conflict situations;
- combating the drivers of illicit trade in SALW.

Gender relevance for combating the illicit trade and trafficking of SALW

Gender considerations on illicit trade of SALW

The PoA aims to:

Identify, where applicable, groups and individuals engaged in the illegal manufacture, trade, stockpiling, transfer, possession, as well as financing for acquisition, of illicit small arms and light weapons, and take action under appropriate national laws against such groups and individuals. (PoA II:6)

Developing effective interventions against those involved in the illicit trade of SALW is impossible in the absence of controls to prevent illicit brokering – controls which facilitate the monitoring of every stage of the SALW transfer/transaction chain. This in turn entails identifying the people carrying out the illegal activities at every stage. Men constitute a large majority of those involved in illicit brokering and trafficking, exploiting the vulnerability of others for profit. However, women are also active participants in the illicit arms trade.

Widows and dependents form a high proportion of the civilian population in conflict environments. This demographic change places a heavy economic burden on women. Threats to security posed by the easy accessibility and proliferation of SALW further undermine the potential for traditional economic activity, and restrict the mobility of civilians. In this context, many women have little choice but to become active players in the illicit SALW trade, which may represent their only means of income-generation.

In some countries, women participate in the smuggling and hiding of illegal arms, whether through coercion, for money or other rewards, or as part of their activities as supporters of a given side in a conflict. Criminal and terror networks have discovered that women and girls are often not regarded as threats by border guards, and consequently they are often used as couriers to smuggle SALW and ammunition across borders. Such a phenomenon cannot be addressed without a gender-responsive policy.

It is reported in several contexts in South Asia that young women and girls become arms smugglers to earn an income. Sometimes this is by force, other times as an economic survival strategy.⁴ In addition to women and girls generally not being regarded as a threat by border guards, certain female clothing such as the 'burqa'⁵ in the North West Frontier province of Pakistan and in Afghanistan offers perfect cover for smuggling small arms and ammunition. In other contexts, it has been reported that male border guards will knowingly allow women and girls to carry weapons across a border in return for sexual favours.⁶

It has been documented that terror organisations such as Al-Qaeda have increased their use of women as female suicide bombers. For instance, Iraqi women – including those suffering from mental illness or disability – are recruited to blow themselves up. Such women often wear burqas to hide ammunition, explosives and firearms that are attached to their bodies. They are able to smuggle illicit SALW and ammunition through checkpoints because men are not permitted to search women on religious and cultural grounds.

At the buyer and user end of the chain, women often support men who are arms bearers because of their own protection needs and sense of vulnerability in an insecure environment where crime arising from poverty is a problem. Women may also feel that their personal security increases through association with men with guns, particularly when the state security infrastructure is incapable of protecting them from criminal or paramilitary violence. The combination of poverty and the prevalence of guns is also linked to violence against women and girls, including sexual exploitation. There are also instances where single women living alone or heading households feel safer having a gun in the house. However, most women usually view a gun in the home as a risk, rather than a form of protection, the latter being an outlook more common among men.⁷

A woman who has little access to power or resources may feel she can gain status through association with a man who owns or uses a gun. In communities where respect and leadership is associated with access to means of violence, the gains for women can be great. For example, the "first ladies" of Brazil's favelas command considerable respect from their communities because of their contact with men with guns.⁸

Although we don't know exactly how many women own guns for self-protection, we do know that women in Pakistan are being encouraged to think about owning firearms to protect themselves and their families. For example, in the North-West Frontier Province (NWFP) women have started to possess SALW for protection and personal safety. They are encouraged by the men in their families to keep a small handgun so that they can protect themselves. "My husband convinced me to keep a small gun in my handbag as it will make him feel comfortable and less worried about me and my safety. Otherwise, he would prefer it if I just stayed in the home. Though my husband believes that I should forget about the license, I simply told him I will not keep it if I don't have a license. He believes it is not a problem to obtain a gun license where a license can simply be obtained in return for a cash payment or a bribe." Anila (not her original name).⁹

⁴ International Alert consultation with women from South Asia region on Women, Peace and Security Toolkit development, Sri Lanka, September 2004.

⁵ A garment that covers a woman completely from head to toe, leaving only a small grid for the woman to look out from.

⁶ International Alert consultation with women from South Asia region on Women, Peace and Security Toolkit development, Sri Lanka, September 2004.

⁷ Pampell Conaway, C. (2004) 'Small Arms, Light Weapons and Landmines' in *Inclusive Security, Sustainable Peace: A Toolkit for Advocacy and Action*, International Alert and Women Waging Peace

⁸ Ella Page, *Men, Masculinity and guns: can we break the link?* (London, IANSA, 2009)

⁹ 'Pakistan: Women under pressure to be armed' in *Women at Work: Preventing Gun Violence*, IANSA Women's Network Bulletin No. 20, October 2009

Linkages between different forms of trafficking

The PoA recognizes the:

...close link between terrorism, organized crime, trafficking in drugs and precious minerals and the illicit trade in small arms and light weapons, and stress[es] the urgency of international efforts and cooperation aimed at combating this trade simultaneously from both a supply and demand perspective. (PoA, I:7)

In addition, it is recognised that there are significant inter-linkages between these types of trafficking and trafficking in persons as well as other types of trafficking (cigarettes, cars, etc.).

For anti-trafficking initiatives to be effective, they must be implemented on the basis of gender-specific information.

A growing body of anecdotal evidence suggests that criminal networks illicitly trafficking SALW are also involved in the trafficking of women and girls, as well as narcotics and precious minerals.¹⁰

In Bangladesh, it was reported that trafficking of women had increased with the increase in arms smuggling.¹¹ In the Balkans, with the cessation of violent conflict, some groups, which had been involved in arms trafficking, began to focus on trafficking in women. Women freed from trafficking rackets in Liberia were also able to verify that those involved in human trafficking were also dealing in SALW.¹²

India's Northeast, especially Meghalaya State, has become a supply zone for the traffickers of women and girls who have been lured by promises of employment or abducted by armed men. India's Northeast is a transit point on the route for trafficking in women and SALW. The traffickers use extortion and intimidate people with guns. They also provide armed security as some people pay for informal armed protection during their illegal migration from one country to another. The international border is extremely porous and transnational criminal networks flourish. There is evidence that both guns and women are being traded across the frontiers including cases where trafficked Burmese girls were caught carrying guns in the Indian State of Mizoram. Many of the routes where women are trafficked are the same routes where SALW and drugs flow.¹³

The 2010 Moscow twin Metro bombings that killed at least 40 people and wounded more than 70 were reportedly carried out by two female suicide bombers known as "Black Widows." Some eyewitnesses claimed that the women looked like they were on drugs, with a lack of emotions and pupils larger than usual.¹⁴ Published photographs showed one of the women dressed in a black headscarf and holding a pistol in one photo, while holding a grenade in another.

Finally, the PoA stresses that:

States should, as appropriate, enhance cooperation, the exchange of experience and training among competent officials, including customs, police, intelligence and arms control officials, at the national, regional and global levels in order to combat the illicit trade in SALW in all its aspects. (PoA III:7)

¹⁰ Refugees International Bulletin. 'Liberia: UNMIL's Crackdown on Trafficking Puts Women at Risk', May 10, 2004 and examples from Bangladesh at IA South Asia Consultation on Women, Peace and Security Toolkit, September 2004.

¹¹ International Alert consultation on Inclusive Security Toolkit in South Asia, September 2004

¹² Refugees International Bulletin. 'Liberia: UNMIL's Crackdown on Trafficking Puts Women at Risk', May 10, 2004

¹³ 'Trafficking women and guns in India's Northeast' in Women at Work: Preventing Gun Violence, IANSA Women's Network Bulletin No. 17, January 2009

¹⁴ Defend International's recent research on Moscow subway blasts at the Lubyanka and Park Kultury stations during the morning rush hour of March 29, 2010.

Without integrating the knowledge and experiences of diverse actors such as customs, police, intelligence organizations, civil society groups and women's rights organizations, however, such cooperation is not possible. Moreover, understanding the context of the illicit trade in SALW and human trafficking would enhance international efforts to act on targeted interventions and minimize its humanitarian concomitants.

Recommendations for Gender Mainstreaming in combating the illicit trade and trafficking of SALW

Provision in PoA	Recommendations to Integrate Gender
<p>Preamble Para 6 – Gravely concerned about...devastating consequences on children...as well as the negative impact on women and the elderly...</p>	<p>Use knowledge of the context-specific impacts of SALW proliferation on communities according to age, gender, disabilities, economic status and ethnic identity to form the basis for intervention.</p> <p>Integrate gender analysis and the provision of gender-specific data as a component of all SALW programme planning and execution.</p>
<p>Preamble Para 7 – Concerned also about the close link between terrorism, organized crime, trafficking in drugs and precious minerals and the illicit trade in small arms and light weapons, and stressing the urgency of international efforts and cooperation aimed at combating this trade simultaneously from both a supply and demand perspective.</p>	<p>Consider and articulate the linkage/s between all types of trafficking.</p> <p>Incorporate anecdotal evidence and qualitative data in the formulation of future anti-trafficking policies.</p> <p>Broaden collaboration, consultation and engagement with the social and economic development sector¹⁵, as a means to address the human security and rights needs of those drawn into trafficking networks as a survival strategy.</p>
<p>III Implementation, International Cooperation & Assistance 6 – With a view to facilitating implementation of the Programme of Action, States and international and regional organizations should seriously consider assisting interested States, upon request, in building capacities in areas including the development of appropriate legislation and regulations, law enforcement, tracing and marking, stockpile management and security, destruction of small arms and light weapons and the collection and exchange of information.</p>	<p>Incorporate gender dimensions in national legislation so as to limit the acquisition of weapons by those with criminal antecedents as perpetrators of domestic and/or sexual violence.</p> <p>Collect information on gender mainstreaming in national PoA implementation (e.g., through national reports) and compile best practices.</p> <p>Obtain gender disaggregated data concerning the gender composition of the target group for training activities prior to setting gender balance goals, in order to avoid setting unrealistic or irrelevant goals (such as 50% representation of women in training courses for a law enforcement community where the actual percentage of women is lower than 50%; in this instance, a two-pronged approach could be taken, i.e., increasing the number of women in law enforcement while improving their knowledge of arms control).</p> <p>Develop and conduct gender-awareness training for armed and security forces and provide them with information on UNSCR 1325 (2000) and subsequent resolutions on women, peace and security – 1820 (2008), 1888 (2009), and 1889 (2009) – as there is often either little awareness of, and even resistance to considering tackling gender in peace and security issues, or a lack of information as to how to go about taking these issues into</p>

¹⁵ This would further support the implementation of the General Assembly Resolution 55/25 of 15 November 2000, where the United Nations Convention against Transnational Organized Crime, the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, referred to in Annex 2 of the PoA, 2001.

	<p>account.</p> <p>Create appropriate training materials and resources for law enforcement officials (armed and security forces), containing gender-specific best practices on how to conduct and integrate the needs of women when conducting firearms investigations.</p>
<p>III Implementation, International Cooperation & Assistance 7 – States should, as appropriate, enhance cooperation, the exchange of experience and training among competent officials including customs, police, intelligence and arms control officials at the national, regional and global levels in order to combat the illicit trade in SALW in all its aspects</p>	<p>Initiate a more systematic approach to the gathering of gender-disaggregated data, thus facilitating more effective actions for combating the illicit SALW.</p> <p>Incorporate the knowledge and experience of different civil society groups, including women’s organizations in exchanges and training processes, ensuring that the diverse knowledge bases, technical capacities and experiences of men and women, boys and girls, old and young as well as persons with disabilities are included.</p> <p>Incorporate civil society groups, including women’s organizations into training programmes and as a resource tool for training and awareness purposes to ensure that women’s perspectives as users and victims of illicit SALW are reflected in all training programmes.</p> <p>Create adequate economic opportunities and survival strategies for men, women, boys and girls, thus undermining the illicit SALW trade.</p> <p>Work to increase the numbers of women officials in customs, police, intelligence and arms control.</p>

2. GENDER-INCLUSIVE PLANNING AND IMPLEMENTATION OF DISARMAMENT, DEMOBILISATION AND REINTEGRATION (DDR)

Gender objectives for DDR

Through *gender-inclusive planning and implementation of DDR* at the national and regional levels, PoA effectiveness will be enhanced in terms of:

- Improved sustainability through the systematic engagement of a broader set of actors, including those from civil society, and particularly women’s groups engaged in disarmament and peace-building, in the DDR planning process, ensuring support for ex-combatants and those with peace-building capacities.
- Enhanced public awareness.
- Addressing the needs and supporting the capacities of survivors.
- Contributing to conflict prevention by addressing the needs of combatants and broader conflict-affected communities.
- Contributing to building and sustaining peaceful communities through rehabilitation interventions designed and implemented by affected communities

Gender relevance for DDR

Disarmament in conflict-affected regions

The PoA places particular emphasis on:

The regions of the world where conflicts come to an end and where serious problems with the excessive and destabilizing accumulation of small arms and light weapons have to be dealt with urgently. (PoA I:22c)

The promotion of effective and comprehensive DDR programmes at the national, regional and international levels is mentioned repeatedly in the PoA, particularly in relation to the specific needs of children in armed conflict (for example, II paragraph 22) and ex-combatants (for example, II paragraph 34).

Evidence shows that DDR processes rarely recover more than a marginal percentage of all SALW in the possession of armed groups and the civilian population. Disarmament processes often deal primarily with the most powerful male combatants, and thus exclude peripheral combatants, civilians affected by conflict and those working towards peace and security.

Since DDR terms are invariably agreed upon in formal peace negotiation processes, a successful implementation of the PoA would be achieved by integrating women in such negotiations – as mandated in Security Council resolution 1325. At the political and planning level, it is also important that women politicians, disarmament experts, military or combatant representatives be included either as direct participants or advisors in peace negotiations, as well as in the planning and monitoring of DDR implementation.

Increasing evidence suggests that the DDR process would be more effective if it incorporated a broader set of actors that were either involved in the conflict or had necessary peace-building capacities.

The Liberian Women's Initiative (LWI) was created in 1994 in response to the lack of progress and the silence of women's voices in the peace talks. The group, open to all women, regardless of ethnic, social, religious or political background, chose 'disarmament before elections' as their primary goal. They targeted all parties involved in the peace talks and started a programme to assist in the collection of small arms. Although they did not take part in the peace talks as official participants, they proved to be influential consultants during the process and also acted as effective monitors of the process.

Using Resolution 1325, the Movement Against Small Arms in West Africa (MALAO) continues to lead awareness-raising programmes for communities in Casamance, Senegal, to allow women to develop incentives and strategies that are convincing people to hand over their weapons. The women also receive gender-sensitive training on weapons safety and collection.

The PoA encourages the UN Security Council to consider:

The inclusion, where applicable, of relevant provisions for disarmament, demobilization and reintegration in the mandates and budgets of peacekeeping operations. (PoA, II:35)

Despite young men accounting for the overwhelming majority of those wounded or killed by SALW, the indirect, longer-term impact on surviving women and girls is significant. This must be emphasized, particularly in reintegration and rehabilitation initiatives linked to DDR resources and mandates. The DDR mandate, therefore, should integrate gender expertise in the planning, implementation, monitoring and evaluation stages. Gender is relevant to DDR and peacekeeping operations as a valuable instrument in the design and planning of sustainable and successful disarmament efforts, which should be tailored to local needs.

The PoA recognizes the need:

To encourage, particularly in post-conflict situations, the disarmament and demobilization of ex-combatants and their subsequent reintegration into civilian life. (PoA, II:34)

Gender relevance in DDR goes beyond the fact that ex-combatants include women and children. Indeed, a sustainable reintegration of divided and traumatized populations requires a wide sociological and psychological approach that only an inclusive and gender-oriented intervention can provide.

To be complete and efficient, this focus on ex-combatants must consider the roles of women and girls as voluntary participants in conflict, and those coerced as combatants, carriers, messengers, sex-slaves and/or cooks in combatant groups. Such an approach links disarmament to the essence of DDR: reduce violence, and promote peaceful and sustainable development. Related themes – such as easy access to SALW in countries with high unemployment, and gun violence, either for criminal purposes or related to domestic violence¹⁶ – can only then be integrated into the problem. Gender-inclusive DDR programmes can then engage the problem at its source.

Thus, a gender-oriented analysis takes into consideration both direct and indirect consequences of war, facilitating a more thorough planning process which reflects near- and long-term DDR initiatives. Through a better understanding of the root causes of conflict and the different ways in which the conflict has affected communities at all levels, DDR programmes will more effectively and sustainably address long-term peace needs.

The 'Weapons in Exchange for Development' programme in Gramsch, Albania, developed by UNODA and UNDP, marked the first successful weapons collection programme in Albania and women played a key role in its success. The motto of the initiative was "One Less Weapon, One More Life". Some 6,000 weapons and 137 tons of ammunition were handed over in exchange for community based development and public works projects.

¹⁶ International Alert and Swiss Peace Foundation, Gender and Conflict Early Warning: A Framework for Action, June 2002.

A gender-sensitive approach to voluntary weapons collection often allows for better planning and organization in disarmament and SALW-control. Argentina's gun buyback in 2008 was a great success. 70,000 weapons and 450,000 rounds of ammunition were collected, and over 50,000 destroyed. What did we learn about the role of women in this? That despite the lack of a gender perspective in policies to address the small arms problem, women led the way. Despite the fact that 95% of gun owners are male in Argentina, 50% of people who handed in weapons were women. This suggests that many guns owned by men were actually handed in by wives or partners.

Recommendations for DDR

Provision in PoA	Recommendations to Integrate Gender
<p><i>II Preventing, Combating & Eradicating the Illicit Trade in All its Aspects para 34</i> – To encourage, particularly in post-conflict situations, the disarmament and demobilization of ex-combatants and their subsequent reintegration into civilian life.</p>	<p>Fully respect and implement the UN Integrated Disarmament, Demobilization and Reintegration Standards, especially module 5.10 on Women, Gender and DDR.</p> <p>Use gender analysis and gender-inclusive implementation strategies for DDR, so as to produce a more effective and sustainable disarmament process.</p> <p>Broaden definitions of combatants in DDR programmes, encompassing women combatants and women associated with fighting forces.</p> <p>Initiate broad, gender-inclusive community consultations to ensure the effectiveness of DDR initiatives and the development of context-specific responses.</p> <p>Encourage and recognize the role of local women in disarmament conflict prevention, conflict resolution and peace-building processes, in order to sustain DDR initiatives.</p> <p>Include young unemployed men and women in training and income-generating initiatives.</p> <p>Include, at the political and planning level, women politicians and disarmament experts, military and/or combatant representatives, either as participants or advisors, and assist in the planning and monitoring of DDR implementation.</p> <p>Ensure that staff appointed to plan and develop DDR programmes be given gender awareness training and be made familiar with Security Council resolutions 1325, 1820, 1888 and 1889, thereby promoting gender-inclusive processes with appropriate monitoring and evaluation.</p> <p>As called for in SCR 1820 and 1888, develop specific interventions to deal with the impacts of sexual violence in conflict (to assist both women and men, survivors and perpetrators).</p>
<p><i>II Preventing, Combating & Eradicating the Illicit Trade in All its Aspects para 35</i> – the inclusion, where applicable, of relevant provisions for disarmament, demobilization and reintegration in the mandates and budgets of peacekeeping operations.</p>	<p>In DDR provisions in peacekeeping mandates, emphasize the need for a broad definition of combatants, including women combatants and combatant associates.</p> <p>In DDR provisions in peacekeeping mandates, emphasize the need for broader partnerships with development and peace-building initiatives.</p> <p>In peacekeeping mandates, make explicit the need for gender expertise in planning, implementation, monitoring and evaluation.</p> <p>In DDR provisions in peacekeeping mandates, put emphasis on</p>

	<p>reintegration, thus addressing the long-term impact of conflict on surviving men and women, girls and boys as caregivers and as heads of households.</p> <p>In DDR provisions in peacekeeping mandates, include gender-disaggregated information in budgeting to ensure adequate resourcing for programmes addressing the specific needs of men and women.</p>
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3. NATIONAL AND REGIONAL FOCAL POINTS: DEFINING SPECIFIC REGIONAL AND NATIONAL APPROACHES

- Gender Objectives for National and Regional focal points

Through the development of *inclusive national and regional focal points*, implementation of the PoA will be enhanced in terms of:

- Encompassing the broader impacts and actors affected by, and engaged in, practices related to the illicit SALW trade and SALW control.
- Ensuring a more sustainable human security approach to issues related to the illicit SALW trade and SALW control.
- Increasing a broad dissemination of information across institutions and civil society in relation to new national/regional arms laws.
- Including a broader set of actors in awareness-raising about destruction and disposal activities, particularly as a means of confidence-building, especially in traumatized conflict and post-conflict societies.

- Gender relevance for National and Regional focal points

National and regional points of contact

The PoA makes specific calls for action at the national, regional and global levels that would be more effective when combined with awareness for gender issues. For example:

Establish or designate, as appropriate, a national point of contact to act as a liaison between States on matters relating to the implementation of the Programme of Action. (PoA, II:5)

As SALW issues touch a broader sphere of military and civilian interests than other disarmament and arms control matters, national commissions require effective inter-agency and civil society communication on the implementation of the PoA. These national focal points provide great potential for incorporating gender perspectives in all aspects of SALW control.

In some states in Central and South America, the participation of government entities in national commissions has gone beyond involving the ministries of foreign affairs, defence and police agencies, to include government agencies dealing with intelligence, the judiciary, public health, human rights, youth, children and women. Civil society and women's groups are also included in some countries: In Paraguay, for example, the focal point for the implementation of the PoA and national legislation invites Amnesty International to its meetings. In Guatemala, IEPADES, a women-run GNO is an official member of the national commission. In Costa Rica, Arias Foundation, which focuses on gender and culture of peace initiatives, has official observer status on the commission.

Country and region-specific approaches

Implementation of the PoA is not a 'one size fits all' endeavour. The PoA recognizes:

Efforts are being undertaken at the global, regional, sub-regional, national and local levels to address the illicit trade in SALW in all its aspects, and aiming to build upon them, taking into account the characteristics, scope and magnitude of the problem in each State or region. (PoA, I:18)

Under Gabon's presidency, the eleven member States of the UN Standing Advisory Committee on Security Questions in Central Africa (Angola, Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Rwanda, Sao Tome and Principe) decided in November 2009 to include in the agendas of their semi-annual ministerial meetings a point on women, peace and security. At their 29th ministerial meeting in N'Djamena, Chad, they agreed to each take the following four concrete measures:

- Designate 1325 focal points in relevant Ministries (Foreign Affairs, Interior or Security, Defence, etc.);
- Include women in national delegations attending international and regional disarmament conferences;
- Include women in National Commissions on Small Arms;
- Reaffirm their commitment to comply with and implement UNSC resolutions 1325 (2000), 1820 (2008), 1888 (2009) and 1889 (2009) and to comply with reporting requirements.

(Report of the United Nations Standing Advisory Committee on Security Questions in Central Africa, A/64/638-S/2010/54)

As an example, in some developing, weapons-producing states, weapon manufacture constitutes a core source of income-generation for large segments of the population. For many women, lacking alternative sources of employment, work on the SALW production line often represents the only option for viable employment.¹⁷ In such contexts, it is important to consider the need for incentives to encourage compliance with the PoA that focus on such structural factors. This may include the development of alternative industries into which employees of weapons manufacturers can be redeployed.

¹⁷ See for example pp 6-7 of NATO (1996) Colloquium, Panel III – Comparative Overview of Human and Social Problems in Military Downsizing and Defense Industrial Restructuring in Cooperation Partner Countries, by Michael Brzoska

Recommendations for National and Regional focal points

Provision in PoA	Recommendations to integrate Gender
<p>III Implementation, International Cooperation & Assistance para 3 – States and appropriate international and regional organizations in a position to do so should, upon request of the relevant authorities, seriously consider rendering assistance, including technical and financial assistance where needed, such as small arms funds, to support the implementation of the measures to prevent, combat and eradicate the illicit trade in SALW and all its aspects as contained in the PoA.</p>	<p>Allocate financial and technical assistance to civil society groups, in particular women’s networks, for peace and disarmament and community reintegration and sensitization.</p>
<p>III Implementation, International Cooperation & Assistance para 5 – States and international and regional organizations should, where appropriate, cooperate, develop and strengthen partnerships to share resources and information on illicit trade in SALW in all its aspects.</p>	<p>Incorporate gender-inclusive consultations in information sharing mechanisms, to source information from active civil society groups working toward eliminating the illicit trade in SALW.</p> <p>Promote and support the establishment of networks composed of government, civil society and international actors focusing on the linkages between SALW and gender.</p>
<p>II Preventing, Combating & Eradicating the Illicit Trade in All its Aspects para 5 – To establish or designate, as appropriate, a national point of contact to act as a liaison between States on matters relating to the implementation of the Programme of Action.</p>	<p>National Commissions should require effective inter-agency and gender-inclusive civil society engagement on the implementation of the PoA.</p> <p>Promote Ministries for Women Affairs to be members of these multi-sectoral National Commissions.</p> <p>National Commissions should aim at establishing gender-balance as well as military-civilian balance in their composition.</p> <p>Parliaments should enact legislation promoting greater gender-balance in governments-led activities as a whole.</p> <p>Elaborate 1325 National Action Plans containing an assessment of the situation and of national efforts so far, conduct consultation with stakeholders, and initiate strategic actions, linking all relevant policy and operational areas within governmental institutions and programmes.</p>
<p>II Preventing, Combating & Eradicating the Illicit Trade in All its Aspects para 6 – To identify, where applicable, groups and individuals engaged in the illegal manufacture, trade, stockpiling, transfer, possession, as well as</p>	<p>Focus cooperation discussions on addressing the gender-specific security needs of those drawn into trafficking networks through economic or survival necessity (often women, young boys and girls).</p> <p>Collaborate with the social and economic development sector as part of gender-sensitive trafficking prevention strategies.</p>

<p>financing for acquisition, of illicit small arms and light weapons, and take action under appropriate national laws against such groups and individuals.</p>	<p>Raise awareness of groups and individuals engaged in the illegal manufacture of illicit SALW on the implications of the activity to peace and human rights.</p> <p>Assist the development of alternative industries for which weapon manufacturing employees can be retrained (gender-aware conversion).</p>
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4. CIVIL SOCIETY INTEGRATION AND PUBLIC AWARENESS INITIATIVES

Gender objectives for civil society integration and public awareness initiatives

Through *gender-inclusive public and private engagement* at national, regional and international levels referred to in the PoA, effectiveness of implementation will be improved in terms of:

- Increasing public awareness of SALW control initiatives.
- Addressing the security needs of different sectors of the community.
- Integrating broad and specific civil society knowledge of SALW.
- Building on local initiatives in combating the illicit trade in SALW.
- In the context of national and regional implementation of the PoA, engaging gender-inclusive civil society groups, which, in turn, will help improve the effectiveness of planning initiatives and implementation.

Furthermore, governments and authorities (i.e. national commissions) that willingly embrace multi-sector approaches in combating the illicit SALW trade, and make efforts to include marginalized groups accordingly, are more likely to receive financial and technical support from the international community.

Gender relevance for civil society integration and public awareness initiatives

Civil society integration

The PoA refers in several places to:

The important contribution of civil society, including non-governmental organizations and industry in, inter-alia, assisting Governments to prevent, combat and eradicate the illicit trade in small arms and light weapons in all its aspects. (PoA, I:16)

Civil society groups are also actively involved in disarmament and awareness initiatives. Women's groups have been particularly active in influencing attitudes towards small arms abuse and disarmament initiatives. Because of their influence at the household and community levels, women represent a valuable public awareness resource.

Engaging in successful public awareness and education on the issues of SALW should include an understanding of the various roles played by women and men with regard to SALW. As mentioned earlier, women are not only victims of SALW and conflict, they also, in some cases, play active roles as users of guns, combatants and traffickers. When they do not play an active role, they may play an important role as a "silent partner" of the men and boys using SALW in times of conflict. Education and training in issues of SALW are key in helping combat the illicit trade in and use of SALW.

The PoA encourages:

...International and regional organizations and States to facilitate the appropriate cooperation of civil society, including non-governmental organizations, in activities related to the prevention, combat and the eradication of the illicit trade in small arms and light weapons in view of the important role that civil society plays in this area. (PoA II:40)

A gender-oriented analysis is highly relevant to integrating civil society into disarmament efforts, not merely due to the presence of many women's group acting in different areas of disarmament and disarmament education, but also because women have a particularly influential role in shaping attitudes toward SALW at the household and community levels. Indeed, women – especially in traditional or rural areas – are the principal agents for transmitting values, and determining a community's way of life.

As a result of the work and efforts of Kup Women for Peace, a member of the Coalition to Stop Gun Violence in Papua New Guinea, fewer men and boys are involved in the ongoing armed confrontations between neighbouring communities than a decade ago. The women emphasise that while the perpetrators of gun violence are men, there are many fathers and sons who disagree with the fighting and want to stop it but they are also threatened by the armed men. This is a significant contrast to before, when the majority of the men would have been involved in the fighting.

The UN Secretary-General has also emphasized the importance of civil society engagement in his report “In larger freedom: towards development, security and human rights for all” (A/59/2005):

We need an active civil society and a dynamic private sector. Both occupy an increasingly large and important share of the space formerly reserved for States alone, and it is plain that the goals outlined here will not be achieved without their full engagement. (“In Larger Freedom”, Section I.C, paragraph 20)

Public-awareness initiatives

The PoA mentions the need:

To develop and implement, including in conflict and post-conflict situations, public-awareness and confidence-building programmes on the problem and consequences of the illicit trade in small arms and light weapons in all its aspects, including where appropriate the public destruction of surplus weapons and the voluntary surrender of SALW, if possible, in cooperation with civil society and NGOs, with a view to eradicating the illicit trade in SALW (PoA, II:20)

Traditionally, SALW destruction and disposal have been exclusively a government activity involving technical experts from the police and military. However, this process, including planning for destruction and disposal, can be made more effective through the incorporation of provincial and municipal authorities, NGOs, and women and youth groups. In fact, through awareness-raising, education and communication *vis-à-vis* SALW destruction and disposal, the work of such entities can help reinforce and strengthen the work of the technical experts.

In the framework of the Weapons in Exchange for Development programme mentioned in Chapter 2, UNIFEM undertook advocacy work with women in various communities in Albania in 2000 – in collaboration with UNDP Albania, the Albanian government, and local NGOs – and, subsequently, a public awareness campaign for voluntary weapons collection. More weapons were collected in communities in which women actively participated than in communities in which women were not engaged. Other significant achievements of the project include women’s increased decision-making authority in the household after convincing their families to turn in weapons, and an improved relationship between women and local authorities.

Gender-inclusive outreach and civil society engagement are critical to the effectiveness of SALW public awareness campaigns, including those relating to destruction and disposal. Confidence-building is likely to be reinforced, particularly in traumatized conflict and post-conflict societies, if a broader set of actors and stakeholders are incorporated into the process from planning to evaluation. In addition, women often approach SALW issues from different angles than men and will thus contribute valuable insights and ideas to public awareness initiatives. It is crucial to ensure that in each sector (e.g. government, parliament, media, civil society) women and/or those working on women’s rights issues are included. Otherwise, there exists the danger of reaching out, yet never successfully bridging the gap, i.e., including/informing women alongside men.

In Sudan, a UNDP gender advisor has used resolution 1325 to work with Hakamas – women singers and poets who traditionally sing messages to their communities. These women used to sing songs about bravery and cowardice to encourage men on the frontlines to fight, but the DDR process is raising awareness about disarming for peace, and the women are now singing new songs exhorting their community to strive for peace, progress and development.

In 2010, women from the Frontier Indigenous Network in Wajir, Kenya, celebrated a major victory as the local government agreed to share information about its small arms inventory and mark over 9,000 weapons. Women were also invited to join a committee that will lead raising-awareness programmes on small arms control. The decision came after 100 pastoralist women submitted a petition and a regional plan on firearms control to the government on 8 April 2010. The plan also lists local arms markets, smuggling routes and arms traffickers.

Member States can only develop and execute appropriate responses, and thus ensure the sustainability of disarmament and conflict transformation processes, when gender roles are considered and incorporated, both in terms of impact and agency.

Recommendations for civil society integration and public awareness initiatives

Provision in PoA	Recommendations to integrate Gender
<p>Preamble para 16 - The important contribution of civil society, including non-governmental organizations and industry in, inter-alia, assisting Governments to prevent, combat and eradicate the illicit trade in small arms and light weapons in all its aspects.</p>	<p>Integrate gender-inclusive civil society participation into planning and monitoring processes and activities.</p> <p>Identify and support civil society groups involved in community disarmament and awareness initiatives, particularly women's groups and individual women. Their valuable role in shaping public awareness and attitudes toward illicit SALW should be capitalized upon in all programmes.</p> <p>Civil society, including women's and women's rights groups, should continue to play an important role in the Biennial Meetings of States on the PoA and regional meetings on PoA implementation.</p>
<p>II Preventing, Combating & Eradicating the Illicit Trade in All its Aspects para 40 – [Encourages]...international, regional organizations and States to facilitate the appropriate cooperation of civil society, including non-governmental organizations, in activities related to the prevention, combat and the eradication of the illicit trade in small arms and light weapons in view of the important role that civil society plays in this area.</p>	<p>Include gender-inclusive civil society groups in planning initiatives, to enhance the effectiveness and sustainability of implementation.</p> <p>Identify and consult with women's groups already involved in local disarmament initiatives.</p> <p>Include consideration of cultural-sensitive provisions when consulting women's groups independently.</p> <p>Ensure gender inclusiveness in collaborative way between government and civil society, so as to capitalize on local knowledge from gender-based human security perspectives.</p>
<p>III Implementation, International Cooperation & Assistance para 2 - States undertake to cooperate and to ensure coordination, complementarity and synergy in efforts to deal with the illicit trade in SALW in all its aspects at the global, regional, sub regional and national levels and to encourage the establishment and strengthening of cooperation and partnerships at all levels among international and inter-governmental organizations and civil society, including non-governmental organizations and international financial institutions.</p>	<p>Align MDG reporting with other women's rights instruments, such as CEDAW and the Beijing Platform of Action, to ensure that gender equality is seen as a human right.¹⁸</p>
<p>III Implementation, International Cooperation & Assistance para 18 – States, regional and sub-regional</p>	<p>Integrate human perspectives and gender analysis into action-orientated research.</p>

¹⁸ *En Route to Equality. A gender review of national MDG reports 2005.* UNDP

<p>and international organizations, research centres, health and medical institutions, the United Nations system, international financial institutions and civil society are urged, as appropriate to develop and support action-orientated research aimed at facilitating greater awareness and better understanding of the nature and scope of the problems associated with the illicit trade in SALW and all its aspects.</p>	<p>Collect gender-specific data at community, national, regional and international levels in relation to users of illicit SALW and violence.</p> <p>Encourage countries to report progress against the additional gender indicators suggested by the Millennium Task Force on Gender Equality.¹⁹</p> <p>Develop gender-specific indicators at community, national, regional and international levels to measure the impact of armed violence on social and economic development and human rights situation.</p>
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¹⁹ *idem*

CONCLUSION

These guidelines advocate a systemic gender-inclusive approach in the implementation of the PoA. Women and men have a right to participate and be taken into account in these processes. An inclusive approach will help in full ownership of all efforts to eradicate illicit small arms and light weapons trade. It is a fact that gender-oriented policy, continuously and rigorously implemented, will maximize all efforts to “Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in All Its Aspects”.

Enhanced understanding of gender-specific perceptions of peace and human security is a key factor to effective implementation of the PoA. Gender implications exist both in relation to the causes and consequences of the misuse and proliferation of SALW. Recognizing the different and diverse experiences of men, women, boys and girls, as *agents and victims* of SALW misuse and proliferation, and incorporating this into response strategies accordingly, facilitates the development of meaningful, effective and sustainable SALW control.

To ensure sustainability of the control of illicit proliferation of SALW, gender roles must be considered, both in terms of the diverse impacts of SALW on men, women, boys and girls, and the different points of engagement for positive action.

International implementation of the PoA has come a long way in terms of building norms and standards to combat and prevent the proliferation of SALW. To ensure sustainability of progress to date and to make sure that the PoA responds adequately and more meaningfully to peace challenges on the ground, it is critical that the gender implications of SALW form an integral component of national and regional strategy development.

Annex I: Glossary

Gender analysis is the collection and analysis of sex-disaggregated information. Men and women both perform different roles. This leads to women and men having different experience, knowledge, talents and needs. Gender analysis explores these differences so that policies, programmes and projects can identify and meet the different needs of men and women. Gender analysis also facilitates the strategic use of distinct knowledge and skills possessed by women and men.

Gender balance refers to the equal participation and representation of both females and males in different levels of activities and occupational categories. The meaning of the term includes equal rights, equal responsibilities, equal opportunities, equal obligations and balanced contributions of both women and men.

Gender equality Gender equality entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

ILO 2000

Gender equity is the process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a means. Equality is the result.

UNESCO

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, such that inequality between men and women is not perpetuated.

ECOSOC 1997

Gender-responsive objectives are programme and project objectives that are non-discriminatory, equally benefit women and men and aim at correcting gender imbalances.

UNESCO's gender mainstreaming framework

Gender sensitivity Ability to perceive existing gender differences, issues and inequalities and incorporate these into strategies and actions.

WHO

Disaggregated data (sex) Sex-disaggregated data is quantitative statistical information on differences and inequalities between women and men.

DFID, April 2002

There is a widespread confusion over, and misuse of, the terms "gender disaggregated data" and "sex-disaggregated data". Data should necessarily be **sex-disaggregated** but not **gender-disaggregated** since males and females are counted according to their biological difference and not according to their social behaviours. The term **gender-disaggregated data** is often frequently used, but it is nevertheless it should be understood as **sex-disaggregated data**.

Annex II: List of UN entities, specialized agencies, and programmes and funds working in the field of gender awareness

- **Office for Disarmament Affairs (ODA)**
<http://www.un.org/disarmament/HomePage/gender/gender.shtml>
<http://www.unlirec.org>
<http://www.unrec.org>
<http://www.unrcpd.org.np>
- **Department of Economic and Social Affairs (DESA):**
Division for the Advancement of Women
<http://www.un.org/womenwatch/daw/>
Office of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women (OSAGI)
<http://www.un.org/womenwatch/osagi/>
- **Department of Peacekeeping Operations (DPKO)**
<http://www.peacekeepingbestpractices.unlb.org/PBPS/Pages/Public/Home.aspx>
<http://www.peacekeepingbestpractices.unlb.org/PBPS/Pages/Public/viewSpotLight.aspx?spotid=10>
http://www.un.org/en/peacekeeping/documents/gender_directive2006.pdf
http://www.un.org/en/peacekeeping/publications/gender_brochure.pdf
<http://www.un.org/en/peacekeeping/contributors/gender.shtml>
<http://www.unddr.org/>
- **Department of Political Affairs (DPA)**
<http://www.un.org/Depts/dpa/gender.html>
- **Department of Public Information (DPI)**
<http://www.un.org/en/globalissues/women/>
<http://www.un.org/works/sub4.asp?lang=en&id=11>
- **Economic and Social Commission for Western Asia (ESCWA)**
<http://www.escwa.un.org/divisions/ecw.asp?division=ecw>
- **Food and Agriculture Organization (FAO)**
<ftp://ftp.fao.org/docrep/fao/meeting/012/k0721e.pdf>
http://www.fao.org/corp/topics/topics_result/en/?lang=en&main_id=14&sub_id=34835
- **International Atomic Energy Agency (IAEA)**
<http://www.iaea.org/Resources/Women/>
- **International Fund for Agricultural Development (IFAD)** <http://www.ifad.org/gender/index.htm>
<http://www.ifad.org/gender/policy/action.htm>
- **International Labour Organization (ILO)**
<http://www.ilo.org/dyn/gender/gender.home>
http://www.ilo.org/global/Themes/Equality_and_Discrimination/GenderEquality/lang--en/index.htm
<http://www.ilo.org/public/english/gender.htm>
<http://www.ilo.org/global/Themes/Ecosocdev/Genderanddevelopment/lang--en/index.htm>
http://www.ilo.org/global/What_we_do/Statistics/topics/Gender/lang--en/index.htm

- **International Telecommunication Union (ITU)**
<http://www.itu.int/ITU-D/gender/index.html>
- **Office for the Coordination of Humanitarian Affairs (OCHA)**
http://www.humanitarianinfo.org/iasc/pageloader.aspx?page=content-subsidi-tf_gender-default&bodyid=1&publish=7
<http://ochaonline.un.org/OCHAHome/AboutUs/GenderEquality/tabid/5881/language/en-US/Default.aspx>
<http://www.humanitarianreform.org/Default.aspx?tabid=452#>
<http://www.humanitarianreform.org/Default.aspx?tabid=656>
- **Office of Human Resources Management (OHRM)**
<http://careers.un.org>
<http://myhronline.un.org/hriss.portal/>
- **Office of the Special Representative of the Secretary-General on Children and Armed Conflict (OSRSG CAAC)**
<http://www.un.org/children/conflict/english/sexualviolence.html>
<http://www.un.org/children/conflict/english/girlsinwar.html>
- **Office of the UN High Commissioner for Human Rights (OHCHR)**
<http://www2.ohchr.org/english/issues/women/>
<http://www2.ohchr.org/english/bodies/chr/special/gender.htm>
<http://www2.ohchr.org/english/bodies/cedaw/index.htm>
<http://www2.ohchr.org/english/law/cedaw.htm>
- **Office of the UN High Commissioner for Refugees (UNHCR)**
<http://www.unhcr.org/pages/49c3646c1d9.html>
<http://www.unhcr.org/pages/4a6872836.html>
- **United Nations Children's Fund (UNICEF)**
<http://www.unicef.org/gender/index.html>
<http://www.unicef.org/girlseducation/index.php>
- **United Nations Development Fund for Women (UNIFEM)**
<http://www.unifem.org> and <http://www.womenwarpeace.org/node/17>
- **United Nations Development Programme (UNDP)**
<http://www.undp.org/women/>
- **United Nations Educational, Scientific and Cultural Organization (UNESCO)**
http://portal.unesco.org/en/ev.php-URL_ID=3160&URL_DO=DO_TOPIC&URL_SECTION=201.html
- **United Nations Human Settlements Programme (UN-HABITAT)**
<http://www.unhabitat.org/categories.asp?catid=303>
- **United Nations International Research and Training Institute for the Advancement of Women (INSTRAW)**
<http://www.un-instraw.org/>
- **United Nations Office on Drugs and Crime (UNODC)**
http://www.unodc.org/pdf/Alternative%20Development/GenderMainstreaming_Eng.pdf

<http://www.unodc.org/unodc/en/alternative-development/gender-mainstreaming-in-alternative-development.html>

- **United Nations Permanent Forum on Indigenous Issues (UNPFII)**
<http://www.un.org/esa/socdev/unpfii/en/women.html>
- **United Nations Population Fund (UNFPA)**
<http://www.unfpa.org/gender/>
- **United Nations University (UNU)**
http://www.unu.edu/hq/library/UNU_publications/Subjects/Gender-Women.html
- **World Bank Group**
<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTGENDER/0,,menuPK:336874~pagePK:149018~piPK:149093~theSitePK:336868,00.html>
- **World Food Programme (WFP)**
<http://www.wfp.org/content/wfp-gender-policy>
- **World Health Organization (WHO)**
<http://www.who.int/gender/en/>
- **World Intellectual Property Organization (WIPO)**
<http://www.wipo.int/women-and-ip/en/>
- **World Meteorological Organization (WMO)**
http://www.wmo.int/pages/themes/gender/index_en.html

Entities with observer status in the UN Inter-Agency Network on Women and Gender Equality

- **International Organization for Migration (IOM)**
<http://www.iom.int/jahia/Jahia/iom-gender>
<http://www.iom.int/jahia/Jahia/about-migration/developing-migration-policy/migration-gender>
- **NGO Working Group on Women, Peace and Security (NGOWG WPS)**
<http://www.womenpeacesecurity.org/>
- **Commonwealth Secretariat**
<http://www.thecommonwealth.org/subhomepage/190683/>

Internet resources

- **IANSA:**
<http://www.iansa-women.org/>
- **NGO Working Group on Women, Peace and Security:**
<http://www.womenpeacesecurity.org/>
- **UNIFEM:**
<http://www.womenwarpeace.org/>
- **WomenWatch:**
<http://www.un.org/womenwatch/>