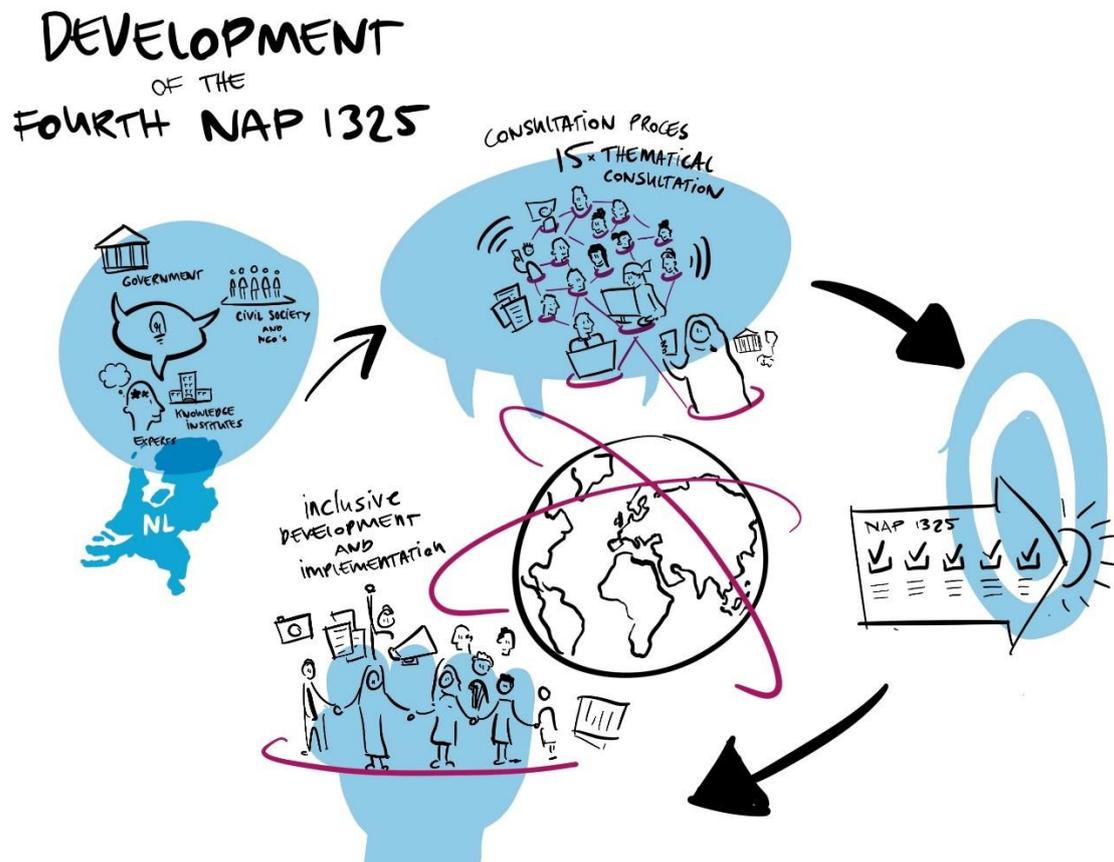


Summaries NAP 1325-IV thematical consultations

As part of the development of the fourth NLs National Action Plan on Women, Peace and Security



1 July 2020

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Introduction

The Netherlands is unique in its engagement of civil society in the development, implementation and coordination of its National Action Plans on Women, Peace and Security (NAPs 1325). As part of the development of the fourth NAP 1325, between April and June 2020, government officials of 5 different Ministries, more than 50 civil society organizations, including local women's organizations, peacebuilding, humanitarian, diaspora and development organizations, 9 knowledge & training institutions and 3 inter-governmental organizations jointly hosted and participated in 15 thematical online consultations. The aim of these consultations was to inform, adjust and expand the Theory of Change of NAP 1325. In addition, written input was provided by government officials, CSOs and external experts.

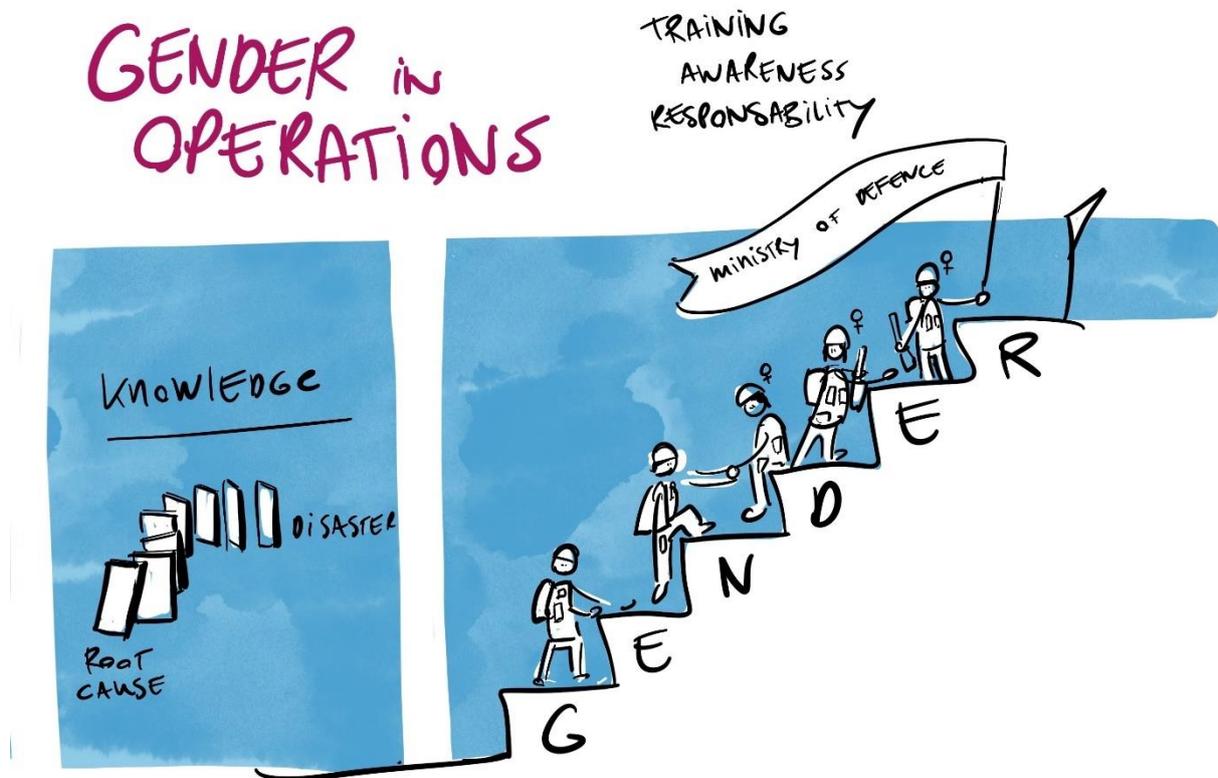
Since 2008 the Netherlands develops National Action Plans to ensure the localized implementation of the Women, Peace and Security agenda. This agenda is defined by 10 UN Security Council Resolutions¹, EU and NATO directives, and UN binding treaties, such as CEDAW and the Arms Trade Treaty. Since the development of NAP 1325-III in 2015/2016, two new UN Security Council Resolutions, a new EU strategy and a revised NATO policy and action plan on Women, Peace and Security were adopted.

In addition, recent research on for example root causes of conflict- such as climate change, the growing influence of non-traditional actors in conflict- and on 'new' tactics- such as cyber harassment-, has provided valuable insights for the better implementation of the WPS agenda. Furthermore, NAP's from other countries proved exemplary with regard also to the national domain and context.

The focus of the 15 thematical consultations was therefore to jointly assess and collect ideas on where we stand now, what the main issues and gaps are, and what the Netherlands niche could be for the next 5 years. From these sessions, including the written input, this *summary* was made. It therefore – naturally - does not contain *all* the input that was shared at these sessions. This document does also not provide a direct reflection of the new NAP 1325, nor of the formal position of the NAP Signatories.

¹ 1325 (2000); 1820 (2008); 1888 (2009); 1889 (2009); 1960 (2010); 2106 (2013); 2122 (2013); 2242 (2015); 2467 (2019); 2493 (2019)

1. Gender in Operations, 23 April 2020



Link with the WPS agenda and pillars

- [UNSC Res 1325](#) (addressing women's participation in and contribution to peacekeeping and conflict resolution, as well as the better protection of women and girls in conflict settings, as against SGBV)
- [UNSC Res 1820](#) (urging to better train troops to prevent and respond to sexual violence, and calling for more deployment of women in peace operations)
- [NATO/EAPC WPS Policy and Action Plan 2019](#)

State of affairs, main issues and gaps

1. Integratie van gender in Defensieopleidingen

- Het huidige Defensie Actieplan 1325 focust op training, institutionalisering en breed integreren van gender algemeen.
- Defensie zet daarnaast o.a. in op de Gender in Operations Course, het steunen van de Female Military Officers Course, en heeft staf gedetacheerd in Zweden bij het Nordic. Center for Gender in Military operations (NCGM). Ook is Defensie lid van de WPS Chiefs of Defence netwerk.
- Doel is in de toekomst nog meer te focussen op de integratie van gender in de Defensieopleidingen en operaties: skills/training/awareness van eigen staf en implementatie hiervan.

2. Gender advisory capacity

- Er is een op zichzelf staande gender unit bij Defensie. Het bestaan en behoud is essentieel voor goede regie op o.a. gender mainstreaming.
- Meer gender kennis is nodig. Defensie werkt bijvoorbeeld al met Gender Focal Points, en wil meer menskracht met genderkennis.
- Expertise/know-how rondom gender vraagstukken binnen Defensie moeten beter worden geborgd. Mensen met specifieke kennis op gender moeten niet te snel roteren en opgebouwde kennis moet worden doorgegeven aan gehele organisatie (gender mainstreamen).
- Het is belangrijk om voortgang op genderexpertise en ook op meer vrouwen bij Defensie te kunnen meten. Benoem concretere deliverables, duidelijke verantwoordelijkheden, deadlines, en rapportageverplichtingen. Leg verantwoording af (monitor en evalueer). Zorg ervoor het senior management het belang van gender uitdraagt.

3. Behoud vrouwen bij Defensie

- Het gaat niet (alleen) om de aantallen vrouwelijke militairen, maar ook en juist om vrouwen in senior posities waarin ze belangrijke betekenisvolle beslissingen kunnen nemen (leiderschapsrollen).
- Meer vrouwen in operaties, omdat zij daartoe recht hebben én de toegevoegde waarde van diverse teams (ook op leiderschapsposities waarin beslissingen op hoog niveau worden gemaakt).
- Institutioneel moet blijvend worden ingezet op de organisatiecultuur, een divers personeelsbestand, gender sensitiviteit, meer vrouwen in missies en het behoud van vrouwen oa op leiderschapsposities.

4. Samenwerking met andere stakeholders en de lokale bevolking

- De comprehensive approach is cruciaal. Meer samenwerking is nodig en mogelijk met andere ministeries, politie en maatschappelijk middenveld.
- Het betrekken van de lokale bevolking/gemeenschappen is belangrijk voor het welslagen van missies. Dit geldt ook voor de relatie met lokale 'gender champions'.

Recommendations for the future

1. Versterk de regie op gendermainstreaming en meet de impact

- Twee benaderingen van gender: de 'vergroten van effectiviteit aanpak' en de principiële 'gender gelijkheid/vrouwenrechten aanpak' (vanuit een emancipatie agenda). Benadruk in een mannenorganisatie soms ook de effectiviteit/business approach.
- Leg betere politieke verantwoording af; evaluaties van WPS-focus gebieden zoals neergelegd in het Defensie Actie Plan worden bijvoorbeeld niet in het Defensie meerjarenplan opgenomen.
- Focus naast trainen van militairen, op impactmeting. Impact kun je evalueren bij deelnemers van de training, maar ook daarbuiten (lokale bevolking, instituten/collega's).
- Maak gebruik van bestaande tools. Maak gebruik van NAVO-producten en tools, zoals de Functional Planning Guide voor Gender (ACO Gender functionele planning guide) of de Gender Analyses. Wissel ook best practices uit met NGOs.
- Definieer concrete deliverables en rapporteer daarop.

2. Versterk interdepartementale samenwerking, inclusief samenwerking met CSOs

- De lokale bevolking moet op de hoogte zijn van het mandaat van de militaire missie, meer interactie tussen bevolking en militairen zodat de bevolking zich veilig voelt. Aanwezigheid van vrouwelijke militairen draagt daaraan bij (e.g. belangrijke informatie verzamelen).

- Integreer ook de perspectieven van de lokale bevolking in pre-deployment trainingen en de opzet van operaties, waaronder van lokale traditionele dorpsleiders en gemarginaliseerde groepen.
- Maak gebruik van lokale 'gender champions', bijv. traditionele dorpsleiders en/of betrek mannen en jongens.
- Spreek de taal en het 'jargon' van de target audience. Dit geldt ook voor een training voor 'non-believers'. Neem dit mee in je analyse, voordat je een training of presentatie of input geeft.

3. Zet in op betekenisvolle deelname vrouwen

- Voor het behoud van vrouwen is het nodig dat zij carrièreperspectief hebben, dat wordt nagegaan wat belemmeringen zijn voor vrouwen om te werken bij Defensie (welke aannames zijn er?) en zij goed worden voorbereid op hun rol in missies, bijv via de Female Military Officers Course).
- In sommige operatiegebieden maken cultuur en traditie het lastig om als vrouw te opereren. Concrete oplossing die goed heeft gewerkt: duo van vrouw (militair) en man (civiel) samen met het effectiviteitsmodel.

4. Andere mogelijke focus gebieden voor Defensie:

- Andere relevante onderwerpen zijn CRSV, en eigen mechanismes om SEA en seksuele intimidatie binnen de organisatie te adresseren.

5. Vergelijkbare focus voor politiemissies:

- Voor de politie geldt een enigszins vergelijkbare (mogelijke) focus als voor Defensie: 1) gender in predeployment training, 2) bevorderen genderfocalpoints en genderadviseurs in missiegebieden, 3) deelname van tenminste 30% vrouwen in de missies.

2. Humanitarian response, 11 May 2020



Link with the WPS agenda and pillars

- [UNSC Res. 1325](#) (relief and recovery 'pillar')
- [EU Action Plan on WPS, objective 2 and 6 \(on gender mainstreaming and relief and recovery\)](#)
- World Humanitarian Summit (2016) (global commitments to address the specific rights and needs of crisis-affected women and girls, and address women's participation in humanitarian programming)
- New York Declaration for Refugees and Migrants (2016)
- Global Compact on Refugees (2018) (outlines critical commitments to realize the significant contribution and leadership of women in refugee contexts)
- Peace Promise (2016) (highlights the role of peace, humanitarian and development actors in building and sustaining peace)
- The UN Secretary-General's Seven-Point Action Plan on Gender-Responsive Peacebuilding (2010)
- The Grand Bargain on Humanitarian Financing (2016)
- The Charter for Change (2015)

State of affairs, main issues and gaps

1. **WPS and Humanitarian Action separate agendas**
 - WPS and HA are currently perceived as linked and overlapping, but also separate agendas. WPS being more political and long-term development, humanitarian lifesaving and short-

term/acute crisis response, based on humanitarian principles. These two agendas might overlap, but are not always compatible due to the different mandates.

- Peacebuilding, development and humanitarian organizations all need to take into consideration the gendered root causes and components of a conflict or crisis. All actors often are active in the same context, working with the same groups, but do not necessarily interact. Yet, in practice activities do sometimes overlap and are interrelated. Peacebuilders cannot work without HA. Women's groups sometimes have to change their agenda to HA.
- The lack of coordination between all partners, becomes especially a problem when a crisis becomes long term.
- Implementing partners often have development, WPS and HA capabilities, but each program is often funded by different donors (even from different departments within the same donor organization). Also humanitarians are not mandated to work on transformative gender equality, peace, security and development agendas. While their colleagues are.

2. Gender sensitive and responsive humanitarian programming not yet structural implemented

- At the policy level the integration of gender is well founded. There are guidelines, a standing committee, and among others a people first policy, implemented by NGO partners, humanitarian and political diplomacy in crisis situations, with a main focus on GAM and SEA.
- At the planning level there is gender awareness, and different tools, so the Gender With Age Marker (GAM) available. Also in practice gender often is incorporated in the management of refugee camps, protection and livelihoods.
- At the same time gender sensitive, - responsive and -transformative humanitarian programming is not yet structurally implemented. Still gender too often is an afterthought, or limited to e.g. gender parity among beneficiaries. The good practices and efforts on the ground are not always made explicit in proposals and reports. Gender analyses tools are not always used as they are perceived too difficult to use and too conceptual.
- Often the gendered approach is translated as focusing on traditional 'women's issues', such as SGBV and SRHR. However, we need integration of gender in all humanitarian processes as women and men have different perspectives, power relations etc. Look at broader issues, not only what is immediately visible and at the surface. Gender also means engaging men and boys and different age groups when designing programs.

3. Strengthened localization agenda needed

- Women's groups have a role to play in informing, designing, implementing and reviewing humanitarian programming. Local women's groups can fill in limited gender expertise and knowledge about the local context prior to and during humanitarian response. Women can tell what they need, what problems they face and what solutions they see to improve their lives. Women's /local organizations are fundamental to reach specific areas or knowledge.
- There are good examples and good practices of proper integrating a gender lens and engaging women's groups, e.g. in decision making around camp management, water points or protection measures. However, in acute crisis international implementing organizations do tend to work with other local partners first.
- A long-term investment and building relations with CSOs/ women's and youth groups at local level is needed, to have an infrastructure ready if acute crisis response is needed.
- Also these local (women's) organizations shouldn't be subcontractors, but equal partners in humanitarian programs. Humanitarian organizations that signed the Charter for Change, should uphold their commitments and together with donors shift the power. Directly funding of local organizations is needed. See also the attempts done in the Grand Bargain.

Recommendations for the future

1. Better coordinate and fund the humanitarian, peacebuilding, development nexus

- Donors need to allow for flexible, nexus, funding. Also, acknowledging that most humanitarian crisis are not fixed in 6 months; long term, flexible programming and funding is needed. This includes investing in building services and infrastructure that meet the needs of women and girls and ensures their sustainable engagement.
- Use the human security approach or the SDG framework, to enable all stakeholders to better jointly work on the nexus, including local women groups. Creating space for the nexus, it will allow all to talk to each other, synchronize and start partnerships.
- Strengthen coordination between donors, international and local humanitarian organizations, development organizations, peacebuilding and security actors. This includes building mutual understanding of each other's mandates, and the importance of humanitarian actors to respect humanitarian principles. It also includes addressing internal organizational silos, especially for double mandated implementing organizations.

2. Invest in structural, better and effective use of existing tools for gender sensitive humanitarian programming.

- Proper gender analysis goes beyond a needs analysis. A [rapid gender analysis](#) (RGA) should be structurally integrated in all humanitarian programming, starting with needs assessments, planning and budgeting, then implementation of the response. A RGA should be planned and budgeted in the response plans.
- A RGA also allows organizations to find out what gender norms might impact women's participation in the design, implementation and monitoring of programs. What are the gender norms that prevent women from participating? This is valuable knowledge to properly design and implement humanitarian response.
- Additionally, the Gender with Age Marker (GAM) is useful. The RGA differs from the GAM as it provides information about gender roles and responsibilities, capacities and vulnerabilities, together with programming recommendations, prior to program development. It is used in situations where time is of the essence and resources are scarce. The GAM provides reflection on whether or not a program or activity sufficiently addresses gender and age based on a list of criteria.
- Regular trainings and coaching of all humanitarian staff on gender is needed. In addition, there is a need for dedicated gender specialists. Invest in knowledge.

3. Meaningfully engage local WROs in the design of humanitarian programming with respect for the humanitarian principles

- There are already a lot of recommendations and guidelines (e.g. IASC requirements for gender sensitive humanitarian response) on engaging women and youth groups when designing humanitarian programs. Make an effort to locate the women and place them in key positions. Also recruit more women on leadership positions in your own organizations.
- Create enabling conditions for women to participate (i.e. providing childcare during a consultation, moving a meeting closer to their home, avoid meal preparation times, etc.)
- Raise the awareness and building the capacity of humanitarians to work with local women's organizations. Equally invest in building the capacity of the women's groups to engage fully prepared and informed.
- It is also important to support women leaders, do-no-harm and have protection as a domain: it is a precondition for women to participate.

4. Strengthen women's leadership positions

- As result from research conducted by the Humanitarian Advisory Group, is that the gendered leadership gap within humanitarian organisations directly impacts humanitarian outcomes. Having more women in decision-making and leadership positions will likely lead to improved gender considerations in programming and greater achievement of gender equality goals.

3. Gender Norms, Masculinities and Intersectionality, 18 May 2020

GENDER NORMS, MASCULINITIES AND INTERSECTIONALITY



Link with the WPS agenda and pillars

- EU WPS Action Plan, objective 4 (addressing harmful gender norms in re to prevention) and 5 (addressing SGBV against men and boys in re to protection)
- [Convention on the Rights of Persons with Disabilities](#) (in article 11 addressing rights of persons with disabilities in armed conflict and humanitarian settings, in article 4 addressing the protection and participation of women with disabilities)
- [IASC guidelines](#)
- [UN strategy](#) and [UN WOMEN](#) strategy for inclusion of persons with disabilities.

State of affairs, main issues and gaps

1. Move beyond stereotypes in WPS work

- Gender norms are currently integrated into the NAP III TOC. The 2nd pillar of the TOC is about decreasing harmful gender norms. The 2nd pathway is about attitudes and beliefs. Cross-cutting (right side TOC): increased involvement men and boys.

- We need to understand/examine the different roles women can play. For example, in a conflict situation they can be refugees, victims, but also combatants. Understanding and acknowledging their different roles is key.
- Women are more likely than men to become victims of unequal power dynamics. However, women are also capable of coming out of this position. Realization of oppression is a first step.
- Instead of building women's capacity to fit our general, often 'masculine' lens of what a good leader would be, we should change the system and perception on what a good leader looks and behaves like. We need to be critical in our own programs on this.
- Also invest in better understanding how conflict dynamics/ changing situations affect men's position and 'manhood' and how this might on its turn impact the women and girls around these men.
- Let's not forget that SGBV also targets men and boys.

2. Integrate an intersectional lens

- Whenever people speak of 'gender' one automatically thinks of women and girls. It is important to analyze other identities and the ways in which these are influenced by gender norms.
- Talking about 'vulnerable groups' in development and humanitarian action is stigmatizing. Active engagement is needed. Include a diverse group of the community as actors of change (LGBTIQ+, persons with disabilities, youth etc.).
- Understand that when talking about women, not every woman is cis. Nor are lgbtqai+ just another group.

3. Understand the patriarchal power dynamics

- It is important to address patriarchal norms and integrate patriarchal power dynamics into conflict analyses and peace processes.
- Conflict and violence should be recognized as a global problem because of its root causes (often an unequal division of resources, power, structures and dynamics of post-colonialism, militarism, exploitation, etc.) and impact.

Recommendations for the future

1. Change the discourse and be explicit

- Focus the next NLS NAP on getting rid of harmful gender norms, rather than on transforming or decreasing these norms.
- Change the discourse of the ToC into positive (social) norms and values. Language about transformation is already in the NAP, but it should be more explicit how all different participants can contribute to and translate this into their own programs and policies.

2. Broaden the scope for men's position and 'manhood'

- Support male capacity building activities to tackle harmful gender norms.
- Focus on 'gender differences in vulnerabilities' rather than on 'a hierarchy of suffering' to stimulate men to self-reflect.
- Train men, especially traditional/religious community leaders, the so-called 'guardians of social norms' (powerholders). This is essential, that they are aware of laws and instruments. Often men are willing to commit to change and they can act as role models. The new NAP should be concrete about who can contribute to this.
- Awareness on laws is important, then translate and apply this at community and household level and support those initiatives
- Include the impact of harmful gender norms on feminine and homosexual boys and men.

- Integrate in pre-deployment trainings a gender transformative agenda. So that civilians, police and military that are deployed have been able to reflect on men's role in a society and really understand how that impacts on peace and security structures and processes. Focus

3. Strengthen women's organizations

- Support self-organization of women and the connection between different international and national women networks. Women themselves should be in the lead to change harmful gender norms.
- Make sure (local) organizations that are funded/supported are representative for the entire society, including marginalized groups.
- Link the WPS agenda with new Conventions and Treaties a.o. on persons with disabilities in humanitarian settings.
- Ensure organisations and representatives of persons with disabilities are meaningfully engaged in peace processes.

4. Economic Empowerment of Women, 19 May 2020



Link with the WPS agenda and pillars

- [UNSC Res 2106](#) (stresses the significance of women's economic participation to prevent and fight sexual violence)
- UNSC Res 2467 (emphasizes that women's political, social, and economic empowerment is critical to the prevention of and response to sexual violence in conflict and post-conflict situations, and that the safety and empowerment of women and girls is important for their meaningful participation in peace processes, preventing conflicts and rebuilding societies)
- UNSC Res 2493 (urges to promote all the rights of women, including civil, political and economic rights, to increase funding on women, peace and security including through more aid in conflict and post-conflict situations for programmes that further gender equality and women's economic empowerment and security)
- [EU Action Plan on WPS](#), objective 6

State of affairs, main issues and gaps

1. WEE as precondition for participation

- WEE and improving the economic climate for women is an important objective of the MoFA's focus on implementing SDG5, as mentioned in the 2018 Minister Kaag's policy note. The MoFA focuses in particular on female entrepreneurs, women in trade missions, women

and land rights, corporate social responsibility, women in due diligence processes, unpaid care work, etc.

- Additionally, the MoFA facilitates, supports and links WEE policies and programs with policies and programs of other MoFA colleagues, and are donor for fe the World Bank, FLOW, SNV, and we work via diplomatic relations.
- MoFA also focuses on private sector development, creating an enabling environment for women and female entrepreneurship and rights for women. Another important part is ongoing conversations with governments.
- It is less clear where the WEE focus could lie in conflict affected settings and how it links with WPS work.
- WEE is especially important in poor countries, as people without financial means are more vulnerable and subject to manipulation and women are more likely to become victims of sexual harassment. E.g. women using their body for finance, food etc. This might make it less likely for women to participate in (sustainable) peace initiatives. WEE therefore is a precondition to protection and participation.
- Often we see that if women have economic rights, they also can demand their social rights.
- Education is needed prior to WEE, e.g. writing skills.
- There is a need for gender disaggregated data collection, to better inform program monitoring and assessment.

2. WEE as entry point to discuss and address other/more sensitive issues

- Economic empowerment can be an entry point to discuss and address more sensitive issues. Women producing products together can create an environment that enables the discussion of other issues. Throughout the NAP, find and pinpoint such entry points.
- The focus on WEE can be different when we are talking about WPS. We support women to change structures against poverty. Group activities, platform building, etc. is in this context crucial (e.g. IGA, saving groups). As a means to gather women with a collective focus on fighting underlying poverty structures. Individual focus, such as access to jobs, would perhaps be less of a WPS priority or entry point for WPS.
- There is a lot of benefit in creating platforms for women on economic issues and social empowerment. As a step towards for example political empowerment/ decision making, and entry point to peace.
- WEE goes hand in hand with social norms, in particular gender norms. We might need to focus on what gender norms relate to WEE.

Recommendations for the future

1. The NLS niche

- Women's land rights, resource rights and property rights might be a niche that is key to resolve conflicts. Property and land rights is an unappreciated part of peacebuilding/the WPS agenda.
- Don't allow the SDG framework and policy notes are not just a paper tiger. Link it with a strong MEL framework.
- Don't just add WEE everywhere in the NAP as an extension. Pinpoint to different objectives and narrow it down. What are the lessons learned, what are the specific barriers for women in and from fragile settings to participate, what is prohibitive?
- WPS is underfunded and WEE is quite costly, so concretize more what could be the need and what should be included. Allow some flexibility to address this. And try to integrate WPS in WEE, instead of the other way around.
- Focus more on the recovery pillar.
- Engaging boys and men could also be a niche.

1. Additional ideas

- Cash programming can support women joining forces and coming together. These gatherings also facilitate informal information sharing, which leads to problem solving.
- NL could engage with local financing institutions to create room for women.
- There lies a chance in connecting civil society (peacebuilding and conflict resolution work) with the private sector via embassies. Embassies should also consider focusing and supporting NGOs in these more remote areas where there is more need and less capacity.

5. Conflict-related Sexual Violence, 19 May 2020

CONFLICT RELATED SEXUAL VIOLENCE



Link with the WPS agenda and pillars

- UNSC Res [1820](#) (2008), [1888](#) (2009), [1960](#) (2010) and [2106](#) (2013), [2122](#) (2013), [2242](#) (2015), [2247](#) (2019)) and 2467 (2019)
- UNSC Res 2467 (recognizes national ownership and responsibility in addressing root causes of sexual violence, recognizes the need for a survivor-centered approach, affirms that services should include provisions for women with children born as a result of SVIC, as well as men and boys)
- In the [EU WPS Action Plan](#) there is reference made to CRSV both in the context of prevention (objective 4) and protection (objective 5)

State of affairs, main issues and gaps

- CRSV and SGBV in general are part of quite some departments and directories, policies and programs of the MoFA. It already is quite a broad agenda. What could be the focus in the fourth NAP? Fe on the survivor-centered approach, MHPSS, SRHR, accountability for CRSV, peacekeeping missions.
- Also, there is currently quite some pushback on access to sexual and reproductive health and rights services for survivors of CRSV. How to address and push back on the push back?

Recommendations for the future

1. A survivor-centred approach is key

- Survivors should be seen as key role/ stakeholder instead of beneficiaries in addressing improvements in and how to prevent CRSV and what is needed for protection, participation and recovery.
- Focus not only on protection (e.g. both national and international accountability mechanisms), but also prevention (e.g. root causes, social/behavioural transformation, involvement men and boys, peacekeeping), participation (e.g. survivors as stakeholders involved in different peace and security processes) and relief and recovery (e.g. MHPPS, SRHR, reparation). A holistic survivor-centred approach is needed.
- The survivor-centred approach should be mainstreamed (cross-cutting).
- Also focus on community engagement and healing. For example via community-based socio therapy. And take into account the secondary impact of CSRV on survivors and communities, for example if children of rapist are born, or if survivors need long-term counselling, social support to provide basic needs, or deal with secondary diseases as a result of HIV-infection.

2. Put effort on implementation and accountability

- The current NAP is missing focus on implementation. Go beyond awareness raising and reflect on what already happens, identify success stories on the ground. Conduct a mapping exercise/ data base on what is being done and the impact of the work (to understand additional value Dutch NAP, tools being used to measure impact). Focus on root causes.
- At the same time remain flexible on specific themes (e.g: survivor-centred approach, MHPSS, SRHR, accountability for CRSV, peacekeeping missions), to allow signatories to choose based on their expertise and capacity.
- Find allies with other Member States to tackle a.o. the pushback on SRHR services, and to ensure the operational space for CSO's.
- Coordination/bridge between partners at country and sub-country level (to understand who is doing what, but also to possibly work together as some organisations do not even know each other or don't speak each other's language (e.g. SRHR, WPS and CRSV focused partners).
- Integrate stronger accountability language
- Include and combine with reconciliation language, transitional justice, reparation, survivor-centred approach, MHPPS.
- Update the language in light of new resolutions (such as terrorism, violent extremism, etc.).
- More active prevention of CRSV as well as participation instead of only focusing on protection.
- It is very important to translate these policies and mission mandates in local language (literally and figuratively). Local and traditional leaders should understand mandates.

3. Integrate an intersectional lens

- Actions and results should also mention girls, not only focus on women.
- Engage men and boys as part of prevention
- Sexual violence against sexual minorities, trans people and men/boys needs to be included, incl. the acknowledgment that men can be victims too.

4. Train and prepare Dutch peacekeepers

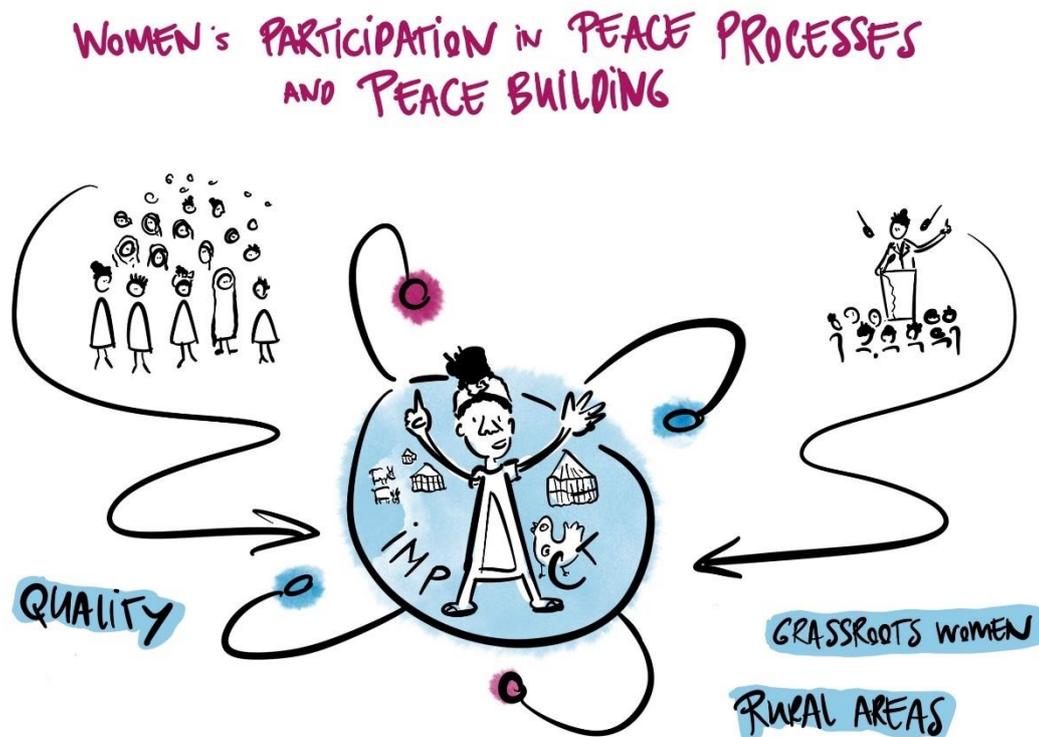
- Peacekeepers need more specific training, including pre-deployment, and an integrated whole mission approach (military, police and civilians) which is key to respond and prevent (see UN Handbook just released).
- Additional there is an urgent need for deployment of Dutch advisory capacity to missions.

- Also, dialogue between survivors and peacekeepers should be enhanced. To inform the local communities about the peacekeepers' mandate, to build trust, to increase the knowledge of the cultural context. Fe by including survivors in the design and training of peacekeepers.
- Internal mechanisms for complaints about harassment, SEA etc. should be in place.
- However, SEA and CRSV should not be put under the same heading. Although by survivors it might be perceived as one and the same, these are two different issues, which require different measures and responses.

5. MHPSS

- MHPSS should be a more structural part of WPS work and donor funding as first step in the healing process.
- There should more specifically be more capacity/ expertise on the ground. One way to deal with this is to support a community-based approach (as good practice) (MHPSS implemented by the people themselves).

6. Women's Participation in Peace Processes and Peacebuilding, 25 May 2020



Link with the WPS agenda and pillars

- [UNSC Res 1325](#)
- UNSC Res 1820 (urges the Secretary General and his Special Envoys to invite women to participate in discussions pertinent to the prevention and resolution of conflict, the maintenance of peace and security, and post-conflict peacebuilding)
- UNSC Res 1889 (urges Member States, international and regional organizations to take further measures to improve women's participation during all stages of peace processes)
- UNSC Res 2122 (requests the Secretary General and his Special Envoys and Special Representatives to United Nations missions, as part of their regular briefings, to update the Council on progress in inviting women to participate, including through consultations with civil society, including women's organizations)
- UNSC Res 2493 (urges Member States to support peace processes to facilitate women's full, equal and meaningful inclusion and participation in peace talks from the outset, both in negotiating parties' delegations and in the mechanisms set up to implement and monitor agreements)

State of affairs, main issues and gaps

- Despite many global and regional commitments and initiatives, the number of women involved in formal peacemaking processes remains low, and many peace agreements do not include gender provisions that sufficiently address women's security and peacebuilding needs.

Recommendations for the future

1. Quality vs. quantity of participation

- Focus on quality (effective/ meaningful/ contribution/representation) over quantity; but numbers of women do matter, as it provides 'space' to talk.
- Peace documents and agreements should be gender sensitive and addressing the needs of women in society. Also linking & including in peace talks/agreements gendered issues such as family law: missing partners, unregistered marriages, widows, inheritance issues, etc. and (new) constitutional law.
- Also to linking of peace tracks: ensure representation not only of elite women/women from capitals but also grassroots women peacebuilders, women from rural areas and marginalized groups (intersectional approach).

2. Linking of the peace tracks

- Track 1 should always be interlinked with tracks 2 and 3. Getting into track 1 is often difficult as these processes are heavily politicized, and often only political actors are allowed to participate. We need to look at the design of these processes. Instead of focusing too much on getting women at the table, we should redefine the table. For example, by linking grassroots women peacebuilders (WPs) to women in politics as women in politics may not necessarily have a WPS agenda.
- At the same time we need to take into account the limited control we might have to redefine the table, and then assess what other means we have to influence, for example pushing for consultations with advisory boards.
- We need to connect community (and grassroots women) led peace initiatives in T3 with women who are involved in T2 and T1. The NLS should emphasize the integration, linking between different initiatives in the three tracks. It is too scattered and concrete impact is lacking.

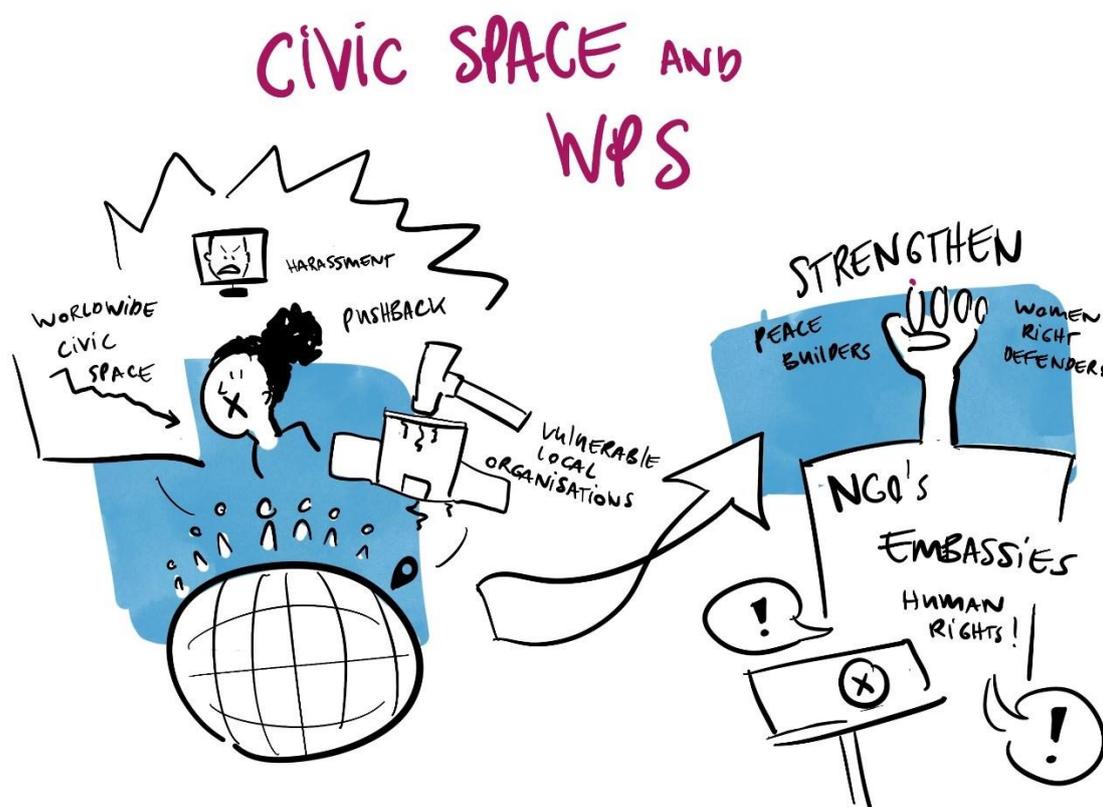
3. Enabling environment for participation

- Women who are involved also need individual support to maintain the participation. E.g. individual support, resources and logistical support and coaching, of for example embassies and Dutch government HQ. There are very few mechanisms tailored to protect WPs/ women human rights defenders (WHRDs) in formal and informal processes. Better protection mechanisms are needed. Specifically, we should ensure means of communication and support for grassroots women to participate in peace processes.
- Also there is a need of transmitting and maintaining knowledge on peacebuilding, processes etc from the one to the next generation of women peacebuilders. Support and acknowledge peacebuilding work and (women) peacebuilders as legitimate partners at the decision-making tables.
- We need to address underlying gender/ cultural norms preventing women (WP's) from attending peace processes (i.e. push back). In relation with the current social and political pushback on WPs, we need to collectively address and enhance WPS safety, security and protection.

4. Learning agenda

- How to better, in a sustainable way support representation/ chain of representation, including transmitting knowledge from the first-generation WPs to the next? Fe by working as much as possible with organizations, rooted in grassroots. And also: expert sessions of first-generation participants to the next generation. By CSOs, embassies, to actively share and maintaining knowledge and information.
- In the NAP this could be specified: a virtual space to better share and collect knowledge and lessons learned. Also regarding, when and where transmitting knowledge and which expert to consult.

7. Civic Space, 25 May 2020



Link with the WPS agenda and pillars

- [UNSC Res 2242](#) (urges to monitor impact CVE/CT measures on operational space WROs)
- [UNSC Res 2493](#) (strongly encourages to create safe and enabling environments for civil society, including formal and informal community women leaders, women peacebuilders, political actors, and those who protect and promote human rights, to carry out their work independently and without undue interference, including in situations of armed conflict, and to address threats, harassment, violence and hate speech against them)

State of affairs, main issues and gaps

- There is an increase of non-state violence, cyber harassment of Women Human Rights Defenders (WHRD's), violent extremism, political unrest, all sorts of new forms of conflict. The environment that women rights groups and women peacebuilders (WPs) are working in has become more insecure in the last decade.
- In addition, international and national legislations and regulations have impacted the operationalization of WHRDs/WROs/WPs. Such as annual registration, monitoring of our funding, access to our bank accounts, by referring to CVE/ counter terrorism legislations. Corruption, poor governance, etc. are adding to these problems.

- In several countries WHRDs/WROs/WPs feel that when they call for accountability, when they speak out, they will be targeted. Violations against WPs, WROs, are explicitly used to try to silence them.
- This work is very intense and there is a need to support individual women to sustain their WPS and WR's work.
- Cyber harassment is used as a technique, it is not just individual harassment.
- Language used in international and national legislations and regulations have impacted the operationalization of WHRDs/WROs/WPs (E.g. CVE/ counter terrorism).
- Many of the women who see themselves as women peacebuilders, also see themselves as WHRD. In practice there is not much difference.

Recommendations

1. Support WHRDs' and their organizations

- WHRDs need flexible funding for self-defined priorities. To deal with the day to day situations and changing social and political context.
- Support capacity building of WHRD's organizations such as on how to back-up data, secure premises, etc. Prevent Cyber-attacks: beside investment in software, technical training should be done on self-protection (capacity building).
- Funding for protection against shrinking civic space is needed.
- Protect and support with the evacuating on WHRDs when needed.
- Support self-care and wellbeing WHRDs and sustain them in their intense work. Support women at the individual level: additional resources in programs to ensure women's participation.

2. Role of embassies and governments

- Embassies and/or partners have a role to protect, evacuate and support WHRDs and their families so they have a living. They can also introduce WHRDs to the shelter city programmes.
- Embassies can open their space for meetings of WHRDs.
- Speak out more often when people are attacked.
- Challenge new government policies and regulations.
- Monitor court cases of (W)HRD's, visit HRD's in prisons, etc.
Connect civic space with women's access to the peace tables.
- Consider the impact of the COVID-19 crisis and how measures are impacting civic space for the next coming months, perhaps years, on WPS work.

3. Role of other civil society organizations

- Other CSO's/WROs and their network can support WHRDs that are harassed by support in difficult/emergency situations, global advocacy, ensuring their own governments, international human rights institutions are aware of human rights violations, developing and sharing testimonies also in international security for a (The Hague, New York, Geneva, Brussels) sharing good practices for protection, resistance and resilience, etc.
- INGOs have a responsibility to enable the environment of local partners and women's groups working at community level and provide space for the voices.

8. Gender Sensitive Security Reform, 26 May 2020



Link with the WPS agenda and pillars

- [UNSC Res. 1325](#)
- UNSC Res 1820, 1888, 2106, 2122, 2467 (most of the resolutions linking SSR to better prevention and protection against SGBV)
- [UNSC Res 2151](#) (on SSR: emphasizing the importance of women's equal and effective participation and involvement in SSR processes, of including more women in the security sector, and of vetting processes to exclude perpetrators of sexual violence)
- [EU Action Plan on WPS, objective 2](#)

State of affairs, main issues and gaps

1. Engagement with local CSOs and WROs

- We need a mind shift of recognizing that CSOs have knowledge (e.g. on the security needs of women) and are relevant actors to engage in SSR (good practices from, e.g. Pakistan and Colombia). CSOs are crucial stakeholders in reforming the security sector. They often apply the much needed intersectional lens.
- Local ownership is a cornerstone of SSR. One of the key aspects of local ownership is to ask local civil society how they see engagement. However, often in these communities, things are very bureaucratic, so it is also difficult to organize local ownership.

- Engaging CSOs is important, but SSR is also a technical field where not many CSOs have expertise on. On the other hand, sometimes CSOs do have quite some activities with SSR components, but these are not recognized by partners and donors as such, as they are defined under a different heading (e.g. 'good governance').
- There is a hesitation from CSOs to work with the SSR (e.g. they believe it will impact on their impartiality, out of fear), but this should be overcome. This can be done for instance by changing the language used in programming: define SSR as 'good governance' for instance instead of 'SSR'.
- There is a need to address people's mistrust and bad experiences with security actors. Security actors are not always seen as protectors but as predators. Building trust is important.
- In SSR the challenge comes when you cannot identify who the CSO is: often CSOs are the loudest stakeholders, but who do they represent?
- We need to also be aware that in several countries, such in South Asia, there is no support for CSOs to engage in peace and security. In these contexts, the SDG's could be used as an entry point.

2. Gender not structurally integrated in SSR

- There are two approaches in WPS with regard to participation of women: (1) looking at it from the human rights argument (there should be equal participation of women as it is their human right); and (2) the effectiveness/business argument (including women will bring about better results). The NLs must be aware of which approach it chooses.
- If you focus only on numbers, you will not get to measuring transformative impact.
- Both are complementary to each other (e.g. more female police officers in Afghanistan that cannot change organizational culture if they are not in leadership positions).

Recommendations

1. Strengthen cooperation between security sector actors and CSOs for gender sensitive SSR

- Strengthen cooperation between security sector actors (e.g. police, military, justice) and CSO's and build trust, in order to better prevent and address crimes, and to be responsive to the security needs and demands of women and other groups in society.
- Coordination what partners are doing and convince them that gender sensitivity should be integrated within SSR.
- More bilateral and internal coordination and support on gender sensitive SSR is needed. Gender is often seen as a quantitative box ticking exercise.
- Coordination needs to be country specific and we need to conduct context specific gender analyses before we engage.
- Make use of the gender indicators of the SDGs as governments are already committed to this and can build on what is already happening on the ground.
- Potential for external Oversight bodies (e.g. national human rights institutions, ombuds institutions, parliamentary committees) to play a transformative role in WPS transformation and promote gender equality in the security sector.
- Institutional transformation needs long term commitments. The next NAP can strategically support this with a 4 to 5 years plan.

2. Invest in gender advisory capacity and make better use of existing gender tools

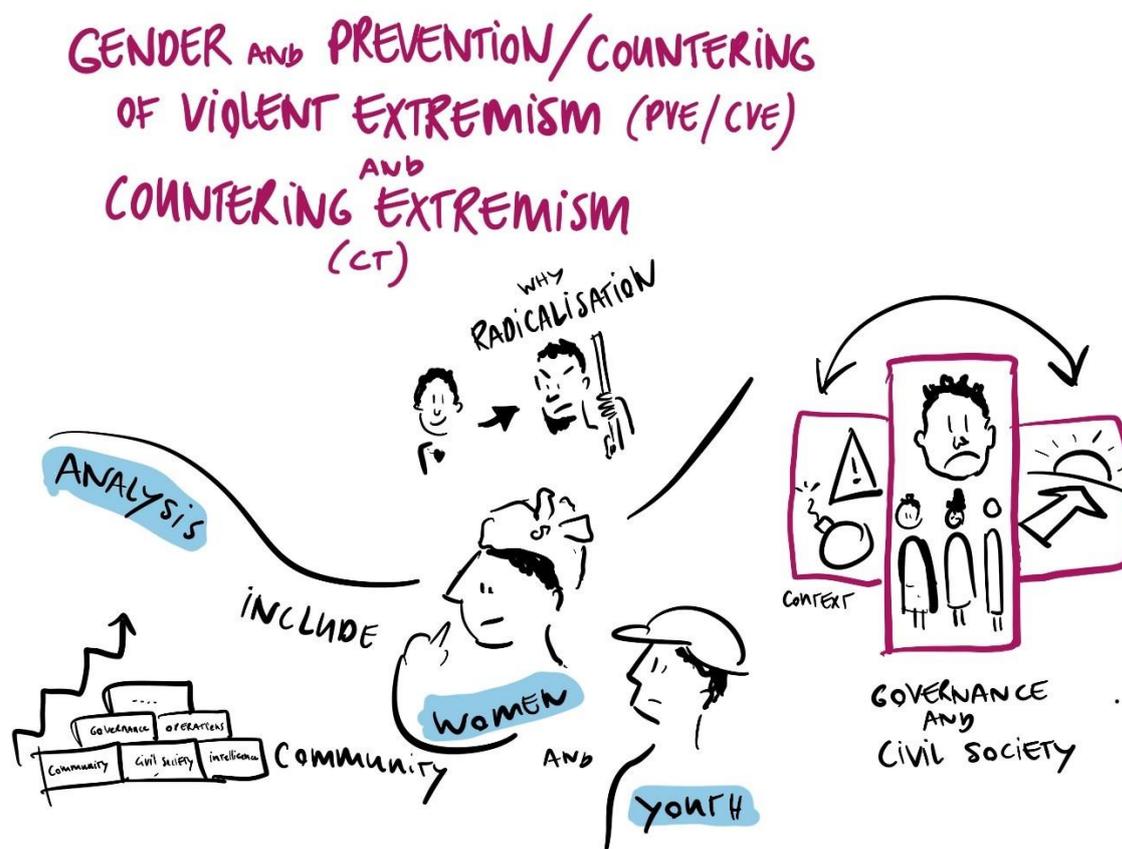
- Institutions that want to become gender sensitive, can conduct a gender self-assessment first (e.g. Gender Self-Assessment Guide for Institutions: <https://www.dcaf.ch/gender-self-assessment>).

- Make better and structurally use of existing gender tools for SSR. Such as [DCAF's Gender and Security Toolkit](#).
- Training is good but not sufficient. You need institutional reform from the bottom to the top. To challenge the gender bias within institutions.
- You need sufficient gender advisors, dedicated gender focal points, requirement in recruitments, leadership, proper SEA policies and serious implementation.
- There needs to be a proper M&E framework in place to monitor progress and be accountable. It should be an explicit decision to coordinate between the different directories within the Ministry. Overall, the best outcomes on mainstreaming a gender lens in SSR are, if the internal coordination is improved.
- Align the SSR document of the Netherlands with the NAP IV.
- Even when responding to emerging threats and challenges (such as a health epidemic), still important to continue to integrate a gender perspective and promote gender equality.

3. Recruit and train women at leadership positions in SSR

- Go beyond the numbers of women and the participation of women.
- Acknowledge and assess the impact of the powers given to the Justice and Security sector. Within the Security Sector there is a need to challenge the gender balance. You need to challenge the organizational culture. Tackle gender biases and ensure gender mainstreaming.
- Increase women's leadership and participation worldwide in all policy-making decisions/processes in all areas related to peace and security including SSR. Fe invest in police women in leadership positions in conflict areas around the world.

9. Gender and Prevention/Countering of Violent Extremism (PVE/CVE) and Countering Terrorism (CT), 28 May 2020



Link with the WPS agenda and pillars

- [UNSC Res 2242](#) (urges gender as a cross-cutting issue within CVE/CT agendas, and monitoring the impact of CVE/CT measures on WROs and women's rights)
- [EU Action Plan on WPS objective 4](#)

State of affairs, main issues and gaps

1. PVE/CVE/CT perceived as sensitive topics

- PVE/CVE is a sensitive topic and not easily to even address and name it as it is. Especially in conflict sensitive contexts.
- CSOs tend to focus on CVE and PVE, under the radar. For them the current language in the NAP is sufficient. However, the NAP also addresses government policies on PVE, CVE and CT.
- There seems to be a hard line between PVE, CVE policies and responsibilities on the one and CT policies and responsibilities on the other hand.
- At the same time CSOs and academia flag that CT measures might intercept with PVE and CVE measures. Local and national WROs for example are sometimes squeezed between government (financial) measures on the one hand and oppressive regimes/ violent extremist groups on the other.

- The extent to which (I)NGOs want to integrate PVE and CVE in WPS programs depends on the context and the local partners. Some local partners are willing to address it and be engaged in CVE/PVE. Other local partners would not.
- 2. Understanding the gender dimensions of PVE/CVE/CT**
- The most recent developments regarding integrating a gender lens in PVE, CVE and CT is the focus on women as perpetrators. For example women in Boko Haram who are set free: women are often seen as victims or innocent bystanders, but they can also be perpetrators. This needs to be investigated. There is need to view the entire spectrum.
 - In the NIs (national and international policies) there are no gender standalone policy or programs, but gender is often mainstreamed in PVE/CVE. 75% of the beneficiaries of the international programs are women.
 - Often these projects have a strong PSS/ mental health or economic element. Quite often these projects are not directly aimed at PVE, but they have a PVE effect.
 - There is a stronger focus on PVE: the root causes why people join violent extremist groups (for example lack of rule of law/good governance, lack of perspective, anti-corruption, marginalization, discrimination, etc.).
 - Knowledge among officers on integrating PVE throughout ODA programming needs to be improved. We now see PVE as cross-cutting. Via a PVE sensitivity toolkit we can improve PVE mainstreaming and PVE standalone programming.
 - Gender mainstreaming seems to be part of internat. PVE/CVE and even CT policies, but not in a gender transformative way, or really understanding the gendered root causes or the gendered impact of measures on women. Eg women that reintegrate in society are offered sewing classes.

Recommendations for the future

- 1. Integrate a holistic approach on PVE/CVE/CT**
- A more holistic approach, and monitoring the impact of CT measures on PVE and CVE work, is required. Including considering partner WROs' operational conditions: how to prevent them being squeezed between repressive regimes and violent groups on the one hand, and government CT measures on the other?
 - Gender awareness in PVE, CVE and CT national and international policies needs to be strengthened and structurally integrated. Invest in gender awareness among all officers, and appoint dedicated gender advisors.
 - Invest in the fully understanding of women's roles as victims, witnesses, perpetrators, the gendered root causes of violent extremism and terrorism, gender responsive and transformative approaches, while avoiding using gender equality as a tactic to prevent violence, etc. And understanding how all of these areas intercept.
 - Also recognize that CVE/CT measures of other regimes might impact WRO's/WHRDs/WPs work.
 - Root causes and drivers of violent extremism and terrorism need to be addressed through an integrated WPS-lens/approach, including by working on human security, governance, rule of law, anti-corruption, marginalization, discrimination, gender equality, gender justice, etc.
 - There is a need for gender sensitive rehabilitation and de-radicalization programs.
 - The idea of women and girls as victims also impacts rehabilitation: how do we deal with MHPSS needs of women/ girls who were perpetrators or who were in any other way engaged in violence? There is a lack of a gender sensitive approach to reintegration of women/girls who join groups.
 - Do not focus on gender stereotypes (e.g. skills like teaching and sewing), in rehabilitation programs. Be transformative. Integrating a gender lens in PVE, CVE and CT also means that

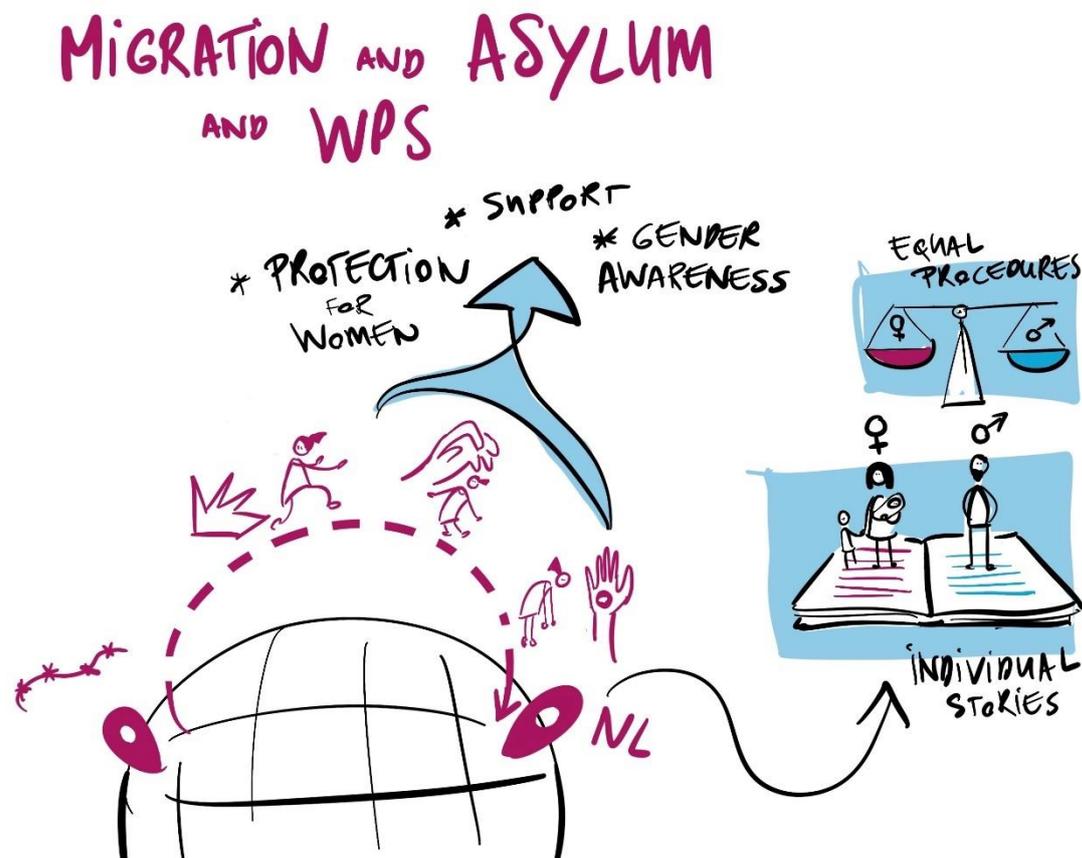
there is attention for the fact that women can be perpetrators (e.g. Boko Haram) apart from victims and agents of change.

- Pay attention to the 'dangerous' groups narrative (e.g. children of terrorists are always dangerous) and the limitations CSOs engage if certain groups are defined as terrorist groups (fe in their legal ability to engage with individuals of these groups).

2. **Better coordination between government and civil society**

- For a true holistic approach on CT/CVE/PVE there needs to be better coordination government and civil society.
- For CSOs it is better to not use the terminology and mainstream it. At the same time governments (institutions) do need to specify.
- The NAP can be an instrument to address root causes and drivers of extremism through an integrated approach. Gender sensitive PVE via an integrated approach, working on root causes, is an important element of the WPS agenda.
- A focus for the NAP should be awareness raising that programs on de-radicalization should be gender sensitive, responsive and transformative. There is an intervention tool kit, developed by ISD global, which shows how to integrate gender into de-/ anti-radicalization programs.

10. Migration and Asylum and WPS, 2 June 2020



Link with the WPS agenda and pillars

- [UNSC Res. 1888](#)
- [UNSC Res. 2122](#)
- [CEDAW GR 32](#)
- [EU Action Plan on WPS, objectives 2, 3, 5 and 6](#)

State of affairs, main issues and gaps

1. Asylum procedure

- The first moment women apply for asylum, they come across the Dutch migration chain. All relevant organizations have a representation in the reception center in Ter Apel, so women asylum seekers will come across all necessary stakeholders right away.
- There are gender specific policies to grant asylum for certain countries, for example Female Genital Mutilation can be a reason for asylum for women from various countries (such as Sudan for example), being a single woman can be a reason to grant asylum for women from Afghanistan/ Iraq, being LGBTQI or part of another group at risk, can be reason to grant asylum for women from other countries.
- When applying for asylum, women can notify their preference for a female interviewer. The IND also has a special gender unit.

2. Gender awareness at IND

- During the Dutch asylum procedures there is no difference between women from conflict areas and women outside those areas when it comes to establishing their vulnerability as vulnerable women are not only coming from conflict areas.
- There is a specific guideline with special guarantees for vulnerable people. Following European Directive 2013/32 on common procedures for granting and withdrawing international protection this IND guideline enables employees of the IND to find hints of a certain vulnerability in the applicant. Moreover, the guideline helps the employee to give the appropriate assistance whenever necessary. This assistance can consist of a medical examination, referral to police (human trafficking, domestic or honor related violence) or referral to special national organizations, which can offer specialized help.
- Employees of the IND are offered special training for interviewing vulnerable persons. This training is given via the European Asylum Support Office (EASO). Furthermore a training Gender, Gender Identity and Sexual Orientation is offered.
- Moreover, they form a liaison with organizations outside the IND, like the police, the Royal Netherlands Marechaussee, the municipalities, Public Prosecution Office, the National Expert Center on Honor Related Violence, the Multi-ethnic Police, Dutch health organizations, COA and lawyers.

3. Gender awareness at COA

- The Central Agency for the Reception of Asylum Seekers (COA) offers information and trainings about the position of women in the Netherlands to all asylum seekers that live in their Reception centers.
- Within the different reception facilities, the COA strives to ensure that people feel as safe as possible. To this end there are different wings and units where people are placed depending on certain conditions. For women are placed as much as possible in family wings, separate from single men. Unaccompanied children apart from adults.
- Every COA location has 2 or more officers focused on domestic violence and child abuse. These officers are trained to recognize and act on signs of honor-related and/or sexual violence, forced marriage and abuse.
- For women specifically the COA offers a training provided by Stichting Femina which is focused on educating the women about their position in the Netherlands and women's rights. This training is focused on women empowerment and provided by women with a migration background.
- Additionally, the COA offers a resilience training for women in their facilities. This training is focused on both the physical and mental resilience of women. This training is provided by COA employees who have been trained for this.

4. Experienced vulnerabilities and experienced lack of gendered support services

- Organizations flag that women in asylum procedures often deal with cumulative problems. Cases are known where these cumulative problems are insufficiently considered.
- Refugee women (e.g. from Syria) whose husbands are deceased, missing or (forcibly) disappeared face problems in relation to resettlement/ family reunification, due to lack of (obtaining or presenting) proof of marriage, birth of children, death, etc, due to lack of access to justice, patriarchal family laws, lack of resources, security issues, restricted movement of travel, etc. In particular, the vulnerability of female-headed households in the absence of husbands, along the migration route, in camps and in Dutch reception centres is an issue of concern.
- Asylum seekers, including women, experience a lack of communication about the procedure and the progress of application. Which adds to feelings of not being in control, vulnerability, etc. In addition, women refugees emphasize the need to better support women, especially

those who experiences fierce trauma such as SGBV, to prepare their testimonies ('We are forced to focus on our bad experiences over and over again.') and to provide psychosocial support from the beginning.

- The National Rapporteur on Trafficking in Human Beings and Sexual Violence against Children reports that there is less insight in the real numbers of victims, as not all victims report the fact that they are victims of trafficking when coming to the NLs. The threshold to report has become higher, since rules to apply for protection have become more severe. Especially for women with a dependent status. This was also addressed at European level.
- Research shows that women in general are more vulnerable than men when migrating. Recent [DTM](#) research focusing on migrants who travel the Central- Mediterranean route, and also to a lesser extent the other Mediterranean routes, has shown that the vast majority of women has encountered some form of violence or abuse along the route.
- Women from Iraq, Libya and Syria, mention the long procedures to apply which is a treat as they need immediate action. Long procedures can add to their trauma and make it difficult to integrate, focus on positive parts and work on development later on.
- Different women experience no space to heal from severe trauma's during the asylum procedure, nor when granted asylum, nor when the housing and the integration trajectory starts. Trauma's continue to grow due to concerns about relatives left behind and their suffering. It is not a one-off.
- Related organizations flag that there is insufficient knowledge about SGBV in migrant communities with professionals that work with migrants.
- Refugee women and related organizations emphasize the importance to listen to and consider the safety and security demands of women themselves. At the same time, they flag that only a minority of the women is sharing their stories. Most of the women have not healed and are not able to speak about it.

Recommendations for the future

1. Strengthen gender sensitive asylum procedures

- Consider to adjust policies for victims of trafficking, to better support victims.
- Evaluate how assessments are done in the case of cumulative persecutions. Especially in the case of women claiming asylum (either on their own, with their children, or with their husband).
- Assess how women and children can be better prepared and informed so that they are well aware that their own experiences also might be ground for asylum. Also train IND officers to actively inform women that this is a possibility. So that, when a family applies for asylum according the male partner's application will not be seen as central.
- To better inform women asylum seekers on the process of application, to become more aware on the Dutch migration and asylum policies and procedures, other women can peer-support. Also consider women's voice in the further development of mechanisms, reaching out to communities and making sure information provision is done in a cultural sensitive way and done well.

2. Provide better gendered protection services, based on the needs of women and girls

- Gendered support services along the route, in refugee camps, border control, informal refugee 'hubs', etc must be structurally available.
- Refugees/ asylum seekers might come across the Dutch migration chain earlier in the process, when preparing for and during migration. Use these opportunities and moments before refugees travel and enter the NLs, i.e. within the Dutch resettlement programme or in family reunification/visa application processing.

- Increased understanding of SGBV and trauma for all professionals is key to adequately support (women) asylum seekers. 'Sleutelpersonen' are a key necessity to include in any response. Fe see the PROTECT program.
- Dutch immigration policy and officers must consider that women in general face more (legal, financial, social, safety) obstacles than men when trying to obtain essential civil documentation (proof of marriage, death, birth, etc) for themselves and their children.
- Provide regular briefings and actively and structurally train IND officers, to raise gender awareness and deal with these types of gendered restrictions of asylum procedures.
- Structurally train first responding professionals (casemanagers centra seksueel geweld) on SGBV and migrants' experiences in migration to provide more background information on the asylum seekers that they will be working with. There are materials/trainings that can be adapted to suit other/migration chain professionals.
- Start psychosocial support from the beginning. Both on the way and in the recipient country. Make use of existing methodologies, depending on the phase of healing and settlement. Including with support of trained peers.

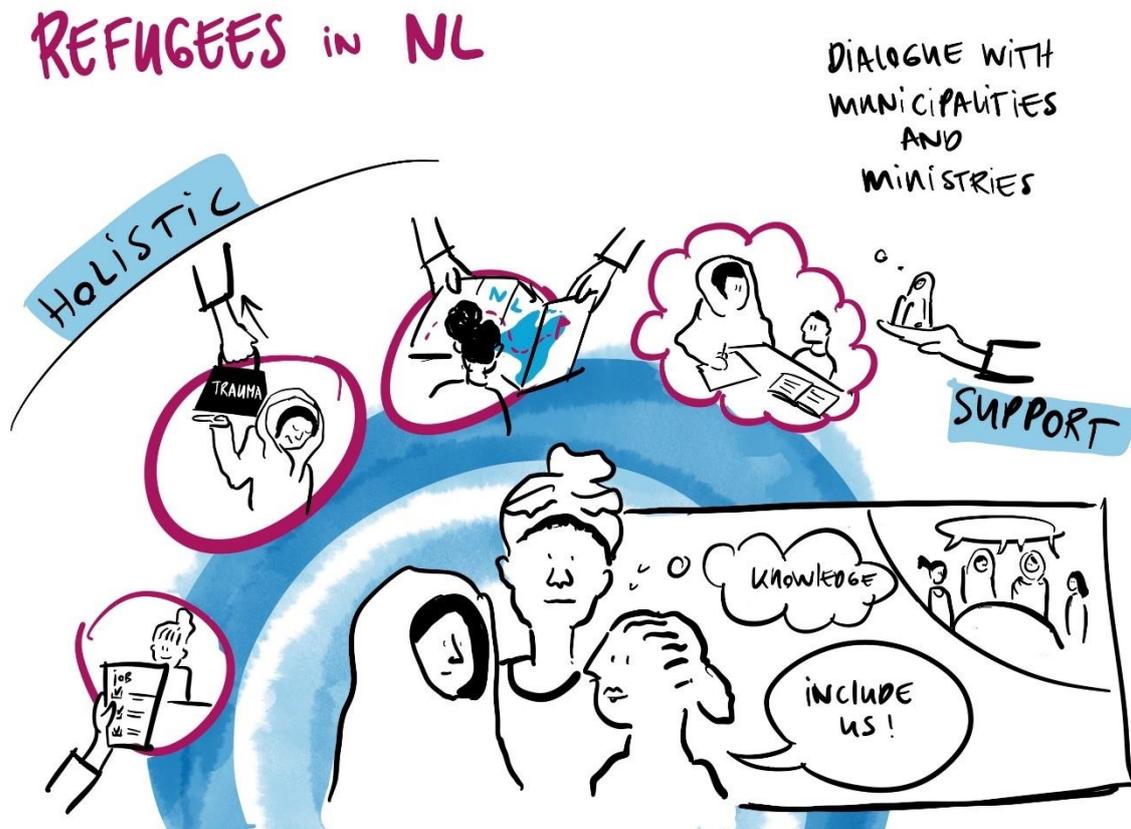
3. Raise awareness and improve communication in the Netherlands

- Support social cohesion work, to improve communication between newcomers and host communities. Host communities need to understand the context newcomers are coming from. Raise Dutch police's awareness about international law, gender issues, their possible prejudices regarding women with scarves and hijabs, women with disabilities, and also awareness on these women's specific safety needs
- Support women refugees' meaningful participation in the design and implementation of migration and asylum policies and procedures. Provide space so that women's demands on protection and safety are heard and considered.
- Post COVID-19 UNHCR should re-install meetings between women to share stories, engage on women's concerns, feed those concerns back to authorities (COA, VWN, municipalities), and follow up. Enable women to report domestic and sexual violence, by creating hotlines for this, local and national networks facilitated by trained people.

4. Strengthen the position of women past the asylum process

- There might be something to gain in strengthening the position of women past the asylum process. The role for the IND is constricted to the application process. We could look into a way for ensuring a good transition from admission process to integration process.
- Activities should be developed to stimulate a change on the issues and practices of harmful norms within refugee communities.
- Later in the migration (integration) chain, the VNG is central to the support for refugee women, to commit to NAP 1325 IV.
- Support the employment of women of immigrant background in all sectors related to public health (medical clinics, hospitals, and GGD's) for those who worked in the medical professions in their countries
- Develop work skills for women by allocating more budgets to support vocational training programs for women in municipalities or in private institutions
- Provide for specific tax exemptions when training or employing migrant women. As is already a policy in some municipalities.

11. Refugee communities in the Netherlands, 4 June 2020



Link with the WPS agenda and pillars

- UNSC Res 2122
- UNSC Res 2467 (steun hervestiging of lokale integratie voor overlevenden, neem maatregelen om het risico op seksueel geweld te verminderen, stel diensten aan overlevenden beschikbaar en bied de mogelijkheid hun cases te documenteren voor toekomstige verantwoordingsprocessen).
- [CEDAW General Recommendation 28](#) (staten die partij zijn, moeten ook de rechten en specifieke behoeften van door conflicten getroffen vrouwen en meisjes aanpakken die voortvloeien uit op geslacht gebaseerde discriminatie).
- [CEDAW General Recommendation 30](#)
- [CEDAW General Recommendation 32](#) (ontvangende staten hebben een verantwoordelijkheid jegens vrouwen die de asielstatus hebben gekregen, onder meer door hen te helpen bij het vinden van geschikte huisvesting, opleiding en/of banen, het bieden van juridische, medische en psychosociale steun aan slachtoffers van trauma's en het aanbieden van taallessen en andere maatregelen die hun integratie vergemakkelijken).
- [EU WPS Action Plan, objective 6](#) (support refugee women's relief and recovery)

State of affairs, main issues and gaps

1. Toeleiding naar de arbeidsmarkt: beleid, programma's en ervaren praktijk

- Vrouwen met een niet-westerse migratieachtergrond ervaren de volgende belemmeringen tov mannen tav participatie op de arbeidsmarkt: discriminatie (stages/arbeidsmarkt), meer gezondheidsklachten (fysiek/mentaal), zorgtaken die een belemmering vormen, lager opleidingsniveau t.o.v. mannen (met een migratieachtergrond).
- Veel vrouwen zijn na-reizigers, hebben een afhankelijke verblijfsvergunning, en ontvangen minder ondersteuning dan mannen die als eerste binnenkomen. Als de mannen begeleid zijn naar de arbeidsmarkt, vervalt de noodzaak voor gemeenten om ook de vrouwen te begeleiden naar de arbeidsmarkt. Dat verandert niet met het PIP (Plan Inburgering Participatie - SZW), maar met het PIP zal voor iedere inburgeraar een persoonlijk participatieplan opgesteld moet worden. Vrouwen krijgen daarmee meer aandacht, kunnen langdurig worden begeleid en beter in beeld blijven.
- OCW/SZW aan de positie van vrouwen met een niet westerse migratieachtergrond via diverse pilots. Daarbij wordt gebruik gemaakt van lessons learned en (wetenschappelijk gestaafe) good practices uit het verleden. Zie ook de [kennisynthese](#).
- Voorbeelden van programma's die zich richten op toeleiding tot de arbeidsmarkt, waarbij ook empowerment van vrouwen onderdeel is, en waarbij gemeenten worden ondersteund om vrouwen cultuur- en gendersensitief te begeleiden richting de arbeidsmarkt, zijn:
 - o [De 6e ronde 'economische zelfstandigheid' binnen het programma's Vakkundig Aan Het Werk](#), gericht op een gender sensitieve uitvoering van het re-integratiebeleid van gemeenten voor vrouwen met een afstand tot de arbeidsmarkt, waaronder vrouwen met een niet-westerse migratieachtergrond die bijstand ontvangen of zich als niet-uitkeringsgerechtigde vrouw melden bij de gemeente met een verzoek om ondersteuning.
 - o NWA-ronde Economische veerkracht van vrouwen, inclusief vrouwen met een niet-westerse migratie achtergrond. Gericht op het identificeren van effectieve handelingsperspectieven voor de verschillende spelers in het ecosysteem om de vrouwen heen, voor/ door vrouwen zelf. En gericht op het komen tot oplossingen en inzichten die opschaalbaar zijn. Consortia kunnen in dit kader een voorstel indienen.
 - o KIS start met een project voor toeleiding vrouwen naar werk en profielen/ persona's ontwikkelen tbv in beeld brengen van de diversiteit van de doelgroep vrouwen met een migratieachtergrond.
 - o Vanuit SZW (SenI) programma's o.a. in het kader van de Veranderopgave Inburgering (VOI), met 6 pilots om vrouwelijke na-reizigers en gezinsmigranten, beter te begeleiden naar de arbeidsmarkt. Daarbij ook focus op wat er nu echt werkt.
 - o Ikv het programma Verdere Integratie op de Arbeidsmarkt (VIA) een pilot gericht op langdurig werkzoekenden. Met specifieke aandacht voor de positie en belemmeringen van vrouwen met een Somalische migratieachtergrond.
- Er is nog geen regulier beleid op het verbeteren van de positie van vluchtelingenvrouwen. Uit de pilots worden lessen getrokken, maar vooralsnog bepalen gemeenten zelf welk beleid zij vormen en uitvoeren.
- Tegelijk ervaren vluchtelingenvrouwen zelf niet altijd een holistische aanpak bij gemeenten, en/of vinden zij dat onvoldoende wordt aangesloten op hun behoeften.
- Inburgering, huisvesting, arbeid, veiligheid en gezondheid vallen onder diverse instanties en loketten. Vluchtelingenvrouwen en betrokken instanties signaleren dat de multi-problematiek van vluchtelingenvrouwen of -jongeren daarbij niet altijd voldoende wordt onderkent.

- Gemeenten kennen soms specifieke programma's voor specifieke vluchtelingengroepen, zoals Eritreeërs en Syriërs, waartoe andere vluchtelingengroepen geen toegang hebben.

2. Verbeterde aansluiting hulpverlening

- Vluchtelingen vrouwen en betrokken instanties stellen dat meer aandacht nodig is voor de veiligheid van vrouwen in een afhankelijkheidspositie, bijvoorbeeld als zij een afgeleide status hebben. Vrouwen met een afhankelijke verblijfsvergunning moeten vijf jaar in de relatie blijven. Hoewel huiselijk geweld grond biedt voor een zelfstandige verblijfsvergunning, blijken weinig vluchtelingen vrouwen in een gewelddadige afhankelijkheidsrelatie, in de praktijk geweld te melden, of aangifte te doen.
- Ook is geweld tegen vluchtelingen vrouwen en gender- en cultuur gerelateerd geweld, waaronder eerge relateerd geweld, vrouwelijke genitale verminking en gedwongen huwelijken niet structureel onderdeel van beleid, of is daarop bij instanties en gemeenten onvoldoende expertise aanwezig. Rapporten van oa Grevio en Pharos benadrukken het belang van structureel beleid hierop.
- Vluchtelingen vrouwen, maar ook -jongeren missen regelmatig aansluiting bij reguliere hulpverlening. Problemen als trauma's, ervaringen met SGBV, etc. worden door reguliere hulpverleners regelmatig over het hoofd gezien, of hulp tav bijvoorbeeld omgang met stress en onrust wordt onvoldoende op deze groepen toegepast.

3. Geen participatiebeleid voor vrouwen zonder status of ongedocumenteerde vrouwen

- Voor vrouwen met een status kennen de ministeries van SZW en OCW-trajecten gericht op toeleiding naar de arbeidsmarkt. Vrouwen zonder status, asielzoekers, uitgeprocedeerden en status lozen vallen niet onder dit beleid.
- Mensen zonder status en uitgeprocedeerde vrouwen hebben wel recht op bescherming. Zo kent de politie richtlijnen dat ongedocumenteerden te allen tijde aangifte kunnen doen, zonder dat hun vreemdelingenstatus mag worden gecheckt (free in, free out)

Recommendations for the future

1. Zet in op een holistische benadering van vluchtelingen vrouwen

- Benader vluchtelingen vrouwen holistisch, niet alleen vanuit een integratieperspectief. Vluchtelingen vrouwen vragen om inclusief beleid, waarbij Rijk en gemeenten gezamenlijk kijken naar de arbeidsparticipatie, maar ook de gezondheid en veiligheid van vrouwen. Versterk daartoe ook interdepartementale en Rijks/gemeentelijke samenwerking. Bijv. met SDG5 en SDG17 als aanknooppunt.
- Het is belangrijk dat gemeenten standaard aangepaste programma's hebben voor vrouwen in kwetsbare posities en/of met multi-problematiek (taal, psychisch, harmful practices, etc). De specifieke noden en kwetsbaarheden van vluchtelingen vrouwen, zeker waar deze intersectioneel zijn, behoeven extra aandacht. Om impact te creëren is van belang vluchtelingen vrouwen niet als subgroep te definiëren binnen een subdoel, zoals bij 'Geweld Hoort Nergens Thuis'.
- Zet kennis van expertisecentra zoals Equator Foundation/ARQ/Centrum '45, en bewezen methodieken waaronder *Mindspring* en *social based therapy*, in ter ondersteuning van vluchtelingengroepen.
- Stel voor vluchtelingen vrouwen en -jongeren een aanspreekpunt in gemeenten aan, ook als zij al langere tijd in Nederland wonen, en geen steun meer ontvangen bij de inburgering en integratie.
- Vrouwen hebben vaak behoefte aan opvoedingsondersteuning. Zij willen tools krijgen om hun kind in deze context te helpen, van huiswerkbegeleiding tot ouderbetrokkenheid. Ook

behoefte aan ontzorgen, wegwijs maken in gemeenteregels, de NLse taal leren en empowerment trainingen.

- Heb oog voor de startpositie van vluchtelingenvrouwen, en neem ook de mannen mee in emancipatieprocessen. Zolang zij vrouwen geen ruimte geven, blijven vrouwen weerstand ondervinden.

2. Betrek vluchtelingenvrouwen, hun ervaring en hun organisaties, bij de ontwikkeling, uitvoer en evaluatie van beleid

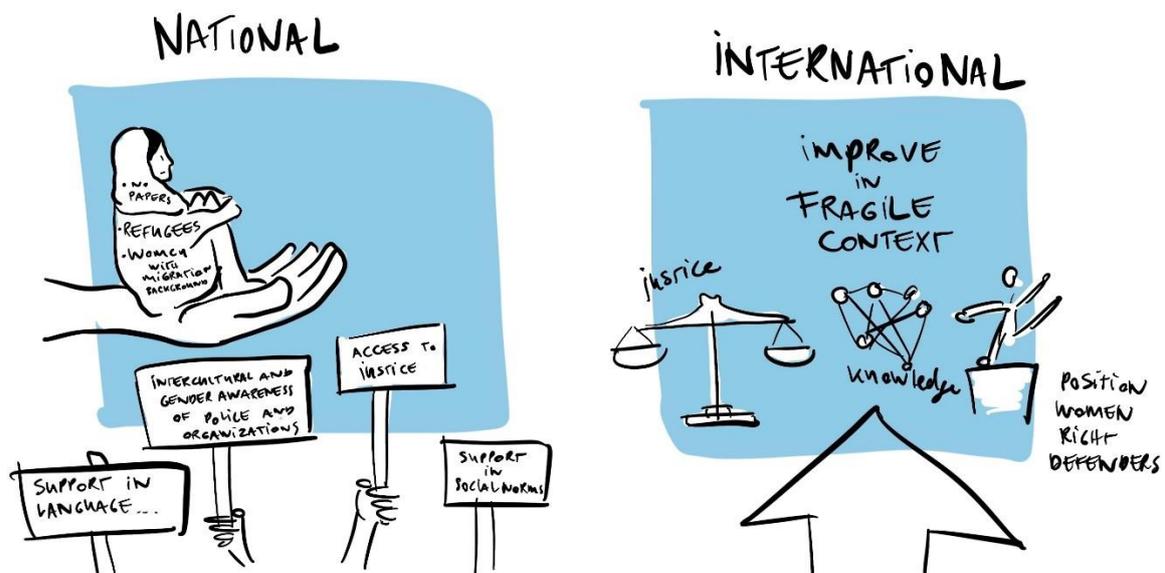
- Betrek vrouwenorganisaties en hun ervaring bij de ontwikkeling, uitvoer en evaluatie van beleid. Erken de expertise van de vrouwen, en de kennis en kunde van vluchtelingenorganisaties. Breng organisaties en deskundigheid van vluchtelingenvrouwen in kaart, ook mbt ontwikkeling van nieuw beleid of het starten van nieuwe programma's.
- Bied actief platform voor vluchtelingenvrouwen om te participeren in besluitvorming van Rijks- en gemeentelijke beleid, en ondersteun hen zodat zij op betekenisvolle wijze, goed geïnformeerd en voorbereid, kunnen participeren.
- Maak gebruik van participatieve methodes van ontwikkeling, zoals de Interventiepiramide van psychosociale ondersteuning. Het is een illustratie van community based ontwikkelde psychosociale hulp.
- Versterk de kennis van vluchtelingenvrouwen rond het Nederlands rechts- en democratisch stelsel.
- Versterk de positie van kleinere vrijwilligersorganisaties tav grotere gefinancierde organisaties. Heb oog voor mogelijke ongelijke machtsrelaties tussen organisaties in consortia, als penvoerder cq besluitvormer en partner cq uitvoerder of onderaannemer. Wees er bijvoorbeeld alert op dat onderlinge afspraken rond besluitvorming worden gemaakt, evenals dat iedere partner voldoende budget voor personeel alloceert.

3. Versterk vrouwen in kwetsbare posities

- Versterk de juridische positie, maar ook de meldingsbereidheid van vrouwen met een afgeleide status. Doe dit in gezamenlijkheid met betrokken instanties en zelforganisaties.
- Zet ook in op participatietrajecten voor vrouwen zonder status, in procedure, stateloos, etc. Dit draagt bij aan de weerbaarheid en verbeterde zelfredzaamheid van deze vrouwen., en verkleint daarbij de kans op geweld, uitbuiting, etc van vrouwen.

12. Access to justice, 4 June 2020

ACCESS TO JUSTICE



Link with the WPS agenda and pillars

- [UNSC Res. 1889](#)
- UNSC Res 2467 (urges to strengthen access to justice for victims, incl. reparations and strengthened criminal law, including removing procedural impediments to justice)
- CEDAW General Recommendation 32 (staten die partij zijn moeten specifieke beschermingsmaatregelen treffen voor vrouwen en meisjes, ook voor intern ontheemden en vluchtelingen. Waaronder zorgen voor hun toegang tot de rechter)
- [EU Action Plan on WPS, objective 5](#)

State of affairs, main issues and gaps

- 1. Access to justice priority of Dutch Foreign Trade and Development Cooperation policies**
 - Access to justice is actively promoted in the context of Dutch Foreign Trade and Development Cooperation. Security and rule of law - and particularly access to justice - is a priority of the MoFA.
 - This includes supporting direct access to justice and improving performance and independence of justice institutions in the sector.
 - The approach of programs is to work from a people centered perspective. This means: assess what peoples' justice needs are and which mechanisms they use to solve them, instead of acting from the perspective of the justice institutions. We therefore not only deal

with the formal sector, but also support the work of paralegals or alternative dispute resolution.

- Larger part of our work on access to justice is developed and implemented through our embassies. Internationally we advocate for and promote commitments to and support for access to justice. For example Minister Kaag was co-chair part of the international Taskforce on Justice and in that capacity advocates for the implementation of SDG16.3.
- There is still a large amount of people that lack access to justice, 253 million people worldwide cannot access justice due to the fact that they are, for instance, stateless, live in slavery-like conditions or in highly insecure countries.
- To expand access to justice it is therefore important to remain active in the international arena.

2. International Crimes Unit: international crimes cases for both refugees and (few cases of) victims of international crimes to testify

- As for the prosecution of international crimes (crimes against humanity, war crimes, genocide) on the national level (before the District Court in The Hague, international crimes unit): The victims/witnesses heard in these cases are often refugees from conflict areas. There is no policy to differ between men and women. Through contact with NGOs, the women and men are able to contact the Prosecution office (first point of contact).
- A problem faced by foreign victims of international crimes in the Dutch judicial system is that when they want to exercise their right for compensation and to speak out in court. At the national level, they do not have access to a lawyer paid for by the state of the Netherlands. Although this can pose a problem for their ability to fulfill their rights as a victim, it is in line with current regulations. In current Dutch law, every victim of a serious crime committed in the Netherlands is entitled to a lawyer paid for by the Dutch state. This, however, does not apply to crimes committed outside the Netherlands. It only concerns a handful of cases.
- At the international crimes unit of the District Court of The Hague a Witness Protocol has been developed on how to deal with victims from conflict areas when they come to testify at the court. The Protocol is in compliance with the Victims Rights Directive of the EU and can be used also by other courts dealing with victims who come from conflict areas. In the Protocol no difference in treatment is made for men and women, but if women have other needs these can be arranged.
- In the Netherlands there is a special international crimes unit at the national police, specialized in international crimes and how to treat victims/witnesses of these crimes. A victim/witness should go to this police unit, but sometimes they go to the regular police. In that case they need to send the women/men to the special police unit. This is communicated with the police so that they know that they need to transfer the women/men to the special international crimes unit within the police.
- The immigration service agents are the first point of entry for many refugees, who might be victims and/or witnesses of international crimes, entering the Netherlands. IND officials are trained by EASO to interview for example victims of trafficking in an adequate way. Additionally, the international crimes unit provides information and in cooperation with immigration officials provides information in the language of the refugees about the justice system. This can be improved as it is hard to reach all the immigration officials in the Netherlands.
- Secondly police officers are trained to interviewing witnesses in a culturally sensitive manner.

3. Access to justice for rejected asylum seekers

- There are lawyers that still provide free legal aid to rejected asylum seekers. Many of them, including women, have been in the system for years. These lawyers deal with women who cannot prove their stories, such as trafficked women. Many of these women don't have any legal means anymore, are insufficiently equipped to deal with the Dutch legal system, their case falls apart and end up with multiple traumas.

4. Access to police

- Many women (and men) come from countries with repressive security forces. Where also police officers violate human rights. At the same time in the Netherlands for many asylum seekers and even refugees that are granted asylum, the police is associated with forced deportation. In sum, the police is associated with fear rather than with security and protection by many refugees (men and women). It prevents women to report abuse, crimes, etc.
- The way the justice authorities treat refugees in their first moments of interaction has an impact on their 'trust' in justice later on in life.

Recommendations for the future

1. Be aware of gender dimensions of access to justice

- It is important to highlight existing inequalities that women already face and how conditions like health crisis, war and conflict and migration exacerbates that. GBV and intimate partners violence, violence at work, discriminatory criminal laws, legal identity, legal property, decision making, etc. are critical areas that need attention.
- Also highlight the participation of women in justice and peace processes and in the justice and security sector. For example, women police officers are critical to make a difference. And also WROs can be of importance to gender transformative SSR.
- A victim-centered approach is needed. Victims often speak about very different justice needs than in countries where justice is better organized.
- Focus on transnational justice from a holistic viewpoint. Also focus on invisible ways of violence, such as stigmatization. Train the actors within the formal and informal justice system that want to change the system. For example if stigmatization is still in place, women will not come forward.
- To increase the justice system's responsiveness, challenge the institutional culture, challenge the status quo that is hostile to gender needs, by identifying individuals within the system that face challenges, and support them, so they can make a fist within the system.
- Also strengthen civil society, so that they can raise their voice and can challenge systematic discrimination and inequality that is taking place.
- Also very beneficial is to focus on strategic litigation.

2. Invest in long-term approaches and commitments

- Transforming the justice system requires investing in challenging the status quo. This requires sustainable, long term approaches. If projects are short term and not holistic, it does not sustain itself. We need long term commitments from the international community, that accompany civil society and victims of violence.
- In de COVID crisis, vulnerability of communities is even bigger as international community and support is slipping away. For the Dutch NAP it would be important to look where we have contributed to the past years, and where can we sustain to support the process.

3. Break down the barriers for women asylum seekers to apply, and for victims and witnesses of international crimes to testify

- Look into the possibilities to extend current regulations to encompass victims and witnesses from outside the Netherlands to be assisted by a lawyer paid for by the state when acting as a victim in Dutch courts.
- Look into the possibilities to expand our knowledge on the specific factors that influence cases of traumatized witnesses. Consider (women) witnesses psychosocial and security needs, look into the cultural difference in order to improve our understanding of the way these factors influence the way we deal with witnesses. Encourage that professionals coming in contact with victims are able to map individual needs taking all these factors into account.
- Strengthen the distribution of information on how to file a complaint on international crimes to all incoming refugees. If additionally needed, train immigration officers and police units across the country on interviewing in culturally sensitive ways (see ia witness protocol standards).
- Ensure free legal aid is provided in a gender sensitive way, considering the obstacles women asylum seekers might have encountered on their migration route, the direct psychosocial support that is needed and the problems they might face to obtain needed legal documents to prove their testimonies.
- Security forces, as the police, needs to build trust with women refugees. Women need to have trust that the police will listen and that reporting (sexual) abuse or a crime, can be done in a safe way.
- Provide space and fora for victims/survivors to voice their needs. Support victims to meaningfully participate in the design and implementation of policies and procedures.

13. Gender Sensitive Civilian Missions, 8 June 2020

GENDER SENSITIVE CIVILIAN MISSIONS



Link with the WPS agenda and pillars

- UNSC Res 1325
- UNSC Res 1820
- UNSC Res. 2106
- UNSC Res 2493
- EU Action Plan on WPS, objectives 1, 2, 3 and 4

State of affairs, main issues and gaps

- 1. Insufficient participation and representation of senior women in high risk missions**
 - Women civilian experts are deployed by the NLS, almost as much as men, but there is a lack of women who apply for high risk missions.
 - Also, there is a lack of women who apply for senior positions. Reasons can be restrictive gender norms that prevent women from applying, unsafe organizational culture, or the lack of family positions. The lack of family positions can limit women with young families who do not want to be deployed long-term, to build their career.

2. Insufficient gender sensitivity in civilian missions, including at management level and with military counterparts, and insufficient dedicated gender advisory capacity.

- Gender advisors have insufficient dedicated time, often they are also human rights and even rule of law advisors.
- In the mission pool and when deployed, gender awareness in the rest of the mission, incl management, is often scarce, and sometimes expected for the women to take it up.
- Mandates are often not strong enough on gender mainstreaming, which leaves gender advisors with limited tools.

Recommendations

1. Train and support women civilian experts towards senior leadership positions

- Ensure management and (male and women) senior leadership, those in charge of the design of missions, are responsible for the better training and supporting of women civilian experts.
- (More) family duty stations, e.g. in Niger, Mali, Eastern DRC, might be possible. EU and UN should allow family members to be stationed if risks are not high.
- Advocate for (more) short-term missions for visiting experts.
- Develop training and coaching trajectories for women to take more senior roles in missions.
- Actively motivate women to apply for high risk missions.

2. Recruit and supply gender expertise in mission pools

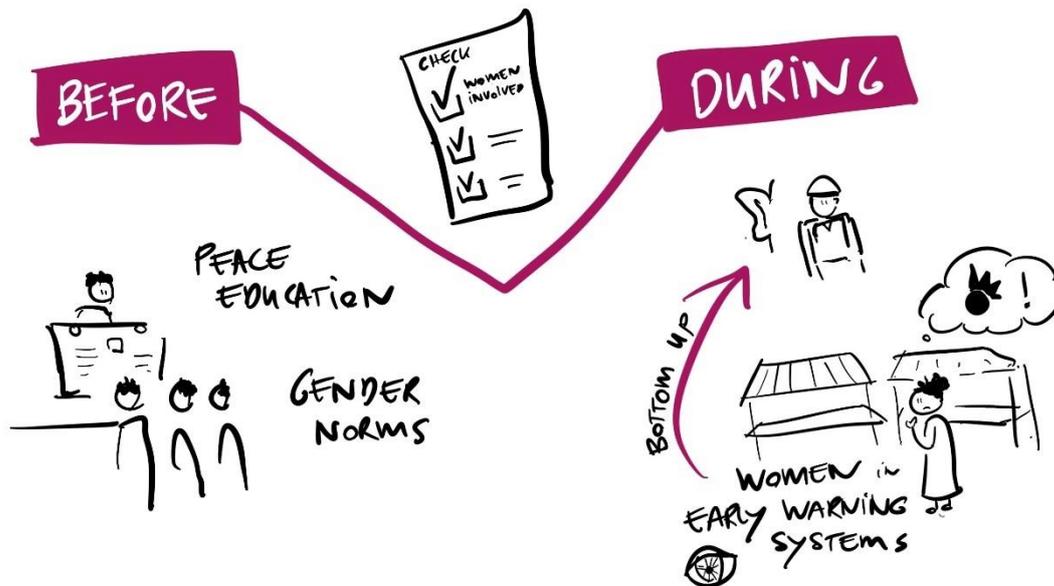
- Managers in civilian crisis management missions need to be gender aware, dedicated and responsible. Gender mainstreaming needs to be part of their job description, tools need to be provided, such as performance reports, to steer on gender mainstreaming.
- Actively screen gender expertise and knowledge through the recruitment process and put an extensive focus on gender in mandatory pre-deployment trainings for all mission staff, incl domain experts.
- Gender advisor should be a single headed position. Ensure at every level – incl. admin people and domain experts, a gender focal point with gender in her/his job description.
- Strengthen gender focal point networks of Dutch mission staff and organize regular specialist sessions to share and learn.
- Strengthen coordination between civilian, police and military advisors in missions, including gender advisors and embassies, on WPS mainstreaming and standalone programming.
- If insufficient gender expertise is present in a mission, at least let a gender advisor review the preparation and implementation plans. Also make use of gender expertise on the ground, incl. of Women's Rights Organizations. Invest in dedicated mission leadership.
- Promote in Brussels, where Operational Plans are developed, that gender is grounded in a proper context analysis.
- Promote better integration of gender in mission mandates and provide gender advisors with dedicated budget.

3. Additional ideas

- Support local policewomen's leadership positions in the local police force.

14. Conflict Prevention, 11 June 2020

CONFLICT PREVENTION



Link with WPS agenda and pillars

- UNSCR 1325
- UNSCR 1889
- UNSCR 2122 (linking with the ATT and urging for disarmament and gender equality)
- UNSCR 2242
- CEDAW GR 30
- EU WPS Action Plan – objective 4
- Arms Trade Treaty Art. 7.4

State of affairs, main issues and gaps

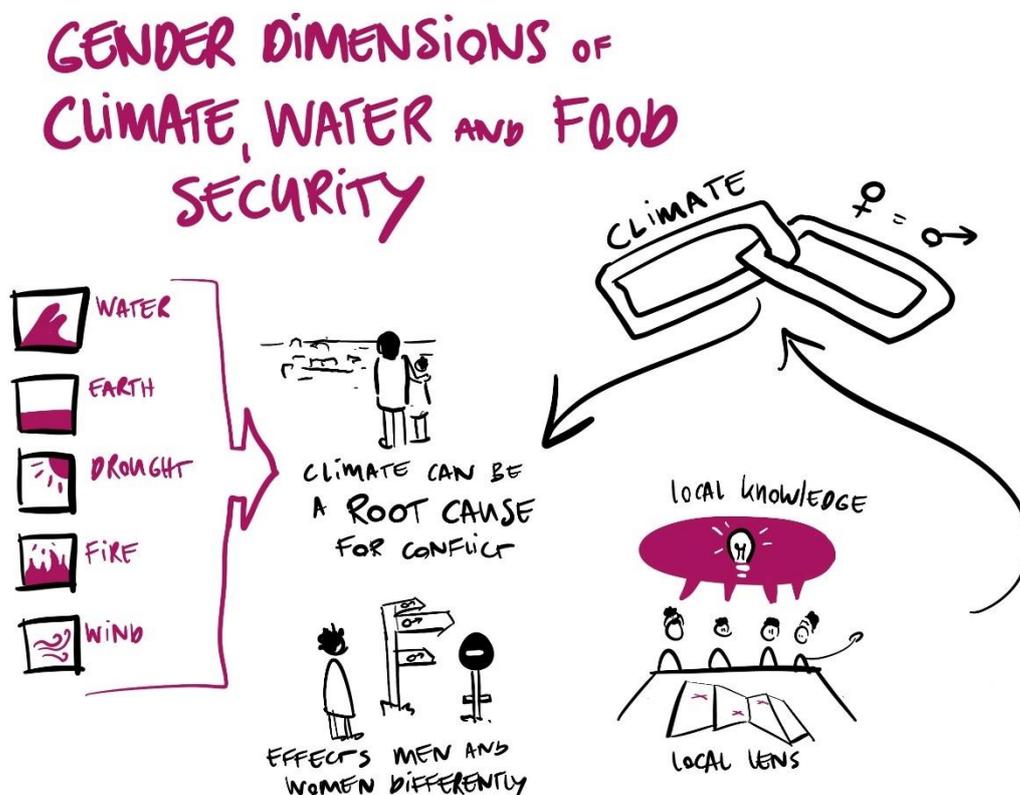
1. **Whilst there is emphasize in the current NAP 1325-III on enhancing women's participation in conflict prevention, concrete steps and a long-term strategy to reach that aim are missing.**
 - Conflict prevention is an ongoing process, which needs sustainable support and, next to short-term activities, a long-term strategy on transforming harmful gender norms and peace education to prevent GBV and other eruptions of violence.
 - Women's groups and other civil society groups or organizations can provide valuable information on possible erupting conflict. At the same it can also put these groups at risk, and even if women provide information, this information is not always taken seriously, or channeled up.

- 2. Other areas that are related to or even interlinked with conflict prevention are hardly addressed in the current NAP 1325-III, nor seem to have space in this real political world.**
 - Conflict prevention also relates to government's conflict risk assessments. Although check lists exist to rapidly assesses if and when conflict or violence might erupt, gender sensitive early warning indicators are missing.
 - We live in a world where there is more incentive and it is profitable to continue with war, violence, gender inequality in societies and institutions. What are the incentives in the plan other than assumed positive outcomes of gender equality for countries? How will the NAP promote this willingness?
 - There lacks policy coherence and coordinated monitoring of the possible negative impact of Countering Financing of Terrorism Measures, Tax Regulations, Arms Trade, etc. on conflict prevention efforts.

Recommendations

- 1. Invest in a multi-track approach**
 - Invest in quick wins, such as integrating gender sensitive early warning indicators in conflict risk assessment lists, mandatory and repetitive training of HQ and embassy staff to conduct gendered conflict analyses, including assessing the possible gendered root causes of conflict, and the impact of conflict prevention programs on different groups in society, appointing dedicated gender focal points, and requesting performance reviews and reports.
 - At the same time there is a need to invest in long-term approaches such as non-violent conflict prevention, peace education and tackling and transforming harmful gender norms.
 - Track, monitor and dare to address possible incoherence of policies, especially if counterproductive to gender sensitive conflict prevention, as required by legal frameworks, such as the ATT, art. 7.4, UNSCRes 2242 and CEDAW GR30.
- 2. Enable women's voices to be spoken and to be heard (channel women's voices up to international decision-making spaces)**
 - Actively engage with organizations and initiatives that report on and are leading early warning systems, to ensure that community-based groups are strongly involved and enabled to provide their analysis. This includes making use of women's existing early warning structures and women' led initiatives of conflict prevention.
 - Contribute and stimulate linkages between community, subnational and national peace processes and social contract strengthening. Support women's leadership and representation across these levels.
 - Assess in which local to international conflict prevention structures, policies, frameworks, decision making spaces, etc. women's voices are not included. Make use of existing mechanisms but assess what it entails to really and practically support women's meaningful participation in these spaces, or how these spaces need to change in order to become inclusive.
 - Never assume that all women are or want to be informants or can prevent conflict.
- 3. Make use of media, raise journalists and commercial media's awareness, but remain aware not to influence**
 - Both traditional and social media can be important influencers and elevate women leaders's positions and messages.
 - Women leaders themselves, and journalists, producers, etc. can be educated and briefed on how to use media in a gender sensitive and transformative way, while keeping freedom of speech in mind.

15. Gender Dimensions of Climate, Water and Food Security, 12 June 2020



Link with the WPS agenda and pillars

- UNSG Report on WPS 2019 (*"The global threat of climate change and environmental degradation is poised to exacerbate the already increasing number of complex emergencies, which disproportionately affect women and girls. There is therefore an urgent need for better analysis and concrete, immediate actions to address the linkages between climate change and conflict from a gender perspective."*)
- EU WPS Action Plan, Objective 3

State of affairs, main issues and gaps

1. **Obvious strong linkages between the agendas, but lack of coordination between the different areas, and different (siloed) funding streams/amounts of budget.**
- Climate change, water and food scarcity can be root causes for gender inequality, violence, conflict and emergencies. They can also be fuelling and be instrumental in conflicts when used as weapons to deny access of certain groups to resources. At the same time, they can provide opportunities to collaborate and build peace between violent groups as all crucial to livelihoods.

- In all agenda's the type of measures for gender mainstreaming and women's rights, the type of policies that are needed and the type of funding that is needed is already identified. However, there is need for coordination and collaboration between stakeholders. Also there is need for flexible funding for civil societies' self-defined priorities.
- 2. Levels of gender expertise differ widely. Ao water experts are often technocrats that do not automatically apply a gender lens, nor are used to meaningfully engage women's groups in decision making.**
- Although efforts are made to integrate a gender lens in the design of programs, WASH/water experts in INGOs, at embassies and local governments that are responsible for the implementation are insufficiently trained to fully understand the gender, relational and intersectional, dimensions of programs and policies. Gender then becomes an add-on.
 - The current results framework at for example the Ministry does not sufficiently allow for capturing the gendered impact of policies and programs. There is need of (better use of) space for gender transformative programming.
 - Although women at community level often play a central role in agriculture and natural resource management, due to the cumulation of crises in many fragile states, few women have access to decision-making processes. Especially rural and indigenous women are often overlooked and marginalized.
- 3. There is a lack of policy coherence in times of a growing push back against environmental human rights defenders.**
- Progress on the SDGs, peace building, conflict prevention and gender equality is often hampered by the lack of a systemic, coherent approach and/or a reluctance to tackle key structural barriers such as harmful gender norms and unjust, gender-blind economic, climate and environmental policies.
 - Recent research highlights the urgency of addressing the structural challenges and violence that women and women environmental human rights defenders face.

Recommendations

- 1. Make use of the NLS name and expertise on WPS, Climate Change and Water Management, and structurally anchor and address gender and Gender Based Violence in climate, agri, hydro and environmental policies and programs.**
- The NLS should lead by example and actively address the need of gender sensitive, responsive and transformative programming, before and during the design and implementation of programs. This includes partnerships with private sector.
 - Make use of the power and space the NLS has on these areas to encourage other Member States and private actors to apply a gender lens in Climate Change, Water Management and Food Security.
- 2. Develop a gender and intersectional sensitive and responsive MEL mechanism.**
- To fully understand the gender dimensions of conflict, water scarcity and food insecurity, a proper gender context analysis needs to be conducted before any response is designed. Embassy staff and staff at HQ, but also in partnerships, need to be trained to properly conduct such assessments as well as to measure progress on gender sensitive, responsive and transformative programming.
 - Invest in meaningfully engaging women at community level, support and fund local CSOs and women's groups to share good practices and make use of their (traditional) knowledge when designing policies and programs.

- To monitor whether programs are gender responsive and gender transformative, there needs to be a clear set of quantitative and qualitative indicators in place.
- 3. Ensure policy coherence and support women's groups**
- Ensure policy coherence and monitor the possible negative impact of programs and policies on the progress of the SDGs, and on conflict prevention and peace building efforts, and on gender equality and women's rights.
- Support and provide safe spaces for women environmental and human rights defenders, and ensure women are included in decision making processes on climate change, water and food security. This includes supporting women in rural areas to manage effects of climate change.