

**Report of the Government of the Federal Republic of Germany  
to the Secretary-General of the United Nations on the Implementation of  
Security Council Resolution 1325 (2000)  
(July 2004)**

**Preliminary remarks:**

This Report of the Federal Government on the Implementation of Security Council Resolution 1325 (2000) on "Women, Peace and Security" is submitted in response to UN Note OSAGI/04/WPS of 7 April 2004. In that Note, the Secretary-General referred to the presidential statement (S/PRST/2002/32) of 31 October 2002 requesting the Secretary-General "to prepare a follow-up report on the full implementation of resolution 1325" and invited the Federal Government to provide the Secretariat with information relating to the implementation of the resolution in Germany.

As a member of the group "Friends of 1325" and as a non-permanent member of the United Nations Security Council, Germany attaches particular importance to Security Council Resolution 1325.

The reporting period encompasses the years 2002 and 2003. The Report makes no claim to completeness but is instead intended to give an overview of the German projects and measures relating to the implementation of the individual demands of resolution 1325.

**Mainstreaming a gender perspective into peacekeeping operations**

Pp 8: ***Recognizing the urgent need to mainstream a gender perspective into peacekeeping operations***, and in this regard *noting* the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693);

Gender mainstreaming was incorporated into the Joint Rules of Procedure of the Federal Ministries (GGO) as a guiding principle for government action in the year 2000. The Bundeswehr is likewise committed to the objectives of the gender mainstreaming strategy, especially since the opening of all areas of the armed forces to women on an enlistment basis.

The Bundeswehr is currently implementing the elements of the gender mainstreaming policy at all the schools of the armed forces through a training programme for multipliers entitled "Acting in a Spirit of Partnership". This training programme was developed in close cooperation with the Federal Centre for Health Education and is being conducted by trainers from "pro familia". Through the five thematic focal areas "Men and Women in the Bundeswehr", "Discrimination, Mobbing and Sexual Harassment", "Partnership-oriented Conduct", "Reconcilability of Family and Career" and "Communicative Behaviour", a socialization process has been initiated that duly incorporates the gender mainstreaming approach and thus significantly reinforces the ability of armed forces personnel to deal appropriately with members of the respective opposite sex.

### **Representation of women in decision-making bodies (national, regional, international)**

Op 1: *Urges* Member States to ensure **increased representation of women at all decision-making** levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;

#### National level:

The obligation of the Federal Government to implement an effective equal rights policy follows from Article 3, paragraph 2 of the Basic Law (GG), the Constitution of the Federal Republic of Germany. With its cabinet decision of 23 June 1999, the Federal Government recognized equal rights and opportunities for women and men as a consistent guiding principle for its governance and resolved to translate this into action through gender mainstreaming. The policy of gender mainstreaming was accordingly incorporated into the Joint Rules of Procedure of the Federal Ministries in the year 2000.

October 2003 marked the opening of the Gender Competence Centre [at Humboldt University in Berlin], which is intended to support the implementation of gender mainstreaming in all areas of society, the economy, the political sector and administration. To this end the Centre is to provide advisory services, evaluate research, concentrate knowledge and function as a coordinator and intermediary between the persons in charge of policy implementation and experts in the field.

With the Act to Ensure Equal Opportunities for Women and Men in the Federal Administration and the Courts (Federal Act on Gender Equality, BglG), which entered into force on 5 December 2001, a key instrument was created for ensuring equal opportunities for women and men in the public administration. The effective arrangements spelled out in this Act serve

to promote equal rights for women in the public service and also strengthen the rights of the gender equality representatives.

The percentage of women in the German Bundestag has steadily risen in recent years and is now 32.8%.

Six members of the Federal Government are women. The percentage of women ministers has thus remained the same as during the 14<sup>th</sup> legislative term.

In recent years, moreover, the political parties have taken a number of steps to increase the representation of women and thus promote equal opportunities for women in their own organizations.

In September 2004, the International Women's Conference on Gender and Democracy organized by the German Women's Council, the umbrella organization of women's associations and organizations in Germany, will be held at the Federal Foreign Office under the auspices of Kerstin Müller, Minister of State at the Federal Foreign Office. At this conference, which has been made possible with the support of the Federal Government, Minister of State Müller will discuss issues pertaining to gender and democracy with participants from Member States of the European Union and from other states of Central and Eastern Europe.

A variety of measures have been undertaken to give further impetus to efforts to promote equal opportunities for women and men in the private sector. These include the establishment of a national anti-discrimination body pursuant to the provisions of Directive 2002/73 EC, implementation of the agreement reached with the central associations of German business, support for the association "Total E-Quality", development of a better system for monitoring representation of women in executive positions, the creation of a federal Internet portal for women and the EU conference "Towards Power – Women in Decision-Making Positions in the Economic Sector", which was held in Berlin in June 2004.

Increasing the percentage of women in the operational contingents of the Bundeswehr will still take several years. Not until 2001 were all career tracks in the armed forces opened to women. As a result, significant numbers of women are thus far only to be found in the lower rank groups or are still in training. Given the encouraging number of applicants, however, it is projected that the percentage of women in Germany's armed forces will rise to seven or eight percent in the medium term. The number of women in operational forces will then rise as well. About 250 women soldiers are currently deployed in operational contingents. Based on

the overall size of the contingents, women thus constitute 3.2 percent of these forces. Women currently account for three percent of the temporary-career volunteers and regulars in the Bundeswehr.

Regional level:

On 19 November 2003, the North Atlantic Council unanimously adopted guidelines for ensuring equal opportunities for the members of NATO's international staff and international military staff. These guidelines stipulate that selection of personnel and decisions relating to professional advancement must be made on the basis of objective relevant criteria so as to prevent any and all forms of discrimination. In pursuit of the goal of equal opportunity for both sexes, an action plan was drawn up that seeks to enhance the attractiveness of NATO job vacancies for women applicants, provides for regular reviews of the degree of gender balance, which are to be brought to the attention of NATO's executive staff, and calls for a continual heightening of staff awareness of the importance of these aspects. Agreement was also reached on a formal grievance procedure.

Within the framework of the current revision of the "OSCE Gender Action Plan", the Federal Government is supporting the strategy of the Organization for Security and Cooperation in Europe (OSCE) for implementation of Security Council Resolution 1325.

In regard to the goal of increasing representation of women in national and international institutions and mechanisms for the prevention, management and resolution of conflict mentioned in resolution 1325, Germany is ensuring that every effort is being made to attain this goal by providing for ever greater representation of women

- (1) in the national institutions in charge of training and recruitment of civilian personnel for international peacekeeping operations and
- (2) in conflict resolution missions and in the German contingents for such operations.

Women comprise two thirds of the staff of the Center for International Peace Operations (ZIF), which is in charge of training and recruitment for international missions. Gender aspects are consistently taken into account in the design of the training modules. This includes special regard to the role of women in the solution of conflicts which is of particular relevance to personnel seconded to field missions. 45% of the participants in the training courses are women.

Germany also aims to ensure equal representation of women in the German share of personnel in OSCE missions and institutions. Women currently comprise close to 45% of the German share of OSCE personnel.

In the great majority of cases, applications are submitted for open positions in the OSCE in which personnel will be faced with gender-related decisions influencing the work of the respective mission or institution within its mandate or its internal work arrangements.

Within the OSCE, women from Germany hold a number of positions with considerable influence on gender issues in post-conflict resolution or conflict-prevention activities, including the following:

- Expert on Trafficking in Human Beings in the Office for Democratic Institutions and Human Rights (ODIHR) in Warsaw, Poland;
- Senior Advisor to the Director of the ODIHR;
- Head of the Democratization Department, OSCE Mission to Serbia and Montenegro;
- Academic Director of the OSCE Academy (Central Asian Security Studies) in Bishkek, Kyrgyzstan;
- Human Dimension Officer, OSCE Center in Tashkent, Uzbekistan.

#### International level:

As a non-permanent member of the United Nations Security Council in 2003/2004, Germany is working to ensure the incorporation of gender perspectives into all relevant Security Council resolutions.

In the context of the recent formulation of the Statement by the President of the Security Council on United Nations peacekeeping operations (S/PRST/2004/16) in May 2004, for example, Germany successfully advocated inclusion of the following paragraph addressing Security Council Resolution 1325:

The Security Council further recognizes the importance of a gender perspective, including gender training for peacekeepers, in Peacekeeping Operations, in accordance with Security Council Resolution 1325 (2000) and the importance of protection of children in armed conflict in accordance with Security Council Resolution 1379 (2001).

Germany is also a member of "Friends of 1325", an informal group of member states committed to supporting the implementation of the resolution, and utilizes the group's meetings to exchange information.

On the periphery of this year's 60<sup>th</sup> Session of the Commission on Human Rights (CHR 2004), Germany and the Office of the United Nations High Commissioner for Human Rights (OHCHR) jointly organized a panel discussion on the subject "Affirmative Action and Security Council resolution 1325 (2000): CEDAW General Recommendation 25 and women's participation in conflict prevention and conflict resolution" in which Carolyn Hannan, Director of the United Nations Division for the Advancement of Women (DAW), was also a participant.

Promotion of equal participation by women and men in development processes has been integrated into all the procedures and planning methods of Germany's development cooperation endeavours (gender mainstreaming). German development cooperation supports the partner countries in the implementation of their equal rights policies at all levels (in political institutions and in civil society), as can clearly be seen from the following examples:

In Guatemala the Federal Government is promoting the project "Gender Support During the Peace Process" for which a total of € 4.2 million is being provided through the end of the year 2008. This project supports the development of effective mechanisms to protect women from violence, promote acknowledgement of their human rights and strengthen their civic participatory rights and thus contributes substantially to furtherance of the peace process and improvement of the social status of women. The distinctive feature of this project from the standpoint of development policy lies in its linkage of the peace process with gender equality.

In Nicaragua the Federal Government has allocated € 5.09 million through mid-2006 to support the project "Promotion of Gender Policies". The aim of this project is to prevent gender-specific violence against women, eliminate gender-specific discrimination and increase women's participation in civil society. To this end, state institutions are assisted in their efforts to develop an integrated overall policy for the advancement of women.

The ombudswoman project in Bolivia, implemented in cooperation with the Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) (duration: 2003 – 2004; funding: € 1,022,000), specifically promotes the participation of women in conflict prevention endeavours. It provides support for the institution of the ombudswoman, which is a novel institution in Bolivia. The task of the ombudswoman is to employ extra-judicial means to induce sweeping policy changes to alter the conduct of the state, which is structurally responsible for massive human

rights and civil rights violations. She can only accomplish this if she successfully kindles an awareness of the violations of human rights and civil rights and the need for corrective action among state institutions, their staff and the general public. The aim of the project is to enable the ombudswoman to more effectively perform her constitutional and legal tasks, especially in the area of internal security and civil rights in municipal administrations.

Intercultural dialogue is one of the pillars of a long-term strategy to combat international terrorism and figures importantly in conflict prevention.

In view of demographic developments in the Islamic world, young people – and especially women – have been identified as a priority target group, and education has been designated a focal area of development cooperation endeavours. The Arab Human Development Reports of the United Nations Development Programme (UNDP) published in 2002 and 2003 recommend precisely this.

Gender mainstreaming plays a key role as an overarching task in the context of this intercultural dialogue concept and in the implementation of concrete projects.

Examples of projects in which gender perspectives figure particularly prominently include:

- Promotion of the development of a women's network in Jidda, Saudi Arabia (2004; € 4,000);
- Support for a Palestinian women's organization engaged in a feminist interpretation of the Koran (2004; € 3,600);
- A programme for women teachers from Arab/Islamic countries (2002 – 2004; total funding: € 390,000);
- Starting in mid-2004, the Federal Government will provide support for UNIFEM's Arab Regional Trust Fund for the Empowerment of Women (2004 – 2006; € 840,000).

On 24 May 2004, the conference "Women in the Islamic World – Muslim Women in Germany: Positive Role Models" was hosted by the Federal Foreign Office under the auspices of Minister of State Kerstin Müller. More than 20 professionally active Muslim women from 20 predominantly Islamic countries and Muslim women from Germany discussed the issues of professional success, enforcement of their rights and ways to achieve the goals they are pursuing in their societies. They unanimously called for a new interpretation of the Sharia for the benefit of women and their rights. There was a consensus that the Koran and the Sharia conceded women all the rights they needed and that it was merely the male-dominated legal

system and patriarchal conservative societies that denied women access to their rights. It was also established that the advancement of women was only possible in the context of comprehensive reforms that also – and especially – involved men.

This insight is of great relevance for further projects for the advancement of women in the region. The objective must be to support women in their own reform endeavours at all societal interfaces and in all relevant areas (awareness/knowledge of their own rights; access to education institutions at all levels; access to the judicial system and to decision-making offices in the political sector). The conference served to further the development of both a women's network within the Islamic world and a European-Islamic women's network as fora for ongoing cultivation of an intercultural dialogue that is conducive to peace.

The advancement of women and gender issues are focal areas of Germany's engagement in Afghanistan. Lack of respect for the rights of women in Afghanistan has been exacerbated by 23 years of warfare and is also a manifestation of the religious and cultural tensions between traditionalists and modernizers in Afghan society, even since the overthrow of the Taliban. In the light of this, the Federal Government is committed to long-term support for endeavours that serve to further the rights of Afghan women and take due account of cultural and religious factors. Steps must be taken to advance the participation of women and girls in political, economic and social life in order to fully exhaust the country's potential for development. The Federal Government supports efforts to strengthen the position of Afghan women at all levels, as can be seen from the following selection of projects implemented in recent years:

- Germany is supporting Afghan women in their efforts to assume a more active role in public life, inter alia through training of policewomen and female judicial and prison staff in the enforcement of the rule of law (carried out in close cooperation with the German Police Project in Kabul) and through education and training of Afghan women lawyers, civil servants and election workers to facilitate the registration of women voters and their participation in the election process (€ 1.5 million).
- Education campaigns and public relations activities specifically targeted towards women are intended to enhance the self-awareness and self-assertiveness of women in Afghanistan. Legal aid offices have been established to inform women of their rights and thus help to reduce situations in which women are compelled to bow to the will of men, such as forced marriage, wife swapping and violence against women (€ 100,000).
- Within the framework of support for private sector development and vocational education and training, institutional structures are being created to facilitate swift and need-oriented

implementation of training measures for women as well. In addition to the conduct of training courses and support for selected women's centres to improve the range of services they offer, grants are being provided for new business start-ups (€ 2.5 million).

- There are also activities to improve the desolate situation of women in the healthcare sector (training and qualification programmes for women in healthcare administration, gender-specific trauma counselling and midwifery) as well as measures to improve the drinking water supply (€ 2.0 million).

Further projects supported in 2002 were:

- Emergency humanitarian aid measures with a special emphasis on women: improvement of the health situation of pregnant women (UNICEF; € 500,000);
- Assistance for four girls' schools in Herat (HELP e.V.; € 183,000), a shelter for widows and single mothers and their children in Kabul (medica mondiale; € 46,000), medical care for women and children in Kabul (Kinderberg International; € 290,000);
- Promotion of events, conferences and national/regional consultations in cooperation with the United Nations Development Fund for Women (UNIFEM) and the OHCHR (the International Women's Day on 8 March 2002 and the International Day for the Elimination of Violence against Women, for instance); priority area: work with traumatized women (€ 250,000);
- Support for an adviser (Rachel Wareham, medica mondiale) to the Afghan Minister of Women's Affairs and for an additional expert from the NGO medica mondiale in Kabul to assist the aforementioned adviser (€ 180,000);
- Provision of funding for school feeding programmes for girls, food for women and children in refugee camps, and a shelter for widows and single mothers and their children in Kabul as well as for mine awareness training for women provided by the Organization for Mine Clearance and Afghan Rehabilitation, OMAR (€ 123,600);
- Support for the establishment and operation of a women's centre in Parvan Province in cooperation with the Afghan Ministry of Women's Affairs and UNIFEM (legal aid, healthcare advisory services, etc.) (€ 5,000);
- Further-training course conducted by Deutsche Welle for women radio journalists in Kabul;
- Elaboration of a thorough analysis of the situation of women in Afghanistan by the Desk Officer for Civil Society and the Advancement of Women at the German Embassy in

Kabul. Her task is to ensure compilation of a gender-sensitive analysis of the political situation at local level in order to facilitate efforts – also through humanitarian aid and development projects – to counter past discrimination against women and girls that denied them participation in social, political and economic life;

- Joint project with the Ministry of Finance of Mecklenburg-Western Pomerania: PC equipment for a further education centre (strengthening the political, social and economic situation of women in Kabul through targeted further education); courses conducted by the NGO AGEF; continuation of the measure envisioned for 2003 (€ 4,500);
- Promotion of school enrolment and attendance by children, especially girls (in 1999 only 38% of boys and only 3% of girls were enrolled in first grade; the percentages were even lower in the higher grades), through the "Back to School Project" in cooperation with UNICEF (€ 300,000); winter school programme in Kabul (Deutscher Caritasverband; € 393,000); emergency repair and renovation of five schools in Kabul by the Federal Ministry of Defence with ATP funds (€ 342,000); rehabilitation of a school in Herat (World Vision; € 81,000) and a school in Kunduz (Katachel e.V.; € 25,000); winter school programme in Kabul (Caritas; € 360,000);
- Support for a human rights issue of a children's magazine, likewise geared to instilling a conception/awareness of these rights especially in girls (€ 31,000).

Priority areas of the work of German institutions in Afghanistan are initial and further training of women, promotion of participation by women in political life, support for the enforcement of women's rights and improvement of their legal, economic, political and social status in society, psychosocial counselling for women, income-generation activities (particularly for widows), support for women in rural areas outside Kabul, sensitization of men. To this end, the following individual projects were funded in 2003:

- Continuation of advisory services for the Afghan Minister of Women's Affairs within the framework of a project of the NGO medica mondiale (€ 200,000);
- Repair and renovation of the Qalae Bachtiar Clinic with an emphasis on healthcare services for the female population (€ 144,000);
- Women's conference "Woman and the Constitution" on 8 and 9 December 2003 in Kabul (swisspeace; € 1,400);
- Legal advice for women inmates at the Kabul Women's Prison (medica mondiale; € 54,000);

- Documentation of the re-creation of the Bagh-e-Zanana Women's Park in Kabul (€ 39,000);
- Gender mainstreaming workshop in Kabul (€ 17,500);
- Women's Shout Magazine on the occasion of International Women's Day (€ 3,500);
- AWLA commemorative stone on the occasion of International Women's Day (€ 2,500);
- Parvaz children's magazine (€ 70,000);
- UNICEF Girls' Education Programme (€ 750,000);
- UNICEF Birth Registration Programme (protection against early marriages, girls' rights) (€ 175,500);
- Constitutional workshops (participation of women in the electoral process as an overarching task) (swisspeace; € 218,400);
- Human rights and the police (participation of women as an overarching task) (GTZ; € 50,000);
- Voter registration campaign (registration of women voters as an overarching task) (swisspeace; € 387,000);
- Support for women in Pashtun tribal areas, priority area Kandahar; implemented by the GTZ, which is also responsible for carrying out the project in cooperation with local non-governmental organizations (NGOs) and state agencies (Ministry of Women's Affairs, Ministry of Education, Ministry of Public Health). Emphasis is placed on the resumption of university education of women in Kandahar and the construction of a temporary residence for women students (€ 800,000).

Whereas our activities were previously concentrated in Kabul and the surrounding area, projects in 2004 will be extended to the provinces (especially the Kunduz and Herat regions, where branch offices of the German Embassy in Kabul have been established). A focal area of Germany's engagement in Afghanistan is the development of a multi-ethnic national police force that is committed to the protection of human rights. High priority is consistently attached to gender-specific issues in this context. In order to heighten public awareness of these issues in the provinces as well, human rights workshops and workshops for the police, for example, were held in Herat, Bamyan, Mazar-i-Sharif, Kandahar and Gardez in which basic rule-of-law concepts and guiding principles for action were communicated to decision-makers in society. Respect for human rights and women's rights was – and still is – a core issue.

Within the framework of the International Conference on Afghanistan (held on 31 March and 1 April 2004 in Berlin), the Afghan Government obligated itself to further reinforce the rights of women and improve their situation in daily life (Annex 1 to the Berlin Declaration). The relatively high percentage of Afghan women who have registered to vote (over 20 percent) is a hopeful sign in view of the upcoming elections.

In the run-up to the Berlin Conference on Afghanistan, a "Civil Society Participation in Afghan Peace Building and Reconstruction Conference" was held in Berlin that was co-financed by the Federal Foreign Office. During this conference, Minister of State Kerstin Müller led a round table discussion of the situation of women in Afghanistan that involved female representatives of Afghan civil society and the Afghan Minister for Women's Affairs, Habiba Sohrabi.

Concrete projects for 2004 are:

- Conduct of free elections (overarching task: participation of women in the electoral process) (€ 2,200,000);
- Violence prevention, trauma recovery, access to legal aid for women and their children who – by Western standards – have been unjustly imprisoned (amount of funding still unspecified, approximately € 300,000);
- Continuation of the projects for women in Pashtun settlement areas.

### **Women in the civilian police**

Op 4: *Further urges* the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, **civilian police**, human rights and humanitarian personnel;

Women currently (as of 11 June 2004) comprise the following percentage of German personnel in operations carried out under a mandate:

- United Nations Interim Administration Mission in Kosovo (UNMIK): 26 out of 263 German police officers are women = 9.9%.
- European Union Police Mission in Bosnia and Herzegovina (EUPM): 6 out of 73 German police officers are women = 8.0%.

## **HIV/AIDS awareness training and training on the protection and particular needs of women**

Op 6: *Requests* the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace-building measures, *invites* **Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment**, and *further requests* the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;

In July 2003 the Leadership Development and Civic Education Centre of the Bundeswehr published a working paper on the subject of decision-making and responsible action in conflict situations in operations abroad. Compiled for use in training seminars for German soldiers of both sexes, this working paper addresses the issue of dealing with hardship, suffering and repression of the civilian population in countries where operations are being carried out and will thus help to further reinforce the ability of German military personnel to respond appropriately in such situations.

Since 1987 the Federal Centre for Health Education, acting on instructions from the Federal Ministry of Health and Social Security, has published information on the subject of HIV/AIDS under the logo "Gib AIDS keine Chance" (Don't give Aids a Chance). The aim of this nationwide prevention campaign is above all to prevent new infections and prompt individuals to act responsibly to protect themselves but also to further the social integration of persons with HIV/AIDS. The campaign encompasses in particular:

- education via mass media such as brochures and posters as well as TV, film and radio spots;
- an anonymous nationwide telephone help line;
- inter-personal communication in the context of events featuring mobile interactive exhibits and opportunities for active involvement.

The priority target groups are adolescents and young adults, whereby the special concerns of young girls and women are addressed in separate gender-specific educational materials and activities. Since 1985, in fulfilment of their duty to provide academic and social education, schools have informed pupils about the origin and spread of AIDS and efforts to combat this scourge. Their task is thereby in particular to inform pupils about AIDS in a manner that is appropriate to their age in the context of health and sex education, separating them into

groups by gender if necessary in order to dispel any embarrassment associated with discussion of the subject.

Thanks to these nationwide measures aimed at all groups within the population, AIDS awareness rose to a very high level soon after the AIDS education campaign was launched. Nearly 100 percent of the general public have not only the basic knowledge they need to protect themselves against the most important risks of infection but also a knowledge of the situations that do not carry a risk of infection – an indispensable prerequisite for living together with people who are infected with HIV or afflicted with AIDS.

The AIDS prevention campaign is constantly being adapted to new developments. Approaches are being tailored to different cultural backgrounds, for example, in order to better reach migrants as well. Given the scope and effectiveness of the AIDS campaign directed towards the population at large, there is no need to specifically address women soldiers as a separate target group. The Bundeswehr uses the materials that are already available. Just recently, for instance, it ordered 35,000 copies of the brochure "Safer Sex – sicher!" (Safer Sex – Sure!) from the Federal Centre for Health Education for distribution in the armed forces.

### **Voluntary financial support for gender-sensitive training efforts undertaken by funds and programmes**

**Op 7: Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes**, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies;

In 2002 the Federal Government provided funding in the amount of € 60,000 for a DPKO project "Mainstreaming a gender perspective in multidimensional peace operations". The aim of this project was to develop standards, benchmarks, questionnaires and other tools.

UNIFEM's engagement in regard to the impact of armed conflict on women and the role of women in peace-building prompted the Federal Government to make funding in the amount of € 750,000 available in 2002 for the first time for a Trust Fund project entitled "Elimination of violence against women in Central Asia" (duration: 2002 – 2004).

**Adoption of a gender perspective in negotiations, the constitution, the electoral system, the police and the judiciary**

Op 8: *Calls on* all actors involved, when negotiating and implementing peace agreements, to adopt a **gender perspective**, including, inter alia:

- (a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;
- (b) Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the **peace agreements**;
- (c) Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to **the constitution, the electoral system, the police and the judiciary**;

The Federal Government expressly adopted a gender perspective in the negotiations on the Petersberg Agreement on Afghanistan of December 2001.

One focal area of Germany's engagement in Afghanistan is the building of a multi-ethnic national police force that is committed to the protection of human rights. High priority is consistently attached to gender issues in this context. The aim of our activities is to recruit women for service as policewomen and to achieve equality for women in the new Afghan police force. Germany is supporting reconstruction of the police force with a team of 14 trainers that also includes two German policewomen. A gender perspective is also stressed in the training materials of the Police Academy and in the nationwide further-training measures. Problems include domestic violence against women, a high incidence of unreported bodily injury and sex crimes committed against women, forced marriages, "honour killings" and other repressive acts against women who violate traditional mores.

From the very beginning, Germany has worked to ensure equal rights for women in the Afghan police force. The goal is to significantly increase the percentage of women in the police force from 0% to 40% in the long term. The admission of women to the police force not only serves an important symbolic function by signalling equal rights for women in the public service. It is also intended to underscore the civilian character of the new Afghan police force. The practical reasons for including women in the police force must likewise be stressed, however.

The following measures with a gender perspective have been implemented in Afghanistan as well: human rights workshops and workshops for the police; support for women lawyers to defend imprisoned Afghan women; financial assistance for the magazine "Women and Law"; organization of a two-week visit to Germany for seven policewomen, two women lawyers and one woman journalist; and training in criminal defence for 20 women lawyers. In addition, Germany is promoting the development of civil society and the education system through such measures as support for the resumption of university education of women in Kandahar, support for girls' schools and (further) education for women.

Furthermore, in the run-up to the Constitutional Loya Jirga the Federal Government provided funding in the amount of € 218,000 to support civil society workshops in the various regions of Afghanistan. The priority in this context was to enable the members of Afghan society in general and the Loya Jirga participants in particular to form an informed opinion concerning the constitutional process and the content of the constitution prior to the actual deliberations of the assembly. One component of the workshops served to underscore the importance of a formal commitment to gender equality in the Afghan constitution. Particular attention was given to ensuring that the supported activities involved equal numbers of women and men if at all possible.

The following projects are currently being implemented with the aid of Federal Government funds:

- The Civilian Peace Service (ZFD) is furthering peace education and civilian conflict transformation for pastoralist ethnic groups and crop farmers in the Soroti region of Uganda until 2007.

The aim is to enhance local potential for peace in the area of civilian conflict transformation. Project measures are to especially involve women who are in a position to influence both decision-making processes in their communities and leaders in civil society.

Target groups include women's organizations (particular emphasis is being placed on the formation of women's peace groups, since they have indicated their strong interest in peace-building measures and can bring their influence to bear on decision-makers and the latter's attitude towards the peace process), NGOs and peace initiatives in the Teso region, and leaders of civil society in the Teso region.

- The Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) is implementing a campaign to recruit policewomen in Nicaragua.

The aim is for the Nicaraguan police to employ gender-sensitive strategies when recruiting new personnel in order to ensure that the police are in a position to better respond to the needs and concerns of women. Comprehensive advisory services are being provided for the personnel department, the police academy and the public relations department of the Nicaraguan national police force in regard to the planning and implementation of a campaign to recruit female personnel.

Through this campaign, 500 new police officers are to be recruited for the ordinary service as well as 125 new recruits for the higher intermediate and higher service. According to the target set by the Nicaraguan police, 30% of these new recruits are to be women. Since the occupation of police officer has traditionally been a predominantly male occupation, a media campaign targeted especially towards women is to be launched in order to enhance the attractiveness of this occupation for women. In addition, advisory services are to be provided for personnel departments and selection committees within the police force to enable them to identify and eliminate gender-specific stereotypes influencing the selection of new police officers. Publication of the results and parallel monitoring are planned.

- Internationale Weiterbildung und Entwicklung gemeinnützige GmbH (InWEnt) (Capacity Building International, Germany) is implementing a project for further training in peace education for multipliers in Central America (El Salvador, Guatemala, Mexico and Colombia) until the year 2006.

The aim is to enhance the personnel capacity of NGOs in the area of peace education, further peace education overall and prepare participants for subsequent training as mediators.

Content includes reflections on war, violence and peace, human rights education, gender-specific work, intercultural education, mediation and memory work.

Participants are NGO personnel (with experience in peace education) and education ministry staff who are concerned with teacher training and quality assurance.

- The Friedrich Ebert Foundation is implementing a training course for journalists on peace-conducive journalism and possibilities for rehabilitation of reporters who have addressed gender-specific concerns of women in crisis regions in Nepal.

The aim is to promote journalism that is conducive to peace and counter the marginalization of journalists who address gender-specific concerns of women in regions racked by conflict.

- In addition, the Friedrich Ebert Foundation is supporting partner organizations in the founding of organizations for widowed women and the establishment of gender-sensitive forms of assistance in Nepal.

The aim is to found organizations for widowed women and institutionalize gender-specific forms of assistance for women at NGO level, especially counselling training.

- In 2003, moreover, the Friedrich Ebert Foundation conducted a workshop entitled "Empowering for Reconciliation" in Indonesia.

The aim of the workshop was to train community leaders, government officials, NGO executive staff and religious leaders in regional conflict transformation techniques. Practical learning experience in the field of conflict resolution was incorporated as a complementary element. Women can make a particularly valuable contribution to the prevention and defusing of crises, to reconciliation as well as to reconstruction and must therefore receive special support and encouragement. The women and men participating in the workshop were members of various organizations involved in the processes and efforts to further national reconciliation in Indonesia (such as universities, government organizations, NGOs and religious institutions).

### **Protection of women from gender-based violence**

Op 10: *Calls on all **parties to armed conflict** to take special measures to protect women and girls from **gender-based violence**, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;*

Within the framework of the Federal Government's Action Plan to Combat Violence against Women, the Federal Government (Federal Ministry for Family Affairs, Senior Citizens, Women and Youth) provided financial support for a manual published by the NGO medica mondiale on sexualized wartime violence and its consequences. This manual, which is the first of its kind in Germany, contains important information for professionals active in the various relevant fields to assist them in approaching and working with women who have been traumatized by war.

Funding in the amount of € 29,000 is being provided in 2004 for the construction of a shelter and training centre in Honduras to further the social reintegration of female street children who have been forced to engage in prostitution (Casa Allianza).

The Federal Government supports NGOs worldwide in their efforts to educate people on women's rights and women's human rights as well as the legal (defence) options available to women in their efforts to combat any and all forms of violence against women (including injurious traditional practices, domestic violence and trafficking in women/children). Attention is given in the context of project implementation to ensuring the greatest possible participation of women.

On the occasion of International Women's Day in the year 2003, the Federal Foreign Office hosted an international conference of experts to further an exchange of information and a compilation of "best practices" to combat female genital mutilation (FGM). Together with Poland and the NGO Franciscans International (FI), it organized a briefing and panel discussion on the periphery of the 59<sup>th</sup> Session of the Commission on Human Rights (2003) on the subject "Trafficking in Women – Protection of Victims as a Challenge to National Policies and Cross-Border Cooperation". In the context of the Council of Europe's elaboration of a European Convention on Action against trafficking in human beings, Germany is engaged in constructive efforts to improve protection for persons who fall victim to trafficking. Germany hosted the OSCE Conference "Europe Against Trafficking in Persons" in October 2001.

Violence against women is cited as an asylum-relevant reason for flight in the asylum reports of the Federal Foreign Office (honour killings, female genital mutilation, trafficking in human beings and widow immolation, for instance). Germany works to ensure the adoption of feasible approaches as well as the incorporation of passages to safeguard human rights in the thematically relevant resolutions of the United Nations Commission on Human Rights and the United Nations General Assembly. It also supports the work of the Special Rapporteur on Violence against Women inter alia through voluntary submission of contributions to the Office of the United Nations High Commissioner for Human Rights.

The Federal Government is funding the following projects to protect women from gender-based violence:

- The Civilian Peace Service (ZFD) is implementing a project to reinforce the human rights of women in Ecuador until 2007 as part of the overall concept for civilian conflict transformation and political security in Esmeraldas, Macas and Quito, Ecuador. Through support for civil society initiatives, this project seeks to promote widespread respect for the special human rights of women and thus help to reduce the incidence of violence against women.

Content includes the strengthening of local partner organizations through implementation of further-training measures, development and promotion of fora for dialogue and for an equitable balance of interests, contribution to the campaign to support the United Nations Convention for the Elimination of All Forms of Discrimination against Women, and enhancement of the leadership capabilities of women who fled or were expelled as a result of the civil war in Colombia.

The participants are civil society initiatives dedicated to the promotion of women's human rights.

- Within the framework of the project of the Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) to empower women in Uganda, the GTZ conducted a workshop on the subject of domestic violence and police work. The aim was to assist the NGO MIFUI in conducting a workshop on the same subject with representatives of the Ugandan police and other local NGOs. Content included education to dispel myths and present facts concerning domestic violence as well as intervention training and suggestions for better police work.

40 Ugandan policemen and policewomen received awareness training and further training in procedures for handling cases of domestic violence. Cooperation between the Ugandan police and local women's rights organizations was also enhanced.

### **Attention to the needs of women in refugee camps**

Op 12: *Calls upon* all parties to armed conflict to respect the civilian and humanitarian character of **refugee camps** and settlements, and to take into account the particular **needs of women and girls**, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;

The Friedrich Ebert Foundation is conducting a further-training workshop for its partner organizations in Cameroon on the subject of attention to a gender perspective in the elaboration and implementation of projects.

The aim is to ensure gender-sensitive conception and implementation of projects. A list is to be made available of the persons at the regional partner organizations of the Friedrich Ebert Foundation in Cameroon who are to be contacted in regard to gender issues and gender-sensitive work in institutions.

## **Attention to a gender perspective in the planning for disarmament, demobilization and reintegration**

Op 13: *Encourages* all those involved in the **planning for disarmament, demobilization and reintegration to consider the different needs of female** and male ex-combatants and to take into account the needs of their dependants;

In mid-May 2004 the Federal Government adopted the action plan "Civilian Crisis Prevention, Conflict Resolution and Peace Consolidation", which had been drawn up in cooperation with members of civil society. The action plan takes stock of implementation thus far of the Federal Government's overall concept for civilian crisis prevention dating from the year 2000 and sets priorities for the work ahead.

The goal is to take early action to prevent people in potential crisis regions from dealing with conflicts in a violent manner and to contain violence where it has already erupted. After the end of armed confrontations, new flare-ups of violence are to be prevented through effective peace consolidation measures and reconstruction of civilian structures.

Since 1998 the Federal Government has taken numerous steps to enhance its capacity for action in this area. Examples include the creation of the Civilian Peace Service and the founding of the Berlin-based Center for International Peace Operations (ZIF), which recruits and trains civilian personnel for international peace and observer missions.

The action plan defines crisis prevention as an overarching task in the shaping of all relevant fields of policy and lists more than 160 specific steps to be taken during the next five to ten years. Emphasis is thereby placed on measures to support reliable government structures, secure adequate living conditions in crisis regions and enhance the peace-building potential of civil society.

Equal access to and unrestricted participation by women in power structures and the full involvement of women in all crisis prevention and conflict resolution endeavours are indispensable for the preservation and furtherance of peace and security. While women are meanwhile playing a more important role in conflict resolution and efforts to safeguard peace as well as in national defence and foreign affairs, they are still underrepresented in leadership positions. This is true – to varying degrees – of most countries and of international organizations as well. It is essential that women share political and economic power and be appropriately represented at all decision-making levels. Precisely in reconstruction processes, initial and further training of women plays an important role.

One of the items in the paper explicitly formulates the concern of the Federal Government that active support be provided for UNIFEM's targeted efforts to strengthen the special role of women in peace-building and tap their potential as peace activists. The Federal Government will strive to ensure that women are appropriately represented in bodies charged with the implementation of peace agreements. The Federal Government also furthers reform processes in its partner countries in the fields of democracy and the rule of law with the aim of ensuring equitable participation of the entire population – and especially women – in the development process and in creating or consolidating peaceful procedures for settling conflicts.

Since late 1999, the Federal Government has provided funding in the amount of € 21 million for a total of 250 projects implemented by NGOs in the area of crisis prevention. With the support of the Federal Government, more than 400 German civilians have been deployed in UN missions since the year 2000. Germany provides just under ten percent of the personnel deployed in missions of the OSCE.

The Federal Government has undertaken a number of additional measures in accordance with and in support of article 13 of Security Council Resolution 1325 (2000). One goal is awareness-raising and promotion of the subject through the following publications:

- Towards Gender Mainstreaming in Crisis Prevention and Conflict Management. Guidelines for German Technical Cooperation (GTZ, 2001).

This study gives recommendations for gender mainstreaming in crisis prevention and conflict management activities, including disarmament, demobilization and reintegration (DD&R) programmes. It provides guidelines for gender mainstreaming in German development cooperation endeavours in this thematic field.

- Brothers in Arms – Sisters of Mercy? Gender Perspectives on Small Arms Control (GTZ, scheduled to be published in 2004).

This publication contains reports from GTZ gender officers in DD&R programmes in Sierra Leone and Somaliland.

In addition, the GTZ organized a conference in January 2004 on the subject "Brothers in Arms – Sisters of Mercy? Gender Perspectives on Small Arms Control". This conference, which addressed policymakers, governmental and non-governmental development agencies, the military and the police as well as social scientists and international organizations, was aimed at promoting gender awareness and fostering an exchange of experience and lessons learned. There was extensive discussion of gender aspects of DD&R programmes on the basis of reports from Somalia and Sierra Leone.

German bilateral development cooperation projects implemented through the GTZ are systematically checked in regard to their gender impact.

One example of gender mainstreaming in DD&R programmes is the demobilization of Rwandan combatants in the eastern Democratic Republic of the Congo.

Under the Multi-Country Demobilization and Reintegration Programme (MDRP) in the greater Great Lakes region, the Federal Government is working to promote and ensure gender equity within a multilateral framework as well. Women soldiers are recognized as special ex-combatant target group in this context. Equal access to reinsertion and reintegration benefits, gender-responsive arrangements at demobilization facilities and provision of gender-specific health care are guaranteed. Furthermore, the target group has been expanded to include non-combatants associated with armed groups and other war-affected populations, many of whom are women. (MDRP Position Paper: "Targeting MDRP Assistance: Ex-Combatants and Other War-Affected Populations", November 2003)

In Sierra Leone, ex-combatant status under national demobilization programmes was linked to the surrender of weapons at the time of disarmament. Since many female combatants had already previously been disarmed by male combatants or had not possessed weapons of their own, they had not been officially recognized as ex-combatants and hence had not received the reintegration assistance linked to this status. In response to these past inequities, the position of a Technical Advisor for Gender and Child Protection was created within the framework of the GTZ project REACT commissioned by the Federal Ministry for Economic Cooperation and Development (BMZ), the KfW, the DFID, the UNHCR and others. Women are involved in the community-based project work on an equal basis by means of quotas.

### **Gender perspectives in UN Security Council missions, meetings with local women's groups**

Op 15: *Expresses* its willingness to ensure that **Security Council missions** take into account gender considerations and the rights of women, including through **consultation with local and international women's groups**;

From 31 October to 7 November 2003, the United Nations Security Council conducted a mission in Afghanistan. The purpose of this mission was to review the progress achieved in implementing the Bonn Agreement, evaluate the mandates of the United Nations Assistance Mission in Afghanistan (UNAMA) and the International Security Assistance Force (ISAF) and meet with local commanders in Herat and Mazar-i-Sharif to emphatically demand that

they unconditionally support the peace process. Members of the mission also met with representatives, both male and female, of Afghan civil society, NGOs and the Afghan Minister for Women's Affairs to discuss the situation of women in Afghanistan.