

Women and Armed Conflict

I. Global commitments

The Beijing *Platform for Action* recognized that peace was inextricably linked to equality between women and men and development, and emphasized that women's full involvement in all efforts for the prevention and resolution of armed conflicts was essential for the promotion and maintenance of peace and security. The *Platform for Action* set out six strategic objectives.

Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation;

- ▶ Reduce excessive military expenditures and control the availability of armaments;
- ▶ Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations;
- ▶ Promote women's contribution to fostering a culture of peace;
- ▶ Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women; and
- ▶ Provide assistance to the women of the colonies and non-self-governing territories.

Since the Fourth World Conference in 1995 there have been remarkable developments in terms of expansion of the international normative and policy framework on issues related to women and armed conflict, including in the United Nations Security Council. New issues, which were not specifically addressed in the *Platform for Action*, have expanded the discourse and global implementation efforts have become centred around a broader agenda on women, peace and security.

The Commission on the Status of Women has considered the theme of women and armed conflict on a number of occasions. In 1998, the Commission adopted agreed conclusions on women and armed conflict that called for action in a number of areas, including: ensuring gender-sensitive justice; meeting the specific needs of women affected by armed conflict; increasing the participation of women in peacekeeping, peacebuilding, pre- and post-conflict decision-making; and addressing disarmament, illicit arms trafficking, landmines and small arms.¹ In 2004, the Commission adopted agreed conclusions on women's equal participation in conflict prevention, management and conflict resolution and in post-conflict peace-building.² These recognized that peace agreements provide a vehicle for the promotion of gender equality and that a gender-sensitive constitutional and legal framework was necessary to ensure that women fully participate in such processes.

At its 52nd session in 2008, the Commission on the Status of Women reviewed implementation of its agreed conclusions on "Women's equal participation in conflict prevention, management and conflict resolution and in post-conflict peace-building" adopted in 2004.³ The review revealed a number of gaps and challenges, including in terms of representation and participation of women in peace-processes and decision-

making; prevention and response to sexual and gender-based violence, monitoring and accountability, and funding.

The twenty-third special session of the General Assembly entitled “Women 2000: gender equality, development and peace for the twenty-first century” reaffirmed the *Platform for Action* and called for the full participation of women in decision-making at all levels in peace processes, peacekeeping and peacebuilding. It also called for the protection of girls in armed conflict, especially the prohibition of forced recruitment.⁴

In 2000, the United Nations Security Council passed the landmark resolution 1325 on women and peace and security, the first resolution ever to address the impact of war on women, and women's contributions to conflict resolution and sustainable peace. The resolution calls for women’s equal participation with men and their full involvement in all efforts for the maintenance and promotion of peace and security. It reaffirms the need to protect women and girls from human rights abuses, including gender-based violence. The resolution calls for action to mainstream gender perspectives in relation to conflict prevention, peace negotiations and the aftermath of conflicts.

Since its adoption in 2000, the Security Council has held annual open debates on progress in implementing resolution 1325. Eight Security Council Presidential Statements provide further guidance on ways and means to fully implement the resolution.⁵ The Council has increasingly recognized the inter-relationship between gender equality, empowerment of women and country-specific situations and other thematic issues, such as protection of civilians, children in armed conflict, peace and security in Africa, maintenance of international peace and security and security sector reform.⁶

The work on the situation of children in armed conflict has contributed to a deeper understanding and greater urgency on these issues, including through the development of a monitoring and reporting mechanism established by the Security Council through its resolution 1612 (2005).

In the 2005 World Summit Outcome, the world’s leaders reaffirmed their commitment to the full and effective implementation of Security Council resolution 1325 (2000). They stressed the important role of women in the prevention and resolution of conflicts and in peacebuilding and underlined the importance of integrating a gender perspective and of women having the opportunity for equal participation and full involvement in all efforts to maintain and promote peace and security, as well as the need to increase their role in decision-making at all levels. Governments strongly condemned all violations of the human rights of women and girls in situations of armed conflict and the use of sexual exploitation, violence and abuse and committed themselves to elaborating and implementing strategies to report on, prevent and punish gender-based violence.⁷

As an outcome of the World Summit, the Peacebuilding Commission was established in June 2006 as an advisory body of the General Assembly and the Security Council with the goal to marshal resources at the disposal of the international community, and to

advise and propose integrated strategies for post-conflict recovery with a special focus on reconstruction, institution-building and sustainable development in countries emerging from conflict. The founding resolutions of the Peacebuilding Commission provide a mandate to mainstream a gender perspective in all aspects of its work.⁸ Gender equality issues were identified as cross-cutting peace consolidation strategies in Burundi and Sierra Leone – the first two countries on the Commission’s agenda – and in relation to new countries under consideration, Guinea-Bissau and the Central African Republic.

In June 2008, the Security Council held an open thematic debate on “Women, peace and security: sexual violence in situations of armed conflict” which culminated in the adoption of resolution 1820 (2008). In this resolution, the Security Council reaffirmed its resolve to eliminate all forms of violence against women, including by ending impunity. The Council recognized sexual violence as a security problem requiring a systematic security response. The resolution calls for a number of concrete actions and measures aimed at eliminating sexual violence and addressing its impacts by the Secretary-General, United Nations entities, Member States (including troop and police contributing countries), all parties to armed conflict, regional and sub-regional bodies, and financial institutions. It also calls on the Peacebuilding Commission to include strategies for addressing sexual violence in its work.

Developments in international law

New commitments to end the culture of impunity for crimes committed against women were also made in international law. The International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda broke new ground in the area of jurisprudence on sexual violence under international law by convicting individuals of using rape as an instrument of genocide and a form of torture and by recognizing rape as a crime against humanity.

The 1998 Rome Statute of the International Criminal Court prohibits “rape, sexual slavery, enforced prostitution, forced pregnancy, enforced sterilisation and other forms of sexual violence” and takes gender concerns into account in the definition of the crimes of genocide (article 6), crimes against humanity (article 7) and war crimes (article 8). For the first time, victims have the possibility to present their views and observations before the Court. The Rome Statute also defines criteria for the election of the Court’s judges, including the fair representation of women and men; equitable geographical representation; representation of different legal systems; and expertise in specific issues, including violence against women and children.

The statute of the Special Court for Sierra Leone, established in January 2002, includes rape, sexual slavery, enforced prostitution, forced pregnancy and any other form of sexual violence among the constituent elements of crimes against humanity. Article 5 gives the Special Court jurisdiction over crimes under Sierra Leonean law, including offences relating to the abuse of girls under the Prevention of Cruelty to Children Act of 1926. The statute has provisions on gender-sensitive proceedings and evidence before the Special Court (articles 14 and 16) and requires expertise in trauma related to crimes of

sexual violence and violence against children. In May 2004, for the first time in the history of international law, the Special Court decided that forced marriage would be prosecuted as an “inhumane act”, that is, a crime against humanity. In 2009, the Court convicted three former leaders of the Revolutionary United Front (RUF) on the charge of forced marriage, thereby recognizing the deep and long lasting suffering inflicted upon women through conscription as ‘bush wives’ during the Sierra Leone conflict.⁹

II. Progress in implementation at national level

Since 1995, the awareness of the impact of armed conflict on women, including the role of sexual and gender-based violence, and women’s contributions to peace processes, has increased significantly. Gender equality issues in conflict prevention, peacekeeping, peacebuilding, humanitarian situations and post-conflict reconstruction have received more attention, which has led to improved efforts to build capacity of institutions, mechanisms and staff, including on the part of international organizations, supporting national level implementation.

Role of civil society

Much of the progress achieved must be attributed to the effective mobilization and advocacy by civil society. Women in, for example, the Balkans, the Democratic Republic of the Congo, the Great Lakes region, the Middle East, Nepal, Somalia and Timor Leste, have worked collaboratively across conflict, ethnic and religious lines to make valuable contributions to peace processes, through promoting women’s human rights, resisting militarization and ensuring that women’s voices are included at all levels of decision-making processes. Regional women’s networks, such as the Mano River Women’s Peace Network (MARWOPNET) bringing together women from Guinea, Liberia and Sierra Leone, have played catalytic roles in peace efforts. MARWOPNET has been active at both the grass-roots level and the highest levels of government. The Network helped bring the heads of State of the three countries back to the negotiating table in 2001 and served as a signatory to the Liberian peace talks in August 2003. MARWOPNET was awarded the United Nations Prize in the Field of Human Rights in 2003.

On the basis of Security Council resolution 1325, women have organized exchanges across conflict divides, lobbied for women’s participation in formal peace negotiations and decision-making processes, conducted research, and built networks. They have used the resolution, which has been translated into over 90 languages, for training at the country level, advocacy and awareness raising. The *Peace Women* website, coordinated by the Women’s International League for Peace and Freedom, provides an overview of initiatives throughout the globe.¹⁰ The NGO Working Group on Women, Peace and Security, a coalition of NGOs, works closely with the United Nations Secretariat and Member States to advance the implementation of resolution 1325.¹¹

Collaboration and interactions with governments and other actors have led to important outcomes. In Fiji, for example, a working partnership between the Ministry of Women and NGOs was established to promote implementation of resolution 1325.

Women, Peace and Security Coordination in Fiji

In 2003, the *Women, Peace and Security Fiji Coordinating Committee on 1325* (WPS Fiji) was established, following a consultation by the Ministry of Women with a range of women's groups and NGOs. WPS Fiji is a working partnership between the national machinery for the advancement of women and women's peace-centred NGOs, which has been facilitated by UNIFEM Pacific in Melanesia. To accelerate the implementation of resolution 1325, WPS Fiji collectively works to:

- 1) Improve the availability of data and analysis on the root causes of conflicts, the impact of conflict on women and their role in conflict prevention, resolution and post-conflict peace-building in four project countries;
- 2) Strengthen the capacity of women and women's groups to play a role in conflict prevention, resolution and post-conflict peace-building at the national and regional levels;
- 3) Promote a gender perspective in conflict resolution and peace-building initiatives of governments, regional organizations and mainstream agencies; and
- 4) Promote peace, tolerance and reconciliation, linked to economic security, through advocacy in the community and with the general public.

Source: NGO Working Group on Women, Peace and Security (2005)
*From Local to Global: Making Peace Work for Women*¹²

Increasing attention to gender perspectives and increasing women's participation at all stages of peace processes and post-conflict reconstruction

Governments, including donors, troop and police contributing countries, and international organization play important roles in facilitating women's participation in peace processes, peacebuilding and post-conflict reconstruction, including by removing legislative and other barriers for women's participation and by providing technical and financial support to women's organizations and leaders. In post-conflict societies this support is critical as institutions are redefined, restructured or newly created and new laws and regulations are developed.

Security Council resolution 1325 (2000) has galvanized efforts of countries to address the gender dimensions of armed conflict and enhance women's participation in peace processes. A growing number of countries have developed national action plans to implement resolution 1325, including: Austria, Côte d'Ivoire, Denmark, Finland, Iceland, the Netherlands, Norway, Spain, Sweden, Switzerland and the United Kingdom. Belgium, Ghana, Jordan, Liberia, the Philippines and Sierra Leone are in the process of developing national action plans.¹³ Other countries, such as Croatia and Fiji have included the implementation of resolution 1325 into their national plans of action on gender equality.¹⁴ Countries have used national action plans as a tool to identify priority areas for action. In Côte d'Ivoire, for example, the following areas have been identified: protection of women and girls from sexual violence; inclusion of gender perspectives in policies and development programmes; reinforcement of women's access to basic social

infrastructures and participation in reconstruction and reintegration processes; and strengthening the participation of women in political decision-making.¹⁵

Working groups have also been set up to review and monitor implementation of Security Council resolution 1325 (2000) at regional and national levels. At the eighth Commonwealth Women's Affairs Ministers meeting held in Kampala, Uganda in 2007, Ministers agreed to the establishment of a Commonwealth Working Group on Gender, Peace and Security to address gender equality issues in peace and post-conflict processes. The same year, the European Peacebuilding Liaison Office in Brussels initiated the European Union 1325 partnership, which brings together regional and national institutions, agencies, military, academia and NGOs in an effort to augment gender awareness, understanding and mainstreaming in peace and security related policies, strategies and programmes and coordinate implementation efforts regionally.¹⁶

While there is growing support for women's equal participation in peace processes, progress in women's access to such processes, in particular formal peace negotiations, has been limited. In 2003, in preparation for the 48th session of the Commission on the Status of Women, an expert group meeting was organized by the Division for the Advancement of Women in Ottawa, Canada to discuss obstacles, lessons learned and good practices in the negotiation, content and implementation of peace agreements. Only incremental progress in the level of attention to gender perspectives as a cross-cutting concern in peace processes had been achieved. The absence of women from formal processes and peace negotiations continue to result in insufficient attention to and reflection of the concerns of women in peace agreements. Key issues, such as protection and promotion of women's human rights, especially women's economic and social rights, may be omitted. The expert group meeting adopted recommendations for a comprehensive framework of model provisions for inclusion in future peace agreements.¹⁷ Some governments have taken important initiatives to address the absence of women in formal peace processes. The Israeli Women's Equal Rights Law, for example, was amended in the spirit of resolution 1325, mandating that the Israeli government include women in any group appointed to peace-building negotiations and conflict resolution.¹⁸

Measures to ensure attention to women's rights and gender equality issues in truth and reconciliation commissions have also been taken. The International Centre for Transitional Justice and other organizations have produced useful materials along with specific strategies to address gender equality issues across all operations of truth commissions.¹⁹

Gender perspectives in Truth and Reconciliation Commissions

In **South Africa's** Truth and Reconciliation Commission, several steps were taken to facilitate women's participation: gender training was provided for all the commissioners; preparatory workshops were held, particularly for rural women; and gender-sensitive reparations policies were developed (for example, providing compensation for work in the home).

In **Sierra Leone**, women's participation in the design of the truth commission ensured the existence of a special unit to investigate war crimes from a gender equality perspective. A

Women's Task Force, made up of members from women's associations, United Nations agencies, the police force, the media and the legal profession, worked to create an atmosphere in which women could participate in these institutions. The Task Force is credited with addressing the need for gender balance and sensitivity within the truth commission.

In **Timor Leste's** Commission for Reception, Truth and Reconciliation, women's groups were involved in public dialogues regarding the various options for transitional justice, the decision to establish a truth commission and as members of the steering committee. In particular, the two female commissioners (out of seven) were at the forefront in ensuring that women's issues are included throughout the process.

Source: The Initiative for Inclusive Security and International Alert Joint Publication (2004).
*Inclusive Security, Sustainable Peace: A Toolkit for Advocacy and Action.*²⁰

Post-conflict situations can provide unique opportunities to introduce a more inclusive political framework to advance women's political participation. The international community has worked with women's organizations and national governments to support post-conflict constitutional, electoral and legislative reform processes and to build the institutional capacity of national institutions, including national machineries for gender equality, in post-conflict areas. In Afghanistan, thousands of women from around the country participated in meetings and workshops focused on women's issues and democracy in the run-up to the Bonn process of December 2001, the June 2002 Emergency Loya Jirga, and the December 2003 Constitutional Loya Jirga. Two of the nine members of the drafting committee were women, as were seven of the 35 members of the review commission. In addition, women comprised more than 20 per cent of voting delegates in the Constitutional Loya Jirga. As a result, the new constitution included language on gender equality and a quota for women in the lower house of parliament.

To support implementation of the Convention on the Elimination of All Forms of Discrimination against Women in countries emerging from conflict, the United Nations Division for the Advancement of Women (DAW) undertook consultation missions to Afghanistan, Haiti, Liberia, Sierra Leone and Timor Leste to raise awareness on the Convention among national machineries, personnel in line ministries and other relevant bodies, such as human rights commissions and NGOs. DAW conducted workshops to support the preparation of national reports to the Committee on the Elimination of Discrimination against Women and undertook follow-up missions to support implementation of the concluding observations after the reports were presented to the Committee.²¹

Countries, such as Rwanda, Burundi, Mozambique, South Africa and Timor Leste, have taken important steps to increase the number of women legislators in post-conflict elections, including revisions of constitutional and legal frameworks to remove discriminatory provisions; reform of electoral systems; specific targeting of women in voter registration; provision of security during elections; training of women candidates, and introduction of temporary special measures such as quotas.²²

Historic election results in Rwanda

In 2003, in the first elections after the 1994 genocide, women won 48.8 per cent of seats in Rwanda's lower house of parliament – near parity in the representation of women and men in the legislature. Women contesting in Rwanda's second parliamentary elections, held in September 2008, secured 45 out of 80 seats, or 56.25 per cent, making the Parliament the first in the world to have women in the majority.

These successes were the result of the particular circumstances of Rwanda's genocide, specific mechanisms used to increase women's political participation, among them a constitutional guarantee, and a sustained campaign by the women's movement.

The Constitution of Rwanda provides for a 30 per cent minimum quota for women in Parliament, or 24 seats. In the run-up to the 2008 election, gender equality advocates called on parties not only to have equal representation of women and men in their party lists, but also to position women close to the top to ensure the presence of women representatives.

Source: Elizabeth Powley (2005) "Rwanda: Women Hold Up Half the Parliament,"²³ and UNIFEM (2008) "Rwandan Women Secure 56% of Parliamentary Seats in Historic Election Result."²⁴

Donor countries, including Belgium, Canada, Norway, Japan, Luxembourg, Spain, Sweden, Switzerland, the United Kingdom and the United States, have assisted women's peace and conflict resolution initiatives in a number of countries and regions, such as Afghanistan, the Great Lakes region of Africa, Bosnia and Herzegovina, Colombia, Guatemala, Iraq, the occupied Palestinian territory, Sudan and Sri Lanka, either directly or through national and international NGOs and United Nations entities.

Sudanese women's agenda for reconstruction

In April 2005, the Norwegian government hosted the Oslo Donors conference on Sudan. Sudanese women were concerned that their perspectives would not be considered. With support from the Norwegian Ministry of Foreign Affairs, over 50 women were able to travel to Oslo to attend the donors' conference and to participate in a symposium on gender equality issues held on the eve of the conference. The symposium was organized by the Norwegian Ministry of Foreign Affairs, UNIFEM and the Norwegian Institute of International Affairs. It created a "strategic space where Sudanese women from across the country stood in solidarity with each other and their communities and defined a common agenda on urgent needs for reconstruction." Participants selected two representatives – one from the north and one from the south – to represent them at the official conference. These representatives formally presented the common priorities and recommendations from the symposium. They called for a gender-responsive approach to donor funding and affirmative action in the governance structures, particularly the Constitutional Review Process. They highlighted the daily challenges women face with regard to reintegration and rehabilitation. They highlighted the need for concrete measures to deal with violence against women and girls.

Source: UNIFEM (2005) *Securing the Peace*²⁵

Participation of women in post-conflict security services is crucial to creating structures that are representative, trusted and legitimate, and are able to meet the security needs of both men and women. Training of military, civilian police and civilian peacekeeping personnel on the protection, rights and particular needs of women, as well as the importance of involving women in all functions in international peace operations, have received considerable attention from Member States, the United Nations and civil society. The United Nations Department of Peacekeeping Operations has strengthened its outreach to troop and police contributing countries, including through a series of policy dialogues and workshops in 2006-2007. A strategy workshop was convened in South Africa in 2007, which brought together national women's constituencies and representatives of defense and interior ministries from troop and police contributing countries. The meeting generated recommendations on revising security sector and defense policies with a view to strengthening gender training for peacekeepers at the national level prior to deployment. Four countries, Argentina, Nigeria, Pakistan and South Africa, agreed to undertake a pilot project that would enable lessons learned and good practices to be documented and shared systematically.²⁶

In July 2008, women constituted 2.2 per cent of military personnel to serve in United Nations peacekeeping operations compared to 1 per cent in July 2004, and 7.6 per cent of civilian police personnel compared to 5 per cent in 2004. In those settings where peacekeeping missions are supporting the restructuring of police services (Sierra Leone, Timor-Leste and Kosovo) women civilian police represent more than 15 per cent.²⁷

First-all female peacekeeping contingent

Increasing women's representation in police services is an important element of gender-sensitive police reform in post-conflict societies. A police service whose composition reflects the population it serves more adequately results in greater legitimacy, supports more effective community relations and can potentially moderate extremes in the use of force. Above all, it can result in a police service that responds with greater alacrity and commitment to preventing abuses of women's rights.

In early 2007, the Government of India sent over 100 highly trained women police officers to the UN Mission in Liberia, as the United Nations first all-female peacekeeping contingent. Early reports suggest that the presence of the women police officers encouraged Liberian women to both register complaints and to join the Liberian police service. The unit is making security services more accessible to ordinary women in a country with high rates of sexual and gender-based violence.

Source: UNDP-UNIFEM (2007) Policy briefing paper: Gender Sensitive Police Reform in Post Conflict Societies²⁸

The United Nations Office for Disarmament Affairs and other actors have undertaken considerable efforts to promote understanding of the importance of gender equality perspectives in all aspects of disarmament.²⁹ However, available research suggests that the specific needs of women and girls in armed movements continue to be neglected in disarmament, demobilization and reintegration (DDR) processes. Lessons learned from past and ongoing DDR processes, for example in Liberia and Bougainville, Papua New

Guinea, can contribute to developing operational procedures to ensure that women and girls are not excluded.³⁰ The United Nations Integrated DDR Standards and the checklist on *Gender-aware Disarmament, Demobilization and Reintegration* developed by the United Nations Development Fund for Women provide guidelines on addressing the particular needs of women and girls during DDR processes.³¹

In his report on Small Arms to the Security Council in April 2008, the Secretary-General stressed that gender approaches are particularly relevant for targeted policy interventions, as are prevention and response activities to address small arms victims, survivors and perpetrators, as well as community leaders, peace negotiators and peacekeepers. The report noted that women and girls often are gravely affected by small arms violence, such as armed sexual violence, intimidation and coercion, including as surviving partners and heads of households. Women can also be agents for change in disarmament, demobilization and reintegration processes and in community security initiatives.³²

In terms of the Beijing *Platform for Action's* objective to reduce excessive military spending and control the availability of armaments, available data show that, with the exception of anti-personnel land mines, there has been no progress. Excessive arms expenditures persist today and indeed have grown larger in recent years. World military expenditure is estimated to have been \$1339 billion in 2007—a real-terms increase of 6 per cent over 2006 and of 45 per cent since 1998. This corresponded to 2.5 per cent of world gross domestic product (GDP) and \$202 for each person in the world.³³

Preventing and responding to sexual and gender-based violence

In recent years, sexual violence in armed conflict has received more attention at international and national levels. A number of countries have taken steps to improve their capacity to prevent and respond to violence against women in conflict and post-conflict situations. Côte d'Ivoire has incorporated prevention and response to sexual and gender-based violence into its national reconstruction and reintegration plan.³⁴ In Liberia, a National Plan of Action for the Prevention and Management of Gender Based Violence has been developed. In the Democratic Republic of the Congo a four-year programme has been established to address such violence and in March 2008, the Ministry of Gender, Family and Child, in partnership with United Nations and civil society actors, launched a national campaign to raise awareness of sexual violence and the need for accountability.

Sexual and Gender-Based Programme in the Democratic Republic of the Congo

The Congolese Ministries of Social Affairs, Health, Justice and Women's Affairs are involved in a four-year programme to provide sexual and gender-based violence survivors with medical, psychosocial, socioeconomic and legal support. This initiative, funded by the Government of Belgium, involves several United Nations agencies (including UNFPA, UNICEF and OHCHR), the Congolese military and police, and local NGOs. With the objective of involving 25,000 survivors of sexual violence the programme includes:

- Collecting and updating data on sexual violence among women, young people and children and creating information systems to facilitate better data collection and analysis procedures;

- Enlisting political, military and religious leaders to collaborate in community mobilization and sensitization;
- Strengthening medical infrastructure, including through provision of drugs, equipment and training for health workers;
- Building the technical and logistical capabilities of rehabilitation centres for survivors of rape;
- Strengthening outreach networks in 150 communities;
- Providing support in the drafting of laws and ensuring legal assistance; and
- Facilitating the reintegration of survivors into communities through literacy and skills training.

Source: UNFPA (2006) *Report on the International Symposium on Sexual Violence and Beyond*.³⁵

Training and other initiatives aimed to enhance the capacity of legal practitioners on women's rights and on methods to investigate crimes of sexual and gender-based violence have also been developed. In Nepal, the Governing Council of the National Judicial Academy adopted a resolution for mainstreaming gender equality issues in its policy and practice, as part of its legal reforms in the country. Gender issues are now part of standard training for lawyers and judges. With support from UNDP, the National Judicial Academy developed a gender-training tool to provide judicial personnel with the skills to analyze the legal provisions related to gender equality and to become familiar with international human rights and women's rights instruments.³⁶ Liberia established a Special Court - Criminal Court E - to strengthen its capacity to deal with rape and other sexual and gender-based violence cases.³⁷

In an effort to support national efforts to prevent sexual violence and respond effectively to the needs of survivors, UN Action against Sexual Violence in Conflict was formed in 2007. It is a concerted effort, bringing together 12 United Nations entities, to improve coordination and accountability, amplify programming and advocacy and support national efforts to prevent sexual violence and respond effectively to the needs of survivors.³⁸ A framework for prevention and response to sexual and gender-based violence has been developed by the United Nations Office for the Coordination of Humanitarian Affairs.³⁹

Important steps have been taken in addressing sexual exploitation and abuse by peacekeepers (military and civilian) and by humanitarian workers by establishing clear standards of conduct, developing training programmes and setting up conduct and discipline units in peacekeeping missions. The Secretary-General's bulletin ST/SGB/2003/13, entitled "Special measures for protection from sexual exploitation and sexual abuse," set forth codes of conduct and a zero tolerance policy that apply to all staff of the United Nations. A number of countries, including Croatia, Switzerland and Thailand, mandate pre-deployment training for peacekeepers on women's rights, gender equality, sexual and gender-based violence, human trafficking and/or sexual exploitation and abuse in armed conflict.⁴⁰

Situation of displaced and refugee women

Improvements in protecting displaced and refugee women and addressing their needs have been achieved. These include improved international legal instruments, mandates of peacekeeping operations and responses by humanitarian actors. Regional organizations, such as the African Union and the Organization of American States, have established protocols and policies on the rights of the displaced. States have enacted or amended laws concerning refugees and asylum seekers. Canada and Finland, for example, consider gender-related persecution as a possible criterion for granting asylum. United Nations entities, such as the UNHCR, have developed special programmes to ensure women have equal access to protection, basic goods and services, and a Policy on Refugee Women and an Accountability Framework for Age, Gender and Diversity Mainstreaming.

Increasing women's representation in camp management in Nepal

During the run-up to the 2006 elections for the Camp Management Committees in seven Bhutanese refugee camps in Nepal, UNHCR worked to get more women involved. Core groups of men and women worked to increase the representation of women and support them in taking up leadership roles. These efforts resulted in women's equal representation as candidates for the Camp Management Committees. After several years, a woman candidate was elected as camp secretary in one camp. Cumulatively, women held 61 per cent of the executive posts in all seven camps. The results also showed increased representation of women in food and non-food distribution committees.

Source: UNHCR (2008) *Handbook for the Protection of Women and Girls*⁴¹

The availability of demographic information on displaced populations is limited in some countries which makes assessment of the impact of some measures difficult. Statistics and needs assessments about internally displaced women, in particular, remain inadequate. Despite efforts to improve protection, refugee, returnee and internally displaced women and girls continue to suffer human rights abuses throughout their displacement and flight, as well as in camp settings and resettlement. Weakened or destroyed social support structures result in reduced security for women and girls in relation to risks of harassment, violence or exploitation, and to problems in accessing assistance necessary for survival. Lack of security in and around camps, for example in Darfur, eastern Chad and the Democratic Republic of Congo, has contributed to increases in sexual violence.

Enhancing capacity of United Nations entities supporting implementation at the national level

Significant efforts have been made by several United Nations entities, including the Department of Peacekeeping Operations, to improve their capacity to mainstream gender perspectives into policies and programmes in armed conflict and post-conflict situations. A number of entities have developed resource materials and undertaken gender audits of existing tools and guidance materials, to assist their staff to integrate gender equality issues in all aspects of their work.⁴² For example, the Inter-Agency Standing Committee (IASC) has published a Gender Handbook in Humanitarian Action, which gives practical guidance on gender analysis, planning and action in all aspects of

humanitarian response as a means to standardize the work across agencies.⁴³ In addition, initiatives such as policy directives, departmental action plans, deployment of full-time gender advisers and regular training on gender equality and protection issues have enhanced capacity of entities and staff involved in peace support operations, peacebuilding and humanitarian assistance to more effectively respond to the needs and priorities of women, men, girls and boys.

To promote implementation of resolution 1325 and improve coordination a United Nations system-wide action plan for the implementation of resolution 1325 has been developed. The action plan for 2008-2009 outlines initiatives by United Nations entities under five thematic areas: prevention; participation; protection; relief and recovery; and normative issues.⁴⁴ To improve knowledge-management, initial steps to collect and share good practices and lessons learned system-wide have also been taken.

While some progress has been made in increasing the number of women in senior leadership positions in peacekeeping and political missions, available figures show that more needs to be done. In September 2009, there were three women Head of Mission (Liberia, Central African Republic and Nepal) and five Deputy Heads of Mission (Burundi, Central African Republic and Chad, Democratic Republic of the Congo, Liberia and Sudan).

III. Remaining gaps and challenges

While progress has been achieved at the global policy level and important initiatives have been taken at regional and national levels, much remains to be done to translate global commitments into practice. Many gaps and challenges have been discussed in the Secretary-General's six reports to the Security Council on women, peace and security.⁴⁵ Repeated appeals have been made by the Security Council and the Secretary-General for respect for the equal rights of women, support for their equal role in peace processes and peace building and for global condemnation of all acts of violence against women. Despite this, millions of women and girls in conflict and post-conflict situations are subjected to gross inequalities and violence.

Participation in peace processes and decision-making

Although the role and contribution of women to peace processes have been recognized globally, obstacles to their participation in formal peacemaking and peacebuilding processes and decision-making in reconstruction and reform processes remain in practice. In 2008, the UNIFEM estimated that women constituted less than 10 percent of members in formal negotiating delegations, on average, and fewer than two percent of the signatories to peace agreements.⁴⁶

Women's activism at the grassroots level is still often not recognized in more formal peace and political processes. In the Pacific, for example, the roles played by women in "establishing communication channels between warring parties, in restoring and

maintaining peace, in rebuilding communities and in working to overcome the physical and psychological trauma of conflict” have not been given adequate attention.⁴⁷ A study of women’s peacebuilding in the Democratic Republic of the Congo, Sudan and Uganda concluded that recognizing and supporting the role and capacities of women in preventing and mitigating conflict remains an afterthought.⁴⁸

The challenges of establishing mechanisms and channels for bringing the priorities and recommendations of informal women’s groups and networks into more formal processes and removing barriers for women’s representation at all levels of decision-making, remain. Women’s participation in formal negotiation and decision-making processes has been directly opposed in some situations. In addition, women face many more general challenges to their participation in public life and decision-making. These include: intimidation, harassment and violence, time and mobility constraints, responsibilities in the home, including care obligations, illiteracy and limited access to education and training, limited access to information, economic dependency and lack of adequate financial resources, customs and traditions. Stereotypes continue to limit or narrowly define women’s role in public life and decision-making.

Preventing and responding to sexual and gender-based violence

There is a pressing need for strengthened and coordinated efforts at national and international levels to prevent and respond to sexual and gender-based violence. In situations of armed conflict, women are exposed to exacerbated violence, including the use of sexual violence as a strategic weapon of war to terrorize populations. Women and girls are abducted into sexual slavery or forced marriage and forced to exchange sex for survival. Horrific accounts of the brutality and scope of violence against women in situations of conflict all over the world have been recorded. In North Kivu, eastern Democratic Republic of the Congo, three out of four women have been raped, some with extreme violence.⁴⁹ In Haiti, 2008 estimates revealed an increase in the number of documented cases of physical and sexual violence, compared with the period from 2004 to 2006.⁵⁰ Country examples from, for example, Bosnia and Herzegovina, Guatemala, Liberia and Sierra Leone, also show that women often continue to be affected by high-levels of gender-based violence and sexual crimes in the aftermath of war. Sexual violence during and after conflict continues to be inadequately addressed due to weak national mechanisms for protection and judicial redress and inadequate health and social support services.⁵¹

Impunity for these crimes remains a serious problem. In some countries the continued failure of the police and judiciary to take sexual violence seriously, often leads to minimal prosecutions. In a number of countries, legislation on violence against women does not exist. Existing laws may contain loopholes that allow perpetrators to act with impunity. In many countries, enforcement is lacking because the capacities of police, military and judicial officials to respond to violence, including in terms of protection and victims and witness support, are still limited. Survivors of sexual and gender-based violence suffer from psychological trauma, permanent physical injury, and long-term health risks, including HIV/AIDS. There are many gaps in terms of services provided to

survivors, including medical care, legal support and economic security required to rebuild their lives. Furthermore, stigma and fear continue to prevent women from seeking assistance and redress.

Strengthening accountability and monitoring

Even though governments and international organizations have developed guidelines and other support materials, discussion of gender equality issues is often absent from mainstream work on conflict prevention, peace negotiations and reconstruction.⁵² A challenge often raised is the lack of effective accountability and monitoring mechanisms to follow-up and drive more determined action on implementation of Security Council resolution 1325 and other global commitments linked to the situation of women in armed conflict at international, regional and national levels. The inadequate availability of information and limited capacity to collect data and information at national level, including statistics disaggregated by sex and age, to inform reporting and to guide policy making and programmes, remains a challenge. Without such data, the analysis of security situations, including violations of women's human rights, will be incomplete and women's contributions to peace processes and their participation will continue to be challenged.

At the Security Council level, these challenges are reflected, for example, in lack of or inconsistent attention to gender perspectives in reporting and in the definition of mandates for peacekeeping operations. Similarly, the integration of gender perspectives in country and thematic resolutions by the Council has been sporadic. Since the adoption of resolution 1325, 102 out of 309, or 33 per cent, of country-specific Security Council resolutions contain specific language on women or gender equality (as of 6 August 2008).⁵³ There is also a lack of clear routines and directives for consultations with women's organizations and leaders during assessment and fact-finding missions of the Security Council; such consultation take place mainly on ad-hoc basis. The Secretary-General has called repeatedly on the Security Council to establish a mechanism dedicated to monitoring implementation under the women, peace and security framework.⁵⁴

Securing resources for initiatives to promote gender equality

In his 2004 report to the Security Council, the Secretary-General noted that inadequate specific resource allocations have contributed to slow progress in the implementation of the resolution 1325 on women, peace and security. The report stressed that regular budgetary resources specifically allocated for both gender mainstreaming and initiatives targeted at women and girls are needed.⁵⁵ The need for more secure funding for gender equality issues in post-conflict reconstruction, including for gender sensitive institution-building, legal reform, and women's economic empowerment and basic services, was also emphasized at the 52nd session of the Commission on the Status of Women.⁵⁶ In its agreed conclusions on financing for gender equality, the Commission emphasized the need to ensure adequate financing for women's full, equal and effective participation at all levels in conflict prevention, management and resolution, peace

negotiations and peacebuilding; to reduce excessive military expenditures in order permit the possible allocation of additional funds for social and economic development, including for gender equality and the advancement of women; and to ensure that adequate resources are allocated for activities targeting persistent serious obstacles to the advancement of women.

IV. Resources

Selected websites

- ▶ Department for Peacekeeping Operations (DPKO). The website contains information on UN peacekeeping with links to reports and resource materials in including on gender equality and peacekeeping. www.un.org/Depts/dpko/lessons (accessed 7 April 2009)
- ▶ This site provides a brief overview of the work of DPKO on gender equality issues. www.un.org/Depts/dpko/gender/index.htm (accessed 7 April 2009)
- ▶ OCHA (Office for the Coordination of Humanitarian Affairs). The gender equality section of the OCHA website provides information on gender issues in humanitarian action. ochaonline.un.org/AboutOCHA/GenderEquality/tabid/1188/Default.aspx (accessed 7 April 2009)
- ▶ Inter-Agency Standing Committee Sub-Working Group on Gender and Humanitarian Action. The Sub-working Group brings together representatives of United Nations organisations and NGOs and supports the integration to gender issues into all elements of humanitarian action: www.humanitarianinfo.org/iasc/content/subsidi/tf_gender/default.asp?bodyID=1&publish=7 (accessed 7 April 2009)
- ▶ UNIFEM Internet Portal. This web portal contains country-specific information and analysis as well as information on specific issues (including displacement, elections, peacekeeping, landmines, etc.). www.womenwarpeace.org/ (accessed 7 April 2009)
- ▶ WomenWatch feature on women, peace and security. This website provides links to relevant reports, resolutions, presidential statements and open debates by the Security Council and information on UN system implementation of resolution 1325. www.womenwatch.org/womenwatch/feature/wps/ (accessed 7 April 2009)
- ▶ UN Action against Sexual Violence in Armed Conflict. This website provides information about UN Action and national efforts to prevent sexual violence and respond effectively to the needs of survivors. www.stoprapenow.org (accessed 7 April 2009)
- ▶ NGO Working Group on Women, Peace and Security. Founded in 2000, the Working Group advocates for the full implementation of resolution 1325. www.womenpeacesecurity.org/ (accessed 7 April 2009)
- ▶ Peace Women Internet Portal. This web portal focuses on implementation of Security Council resolution 1325. It contains background information, language translations of the resolution, reports and news (both international and national), as well as a set of tools for monitoring implementation. www.peacewomen.org (accessed 7 April 2009)

Selected reports and tools

- ▶ BRIDGE (2003). *Gender and Armed Conflict – Cutting Edge Pack*. This package provides an overview of the gender dynamics armed conflict. It looks at gender mainstreaming in conflict and post-conflict interventions and provides a series of recommendations. The ‘supporting resources’ document reviews resources, case studies and tools. www.bridge.ids.ac.uk/reports_gend_con_em.htm (accessed 7 April 2009)
- ▶ The Initiative for Inclusive Security and International Alert Joint Publication (2004). *Inclusive Security, Sustainable Peace: A Toolkit for Advocacy and Action*. This toolkit was designed for women activists and practitioners. It explores a range of topics, including conflict prevention, security sector reform, and transitional justice and reconciliation, and provides concrete examples of what women have done in specific situations. www.womenwagingpeace.net/toolkit.asp (accessed 7 April 2009)
- ▶ Inter-Agency Task Force on Women, Peace and Security (2006) *Inventory of United Nations Resources on Women, Peace and Security*. This annotated guide provides an extensive overview to the guidelines, reports and policies of United Nations agencies and organisations related to women, peace and security. www.un.org/womenwatch/osagi/resources/wps/Inventory-27Oct2006.pdf (accessed 7 April 2009)
- ▶ NGO Working Group on Women, Peace and Security (2005) *From Local to Global: Making Peace Work for Women*. This report documents work by women’s organisations around the world. It documents progress, gaps and challenges in implementation of Security Council resolution 1325 (2000) and identifies key actors, institutions and processes. www.womenpeacesecurity.org/media/pdf-fiveyearson.pdf. (accessed 7 April 2009)
- ▶ DCAF, OSCE/ODIHR, UN-INSTRAW (2008). *Gender and Security Sector Reform Toolkit*. The Toolkit is an initial response to the need for more information and analysis on gender and SSR processes. It is designed to provide policymakers and practitioners with a practical introduction to why gender issues are important in SSR and what can be done to integrate them. www.un-instraw.org/en/gps/security-toolkit/introduction.html (accessed 7 April 2009)

¹ See www.un.org/womenwatch/daw/csw/42sess.htm (accessed 7 April 2009)

² E/2004/27-E/CN.6/2004/14

³ E/2004/27-E/CN.6/2004/14

⁴ See resolution A/RES/S-23/3 adopted by the General Assembly on the report of the Ad Hoc Committee of the Whole of the Twenty-third Special Session of the General Assembly (A/S-23/10/Rev.1)

⁵ The Presidential Statements (S/PRST/2001/31; S/PRST/2002/32; S/PRST/2004/40; S/PRST/2005/52; S/PRST/2006/42; S/PRST/2007/5; S/PRST/2007/40; and S/PRST/2008/39) are available at:

www.un.org/womenwatch/feature/wps/index.html

⁶ Secretary-General’s report on women, peace and security, S/2008/622, para 13

⁷ A/RES/60/1, para 116

⁸ Available at: www.un.org/peace/peacebuilding/index.shtml

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- ⁹ More information about the Special Court for Sierra Leone is available at: www.sc-sl.org (accessed 7 April 2009)
- ¹⁰ See www.peacewomen.org (accessed 7 April 2009).
- ¹¹ See www.womenpeacesecurity.org (accessed 7 April 2009).
- ¹² NGO Working Group on Women, Peace and Security (2005) *From Local to Global: Making Peace Work for Women*. www.womenpeacesecurity.org/media/pdf-fiveyearson.pdf (accessed 7 April 2009).
- ¹³ A number of action plans are available at:
www.un.org/womenwatch/ianwge/taskforces/wps/national_level_impl.html (accessed 7 April 2009)
- ¹⁴ *1325 Peacewomen E-News*. Issue #83, 17 November 2006. Women's International League for Peace and Freedom. Extracts from the Security Council Open Debate on Women, Peace and Security, 26 October 2006. Available at: www.peacewomen.org (accessed 7 April 2009)
- ¹⁵ Secretary-General's report on women, peace and security, S/2008/622, national action plans and statements of Member States at open debates of Security Council, S/PRST/2004/40, S/PRST/2005/52, S/PRST/2006/42 and S/PRST/2007/5.
- ¹⁶ See inaugural meeting report: <http://www.frauensicherheitsrat.de/data/EU-partnership-01.pdf> (accessed 7 April 2009)
- ¹⁷ Background documents and the report from the Expert Group Meeting are available at:
www.un.org/womenwatch/daw/egm/peace2003
- ¹⁸ Statement of Israel at 52nd session of CSW
- ¹⁹ See Nesiah, Vasuki *et al* (2006). *Truth Commissions and Gender: Principles, Policies and Procedures*. New York: International Centre for Transitional Justice.
www.ictj.org/static/Gender/GendHandbook.eng.pdf (accessed 7 April 2009). Other resources include the ICTJ's website on "gender": www.ictj.org/en/tj/786.html (accessed 7 April 2009) and World Bank (2006). *Gender, Justice and Truth Commissions*. Washington: World Bank.
siteresources.worldbank.org/INTLAWJUSTINST/Resources/GJTClayoutrevised.pdf (accessed 7 April 2009).
- ²⁰ See www.womenwagingpeace.net/toolkit.asp (accessed 7 April 2009).
- ²¹ Reports from State Parties can be found at: www.un.org/womenwatch/daw/cedaw/reports.htm (accessed 8 October 2008)
- ²² For more information see "Women and Elections: Guide to promoting the participation of women in elections." www.un.org/womenwatch/osagi/wps/womenandelections.html (accessed 7 April 2009)
- ²³ Elizabeth Powley (2005). 'Rwanda: Women Hold Up Half the Parliament,' in *Women in Parliament: Beyond Numbers*. Stockholm: IDEA. Available at: www.idea.int/publications/wip2/upload/Rwanda.pdf (accessed 7 April 2009)
- ²⁴ See: www.unifem.org/news_events/story_detail.php?StoryID=736 (accessed 7 April 2009)
- ²⁵ UNIFEM (2005). *Securing the Peace: Guiding the International Community towards Women's Effective Participation throughout Peace Processes*. New York: UNIFEM.
www.unifem.org/resources/item_detail.php?ProductID=53 (accessed 7 April 2009) For the document produced at the symposium, see Sudanese Women's Priorities and Recommendations to the Oslo Donors' Conference on Sudan. April 2005. Available at:
www.unifem.org/attachments/events/SudaneseWomenStatementToOsloDonorsConference.pdf (accessed 7 April 2009).
- ²⁶ Secretary-General's report on women, peace and security, S/2008/622, para 50
- ²⁷ Secretary-General's report on women, peace and security, S/2008/622, para 51
- ²⁸ UNDP-UNIFEM (2007). Policy briefing paper: Gender Sensitive Police Reform in Post Conflict Societies. www.undp.org/cpr/documents/gender/Gender_Sensitive_Police_Reform_Policy_Brief_2007.pdf (accessed 7 April 2009)
- ²⁹ See the *Briefing Notes* at <http://disarmament.un.org/gender.htm> (accessed 7 April 2009)
- ³⁰ UNIFEM (2004). "Getting it Right, Doing it Right: Gender and Disarmament, Demobilization and Reintegration." http://womenwarpeace.org/webfm_send/278 (accessed 7 April 2009)
- ³¹ The IDDRS guidelines are available at: www.unddr.org (accessed 7 April 2009). The UNIFEM checklist is available at: www.womenwarpeace.org/webfm_send/1614 (accessed 7 April 2009)
- ³² Secretary-General's report on small arms, S/2008/258.

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- ³³ SIPRI Yearbook 2008: Armament, Disarmament and International Security. <http://yearbook2008.sipri.org/05> (accessed 7 April 2009)
- ³⁴ Secretary-General's report on women, peace and security, S/2008/622, para 68
- ³⁵ UNFPA (2006) *Report on the International Symposium on Sexual Violence and Beyond*. Brussels, June. www.unfpa.org/emergencies/symposium06/docs/final_report.pdf (accessed 7 April 2009).
- ³⁶ DCAF, OSCE/ODIHR, UN INSTRAW (2008) Gender and SSR Toolkit: Justice Reform and Gender, p. 14. Available at: www.un-instraw.org/en/gps/security-toolkit/introduction.html (accessed 7 April 2009)
- ³⁷ UN Action Fact Sheet: Combating Sexual and Gender-based Violence in Liberia. Available at: www.stoprapenow.org/pdf/SGBVemail.pdf (accessed 7 April 2009)
- ³⁸ UN Action website: www.stoprapenow.org
- ³⁹ Sexual and Gender-based Violence in Conflict: A Framework for Prevention and Response. See: <http://ochaonline.un.org/News/SGBVOperationalizingAdvocacy/AFrameworkforPreventionandResponse/tabid/4751/language/en-US/Default.aspx> (accessed 7 April 2009)
- ⁴⁰ Secretary-General's report on women, peace and security, S/2008/622, para 68
- ⁴¹ See: <http://www.unhcr.org/protect/PROTECTION/47cfae612.html> (accessed 7 April 2009)
- ⁴² Inter-Agency Task Force on Women, Peace and Security (2006) *Inventory of United Nations Resources on Women, Peace and Security*. www.un.org/womenwatch/osagi/resources/wps/Inventory-27Oct2006.pdf (accessed 7 April 2009).
- ⁴³ The Handbook is available at: <http://ochaonline.un.org/HumanitarianIssues/GenderEquality/KeyDocuments/IASCGenderHandbook/tabid/1384/language/en-US/Default.aspx> (accessed 7 April 2009)
- ⁴⁴ See: www.un.org/womenwatch/ianwge/taskforces/wps/implementation_review_20082009.html (accessed 7 April 2009)
- ⁴⁵ The reports (S/2002/1154, S/2004/814, S/2005/636, S/2006/770, S/2007/576, and S/2008/622) are available at: www.un.org/womenwatch/feature/wps/index.html (accessed 7 April 2009)
- ⁴⁶ Statement by Inés Alberdi, Executive Director, UNIFEM at the International Colloquium on Women's Empowerment, Leadership, Security, Monrovia, Liberia, 7 March 2009. Available at: www.unifem.org/news_events/story_detail.php?StoryID=845 (accessed 7 April 2009)
- ⁴⁷ Thomas, Pamela (2005). "The Pacific: Gender Issues in Conflict and Peacemaking," in Rawwida Baksh, *et al.* (2005) *Building Sustainable Peace: Gender Mainstreaming in Conflict Transformation*. London: Commonwealth Secretariat
- ⁴⁸ International Crisis Group (2006). *Beyond Victimhood: Women's Peacebuilding in Sudan, Congo, and Uganda*. Africa Report 112. www.crisisgroup.org/home/index.cfm?id=4185 (accessed 7 April 2007).
- ⁴⁹ S/2008/622, para 6
- ⁵⁰ S/2008/202, para 47
- ⁵¹ UN Action brief: www.stoprapenow.org/docs/UNAction_en_brief.pdf (accessed 7 April 2009)
- ⁵² See, for example, Jennifer L. Klot (2006). *Gender Mainstreaming in Crisis Response and Recovery: A Forward Looking Review*. Prepared for UNDP's Bureau for Crisis Response and Recovery.
- ⁵³ 1325 Resolution Watch: www.peacewomen.org/un/sc/1325_Monitor/thematicindex.htm (accessed 7 April 2009)
- ⁵⁴ See, for example, Secretary-General's remarks to the CSW, 25 February 2008. <http://endviolence.un.org/statements.shtml> (accessed 7 April 2009)
- ⁵⁵ Secretary-General's report on women, peace and security, S/2004/814.
- ⁵⁶ See moderator's summary of the interactive dialogue on "Women's equal participation in conflict prevention, management and conflict resolution and in post-conflict peace-building" organized to review progress in implementation of the CSW agreed conclusions on the same theme. Available at: www.un.org/womenwatch/daw/csw/csw52/panels/summaries/Summary%20reviewpanel%205%20MAR.pdf (accessed 7 April 2009)