UN Women Sourcebook on Women, Peace and Security: Overview of Contents

UN WOMEN SOURCEBOOOK ON WOMEN, PEACE AND SECURITY: OVERVIEW OF CONTENTS

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*Any reference to "UNIFEM" in the document must be understood to refer to "former UNIFEM", one of the four entities merged into the United Nations Entity for Gender Equality and the Empowerment of Women on 21st July, 2010 by United Nations General Assembly Resolution A/RES/64/289.

*Any reference to United Nations "resolution 1325 and subsequent resolutions or 5 WPS resolutions" in the document must be understood to refer to Security Council resolutions on women and peace and security 1325 (2000); 1820 (2008); 1888 (2009); 1889 (2009); and 1960 (2010).

On the cover: UN Women Executive Director Michelle Bachelet Visits Rural Women's Land Rights Project in Morocco On the last day of her trip to Morocco to commemorate International Women's Day, UN Women Executive Director Michelle Bachelet, met with rural women of the Soualyates ethnic group, who have been striving for inheritance and property rights.
Credit: UN Women/Karim Selmaoui

In December 2011 the Nobel Peace Prize was awarded to three women peacebuilders: Ellen Johnson Sirleaf, Leymah Gbowee and Tawakkul Karman, in recognition of their non-violent struggle for women's rights to full participation in peacebuilding and democratization processes. The Nobel Committee's citation referred for the first time to UN Security Council resolution 1325 (2000), reiterating the connection between international peace and security, women's leadership and the prevention of war crimes against women.

UN Security Council resolution 1325 (2000) recognizes that conflict affects women and girls differently from men and boys, and that women must be part of conflict resolution and long-term peacebuilding. For this to happen, a great deal needs to change in conflict prevention and resolution, peacekeeping, and peacebuilding. And indeed, much has changed since the passage of resolution 1325. The protection of women and girls from sexual and gender-based violence is recognized to be a priority challenge for humanitarian and peacekeeping practice. Women's peace coalitions have grown in strength and are in some contexts able to put women's concerns on the agenda of peace talks. Transitional justice mechanisms are increasingly responding to war crimes against women with more overt attention to the ways conflict affects women and with specific arrangements to protect women witnesses. Post-conflict needs assessments, planning processes and financing frameworks have in some cases acknowledged the need to put women's participation and concerns at the center of recovery.

Nevertheless, there is still some way to go to meet the expectations raised by resolution 1325 (2000). The persistence, and in some cases exacerbation, of phenomena that prompted the adoption of the resolution in the first place calls into question the depth of commitment to implementing the resolution. These phenomena include women's exclusion from peace processes and post-conflict institutions for the implementation of peace agreements, the absence or inadequate arrangements for women's security and survival needs in camps for people displaced by conflict, low rates of indictments and convictions for war crimes against women, the rarity of reparations programmes for women war victims and their communities, high levels of sexual violence in conflict, gender-based violence even after a conflict is over, and weak provisions for women's livelihood recovery needs.

In recent years the Security Council has recognized some of these implementation deficits and has passed resolutions to address them – collectively known as the women and peace and security (WPS) resolutions. Resolutions 1820 (2008), 1888 (2009) and 1960 (2010) acknowledge for the first time that sexual violence in conflict has in some contexts become a tactic of war designed to achieve military and political objectives. As such, sexual violence requires both tactical and political responses. This means that the security mechanisms of the UN, including peacekeeping missions, must address sexual violence through training and operational responses by armed personnel, as well as through the provision of a rapid response task team of judicial experts to support domestic transitional justice processes and to prevent impunity for these crimes. A security and political response also means that peace negotiators and mediators must include sexual violence on peace talk agendas. Resolution 1960 (2010) mandates Monitoring, Analysis, and Reporting Arrangements (MARA) to improve the information available to the Council about the frequency and severity of conflict-related sexual violence.

Resolution 1889 (2009) addresses concerns about the Council's implementation mechanisms for resolution 1325 (2000) and calls for the development of indicators to monitor its implementation. It also calls for closer attention to women's participation in peacebuilding in the immediate aftermath of conflict.

This collection of papers is a set of resource materials to support improved implementation of the five WPS resolutions. It consists of analytical documents explaining gender issues in a number of peace and security areas, both normative and operational, and of guidance material to support operational work. It is a second and significantly revised and updated edition of a collection of UN Women papers produced in 2010 to mark the tenth anniversary of resolution 1325 (2000). Half of the documents are published here for the first time. This sourcebook is a set of topic-specific expert contributions intended for use by both newcomers to the subject and specialists and practitioners seeking briefing and training material. It is suitable as background material for training practitioners on aspects of the WPS. The sourcebook is divided into five sections: overview and frameworks for implementing and monitoring the WPS resolutions, women's engagement in conflict resolution, gender-responsive prevention and protection, women's participation in peacebuilding, and gender and transitional justice.

The production of this sourcebook has coincided with the foundation and early days of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), which was created by General Assembly resolution A/Res/64/289 on July 2 2010. UN Women was created through the merging of four existing entities: the Office of the Special Adviser on Gender Issues and the Advancement of Women (OSAGI), the UN Development Fund for Women (UNIFEM), the UN International Research and Training Institute for the Advancement of Women (INSTRAW), and the Division for the Advancement of Women (DAW). The creation of UN Women reaffirmed Member States' and the UN system's commitment to strengthening gender mainstreaming, with UN Women assigned the lead in ensuring coherence and coordination, supporting intergovernmental bodies such as the Commission on the Status of Women (CSW), as well as improving monitoring and accountability.

The work of UN Women's Peace and Security team would not have been possible without support from the following donors, to whom we express thanks: Australia, Austria, Canada, France, Ireland, Lichtenstein, Norway, South Korea, Spain, Sweden, the United Kingdom, and the United States of America.

"In addition to being useful for regions affected by armed conflict, indicators [on the implementation of resolution 1325 (2000)] could also be used as a guide for all States acting together from the perspective of shared responsibility. They could also prove useful in efforts to empower women and promote gender equality, and boost the capacity of the United Nations to attain those goals."
Statement by the Government of Mexico to the Security Council, 27 April 2010

FRAMEWORKS FOR IMPLEMENTING THE WOMEN AND PEACE AND SECURITY RESOLUTIONS

Implementing the WPS resolutions requires planning and a monitoring and accountability system. The creation of a comprehensive set of indicators on women, peace and security in response to the Security Council request in resolution 1889 (2009) was a breakthrough in attention to accountability and effective monitoring of progress. The indicators provide a concrete pragmatic foundation for efforts to accelerate implementation of the WPS agenda. The indicators are intended to enable the UN to determine whether efforts to engage women in peacebuilding and address their protection and recovery needs are producing the necessary results. The adoption of measurable indicators represents an important commitment by the UN and the international security system to evaluating implementation of resolution 1325 (2000) in quantitative and qualitative terms. The indicators have already been partially populated with data in two reports by the Secretary-General to the Security Council. They have been adapted and modified by Member States developing National Action Plans to implement resolution 1325. They will provide a core data set on the extent to which women participate in peace talks, the gender content of peace agreements, and the extent to which post-conflict reparations, demobilization programmes and economic recovery efforts benefit women. The paper "Tracking Implementation of Security Council Resolution 1325 (2000)" explains the conceptual basis for each of the indicators and shares the information gathered so far, portraying a record of mixed results on progress in implementing the resolution.

In the end, responsibility for implementing the WPS resolutions lies primarily with UN Member States, and the Security Council has consistently encouraged Member States in partnership with a range of stakeholders, including civil society and international and regional security organizations, to develop national plans and processes to stimulate and monitor implementation.

National Action Plans (NAPs) on WPS are one among many methods for Member States to implement the resolutions in their specific national contexts. The key elements of the WPS resolutions can also be integrated into priority plans of national Ministries of Defense, Interior, Justice, Economic and Social Development, Gender, and Foreign Affairs. For instance, WPS objectives can be mainstreamed into national security or foreign policies. Alternatively, the process of developing a stand-alone NAP can be used to trigger budget allocations and actions within relevant ministries to enable them to institutionalize and act upon WPS objectives. This sourcebook includes a guidance note to support Member States in their efforts to implement the Security Council resolutions on WPS. Data are provided on key features of the 37 existing NAPs, including the main provisions that they contain and the percentage of NAPs that have budget allocations and indicators.

From March 2008 onwards, approximately 389 families of IDPs (Internally Displaced) have returned to Louboutigue, eastern Chad, by their own means. Women returnees are being interviewed by UN and NGO representatives to find out the underlying causes of returns. *Credit: UN Photo/Olivia Grey Pritchard*

WOMEN'S ENGAGEMENT IN CONFLICT RESOLUTION

Women's striking absence from peace talks has become one of the standard features of these important conflict resolution forums. Since 1992, fewer than 10 per cent of peace negotiators have been women, and there has been little improvement in this figure since the passage of resolution 1325 (2000). This situation cries out for determined and concrete action requiring mediators and members of negotiating teams to include women. Mechanisms are also needed to ensure regular consultations between mediators, parties to peace talks and women's peace groups. Observer status should be granted to representatives of women in civil society from the very start of peace processes and not, as often happens, only at the very end.

"Women's Participation in Peace Negotiations: Connections Between Presence and Influence" reviews the data on the number of women participating in peace talks. It provides a structured overview of the means by which women have been able to engage in these processes and the conditions under which they have been able to influence the outcome. Awareness of these conditions will help inform interventions to build women's access to and voice in UN-mediated peace processes. Since 2011, UN Women and the UN Department of Political Affairs have committed to a joint gender and mediation strategy and have built on the good practice examples identified here.

The chances that women's needs will be assessed and addressed, whether in peace negotiations or in post-conflict planning, depends upon the strength and conviction of women leaders and national or regional women's movements. UN Women's core contribution to the WPS agenda around the world has been its support to national and regional women's peace organizations and coalitions. Since the mid-1990s UN Women (via its former entities) has supported women's movements to engage in peacebuilding in Afghanistan, the Western Balkans, Burundi, the Democratic Republic of Congo, Kyrgyzstan, the Southern Caucasus, Liberia, Nepal, Sierra Leone, Somalia, Sudan, Timor-Leste and elsewhere. In Uganda and Darfur, UN Women supported mediation teams by providing a gender adviser. UN Women supports women to formulate their goals clearly in relation to ongoing peace and security processes. The guidance note "Identifying Women's Peace And Security Priorities: Building Voice And Influence", in this sourcebook outlines a practical method for enabling women's peace groups to engage in situation analysis and formulate realistic goals no matter what the security context. The method described here was put to use as part of UN Women's approach to the tenth anniversary of resolution 1325 (2000) when, in June and July 2010, UN Women worked with the Department of Peace Keeping Operations (DPKO), the Department of Political Affairs (DPA) and the United Nations Development Programme (UNDP) to organize 29 'Open Days on Women, Peace and Security'. These events, which brought together women peace activists and senior UN leaders, enabled women to bring their priorities and concerns directly to UN decision makers. The Open Days are now mandated by the UN's Special Committee on Peacekeeping Operations consisting of 144 Member States, for all Peacekeeping Missions.

GENDER-RESPONSIVE CONFLICT PREVENTION AND PROTECTION

An essential component of the women, peace and security agenda is the prevention of conflict in the first place. Women's perspectives on tensions in social relations, their awareness of threats to personal, family and community security, their knowledge of the flow of small arms and light weapons through communities and their interpretation of extremism in local discourses all add up to a complex and important system of early warning and intelligence about impending conflict, yet are rarely understood or heeded by security advisors. The analysis offered in the briefing paper "Gender and Conflict Analysis" provides ideas of ways to bring gender issues into conflict early warning systems.

Women's approaches to defusing conflicts, mediating disputes and building trust - from the community to the national level - have likewise been neglected in approaches to building peace. A major concern for women around the world is to prevent violence against women, and many women-led community peacebuilding efforts focus on addressing this feature of conflict. Prevention of sexual and gender-based violence is of course also a precondition to women's effective engagement in conflict prevention and all aspects of peace processes and peacebuilding. The guidance note "Gender-responsive Early Warning: An Overview and How-to Guide", a new addition to this sourcebook, summarizes the past decade's efforts to mainstream gender into conflict early warning systems and indicators and provides a simple checklist to guide the design, implementation, and evaluation of community-based, gender-responsive early warning.

In operational paragraphs 5 and 7 of resolution 1325 (2000), former UNIFEM (now part of UN Women) and other UN entities are charged with supporting gender-sensitive peacekeeping through training and other means. UN Women has partnered with DPKO to analyze efforts by UN peacekeepers to adapt tactical responses to the serious security threats faced by women, particularly in contexts in which sexual violence has been used on a widespread and systematic scale. This best practices review has been developed into a practical inventory and guidance document on protection and prevention mechanisms: "Addressing Conflict-Related Sexual Violence - An Analytical Inventory of Peacekeeping Practice". UN Women and DPKO have since converted some of these lessons into scenario-based pre-deployment training modules for peacekeeping troops to enable them to detect and prevent conflict-related sexual violence.

This work forms part of a wider examination by the UN of the challenges to peacekeeping, broadening mandates - and expectations - on the protection of civilians. It reveals that protection of women and girls requires that conventional peacekeeping practice be modified. Patrols, for instance, need to take place in unconventional places and at unaccustomed times of day–for instance between the village and water points, in pre-dawn hours–if they are to prevent sexual violence. Intelligence systems must likewise be modified to ensure that threats against women civilians are detected and predicted, which requires engaging women civilians more effectively in local information-generation systems for military intelligence. For such changes to be institutionalized, it will be necessary to revise concepts of operations, standard operating procedures and rules of engagement.

This root and branch review of protection systems from a gender perspective can also be applied to domestic security sector institutions. Post-conflict security sector reform (SSR) that addresses the security threats women face requires substantial investment to change administrative systems, personnel management, infrastructure development, training, and community relations. A brief analytical note that former UNIFEM (now part of

Salim Ahmed Salim (left), African Union Special Envoy for Darfur, converses with representatives of Civil Society, following a plenary session of the Darfur Peace Talks in 2007. *Credit: UN Photo/Fred Noy*

In South Sudan Misseriya community members listen to a traditional community leader, advocating for peaceful coexistence between Misseriya and Dinka neighbors. The absence of women is evident. *Credit: UN Photo/Fred Noy*

WOMEN'S PARTICIPATION IN PEACEBUILDING

Security Council resolution 1889 (2009) called on the Secretary-General to produce a report on women's participation in peacebuilding, in recognition of the fact that neglect of women's concerns during peace processes can establish a pattern of marginalization that lasts long into the post-conflict period. In 2010 the UN's Peacebuilding Support office (PBSO) produced this report. As a result, a seven-point action plan on Gender-Responsive Peacebuilding was adopted across the UN's peacebuilding institutions. The 7 Point Action Plan provides for pragmatic and specific changes in approaches to mediation, post-conflict elections, post-conflict planning, financing for recovery, deployment of civilians providing technical support, justice and security sector reform, and economic recovery. These actions are expected to have a catalytic effect in overcoming some of the obstacles to women's engagement in peacebuilding. They include specific targets such as an effort to more than double the UN's current peacebuilding spending on gender equality and women's empowerment to reach a minimum of 15 per cent of post-conflict funds. Another target is the earmarking for women of at least 40 per cent of jobs in temporary employment programmes (e.g.: immediate post-conflict Food for Work initiatives).

UN Women was one of many UN entities to partner with the PBSO in the production of the above report. In particular, UN Women contributed an analysis, included and updated in this sourcebook, of funding allocations for gender equality and women's empowerment in a range of planning frameworks and funding mechanisms, such as United Nations Development Assistance frameworks (UNDAFs), Post-Conflict Needs Assessments (PCNAs), Poverty Reduction Strategy Papers (PRSPs), and Multi-Donor Trust Funds (MDTFs). The study "What Women Want: Planning and Financing for Gender-Responsive Peacebuilding", shows that there has been considerable inconsistency in the analysis of and planning for women's needs in post-conflict situations. Certain sectors show a striking lack of gender analysis and budget provision for women's needs, notably in economic recovery, infrastructure, security and the rule of law. Multi-Donor Trust Funds on average allocated 7.1 per cent of budgets in 2011 to spending designed specifically to benefit women. While an increase from 5.7 per cent in 2010, this remains a feeble allocation.

The amount of the 'gender spend' in post-conflict budgets is in part determined by the prior analytical and planning instruments that identify needs and enable priority-setting. These often make insufficient provision for women's needs, with less than three per cent of the indicative budgets of Post Conflict Needs Assessments or Poverty Reduction Plans dedicated to women's and girls' specific needs. This neglect potentially undermines the speed of recovery and the extent to which peace dividends are available to all. Perhaps nowhere is the lack of investment in women after conflict more evident than in economic recovery programmes, in which job-creation efforts often target young men to absorb them away from conflict-related activity. Women, however, need these jobs too to address the urgent survival crises faced, in particular, by female-headed households, whose numbers usually swell after conflict, sometimes up to 40% of households. The paper "Women Working For Recovery: The Impact of Female Employment on Family and Community Welfare After Conflict" examines, for the first time, large datasets on women's employment-seeking patterns in conflict and post-conflict situations. It notes a highly

UN Women) co-produced with UNDP, "Gender-Sensitive Police Reform in Post-Conflict Societies", explains how to recruit women and invest in retaining them, train police in the protection of women, invest in facilities for women to report crimes and obtain medical examinations in confidence, and reach out to communities to build women's trust in the police and encourage higher levels of reporting of gender-based crimes. Oversight systems also need to include women, from parliamentary defense committees to community audits of police practice.

Disarmament, demobilization and reintegration (DDR) programmes – essential to rebuilding the security environment post-conflict – have tended to ignore the fact that there are women and girls associated with fighting forces as combatants, as field operations supporters, or as sex slaves and forced 'bush wives.' These women who are often denied the financial and training packages offered to demobilized soldiers face destitution and social stigma. Failure to identify women ex-combatants

who could be integrated into national armed forces can also mean a loss of a potentially powerful resource for implementing resolution 1325 (2000): women police officers and soldiers with the capacity to challenge dominant patriarchal approaches to maintaining national and community security.

UN Women has partnered with a number of agencies involved in inter-agency support to DDR systems to develop standard practice on engaging women and girls. Since 2004, as a core member of the Inter-Agency Working Group on DDR and the sub-working group on gender, HIV and DDR, UN Women has also supported the development of the UN Integrated DDR Standards (IDDRS) and spearheaded an IDDRS module on women and gender. Five years after the first edition of the IDDRS was launched, a documentary video on gender and DDR, included in the on-line version of this sourcebook ("When Peace Arrives: A Gender Perspective on DDR and Post-Conflict Recovery"), helps to illustrate what this work has meant on the ground.[2]

significant increase in women's labor force participation during and after conflict, often in very low-wage and dangerous occupations. However, even when women earn significantly less than men, their contribution to family wellbeing is considerably larger than men's. This finding confirms other studies regarding women's propensity to spend a greater proportion of their incomes than men on family wellbeing. The study suggests that these earning and spending patterns could have a positive impact on levels of consumption across local communities, contributing to post-conflict stability. Although the findings need deeper testing against more household-level data from conflict-affected areas, they persuasively indicate that investing in women's employment has a significant impact on family and community recovery, making jobs for women one of the most powerful peacebuilding investments possible.

A new discussion paper in this sourcebook, "Gender and Post-Conflict Governance", identifies the challenges and opportunities that women face in engaging with post-conflict governance reforms. It addresses issues such as electoral processes, political party development, public administration reform, decentralization and public service delivery. It finds that one of the most valuable post-conflict capacity- building investments is to prioritize recruitment of women for front-line essential service delivery. Women police officers, teachers, health workers and other service providers, if present in sufficient numbers (at least 30 per cent of the service), have been shown around the world to be more responsive than male counterparts to women's and girls' needs. Reaching the Millennium Development Goals (MDGs) requires improving delivery of services to women and girls; employing women service providers is one direct way to achieve this.

If post-conflict governance and funding patterns are to change, women need to contribute to prioritizing investments and directing and monitoring funding allocations. An important initial process through which this must happen is women's direct participation in international donor conferences. These crucial international meetings are not just about fundraising for a post-conflict situation, but also about generating international solidarity and support for the peacebuilding effort. UN Women has sought consistently to ensure women's engagement in donor conferences over the past few years, not only as members of government delegations, but as civil society representatives presenting a consolidated set of women's priorities and requests. In 2011 UN Women supported women to prepare for and participate in donor conferences for the Central African Republic, Guinea-Conakry, Afghanistan, and South Sudan. This section of the sourcebook includes a guidance note produced following the International Engagement Conference for South Sudan, held in Washington DC in December 2011.

GENDER AND TRANSITIONAL JUSTICE

In times of war and societal breakdown, crimes against women often reach new levels of brutality and frequency. Ensuring gender justice and immediate measures to establish the equal protection of the rule of law is an essential element of sustainable peacebuilding.

Considerable progress has been made in the past two decades in establishing the legal and normative framework for justice for conflict-related sexual violence. Yet effective prosecutions for these crimes remain too rare and more is required to secure women's protection, security and access to justice through domestic and international courts. Moreover, women's experiences of conflict are not limited to sexual violence, but include wide-scale socio-economic violations as well as gender-differentiated impacts of forced disappearances, torture, forced displacement and other crimes.

Apart from prosecutions, non-judicial methods, such as truth and reconciliation commissions, institutional reforms and traditional mechanisms, can play an important role in correcting the historical record and increasing accountability for crimes against women in war, without which it is extremely difficult to overcome the destabilizing cycles of violence and retribution.

The documents in this section of the sourcebook focus on ways to bring gender responsiveness into transitional justice mechanisms. The guidance paper "A Window of Opportunity? Making Transitional Justice Work for Women" outlines general principles for ensuring that such mechanisms further the justice needs of women, including their rights to truth, prosecutorial justice and comprehensive reparations, while protecting their dignity and safety. The principles outlined in this guidance are now being developed, in partnership with the Office of the High Commissioner for Human Rights (OHCHR), to inform UN-wide guidance on minimum standards for gender-sensitive transitional justice mechanisms.

Perhaps the most important transitional justice measure for women is also the mechanism least supported, implemented or funded: reparations. In recent groundbreaking judgments and policy papers, there is increased recognition of the need to deliver transformative and sustainable reparations for women in the aftermath of conflict, in order to address not just the single violation but the underlying inequalities which render women vulnerable to violence and shape its consequences. Nowhere however have we seen a comprehensive reparations programme that has delivered on these goals.

A new analytical report included in this sourcebook comes from a UN Women and UNDP co-hosted workshop on "Reparations, Development and Gender" held in Kampala, Uganda in 2010, as part of their joint Global Programme on Women's Access to Justice Post-Conflict. The goal of the meeting was to look at the ways in which justice and development practitioners can contribute to strengthening victims' rights to comprehensive and gender-just reparations.

The deliberations showed that while development programmes cannot substitute for a state's international legal obligation to provide comprehensive reparations, development practitioners can assist governments to fulfill these obligations as well as coordinate with national reparations programmes in order to strengthen their impact, in particular for women victims and intended beneficiaries.

On International Women's Day, Liberians protest against ongoing post-conflict gender-based violence at the Liberia Supreme Court
Credit: UN Photo/Eric Kanalstein

Endnotes:

1   Open Days took place in Afghanistan, Bosnia and Herzegovina, Burundi, Chad, Cote d'Ivoire, Croatia, Cyprus, Democratic Republic of Congo, Guinea-Bissau, Haiti, Iraq, Kosovo (under SCR 1244), Liberia, Lebanon, Kenya, Nepal, the Occupied Palestinian Territories, Pakistan, Serbia, Sierra Leone, Somalia, Sri Lanka, Sudan, Tajikistan/Central Asia, Timor-Leste (held 4 sub-regional Open Days), Senegal/West Africa and the Western Sahara.

2   The Integrated DDR Standards are available online: http://www.unddr.org/iddrs/.

3   The video is available online at: http://www.unifem.org/campaigns/1325plus10/videos_photos/

4   UNIFEM, "Financing for Gender Equality: Review of UN Modalities for Post Conflict Financing", background paper for the Secretary-General report on Women's Participation in Peacebuilding (2010).

CONCLUSION: ACCOUNTABILITY FOR IMPLEMENTING RESOLUTION 1325 (2000)

Peacebuilding today should set in place institutions for inclusive public decision-making, human wellbeing, human security, justice and economic growth. The failure to engage women in these processes can undermine prospects of an enduring peace; it certainly undermines women's ability to recover from conflict and rebuild their communities. Over the last decade, women have insisted with growing conviction that they have much to offer, and much to gain, from engaging in conflict prevention and peacebuilding. But women's persistent marginalization from these processes shows that more is needed to implement the women, peace and security resolutions than expressions of intent.

What is needed is convinced leadership and, at the level of policy implementation, consistent application of non-negotiable principles and procedures on women's participation and on the prevention of violence against them. In other words, standard operating procedures are required to overcome the continued resistance of mediators and negotiators to include women in peace talks, the resistance of post-conflict planners to analyze women's needs and allocate sufficient resources to address them, the resistance of political parties to front women candidates, the resistance of security services to prevent violence against women, and the resistance of rule of law actors to apply agreed international law to the investigation and prosecution of crimes against women. Addressing women's needs and engaging women in decision-making has to be mandatory. The materials in this sourcebook indicate some of the basic steps that could become standard practice across the fields of conflict prevention, peace negotiations, post-conflict needs assessments, elections, SSR and DDR, justice, and post-conflict governance.