

## 1. Purpose

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The Department of Political and Peacebuilding Affairs' (DPPA) Women, Peace and Security Policy (hereafter the Policy) outlines the Department's approach and commitment to the implementation of Security Council resolution 1325 (2000) and eight subsequent resolutions on women, peace and security (WPS) as well as the gendered dimensions of the General Assembly's resolutions on mediation and conflict prevention and the twin resolutions from the two entities on sustaining peace. The Policy seeks to ensure that gender relevant issues and perspectives are integrated into all the Department's activities to promote inclusive conflict prevention, mediation and peacebuilding.

## 2. Scope

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The Policy identifies principles and parameters for the implementation of the WPS agenda and gender mainstreaming. It applies to Special Representatives of the Secretary-General (SRSG), Special Envoys, management and staff, including those within the joint Department of Political and Peacebuilding Affairs – Department of Peace Operations (DPO) regional structure working on or within special political missions (SPMs) or non-mission settings, as well as Liaison presences. It is complementary to the 2018 Department of Peacekeeping Operations (DPKO), now DPO, policy on Gender Responsive United Nations Peacekeeping and should be implemented in close cooperation with relevant UN partners, in particular UN Women and the Development Coordination Office (DCO), the Office of Counter Terrorism (OCT), the Office of the High Commissioner for Human Rights (OHCHR),) and the United Nations Development Programme (UNDP).

## 3. Priorities for DPPA's implementation of the women, peace and security agenda

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The Policy builds on experiences and good practices from across the Department's divisions, offices and SPMs. Annex I outlines actions to ensure that the following priorities are integrated into the daily work of the Department.

### a) Gender sensitive political and conflict analysis

Gender-sensitive political and conflict analysis is a first and essential step towards gender-sensitive and inclusive conflict prevention, mediation and peacebuilding and should be integrated into written and other outputs as a matter of course. Gender perspectives should be applied throughout any political and conflict analysis undertaken to ensure attention to the differentiated impact of armed conflict, and that the (different) roles and needs of women and men, girls and boys are reflected. This includes identification of challenges, such as practices of discrimination and exclusion, as well as opportunities for the meaningful participation of women in political, peace and reconciliation processes. As a general practice, opportunities should be pursued to include implementation of the WPS agenda in the formulation of mandates for missions, including through advocacy efforts with relevant Member States/Security Council members.

DPPA staff in HQ and within SPMs, including SRSGs and Envoys, should include gendered analysis, sex-disaggregated data and/or information on women's participation in reports of the Secretary-General to the General Assembly and the Security Council as well as oral briefings. They should also strive to include similar information and analysis in other materials, projects and events, where relevant. Similarly, gender-sensitive conflict analysis should guide the design and

implementation of all projects of the Peacebuilding Fund (PBF) and be made available to the Peacebuilding Commission (PBC) for it to include in all its substantive documents and updates, consistent with its Gender Strategy. For the identified actions, see objectives 1 and 2 in Annex I.

**b) Promoting inclusion and women’s meaningful participation in all peacemaking and peacebuilding efforts**

The inclusion and meaningful participation of women in conflict prevention, mediation and peacebuilding processes is fundamental to the full realization of their human rights. Peacemaking strategies that systematically include women – and civil society, including formal networks of women leaders – are more likely to generate national ownership and support for a negotiated settlement and to lead to more sustainable peace. Inclusive conflict prevention, peacemaking and peacebuilding efforts can help identify alternative entry points and solutions. Broader constituencies can also increase the potential to identify and address the root causes of conflict and meet the needs of those it affects. DPPA shall consistently advocate for the active and meaningful participation of women in peace and dialogue processes, including through promoting more frequent interaction between SRSGs and Special Envoys and women’s groups. For the identified actions, see objective 3 under Annex I.

**c) Women’s participation in electoral and political processes**

The participation of women in electoral and political processes, including at the sub-national level, and women’s leadership in decision-making have been globally acknowledged, including in the 2030 Agenda for Sustainable Development, as vital contributors to more stable and prosperous societies. The Under-Secretary-General of DPPA, as the UN system-wide focal point for electoral assistance, has an important responsibility to ensure that gender will continue to be mainstreamed in all UN electoral assistance activities. The focal point coordinates the provision of UN technical support and advice to Member States, upon request, in their efforts to promote women’s participation in electoral processes as voters, candidates and electoral officials, including through adopting temporary special measures, such as quota. These efforts are based on existing electoral policies issued by the focal point. For the identified actions, see objective 4 under Annex I.

**d) Preventing and addressing conflict-related sexual violence as a priority for peace**

Conflict-related sexual violence (CRSV) can be a tactic of war and terrorism. Beyond the serious consequences for survivors and the need to ensure accountability for violations, CRSV risks triggering acts of vengeance and renewed violence that can undermine conflict prevention, peacemaking and peacebuilding efforts. In order to achieve sustainable peace, DPPA shall take steps to strengthen prevention, deterrence and response to CRSV throughout its work, in accordance with international law and relevant Security Council resolutions. For the identified actions, see objective 6 under Annex I.

**e) Programmatic – ensuring gender mainstreaming in all projects through resource allocations, gender markers and tracking**

The requirement to include gender analysis also applies to DPPA’s proposals for extra-budgetary funding under the Multi-Year Appeal. In addition to a revised and strengthened gender marker, project managers are required to state explicitly how gendered analysis has informed the design of the project, and how women’s participation and civil society consultations will be promoted. The same principle applies to the implementation, reporting and possible evaluation of the projects.

All PBF funded peacebuilding interventions should consider gender issues as part of the conflict analysis, priority setting, budget allocation, and implementation, as well as in monitoring and evaluation. The PBF will continue to allocate at least 30 per cent of its investment towards gender equality and women's empowerment, exceeding the 15 per cent target included in the Secretary General's Seven Point Action Plan on Gender Responsive Peacebuilding. The support branch of the PBC, located within the Peacebuilding Support Office (PBSO), will continue to support the PBC in the implementation of its Gender Strategy, consistent with the principles outlined in this Policy, to ensure the substantive, cross-cutting integration of gender perspectives in all country-specific thematic and strategic engagement. For the identified actions, see objective 7 in Annex I.

#### 4. Roles and Responsibilities

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The implementation of this Policy and the WPS agenda more broadly is the responsibility of all DPPA staff at Headquarters and in SPMs and Liaison presences, including SRSGs and Envoys – as is reflected in their compacts with the Secretary-General. The Under-Secretary-General and senior management at Headquarters and in SPMs are responsible for providing leadership and guidance and for ensuring accountability for implementation of the institutional commitment to gender equality and WPS mandates. For the identified actions, see objective 8 under Annex I.

#### 5. Accountability, monitoring and tracking of progress

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In 2010, the then Department of Political Affairs (DPA) made 15 commitments to the Security Council on the implementation of the WPS agenda (see annex II). These included integrating the WPS agenda and gender equality across the work of the department by providing gender sensitive political and conflict analysis, including in our reporting to the Security Council and the General Assembly, and developing WPS training for our special representatives, senior mediation actors and staff to help advance women's participation in peace and political processes. These commitments (attached as Annex 2) were strategically chosen to contribute to a range of DPA workstreams and deliverables and to build department-wide capacity. Under the new peace and security architecture, compliance with the Policy shall be mandatory, as will be annual monitoring of and reporting on the 15 commitments and the Secretary General's Seven Point Action Plan on Gender Responsive Peacebuilding. This includes annual reporting on DP(P)A's Results Framework and the UN SWAP (the UN System-wide Action Plan on Gender Equality and the Empowerment of Women). DPPA will continue to report annually to the Security Council on progress made against these commitments by SPMs and at Headquarters. They will be reviewed to reflect the Department's priorities as outlined in this policy in the run up to the 20th anniversary of Security Council Resolution 1325 (2000), and the Policy and its implementation adjusted accordingly, and reviewed in 2022.

#### 6. Contact and Support

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Within DPPA, the Gender Peace and Security (GPS) Unit in PMD will continue to support implementation of the WPS mandate through technical support, policy advice, capacity building and monitoring and reporting, and serve as the Department's focal point. PBSO's Gender Adviser will continue to strengthen the gender responsiveness of the PBC, the PBF, and its partnership work under the sustaining peace mandate. Annex I contains more information on the specific commitments, tools and support available to implement this Policy. Annex II lists our 15 WPS commitments made to the Security Council.

Contact email address for the GPS Unit: [DPPA-GPS-unhq@un.org](mailto:DPPA-GPS-unhq@un.org)

## Annex I: Actions to Implement the DPPA Women, Peace and Security Policy

Objective	Required action by DPPA	Responsible:	Available support
<b>1. Prioritize the gender/WPS agenda in DPPA's work.</b>	- Ensure gendered conflict analysis is undertaken; gender balance is sought on delegations; civil society, including women's groups, are consulted during field visits, including strategic and other assessments to peace operations, Liaison presences or non-mission settings, and at Headquarters when feasible.	All staff	- GPS Unit to provide guidance on the integration of the WPS agenda in ToRs for assessment missions, policies on mission transitions, guidelines for project proposals, all DPPA guidance, training material and knowledge products as relevant etc. - GPS Unit to review and conduct the DPPA Gender/WPS staff training bi-annually, and one annual High-Level Seminar on Gender and Inclusive Mediation Processes for senior mediation actors from the UN, member states, regional organizations and (I)NGOs.
	- Include information on risks and acts of Conflict-related Sexual Violence (CRSV) in all relevant material (including talking points, background notes and briefings) to UN leadership and the Security Council;	All staff	- Mission-based Gender Advisers and gender focal points to be consulted in the planning of senior-level visits.
	- Facilitate women civil society briefers to the Security Council on country-specific situations to brief alongside SRSGs and Envoys (when appropriate).	All staff	
	- Mainstream the gender/WPS agenda in all capacity building initiatives led by DPPA and in engagements with regional organizations.	All staff	
<b>2. Written products to include gender dimensions.</b>	- Include analysis, observations and recommendations on the gendered dimensions of conflict, women's political participation as well as the gender dimensions of conflict prevention, mediation and peacebuilding efforts in the reports of the Secretary-General to the Security Council and the General Assembly and, where relevant, in other briefing materials and communications to Member States.	All staff	- In consultation with the regional pillar, and the DPO Gender Unit, GPS Unit to lead on the development and delivery of a series of short sessions/discussions on gender-sensitive conflict analysis for the HQ regional pillar. - GPS Unit to offer managers and gender focal points, as needed, targeted

	- Prioritise the inclusion of gender-relevant issues, such as women’s participation in political and peace process, and conflict-related sexual violence, in Code Cables, talking points and background notes for UN leadership, where relevant and appropriate.	All staff	division-wide meetings to help address more specific gender-inclusion inquiries from colleagues.
	- Make gender sensitive conflict analysis available to feed into substantive documents and updates of the Peacebuilding Commission (PBC).	All staff	
<b>3. Promote inclusion and women’s participation in conflict prevention, mediation and peacebuilding efforts.</b>	- Prioritize the meaningful participation of women at all decision-making levels, particularly as delegates to peace talks, including in the pre-negotiation and implementation phase, and other decision-making processes (e.g. elected and appointed positions in dialogue processes; constitution making etc.). Advocate for a (30 per cent min. desirable) quota for women.	SRSGs/Envoys/staff	<ul style="list-style-type: none"> <li>- The GPS Unit and Standby team to provide technical support, where requested by desks, SPMs etc.</li> <li>- GPS to prepare a repository detailing past and current good practices of inclusion and women’s participation-SPM staff to liaise with representatives of women’s organisations enabling ongoing dialogue with SRSGs, Special Envoys and senior management.</li> <li>- The PBSO gender adviser will provide technical support to the PBC Secretariat for the implementation of its gender strategy.</li> </ul>
	- Support the implementation of the PBC Gender Strategy through the substantive, cross cutting integration of gender perspectives in all PBC country-specific thematic and strategic engagements.	The PBC Secretariat	
	-Promote dialogue between SRSGs/Special Envoys and women’s CSOs, including formal networks of women leaders, to better address the specific peacebuilding and security needs of women, including through regular Open Days.	All staff	
<b>4. Promote women’s political participation in electoral processes.</b>	- Provide technical advice and support to Member States, upon request, in their efforts to promote women’s participation in electoral processes, including through advice on the design or reform of electoral systems and frameworks as well as on temporary special measures.	EAD, SPMs	- EAD’s gender focal points continuously support gender mainstreaming of DPPA’s electoral work.

	- Mainstream gender in all UN electoral assistance activities, including in all aspects of Needs Assessment Missions (NAMs).	EAD, SPMs	
	- Include gender expertise in all UN Electoral Needs Assessment Mission teams.	EAD, SPMs	
	- Coordinate with relevant UN entities to effectively implement the UN Policy Directive on “promoting women’s participation in electoral and political processes through UN electoral assistance”.	EAD, SPMs	
	- Increase focus on issues related to violence against women (as voters and political candidates) in elections including through incorporating relevant aspects in trainings on elections and violence.	EAD	
	- Ensure gender is a key component in providing electoral capacity (development) and training support to regional organizations.	EAD, SPMs	
<b>5. Empower gender advisers in SPMs to effectively provide political and strategic advice</b>	- Nominate a dedicated gender focal point and conduct regular consultations with the mission’s Gender Adviser and/or focal points and (where relevant) Women Protection Advisers. For non-mission settings, closely coordinate with gender focal points in the UNCT.	All headquarters desks supporting a special political mission as well as those working on non-mission settings	- GPS Unit to offer a Workshop for field-based Gender Advisers and Focal Points app. every 18 months to discuss challenges and explore initiatives and good practices for ongoing and future workstreams.
	- Locate all Gender Advisers in the Office of the SRSG in SPMs or within the Office of the DSRSG Political and provide them with support from gender expertise embedded in all relevant functional mission components (S/RES/2242).	SRSGs/Envoys	

	- Include gender advisers in senior management meetings in missions and in HQ to provide strategic and political advice to mission leadership on increasing women's political participation and gender sensitive approaches to conflict prevention and resolution efforts.	SRSGs/Envoys and HQ	
<b>6. Prevent and address conflict-related sexual violence</b>	- Implement the UN's Policy on Prevention and Response by United Nations Peace Operations to Conflict-Related Sexual Violence;	All staff	- The GPS Unit to provide technical support to desks and SPMs on request, including on early-warning indicators of CRSV for prevention and analysis; good practices in incorporating CRSV considerations in ceasefire and peace agreements; liaising with CRSV survivors on a do-no-harm basis; and coordination with UN entities and agencies working on CRSV at HQ and on the ground.
	- Include early consideration of risks regarding CRSV and perpetration of acts in all relevant conflict analysis and reporting;	All staff	
	- Consult regularly with CRSV experts including Women Protection Advisers, UN Action, OHCHR, UN Women, and local women and civil society organizations;	All staff	
	- Coordinate with relevant UN entities to sensitize conflict parties to the CRSV normative framework, raise concerns and work to secure commitments to halt such CRSV violations, where they take place;	All staff working with conflict parties	
	- Address CRSV issues in relevant mediation and peacebuilding efforts, including prohibition of acts in ceasefire and peace agreements, protection of survivors, transitional justice, remedies and reparations.	All staff	
<b>7. Gendered analysis to inform budget and project proposals</b>	- Design and implement project interventions of the Peacebuilding Fund (PBF) guided by gender sensitive conflict analysis and make use of the gender marker system to track its financial allocation to projects that promote gender equality and women's empowerment.	All staff involved in PBF funding	- PBSO's Gender Adviser to provide technical support to the PBF.

	- Explicitly state how gendered analysis has informed the design of the XB project, and how women's participation and civil society consultations will be promoted in addition to the gender marker.	All staff involved in seeking DPPA XB funding	- The GPS Unit to develop guidance on integrating gender/WPS in XB budget proposals, including the proper use of the gender marker, and dedicated projects to promote the implementation of the WPS agenda.
<b>8. Accountability and compliance</b>	- Include at least one gender/WPS deliverable specific in workplans and performance reporting documents (E-Pas).	All staff	GPS, EO and ODCSS to offer support as needed.
	- Include at least one question related to prior gender/WPS work undertaken when interviewing candidates, ensure women staff are represented on all panels.	Hiring managers	
	- Strongly encourage the inclusion of at least one gender/WPS deliverable in their annual performance goals and/or workplans.	PDAs	
	- Report on the implementation of this Policy, in connection with the annual reporting on DPPA's commitments on WPS to the Security Council.	SRSG / Envoy and all staff	



## Annex II: 15 DPPA Women, Peace and Security Commitments

<b>15 DPPA COMMITMENTS TO TRACK IMPLEMENTATION OF UN SCR 1325 (2000)</b>	
<b>Women’s Participation in Conflict Resolution and Prevention (8)</b>	<ul style="list-style-type: none"> <li>• Increase women’s leadership and meaningful participation in conflict prevention, resolution and peacebuilding.</li> <li>• Provide systematic gender and mediation expertise</li> <li>• Assist EOSG in appointing women UN chief mediators</li> <li>• Develop gender and mediation strategies to increase representation of women in formal peace negotiations</li> <li>• Conduct systematic civil society consultations in conflict prevention and resolution and peacebuilding efforts</li> <li>• Develop gender-sensitive strategies to prevent and counter terrorism and violent extremism, in consultation with civil society, including women’s organizations</li> <li>• Consult civil society, women’s organizations and survivors of SVC, and engage with parties to conflict when SVC is suspected or has occurred</li> <li>• Include gender/WPS-relevant provisions, including on SVC, in ceasefires &amp; peace agreements</li> </ul>
<b>Prevention of conflict and all forms of violence against women and girls in conflict (3)</b>	<ul style="list-style-type: none"> <li>• Appoint Gender Advisors in all SPMS as well as Women Protection Advisors, where SVC is a concern</li> <li>• Include WPS analysis, sex disaggregated data and recommendations in SPM periodic reports and briefings to the Security Council and the PBC.</li> <li>• Monitor Security Council actions taken on SCR 1325 including WPS issues in Security Council and PBC field missions’ TORs and reports</li> </ul>
<b>Women’s Political Participation (2)</b>	<ul style="list-style-type: none"> <li>• Assess the value of and make recommendations for temporary special measures, incl. quotas, in electoral assistance missions, where relevant</li> <li>• Address gender discrimination in UN policy &amp; guidelines for electoral processes and women’s political participation more broadly</li> </ul>
<b>Post-conflict Planning and Financing (2)</b>	<ul style="list-style-type: none"> <li>• Consult women and address their specific needs in Integrated Assessment Planning and ensure gender expertise is retained in UN mission drawdown/ transitions</li> <li>• Apply UN entity-specific gender planning tool to track allocation of resources to peacebuilding projects addressing specific women’s needs and that at least 15 percent of UN-managed funds in support of peacebuilding is dedicated to projects whose principal objective (consistent with existing mandates) is to address women’s specific needs, advance gender equality or empower women.</li> </ul>