

## The Responsibility to Rebuild

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### Security Initiatives

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#### Gender Based Violence

- Recognizing the unique security risks facing women and girls in post conflict situations
  - Ensuring that security initiatives target gender-based violence
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#### Refugees & Internally Displaced Peoples

- Designing resettlement programs that take into account the fact that many women do not have identification cards and/or may not be recognized as legal persons Karame and Bertinussen, *Gendering Human Security*, 41.
  - Ensuring that any progress women have achieved during the conflict period is not lost during the resettlement phase, particularly with regards to education and decision making
  - Providing health services that include care targeted to women's needs including reproductive health, malnutrition, effects of sexual violence, and the effects of the burden of care of others, owing to their roles as family supporters Rehn and Sirleaf-Johnson, *Women, War and Peace*, 36-42.
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#### Disarmament, Demobilization, & Reintegration

- Recognizing that affected parties include both ex-combatants themselves as well as the communities to which they are returning
- Ensuring that both male and female ex-combatants are eligible for participation in any DDR program
- Encouraging female participation in DDR programmes by offering childcare and separate sleeping quarters UNIFEM, *Getting It Right*, 7.
- Offering support to those who may have accompanied fighting forces but not occupied a traditional "combatant" position are nonetheless afforded reintegration assistance
- Ensuring that these same individuals receive appropriate counselling and health services
- Providing communities that are accepting ex-combatants with security
- Taking deliberate steps to mitigate the effects of small arms and light weapons on heightening violence (typically against women)
- Reducing the availability of small arms and light weapons See generally: Susan McKay and Dyan Mazurana, *Where are the Girls? Girls in Fighting Forces in Northern Uganda, Sierra Leone and Mozambique: Their Lives During and After War*, (Montreal: International Centre for Human Rights and Democratic Development, 2004); UNIFEM, *Getting It Right*; and Judith Gardam and Michelle Jarvis, *Women, Armed Conflict and International Law*, (The Hague: Kluwer

### Security Sector Reform

- Identifying and addressing the unique security needs facing boys, girls, men, and women
  - Promoting women's participation at every level, including the use of affirmative action programs such as quotas or specialized training
  - Offering gender-awareness training for both male and female personnel including training on sexual discrimination and harassment
  - Instituting new recruitment and training policies to "professionalize" and "modernize" the new military and police forces (focusing on building their capacity, reorienting their focus and teaching new skills such as respect for human rights)
  - Creating workplace policies that take into account women's often disproportionate share of family responsibilities (i.e. maternity leave)
  - Creating "Gender Focal Points" or similar positions that liaise with all relevant offices within the sector and which provide expertise and training
  - Increasing linkages between civil society organizations (especially women's organizations) and formal state institutions to improve access, transparency and accountability
- Recommendations are adapted from: Sanam Naraghi Anderlini and Camille Pampell Conaway, *Negotiating the Transition to Democracy and Reforming the Security Sector: The Vital Contributions of South African Women*, (n.p., Women Waging Peace Policy Commission, 2004), 25-27; Naraghi Anderlini and Pampell Conaway, "Security Sector Reform," 32-38; Rehn and Sirleaf-Johnson, *Women, War and Peace*, 68-70.
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### Landmines

- Arranging information gathering times and locations to encourage the participation of individuals of both sexes;
- Collecting the distinct assessment of men, women, boys and girls when considering what areas should be priorities for clearance
- Ensuring that men and women have equal access to employment opportunities linked to surveying and clearing mines
- Analyzing casualty data to determine which population groups are most at risk
- Enhancing the participation of male and female community member in mine risk education planning and monitoring
- Providing appropriate accommodations and childcare for mixed-sex work teams
- Engaging same-sex staff in prosthetic workshops to assist mine survivors
- Implementing affirmative action employment and training strategies for women with disabilities
- Ensuring that victim assistance service providers furnish sex-segregated

accommodations

- Employing appropriate means of communication to ensure that awareness-raising messages reach men, women, boys and girls UNMAS, *Gender Guidelines for Mine Action Programmes*, (New York: United Nations Mine Action Service, 2005).

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### **Good Governance & the Rule of Law**

- Inclusion of measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary SCR 1325, para 8 (c)
- Including equitable gender representation in the decision-making structures that will govern