



UN WOMEN, UNDP and EU JOINT PROGRAMME on WOMEN, PEACE and SECURITY:
*Enhancing Women's Participation in Peacebuilding and Post-Conflict Planning in Liberia,
Timor-Leste, and Kosovo (UNSCR 1244)*

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UN Agency:	UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) and the UN Development Programme (UNDP)
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EC contribution:	EUR 1,500,000
Locations:	Liberia, Timor-Leste, Kosovo (under UNSCR 1244/99) and GLOBAL

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EXECUTIVE SUMMARY

More than ten years after the passage of UN Security Council resolution 1325, there is widespread concern that progress made at the normative and policy levels has not been translated into significant improvements in the lives of women and girls in conflict and post-conflict countries. Both the United Nations and the European Union have committed to closing this implementation gap. At the United Nations, four new resolutions on women, peace and security were adopted in the last three years, the UN Entity on Gender Equality and the Empowerment of Women (UN Women) was created, and the first-ever, forward-looking UN Strategic Results Framework 2011-2020 aims at enhancing system-wide coherence on women, peace and security matters. Meanwhile, the EU recently adopted a number of policy frameworks –from the EU Comprehensive Approach to the Implementation of UNSCRs 1325 and 1820 to the EU Plan of Action on Gender Equality and Women’s Empowerment (2010-2015)- that demonstrate a renewed sense of urgency and focus on the roles and situation of women in conflict and post-conflict situations. Furthermore, as the European External Action Service gradually expands the presence of EU institutions in conflict and post-conflict countries, the EU is set to increase its gender expertise in field operations.

To take advantage of this juncture, UN Women, the United Nations Development Programme (UNDP), and the European Union, will partner in a joint programme that pilots a model for EU/UN collaboration on women, peace and security matters in three post-conflict locations. This programme aims to build upon UN Women’s institutional expertise in women’s empowerment and gender-sensitive post-conflict programming, UNDP’s extensive field presence and programming on gender equality, and the European Union’s political leverage and access to decision-making processes.

This partnership will be piloted in three post-conflict locations (Liberia, Timor-Leste and Kosovo) that are striving to consolidate the recovery and stabilization gains made over the past few years, and where women and girls still face significant challenges to benefit equally from security and justice and to participate meaningfully in the public sphere and peacebuilding processes.

The goal of this two-year programme is to ensure greater participation of women in peacebuilding and post-conflict planning. To advance towards this goal, the capacity and coordination of the relevant EU and UN institutions and actors will be strengthened, and regular spaces for dialogue with women’s civil society will be established following up on the model established in 2010 with the Open Days on Women, Peace and Security. Some key results of this programme will include the elaboration and adoption of country-specific strategies for the implementation of the EU Comprehensive Approach on 1325 and 1820, the formalization of local coordination mechanisms between the UN and the EU on WPS matters, and support to civil society organizations and women leaders to participate in peacebuilding and post-conflict planning processes, conduct inter-ethnic peace dialogues, gain access to peacebuilding funds and micro-grants, and lead high-visibility advocacy initiatives.

I. BACKGROUND

More than ten years after the United Nations Security Council (UNSC) unanimously adopted resolution 1325 (2000) on women, peace and security, there is widespread concern that progress made at the normative and policy levels has not been translated into significant improvements in the lives of women and girls in conflict and post-conflict countries. This implementation gap is apparent in the persistence, and in some cases, the exacerbation of the phenomena that triggered the development of UNSCR 1325.

In the last few years, the European Union (EU) has taken strong measures to move from policy to practice including: the adoption of the *EU Comprehensive Approach to the Implementation of the United Nations Security Council resolutions 1325 and 1820 on women, peace and security*, the development of guidance to operationalize these commitments in the context of the Common Security and Defence Policy (CSDP); the establishment of an informal Task Force on women, peace and security and the development of a set of indicators to monitor the implementation of the *Comprehensive Approach*. Twelve EU Member States¹ have adopted a National Action Plan for UNSCR 1325. The *EU Plan of Action on Gender Equality and Women's Empowerment (2010-2015)*² explicitly calls on EU Delegations in fragile, conflict, or post-conflict countries to develop strategies to implement the *Comprehensive Approach* and to build capacity to address these issues and respond to crises more effectively and in a timelier manner. Furthermore, the EU is committed to increasing its gender expertise in field operations – such as via the inclusion of gender focal points within CSDP missions and operations as well as EU delegations, and improving the quality and standardization of pre-deployment training. In 2010, when the UN organized Open Days on Women and Peace in 26 countries, at least three EU Delegations together with CSDP missions³ also conducted 'open days' to allow for a dialogue between leaders of women's organizations and EU leadership.

The creation of the new UN Entity on Gender Equality and the Empowerment of Women, UN Women, has been hailed as a milestone of UN reform. The *EU Plan of Action on Gender Equality* foresees a continued partnership between the EU and the UN on advancing gender equality and women's empowerment, including with a medium term joint strategy for cooperation between the UN and UN Women by 2012. The proposed action will be part of this strategy and will also complement two other initiatives funded by the EU and implemented by UN Women: a) *EC/UN Partnership on Gender Equality: Increasing Accountability in Financing for Gender Equality (2007- 2010)* and b) *Women Connect Across Conflicts: Building Accountability for Implementation of UNSCRs 1325, 1820, 1888, 1889 (2010-2012)*.

¹ Austria, Belgium, Denmark, Estonia, Finland, France, Italy, Portugal, Netherlands, Spain, Sweden, and United Kingdom.

² Brussels, 8.3.2010, SEC(2010) 265 final.

³ EUPM (Bosnia and Herzegovina), EULEX (Kosovo), and EUMM (Georgia).

This action is framed by the UN Secretary-General's Report and 7-point Action Plan on women's participation in peace-building,⁴ particularly with regards to post-conflict planning and financing, the rule of law and post-conflict economic recovery; and it is also supported by relevant reports and resolutions of the European Parliament and the policy documents cited above.

The Secretary-General's Report on Women's Participation in Peacebuilding (A/65/866-S/2010/466) is a comprehensive and robust action plan to take forward the promises of United Nations Security Council Resolution 1325. **The Action Plan is made up of commitments which ensure that:**

1. **Women are fully engaged in**, and timely gender expertise is provided to, **all peace talks**;
2. **Post-conflict planning** processes, including donor conferences, involve women substantively and apply methods that result in comprehensive attention to gender equality;
3. **Adequate financing** – targeted and mainstreamed – is provided to address women's specific needs, advance gender equality and promote women's empowerment. A target of 15% was set in the report;
4. **Deployed civilians** possess specialized skills, including expertise in rebuilding state institutions to make them more accessible to women;
5. Women can participate fully in **post-conflict governance**, as civic actors, elected representatives and decision-makers in public institutions, including through temporary special measures such as quotas;
6. **Rule of law initiatives** encourage women's participation in seeking redress for injustices committed against them and in improving the capacity of security actors to prevent and respond to violations of women's rights; and
7. **Economic recovery** prioritizes women's engagement in employment-creation schemes, community-development programmes and the delivery of frontline services.

This joint proposal seeks to develop a partnership between UN Women, UNDP and the EU institutions, including the Commission, the EEAS, EU delegations and CSDP missions in three strategic pilot locations (**Kosovo, Timor-Leste and Liberia**) to ensure complementarity of efforts, joint collaboration with national and sub-national actors, and positive, measurable changes in the representation of the needs and interests of women and girls in post-conflict decision-making processes.

II. JUSTIFICATION

Despite the passage of UNSC resolution 1325 more than a decade ago, and four subsequent resolutions on women, peace and security, women continue to be largely excluded from peacemaking and peacebuilding. For example, there are still very few women in formal peace negotiations. On average, women account for less than 8 per cent of negotiating delegations in UN-mediated peace processes since 1989, and less than 3 per cent of peace agreement

⁴ The 7-point action plan is included in the SG's [report on Women's Participation in Peacebuilding](#) presented to the Security Council in September 2010.

signatories.⁵ In post-conflict governance structures women remain similarly under-represented. Women's absence from these critical decision-making processes, which determine power distribution, wealth-sharing patterns, social development priorities, and approaches to reparations and justice for war crimes, can have devastating consequences for women's capacities to recover from conflict and contribute to peacebuilding. Women's rights to participating in public decision-making may be ignored, along with essential affirmative action measures needed to overcome discrimination in the public sphere. The urgent survival needs of women (especially vulnerable groups such as women heading households) may be disregarded by needs assessments and left out of budgets in public expenditure allocations. Displaced women may not be able to recover property because of a failure to anticipate the need for legal reform recognizing their rights to land. War crimes against women may go unpunished, encouraging a climate of impunity for all forms of gender-based violence. At the same, without promoting the participation of women in conflict prevention and peacebuilding and investing in gender equality before and after conflict, women will not be able to build a protective environment for themselves and their communities and most protection and recovery efforts will be doomed to fail or remain perpetually delayed.

Three locations were chosen to pilot this partnership and joint programme: Liberia, Timor-Leste, and Kosovo (UNSCR 1244). Despite being largely stable over the past few years, all three locations are facing challenges to consolidate the gains made to date. And although all three locations are in different continents and each context is different, they share certain commonalities, as they are all relatively small territories that have been in the post-conflict phase for eight to twelve years and yet continue to require the presence of peace support operations and significant involvement by both the UN and the EU. In addition to UN peacekeeping missions and a CSDP mission in Kosovo, all three locations count with the presence of EU delegations and UN Women and UNDP field offices, as well as UNDP BCPR Senior Gender Advisors.

In Timor-Leste and Liberia, upcoming elections and the impending withdrawal of multi-dimensional peacekeeping missions (UNMIT and UNMIL) threaten to undermine the stability that has been crucial for advancing women's rights in those contexts. In Timor-Leste, women and girls face significant discrimination in the household, the workplace, the community, and the public sphere. Fertility and mortality rates are among the highest in the world and gender-based violence is prevalent. Women's organizations have been advocating for the implementation of the recommendations of the Commission for Reception, Truth, and Reconciliation in East Timor, equal access to justice and reparations, and the participation of women in community-level mediation and peacebuilding. In Liberia, sexual violence remains the number one crime in police reports, and in spite of the adoption by the government of gender-related policies and frameworks, including a National Action Plan on women, peace and security, the marginalization of women is sustained by systemic barriers and traditional and religious perceptions of women and girls. Unresolved issues regarding the status of Kosovo (UNSCR 1244) and its relationship with its neighbors continue to threaten women's efforts to

⁵ Women's Participation in Peace Negotiations: Connections Between Presence and Influence, UN Women, 2010

promote peace and reconciliation. Poverty and unemployment are highly concentrated among female-headed households and young women. Despite a 30-percent quota for women in Parliament and municipal assemblies, their participation in decision making, the security sector, and peace negotiations is still very low.⁶

All three locations would benefit from enhanced coordination among international community actors. For example, in Kosovo, where the UN mission and country team coexist with several EU institutions -such as a rule-of-law missions (EULEX Kosovo), the Office of the EU's Special Representative, and the European Commission Liaison Office-, a Security and Gender Coordination Group⁷ has been created, but requires increased capacity to be able to coordinate all actors and maximize the impact of their initiatives and the influence of their advocacy. Similarly for Liberia, which has a coordination structure for women, peace and security – composed of a steering committee, a technical working group, and a secretariat- but can strengthen its linkages with the EU Delegation and the embassies of EU Member States. All three locations have celebrated Open Days on Women, Peace and Security since 2010, but sustained and effective support to women's civil society groups necessitates regular dialogue, adequate follow-up, and increased access by women's groups to key actors, institutions, and processes that shape post-conflict planning, governance, and peacebuilding.

III. THEORY OF CHANGE

This programme is built on the theory that where women are given the access, space and resources to participate effectively in peacebuilding activities, peacebuilding is significantly more likely to meet the needs of a broader range of society's stakeholders, and therefore likelier to be sustained and result in lasting peace. There is some empirical evidence to support this theory⁸, and the programme will aim to generate more.

The one thing women indisputably bring to peace processes and post-conflict planning and recovery frameworks, when given the chance, is an insistence that their own priorities and concerns should be addressed. And addressing these concerns –such as demands for quotas for women in post-conflict elections, or for land and property rights be extended to women, or an emphasis on crimes against women to be treated with just as much seriousness as others- is key to building a more robust and sustainable peace.

Women's participation builds a better peace and post-conflict society because it broadens the peace process to a larger constituency beyond the fighting parties, engaging the people who can ensure broad social acceptance to the peace deal, and shifting the focus from potential spoilers to survivors who invest in peace. It can help strengthen the quality of governance and the rule of law, as women's participation in all levels of government, as well as in post-conflict

⁶ Kosovo (UNSCR 1244) offers an interesting opportunity for gender-responsive mediation, as the recently appointed chief negotiator of EU-led talks between Pristina and Belgrade is a woman.

⁷ See Annex 1 for further details.

⁸ Research indicates that peace agreements resulting from 'inclusive' peace processes are likelier to hold than agreements stemming from non-inclusive processes. <http://www.aupeace.org/files/Wanis,%20Kew,%20CivSocPaxNeg%20JIN%2013.1.pdf>

institutions implementing disarmament processes, reconciliation, transitional justice, or constitutional reform, will ensure that a greater diversity of views is reflected in decision-making. And finally, addressing women's economic security in the aftermath of conflict will speed economic recovery overall, as they are likelier to invest on child welfare and education, the health and food security of their families, and rebuilding rural communities.

This programme will work through targeted interventions that are practical and replicable to ensure that peacebuilding efforts are more gender-responsive. Gender-sensitive institutional change necessitates the application of special measures, specialized expertise, and the introduction of targets and monitoring systems to ensure that organizations and institutions are responsive to women's needs.

The project will also work directly with advocates inside and outside the government to build a cadre of women peacebuilders confident and able to engage in high level peacebuilding dialogues, including national planning mechanisms. Additionally it will work to create country-specific oversight mechanisms to support gender-responsive peacebuilding. Women's rights' advocates and allies will also be encouraged to participate in oversight mechanisms for national peacebuilding.

Finally, benefiting from synergies between UNDP and UN Women, and the joint efforts of the European Union and the United Nations, these three locations stand a better chance at making tangible progress on implementing commitments related to women, peace and security, and can provide a blueprint for greater coherence and coordination in future post-conflict contexts.

IV. STRATEGY

The programme will focus on strategic entry points at global and country levels to maximize to the extent possible the impact of activities through existing planning and peacebuilding mechanisms. UNDP, UN Women and the EU will facilitate the incorporation of women, peace and security commitments as part of the EU's Country Strategy Papers and UN Development Assistance Frameworks (UNDAFs) of these locations. In Kosovo the programme will contribute to the Stabilization and Association Process Dialogue (SAPD) and the EC Progress Reports for 2012 and 2013 which are the main references of the EU in establishing good governance and ensuring human rights. In Liberia, these efforts should be aligned with the implementation of the 2009 National Action Plan on Women, Peace and Security, the 2006 National Action Plan on Gender-Based Violence, and the National Gender Policy. In Timor Leste, the Secretary of State for the Promotion of Equality (SEPI) is now leading the drafting of a national action plan on GBV. Although there is a key platform for coordinating activities on sexual and gender-based violence, the National Referral Working Group comprising key government ministries, international and UN agencies, and national NGOs, there is no coordinating structure for SCR 1325. Enhanced coordination should in turn assure the implementation and use of the EU and UN indicators on UNSCR 1325, thereby enhancing accountability.

Programme results and lessons learned in these three locations will be channeled through existing reporting lines, such as global reports on the implementation of the UN and EU indicators and the United Nations Strategic Results Framework 2011-2020 on women, peace and security. In addition to UNDP's and UN Women's own reporting channels, the preliminary and final results of this programme will be shared and reviewed at the EU's Task Force on Women, Peace and Security.

The programme will seek to implement activities identified as key for bringing about larger systematic shifts in the representation of the priorities and needs of women in post-conflict planning and decision making. These activities will be catalytic but have the potential for replication at the country and global levels. The programme will seek synergies with existing interventions, and will be in line with ongoing UN and EU projects and activities at national and regional level. A 1325 Advisory Group will be constituted in the three locations, unless a similar coordinating structure already exists and can be used for this purpose. The Advisory Group will be the decision-making and monitoring body at the country level charged with ensuring that interventions are properly defined, implemented and monitored in the three locations, and could ideally be comprised of government, EU, UN and NGO representatives. Depending on the context, it may be crucial to involve the gender unit of the relevant peacekeeping mission. The main strategic approaches will be the following:

- (i) Identifying the entry points for support to peacebuilding processes;
- (ii) Implementing pilot initiatives including through micro-grants to women's organizations;
- (iii) Providing technical expertise on women, peace and security at the national and international level; and
- (iv) Facilitating partnerships at the national level between UN agencies, EU, the government, relevant CSOs and particularly women's organizations.

UN Women will provide programme management support at the global level, ensuring due diligence in all operations, adequate communications between national projects, timely reporting, programme-level knowledge management, and accommodating emerging needs from projects at the national level.

Additionally the programme will work with women's organizations to support them to effectively participate in planning, implementing, monitoring, and evaluating peacebuilding interventions, particularly in EU, UN and national planning processes; in the monitoring and allocation of post conflict financing; and in the development and implementation of peacebuilding programming. The programme will leverage its position within the UN to broker access for women peacebuilders to key decision-making space and forums.

Beneficiaries

The programme will support women's civil society organizations to play a more central role in peacebuilding, and the UN and EU to deliver peacebuilding and post-conflict planning initiatives

that better include and respond to the needs of women and men. The main beneficiaries of the project will be the following:

1. UN and EU in-country decision-makers who will benefit from enhanced analysis and advice on how to institutionalize gender-responsive peacebuilding within their respective remits.
2. Women's groups and leaders who will participate in capacity-building and leadership-building activities as well as receiving support on identifying, articulating and refining advocacy points for national, EU and UN decision-makers.
3. Women's organizations who will receive micro-grants to implement grassroots peacebuilding activities.
4. Men's groups who will be brought into the dialogue on 1325 and be empowered as agents of change within their communities.

Greater specificity on the beneficiaries will depend on each location participating in this global programme. For example, in Kosovo, minority groups may be a priority target. It will be crucial support to women's organizations or networks of women's groups is provided following a transparent selection process.

Communication and visibility

The programme will dedicate particular attention to ensuring strategic and effective communication within the programme and externally so as to disseminate knowledge and support policy advocacy. The project coordinator in each location, under the supervision of UNDP and UN Women and the guidance of the advisory group, will devise a communication strategy to guide the development of country-level communication plans that support the effective implementation of the programme and expands the benefits of partnership amongst various stakeholders at country level.

In each country, the communication plan will identify activities aimed at ensuring regular communication between the EU, UN Women, and UNDP as well as informing key stakeholders and the public, as appropriate, on the programme strategies and results. Depending on the context, each location may try a different approach. For example, when UN actors already have a communication strategy for women, peace and security, they may want to simply adapt it to incorporate the EU counterparts and render more visible EU-led activities and interventions. The communications strategy may consist of information sheets, bilateral meetings, or web-based information. Kosovo, for example, will use television and existing projects to build the capacity of professional journalists to report on gender and women's rights issues.

At global level, the communication action plan will be geared towards consolidating and disseminating learning and analysis for informing policy advocacy, capacity building and knowledge sharing. The communication action plan will also take into consideration the EU-UN guidelines on communication and visibility.

The advisory committees in each location will be convened to review and advise on programme implementation. It will be an important avenue to ensure effective and strategic communications.

V. GOAL, OUTCOMES, OUTPUTS, and ACTIVITIES

Development Goal: National and international peacebuilding efforts advance gender equality and address women’s needs.

Programme Goal: The goal of the programme is to ensure greater participation of women in peace building and post-conflict planning.

The activities outlined below are assumed to be open to all three locations, unless otherwise indicated. For example, some activities suggested under these outputs may only be relevant to one or two of the three locations of the global programme.

Programme Outcomes

Outcome 1: Capacity and Coordination for EU-UN implementation is strengthened, including by stepping up the implementation of the EU’s Comprehensive Approach

The following outputs will deliver Outcome 1:

Output 1.1: Advisory group for 1325 established and functioning in three locations. The specific set up of this group will depend on each location, especially if there are existing coordination structures, but its underlying purpose is to enhance coordination between the UN and the EU Delegations and EU Member States.

- Activity 1.1.1: Project coordination staff is recruited by UN Women.
- Activity 1.1.2: Advisory group’s functions are outlined in agreed TORs and convened as necessary (at least bimonthly).
- Activity 1.1.3: The advisory group develops a communication strategy for the programme (e.g., in Kosovo, development and dissemination of UN/EU information sheet, and by using TV-electronic media to reach out to a bigger audience).
- Activity 1.1.4: The advisory group provides regular feedback to the EU and the UN on UNSCR 1325-related processes (including liaising periodically with the EU’s Task Force on Women, Peace and Security and the EU-UN Steering Committee for Cooperation on Crisis Management).
- Activity 1.1.5: The advisory group provides technical support for the development of projects on women’s participation in peace building for submission to the Peace building Fund or similar funds.

Output 1.2: Harmonized EU / UN agenda and accountability frameworks for 1325 developed in Kosovo, Liberia and Timor-Leste in line with relevant UNDAFs, EU planning

frameworks (if revised during the life of this action), and UN and EU indicators on 1325, as relevant.

- Activity 1.2.1: UNDAFs and other planning frameworks respond to WPS and utilize relevant indicators. This can complement existing efforts to mainstream gender in the accountability frameworks of UNDAFs through the gender-theme group.
- Activity 1.2.2: Country strategies for the implementation of the EU Comprehensive Approach are developed in all three locations. Gender governance aspects like sustainable legal reform, capacity building of the judiciary regarding women's rights, truth and reconciliation commissions, support to rights-seekers and training of duty bearers in the security sector will be considered (see item 36 of the Comprehensive Approach). The EU Delegations are responsible for producing these country strategies, with the support of the advisory group.
- Activity 1.2.3: Technical support is provided for the use of the EU and UN indicators on women, peace and security and, in Kosovo and Timor Leste, for the development and finalization of National Action Plans for UNSCR 1325.
- Activity 1.2.4: Monitoring and advocating for reporting on WPS in the six-monthly evaluations of the Kosovo EULEX mission and the UN mission reports.
- Activity 1.2.5: All activities/initiatives on women, peace and security by the United Nations, the European Union and the EU Member States are mapped out and collated in a database for use by UN, EU and participating NGOs. In Liberia, the Ministry of Gender already leads on the maintenance of such a database, so this support may consist of more effective use and dissemination.

Output 1.3: Knowledge-building through tailored events at the global level and in the three locations.

- Activity 1.3.1: Organization of thematic training workshops on women's rights and women, peace and security, involving both direct beneficiaries and EU and UN actors.
- Activity 1.3.2: Provision of peer-to-peer advice and advocacy via the organization in Brussels of a yearly event organized by the EU task force on WPS with the goal of connecting leading experts on women, peace and security with EU political leaders.
- Activity 1.3.3: End-of-programme knowledge product development and dissemination. This product should include a review of the impact (positive or negative) on WPS of selected EU cooperation projects, and an analysis of the drivers of and obstacles to change (including political and economic constraints).

Outcome 2: Regular spaces for dialogue with civil society are established that allow women's organizations to engage meaningfully and regularly on peacebuilding processes, including with EU and UN leadership in three locations (Kosovo, Liberia, Timor-Leste)

The following outputs will deliver Outcome 2:

Output 2.1: Women participate meaningfully in Women Peace and Security Open Days and other policy dialogues held in Kosovo, Liberia and Timor-Leste. This output requires the involvement of the mission, as the leading organizer of the Open Days, and can support both the celebration of the events as well as its preparatory and follow-up work that can make them more impactful.

- Activity 2.1.1: Support to women’s organizations to create forums and lobby international and national decision-making bodies.⁹ Where appropriate, this support should be broadened to other civil society groups that are willing to take on WPS as part of their advocacy and lobbying efforts.
- Activity 2.1.2: Preparatory sessions with women’s civil society are held prior to WPS Open Days (establishment of a regular dialogue space, contribution of advisory group to the agenda). Where appropriate, this could include follow-up seminars after the relevant Open Days or policy dialogues.
- Activity 2.1.5: Capacity building is provided to Kosovo women MPs.¹⁰
- Activity 2.1.6: Events on 16 Days of Activism are jointly organized by the EU and the UN in Kosovo, including the development and launch of a Public Pulse early warning report.¹¹
- Activity 2.1.7: Women leaders from civil society receive training and guidance in preparation for visit of high-level representatives, rapporteurs, and relevant experts, wherever appropriate. This preparatory work can ensure the participation of women’s groups during visits of Security Council missions, Special Representatives of the Secretary-General, and other high-level envoys.

Output 2.2: Dialogue and reconciliation workshops held with women and men from different sides of the conflicts in Kosovo, Liberia and Timor-Leste.¹²

- Activity 2.2.1: Inter-ethnic and cross-border dialogues are held in Kosovo (six municipalities, all in coordination with local authorities and the AGE) and Timor-Leste (reconciliation dialogues with women on the border and survivors of 2006 crisis).
- Activity 2.2.2: Dialogues with Men’s groups are organized in all three locations.¹³ In Kosovo, these will target 9 municipalities and will involve safety community committees and relevant municipal staff. In Timor-Leste, these dialogues will target two provinces.

⁹ Reinforcement of existing forums, wherever appropriate and relevant, will take priority over creating new ones.

¹⁰ In particular with regards to CEDAW, the Kosovo Gender Equality Law, the National Strategy to combat domestic violence and trafficking in human beings, and the European Convention on Prevention and Combating Violence against Women and domestic violence.

¹¹ Public Pulse in Kosovo consists of surveys, disaggregated by sex and ethnicity, conducted to capture public opinion on key developments and performance, with a special emphasis on mainstreaming gender in Kosovo’s early warning system and examining women and girls’ situation, security issues, and participation in politics. Its goal is to be used to influence national policies and planning.

¹² These dialogues may involve local and national authorities and may be expanded to encompass, as appropriate and relevant, joint peace activities, such writing letters to politicians, joint visits to war widows and orphans, community infrastructure building, excursions, joint demonstrations for peace and non-violence, art festivals, music performances, sports events, etc.

Output 2.3: Micro-grants provided to women’s organizations in Kosovo, Liberia and Timor-Leste to support peacebuilding, social cohesion and reconciliation.¹⁴ For some locations, such as Timor Leste which wants to prioritize the economic empowerment of women, this is a crucial component.

- Activity 2.3.1: Country-level consultations with women’s organizations and government counterparts take place to identify suitable micro-grants model.
- Activity 2.3.2: Establishment of micro-grants mechanism for women’s organizations working on peacebuilding.
- Activity 2.3.3: Community-based women’s “peace huts” in Liberia, where women promote reconciliation and conflict mitigation, are replicated in three additional locations.¹⁵
- Activity 2.3.4: Timor-Leste’s Strengthening of Social Cohesion and Kosovo women’s peacebuilding activities receive seed funding, including for media outreach in three languages.

To sum up, and allowing for the flexibility of situations in flux, these are the activities that will be implemented, divided by location (the budget provides a breakdown of activities by lead agency or responsible party).

VI. ASSUMPTIONS & RISKS

The success of this project will be contingent on ongoing security in the three locations, especially given the upcoming elections in Liberia and Timor Leste, the lingering effects of the recent crisis in Cote d’Ivoire, which neighbors Liberia, and unresolved issues regarding the status of Kosovo. The project assumes the combined UN and EU team will have access to the senior decision-makers within their respective institutions.

The overall emphasis on women’s capacity building and influence is guided by the assumption that increasing women’s influence on peacebuilding actors will improve outcomes for women. This assumption guides the programme’s identification of mechanisms to strengthen women’s voice and participation in political and institutional mechanisms that collectively make up the key peacebuilding decision-making fora.

¹³ These dialogues should involve adolescent boys and may focus on non-violent and non-armed dispute settlement and misogyny – e.g., activities with schools on respect for women and girls.

¹⁴ The 1325 Advisory Group will develop a request for proposals for each location, depending on the articulated needs. Women’s organizations will then be requested to submit proposals and selection and contracting will proceed in line with UN Women’s financial rules and regulations.

¹⁵ Women’s peace huts in Liberia are a variation of the traditional *Palava Hut* justice mechanism. With the Ministry of Gender and Development, UN Women has been supporting local women to build peace huts where they undertake conflict mediation and resolution, provide counseling and referral to SGBV survivors, and engage men and boys in prevention of violence against women.

This focus on increasing women's influence on peacebuilding is, of course, accompanied by significant risks linked to existing country and local contexts of social, political and economic constraints on women's agency and influence. The programme is managing these risks by identifying a mix of points of influence, such as the UNDAF process, WPS Open Days, as well as supporting grassroots initiatives that have been prioritized by women's constituencies.

VII. GLOBAL PROGRAMME LOGFRAME

OUTPUT	ACTIVITY	INDICATOR	MEANS OF VERIFICATION	ASSUMPTIONS
Outcome 1: Capacity and Coordination for EU-UN implementation is strengthened, including by stepping up the implementation of the EU's Comprehensive Approach				
<p>Output 1.1: Advisory group established for 1325 in three countries</p>	<p>Activity 1.1.1: Project coordination staff is recruited (1st year)</p> <p>Activity 1.1.2: Advisory group's functions are outlined in agreed TORs and convened, to meet bimonthly (1st year)</p> <p>Activity 1.1.3: The advisory group develops a communication strategy for the programme (2nd year)</p> <p>Activity 1.1.4: The advisory group provides regular feedback to the EU and the UN on UNSCR 1325-related processes (including liaising periodically with the EU's Task Force on Women, Peace and Security and the EU-UN Steering Committee for Cooperation on Crisis Management).</p>	<p>Completed recruitment</p> <p># of Advisory group meetings</p> <p>Development and dissemination of communication strategy</p> <p>Improvement in EU and UN's implementation of 1325 priorities in national strategies</p>	<p>Project reporting</p> <p>Advisory group meeting minutes</p> <p>Review of PBF submissions</p>	<p>Project staff have the capacity to fulfill functions</p>

	Activity 1.1.5: The advisory group provides technical support for the development of projects on women's participation in peacebuilding for submission to the Peacebuilding Fund.			
Output 1.2: Harmonized EU / UN agenda and accountability frameworks for 1325 developed in Kosovo, Liberia and Timor-Leste in line with relevant UNDAFs, EU planning frameworks (if revised during the life of this action), and UN and EU indicators on 1325, as relevant.	<p>Activity 1.2.1: UNDAFs and other planning frameworks respond to WPS and utilize relevant indicators.</p> <p>Activity 1.2.2: Country strategies for the implementation of the EU Comprehensive Approach are developed by the EU Delegations in all three locations (1st year).</p> <p>Activity 1.2.3: Technical support is provided for the use of the EU and UN indicators on women, peace and security.</p> <p>Activity 1.2.4: Monitoring and advocating for reporting on WPS in the six-monthly evaluations of the Kosovo EULEX mission and the UN mission reports.</p> <p>Activity 1.2.5: All activities/initiatives on women,</p>	<p># of indicators integrated into UNDAF and other planning frameworks</p> <p>Extent to which UNDAF is gender-responsive</p> <p>Production of country strategies</p> <p>WPS data reported in EU and UN evaluations</p> <p>Establishment of a database on EU and UN activities/initiatives on WPS in the three pilot locations</p>	<p>Evaluation</p> <p>Project reporting</p> <p>Review of UNDAFs</p> <p>Review of country strategies</p> <p>Review of EU and UN evaluations</p> <p>Indicators database</p>	UN and EU staff has access to UN and EU decision-makers and planning processes

	peace and security by the United Nations and the European Union are mapped out and collated in a database (Kosovo, Timor-Leste).			
Output 1.3. Knowledge-building through tailored events at the global level and in the three locations.	<p>Activity 1.3.1: Organization of thematic training workshops on women’s rights and women, peace and security, involving both direct beneficiaries and EU and UN actors.</p> <p>Activity 1.3.2: Provision of peer-to-peer advice and advocacy via the organization in Brussels of a yearly event organized by the EU task force on WPS with the goal of connecting leading experts on women, peace and security with EU political leaders.</p> <p>Activity 1.3.3: End-of-programme knowledge product development and dissemination (2nd year).</p>	<p># of training workshops</p> <p># of feedback evaluations received by participants</p> <p>Increased capacity of UN and EU staff to promote 1325 implementation.</p>	<p>Workshop evaluations</p> <p>Project reporting</p>	
Outcome 2: Regular spaces for dialogue with civil society are established that allow women’s organizations to engage meaningfully and regularly with EU and UN leadership in peacebuilding in three locations (Kosovo, Liberia, Timor-Leste) and globally				
Output 2.1: Women	Activity 2.1.1: Support to	# of meetings with	Workshop	EU and UN staff has

<p>participate meaningfully in Women, Peace and Security Open Days and other policy dialogues held in Kosovo, Liberia and Timor-Leste.</p>	<p>women’s organizations to create forums and lobby international and national decision-making bodies.</p> <p>Activity 2.1.2: Preparatory sessions with women’s civil society are held prior to WPS Open Days (establishment of regular mechanism).</p> <p>Activity 2.1.3: Capacity building is provided to Kosovar women MPs (1st year).</p> <p>Activity 2.1.4: Events on 16 Days of Activism are jointly organized by the EU and the UN in Kosovo, including the development and launch of a Public Pulse early warning report.</p> <p>Activity 2.1.5: Women leaders receive training and guidance in preparation for visit of high-level representatives, rapporteurs, and relevant experts, wherever appropriate (2nd year).</p>	<p>CSO on WPS</p> <p># of positive feedback received from workshop participants</p> <p># of women involved in # of processes</p> <p># of trainings</p> <p># of positive feedback received from workshop participants</p> <p>Increased capacity of women leaders to engage with high-level representatives.</p>	<p>evaluation, participants evaluation</p> <p>Project reporting</p>	<p>access to EU and UN decision makers</p> <p>Security, especially in remote areas, remains stable</p>
<p>Output 2.2: Dialogue and reconciliation workshops held with</p>	<p>Activity 2.2.1: Inter-ethnic and cross-border dialogues are held in Kosovo (in six municipalities)</p>	<p># of Dialogues</p> <p># of participants</p>	<p>Dialogue participants’ evaluation</p>	<p>Security, especially in remote areas, remains stable</p>

<p>women and men from different sides of the conflicts in Kosovo, Liberia and Timor-Leste</p>	<p>and Timor-Leste (reconciliation dialogues with women on the border and survivors of 2006 crisis</p> <p>Activity 2.2.2: Dialogues with Men’s groups are organized in all three locations. In Kosovo, these will target 9 municipalities and will involve safety community committees and relevant municipal staff. In Timor-Leste, these dialogues will target two provinces, and in two counties in Liberia.</p>	<p>reporting positive feedback</p>	<p>Project report</p>	
<p>Output 2.3. Micro-grants provided to women’s organizations in Kosovo, Liberia and Timor-Leste to support peacebuilding, social cohesion and reconciliation.</p>	<p>Activity 2.3.1: Country-level consultations with women’s organizations and government counterparts take place to identify suitable micro-grants model (1st year)</p> <p>Activity 2.3.2: Establishment of micro-grants mechanism for women’s organizations working on peacebuilding</p> <p>Activity 2.3.3: Community-based women’s “peace huts” in Liberia, where women promote reconciliation and conflict mitigation, are replicated in</p>	<p># of microgrants</p> <p># of sub-projects successfully completed</p> <p># of “peace huts” built and/or supported</p>	<p>Implementing partner report</p> <p>Consultation reports</p>	<p>Security, especially in remote areas, remains stable</p> <p>Women’s organizations have sufficient capacity to absorb funds.</p>

	three additional locations Activity 2.3.4: Kosovar women's peacebuilding activities and Strengthening Social Cohesion in Timor-Leste receive seed funding.			
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VIII. INSTITUTIONAL ARRANGEMENTS

The project will be managed by UN Women. A letter of agreement between UN Women and UNDP will be signed as soon as the contribution agreement between the EC and UN Women is signed. At country level, UN Women will be ultimately responsible for project oversight and reporting, and additional support staff will be required to ensure effective implementation and support members of the Advisory Group. UNDP will be involved in day-to-day decision-making and monitoring and will be responsible for implementing the activities for which it has been identified as the lead agency in the budget.

Furthermore, in compliance with the financial controls established by UN Women and UNDP, the programme will manage financial resources at its disposal in the most effective and efficient ways. The programme will monitor timely allocation and distribution of financial allocations across countries and global programme components. It will use ATLAS to ensure continuous monitoring of expenditures and to ensure that deliverables are met.

IX. MONITORING AND EVALUATION

Since this programme seeks to innovate in peacebuilding reforms from a gender perspective, some of its approaches are untested. To ensure the effectiveness of these approaches, quick adaptation to local conditions, and reliability, this programme will have a strong emphasis on monitoring and evaluation.

Monitoring

UN Women and UNDP will jointly undertake the management of the global monitoring of the project. The possibility to undertake joint EU-UN monitoring will be promoted as much as possible. The exact configuration of the monitoring system will be developed at the national level and articulated at the global level using the common logframe used by all projects. The basis for monitoring will be the outputs of each national project, mirroring the logframe outcomes. This global monitoring framework will be strengthened by participatory self assessments and reviews, to ensure cross fertilization and knowledge sharing.

Principles to guide the development of the monitoring frameworks at the national level include:

- *A quantitative and qualitative monitoring system that is inclusive and participatory.* The M&E Plan at the national level will outline an M&E methodology which elicits both quantitative and qualitative data, and which employs participatory methods of generating and analyzing data among stakeholder groups that include women and men peacebuilders, women and men service users, national PBF joint steering committee members, UN partners, Government partners and other relevant actors;
- *Integration of knowledge generation and institutional change.* It is also important that monitoring elements at the national level be designed to integrate knowledge

generation with diagnostic reflection and institutional change at all levels. This will depart from conventional systems of extractive and externalizing data collection in order to embed monitoring within a continuing process of peacebuilding reform. A provision is therefore made for a global tracking and learning process through which on-going analysis of effective approaches is conducted and shared through on-going communications, training, and the production of guidelines or other knowledge products; and

- *Local, meso and macro information flows.* Significantly, the monitoring plan will not be limited to local level reflection and action. It will employ a hierarchical system of two-way information flows between the three peacebuilding levels identified above: i.e. from the local level of service delivery interface through the meso level of national policy implementation to the macro level of global commitment and policy frameworks. In this way the M&E system will provide the flow of evidence required to maximize the gender equality impact of the project on governance actors and institutions at all levels.

Key Principles and Standards Guiding the Evaluation

The UN Women Peace and Security cluster and UNDP Bureau for Crisis Prevention and Recovery will ensure that the evaluation is conducted in accordance with United Nations Evaluation Guidelines (UNEG). The project will be subjected to its own stand-alone evaluation as part of UN Women and UNDP's routine quality assurance. However, results from the evaluation will be shared to inform related processes such as the development of the 1325 indicators and evaluations of 1325 National Action Plans.

Guiding principles for this evaluation include:

- ***The evaluation will be guided by the principles and goals of women's empowerment, gender equality and human rights and people centered development.*** The evaluation will specifically assess programme contributions to women's empowerment, gender equality and progress towards women's human rights as enshrined in the Convention on the Elimination of All forms of Discrimination against Women (CEDAW). The evaluation of this programme will focus, in particular, on it has contributed to the UN delivering enhanced gender-responsive peacebuilding, and women's integration into peacebuilding structures;
- ***The evaluation will be results oriented consisting of both global and national components.*** All country projects in the portfolio will be evaluated against nationally relevant objectives and, where applicable, indicators, but will also be assessed in the context of the global logframe of the programme. For this purpose, all instruments will have two sections, one of which will be global and assessed in all countries, mainly addressing how changes in operations, processes and systems has impacted women's access to service delivery;
- ***Independence of the final evaluation will be ensured.*** UN Women will ensure the application of a common framework, but will not conduct the final evaluation. An independent organization or a global team of independent consultants will be selected

to carry the global level evaluation. This team will involve nationally relevant institutions, including CSOs, think-tanks and research centers, to work as national level partners in the evaluation. The national partners will be jointly identified with the implementing partners to ensure independence;

- ***The evaluation will be participatory.*** While respecting independence of the evaluation, feedback on its original design and relevance at the national level. The final results and follow-up mechanisms to ensure the use of its findings will also be presented to this audience.

X. REPORTING

In the three locations, UN Women and UNDP will fill in a reporting template provided by UN Women HQ so that UN Women can provide mid-term and final narrative and financial reports to the EU in accordance with the EU-UN joint reporting guidelines.

ANNEX 1: CONTEXT BACKGROUNDEERS – LIBERIA, TIMOR-LESTE, KOSOVO (UNSCR 1244)

ANNEX 2: BUDGET

ANNEX 1: CONTEXT BACKGROUNDEERS – LIBERIA, TIMOR-LESTE, KOSOVO (UNSCR 1244)

LIBERIA:

Liberia's fourteen-year old civil war ended in 2003, but the continued presence of one of the largest and most expensive UN peacekeeping operations signals it as a particularly fragile post-conflict context, especially for women and girls. Liberia places 162nd out of 169 countries in the gender inequality index of the Human Development Report, a composite measure that factors in maternal mortality, adolescent fertility rate, and women's participation in parliament, secondary education, and the workforce, among others.

The ongoing electoral process and the impending withdrawal of UNMIL threaten to undermine the stability that has been crucial for promoting women's rights in this context. Sexual violence remains the number one crime in police reports, in spite of the adoption by the government of gender-related policies and framework. Massive needs in the area of women, peace and security are still present. These range from the reintegration of women associated with fighting forces and the need to provide them with viable livelihood options, education, and vocational training, to access to post-conflict relief and recovery programmes for survivors of gender-based violence. Reforms in the justice and security sectors have suffered from capacity shortfalls at all levels, undermining the effectiveness of special mechanisms, such as the Women and Child Protection Units of the Liberian National Police, or the Special Court for Sexual and Gender-Based Violence and its specialized prosecution unit. These challenges have been compounded by the influx of tens of thousands of Ivorian refugees, most of them women and children and many reporting sexual abuse, and the alleged participation of Liberian mercenaries in hostilities in neighboring West African countries.

Liberia has also made notable gains that need to be protected and consolidated, such as women's presence in leadership positions and women's participation in politics and the electoral process –as the United Nations is working closely with the National Elections Commission and rural women are calling on leaders of political parties to allow them to occupy decision-making positions in such political organizations. Still, there are only 5 female ministers in the twenty-member cabinet, and women participate in politics as voters, but rarely as candidates for elected office, where the percentage of women is very low. Women's civil society networks that mobilized for peace, played a key role in the peace negotiations that resulted in the end of the civil war, and facilitated the UN's disarmament, demobilization and reintegration programmes, have stayed together to adapt a male-dominated traditional justice mechanism into women-led peace huts for community-level dispute resolutions and community policing. Liberia does not have a local coordination mechanism devoted to exclusively to women, peace and security, but it has adopted a National Action Plan on 1325 since 2009. Instead, it has a Gender Theme Group as the main conduit for coordinating UN support on gender mainstreaming, and an Office of the Gender Advisor in the mission. Both the peacekeeping mission and the UNCT work together in joint programmes, which include

prevention of and response to sexual and gender-based violence and gender equality and women's economic empowerment.

These efforts need to be deepened and upscaled, and women's participation in all post-conflict recovery programmes, especially their representation in the constitution-drafting process, the security sector, and the judiciary, will be key to addressing the rule-of-law weaknesses affecting Liberia's stability and sustainable peace.

TIMOR-LESTE:

Since its independence in 2002 and despite the violent political crisis of 2006 and the assassination attempt on the President in 2008, Timor-Leste has made considerable progress towards stability and recovery. The national authorities have shown proof of spirit of openness to strengthen the national unity; nevertheless, the reconciliation process suffers from a lack of consideration of the recommendations of the Commission for Reception, Truth, and Reconciliation (CAVR) which represent a risk for the sustainable stability of the country, knowing moreover that the UN mission to Timor-Leste (UNMIT) should leave the country end of 2012, right after the general elections.

The situation of women and girls is characterized by domestic violence. They have indeed to face significant discrimination in the household, the workplace, the community, and the public sphere. Fertility and mortality rates are moreover among the highest in the world and gender-based violence is prevalent – and peaked during the political violence of 2006, when many internally displaced women notably suffered sexual abuses (gender based violence being considered as a key driver of the conflict). Tensions are exacerbated by limited economic opportunities, low literacy levels, poor market access and poor governance. Nevertheless, through the Secretariat of State for the Promotion of Equality (SEPI), things are moving forward and the Government has allocated some funds from the State Budget to implement its Action Plan.

Women's organizations and female victims have been advocating for the implementation of the recommendations of the CAVR, equal access to justice and reparations, and the participation of women in community-level mediation and peace-building and policy decision-making process. As the Government adopted a twenty-year National Strategic Development Plan, recently, after wide consultations and has committed itself to implementing the recommendations of the CAVR and the Law against Domestic Violence, it is imperative that women participate visibly and meaningfully in these processes, as well as ongoing preparations for the key electoral cycle of 2012 and ongoing reforms of the security sector.

Timor-Leste, which in 2006 reformed its electoral law to mandate all political parties to field at least one woman for every four candidates, has the highest percentage of women in the national parliament (27.69 percent) in the entire region. Important ministries, like Justice or Finance, are led by women. In local assemblies, women's participation has also improved,

though both at the national and the local level women are striving to translate their numbers into influence in decision-making.

UNMIT celebrated two Open Days on Women, Peace and Security during 2010, with the collaboration of the EU. And yet, despite EU and UN projects in this sector, sustained and effective support to women's civil society groups still necessitates regular dialogue, adequate follow-up, and increased access by women's groups to key actors, institutions, and processes that shape post-conflict planning, governance, and peacebuilding, including NGOs that coordinate on implementing SCR 1325 and other relevant resolutions. Timor-Leste does not have a National Action Plan on 1325, but has benefited from positive, cross-learning exchanges with Ireland and Liberia on this matter. SEPI plays an increasing role in terms of gender equality and fight against gender based violence. Addressing gender equality and women's and girls' empowerment has been highlighted as a priority in the United Nations Development Assistance Framework (UNDAF) for Timor-Leste and in SEPI's Action Plan. Furthermore, a Department of Peacebuilding and Social Cohesion has been created, under the Ministry of Social Solidarity, to strengthen conflict prevention, peacebuilding, and social cohesion capacities at both national and community levels and promote increased participation by women in peacebuilding activities. In the MSS Strategic Plan for 2011-2030, gender is highlighted as a crosscutting issue.

Both bilateral partners, including several EU member states, the EU Delegation and the United Nations country team and mission, have undertaken efforts to support women's right, women organizations, to train the police and community leaders on gender, and have underscored the importance of engaging with men via dialogues on gender equality, women's human rights, and domestic violence.

Timorese women have made significant progress in participating in the public sphere, from the civil service to the security sector institutions, and from the National Parliament to the key ministries. But it is equally important that women also benefit from rule-of-law improvements and more inclusive economic recovery.

KOSOVO (under UNSCR 1244):

Kosovo declared unilateral independence from Serbia on February 17th 2008. As of 4 February 2011, the Republic of Kosova has received 76 formal diplomatic recognitions as an independent state, including more than eighty percent of EU member states. On March 8th, 2011 technical negotiations between Pristina and Belgrade mediated by the EU started with the goal to address three critical areas: regional cooperation, freedom of movement and rule of law. Besides the UN peacekeeping mission (UNMIK) and 21 UN agencies, funds, and programmes, EU institutions play a very visible role in Kosovo via the rule-of-law of mission (EULEX), the EU Special Representative, and the European Commission Liaison Office (ECLO). OSCE and KFOR complete the list of key international actors.

Despite the international community's support for post-conflict recovery and development in the past years, progress in many areas has been slow. Poverty rate is around 45 percent, with

extreme poverty concentrated among children, ethnic minorities and female-headed households. Half of the population is unemployed, including over 81 percent of young women. According to the latest EU Progress Report on Kosovo (2010) rule of law is one of the biggest challenges for state building in Kosovo. Socio-political exclusion of some groups, including ethnic groups and women, is pervasive. According to UNDP's "Kosovo Human Development Report 2010: Social Inclusion," a wide range of people risk becoming Kosovo's "invisible population," including the long-term unemployed, the Roma, Ashkali and Egyptian communities, people with special needs, and rural women. The needs of thousands of women that survived the war and still live daily with its consequences are great, even twelve years after the end of full-blown hostilities. Furthermore, the relationship between its Serb and ethnic Albanian population is still characterized by tension and episodes of unrest.

In Kosovo, the UN system coordinates its activities via a jointly agreed action plan and results framework of the United Nations Kosovo Team, and human rights and gender is one of its three inter-agency thematic groups, which focuses on women's access to quality public health services and employment opportunities, gender mainstreaming in the public sector, support to institutional responses to violence against women, and reporting to the CEDAW Committee, among others.

Since 2002, following a decision by the Central Elections Commission, all political parties in Kosovo must have one third of women candidates in their election lists. As a result, 30 percent of members of parliament in the Assembly of Kosovo are women. Women are present in municipal assemblies, but few occupy leadership positions as no female mayors have been elected. There has been a surge of women leaders in civil society, and less so in political parties and trade unions. As a goal, gender equality has a strong institutional footprint in Kosovo's institutions, including the Agency for Gender Equality in the Office of the Prime Minister, the Unit for Gender Equality within the Office of the Ombudsperson, the inter-ministerial Council for Gender Equality, composed of gender equality officers in each ministry, and similar offices and coordination bodies at the municipal level.

The Kosovo context offers an interesting example because the EU is leading the technical negotiations between Pristina and Belgrade, and the chief negotiator is a woman. In the past, UNDP and UN Women have collaborated to support women politicians and increase their capacity to advocate for gender equality within political parties and the government, as well as enhance communication between Serb and Albanian women in Kosovo toward peace and security. And the 2010 Open Day on Women, Peace and Security was commemorated jointly by the UN and the EU's Special Representative, a positive example of the possibility of such joint events and maximizing their impact and visibility. Finally, to ensure a comprehensive approach to women's security concerns in Kosovo, UN Women initiated the establishment of a Security and Gender Coordination Group, which convened the UN, EULEX, EUSR, OSCE, governmental, and non-governmental organizations. The SGCG can become the key coordination mechanism of Kosovo's international actors, and the key venue to interface with civil society and ensure a comprehensive approach to gender issues and women's participation in peacebuilding. This group will be co-chaired by the central government, the AGE. This group has undertaken a

baseline study with the aim of identifying the extent of integration of gender perspectives into security policies, standard operating procedures of security actors, as well as women's participation in security institutions and their role in decision-making in Kosovo.