



**University for Peace**  
**Université pour la Paix**



## **FINAL REPORT ON THE SHORT COURSE ON GENDER AND PEACEBUILDING**

**MBODIENE- SENEGAL, 16-21 July 2006**



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## **I. Background**

Africa is faced with a significant number of internal conflicts that have created enormous hardships for the populations living in the various countries both in and near conflict areas. Human security in these areas is increasingly threatened by violence and repression, which limit the ability of populations to protect and support themselves. In these situations, women are particularly affected as victims of violence as they are forced to take on new roles and responsibilities as heads of household. As countries move towards peace, women often remain marginalized as they are excluded from formal peace processes. However, women have started mobilizing to gain a voice in these processes. Initiatives in the Mano River and the Great Lakes regions have successfully promoted the inclusion of women in the peace processes in Burundi, Liberia, Sierra Leone and the Democratic Republic of the Congo (DRC). As countries move towards the consolidation of peace during the period of post-conflict reconstruction, the needs and contributions of women must continue to be taken into account. Women have begun to take advantage of this transformative period to become more integrated in decision-making processes to ensure that their needs are addressed, however they continue to face challenges in this regard and are often excluded from formal mechanisms and processes.



The Short Course on Gender and Peacebuilding, co-organised by Femmes Africa Solidarité (FAS) and the University for Peace (UPEACE), through their joint initiative of the Panafrican Centre for Gender, Peace and Development, was held from 16-21 of July 2006 at Laguna Beach Hotel in Mbodiène, Senegal. This report provides a summary of the activities carried out during the

workshop, the themes and highlights from the different lectures, plenary sessions and workshops and recommendations developed by participants.

This short course is the first in a series of training sessions organised to build the foundation for a Master Programme in Gender and Peacebuilding the Panafrican Centre will be organising in collaboration with the Africa Programme of UPEACE.

## **II. Introduction**

Within the framework of their joint initiative, Femmes Africa Solidarité (FAS) and the University for Peace (UPEACE) organised this first short course on Gender and Peacebuilding from 17 to 22 July 2006. This first workshop in a series of projected training activities was attended by practitioners, researchers and individuals from institutes, regional and international organisations and civil society organisations (CSOs) in order to broaden their skills of gender and peacebuilding.

### **III. Participants**

The participants were drawn from local, sub-regional, regional and international non-governmental organisations (NGOs), universities and government agencies. Participants were nominated by their organisation, institution or agency and selected based on pre-established criteria including consideration of experience, background, country, language and gender to ensure a diverse and knowledgeable group of participants. Members of the group came from twenty-one countries around Africa, including several countries currently experiencing conflict such as Sudan, DRC, Somalia, Côte d'Ivoire and Burundi, as well as several post-conflict countries, including Liberia, Sierra Leone, Rwanda and conflict prevention zones like Tunisia and Nigeria. Participants came from a wide range of professions and including programme coordinator, researcher, professor, consultant and lawyer. Detailed bios of the participants can be found in the Appendixes.

### **IV. External Resource Persons**

In addition to FAS and UPEACE staff members, a number of distinguished practitioners and scholars in the international gender and peacebuilding community participated in the seminar over the course of the week.

The opening ceremony was presided over by Mouhamed Dione, Director of the Cabinet of the Prime Minister of Senegal. Introductions were also made by Ms. Bineta Diop, Executive Director of FAS, Mr. Jean Bosco Butera, Director of the UPEACE Africa Programme, and Ms. Dina Rodriguez, Head of Department, Gender and Peace Education at UPEACE.

Mrs. Rosalie Lo, Programme Officer at the Regional Bureau of FAS served as the Master of the opening ceremony. In addition to the participation of these individuals, external resource persons led the lectures and workshops each day, which allowed participants to learn from and work with a wide array of practitioners, academics and researchers in the field of gender and peacebuilding.

The closing ceremony was presided by Ms. Aminata Tall, State Minister at the Presidency of the Republic of Senegal, who was accompanied by H.E. Ms. Sanaa Attlah, Ambassador of Arab Republic of Egypt, the Head of the District of Mbour and the President of women's groups in Mbour District.

### **V. Background on the Panafrican Centre for Gender, Peace and Development, Femmes Africa Solidarité, the University for Peace African Programme and the Department for Gender and Peace Studies**

#### ***A) Panafrican Centre for Gender, Peace and Development***

The Panafrican Centre for Gender, Peace and Development is being established by FAS with the ambition of being a reference Centre that provides advanced training and research in peacebuilding and development issues with a focus on gender. The trainings will target experienced individuals, such as programme officers of civil society organisations, researchers, or political decision-makers, to consolidate their expertise in these particular domains. The Centre's programmes will be particularly innovative because it is the first time an institution of its kind is dedicated exclusively to training and research on the interaction between gender, peace and development,

thus emphasizing the connection between these three priorities and the importance of the cross-cutting dimension of gender.

Based on the experiences of FAS, the Centre will be able to promote greater gender equality in the areas of peacebuilding, governance and development. The training offered by the Centre will be particularly focused on conflict prevention, management and resolution as well as the development of early warning systems, mediation skills, post-conflict management and the implementation of post-conflict reconstruction programmes. In each of these programmes, the role of women in the process of implementation will be thoroughly examined.



In order to fulfil the objectives, the primary vocation of the Centre will be to introduce international mechanisms and instruments guaranteeing the rights of women. The training programmes will permit a better understanding and application by African women of UN Security Council Resolution 1325. This document calls, *inter alia*, for the broad participation of women in peacebuilding and post-conflict reconstruction, the increased involvement of women in the implementation of mechanisms of peace agreements and the adoption of measures to ensure the protection of the rights and needs of women in times of conflict.

The training courses will be centred around three central themes: “Gender and Conflict Resolution”; “Leadership and Governance”; and “Economic Empowerment of Women in Development”. The first thematic area, “Gender and Conflict Resolution”, will be developed with the support of the University for Peace (UPEACE) in Costa Rica, with whom FAS signed a Memorandum of Understanding in Geneva, Switzerland, 2 November 2005.

## **B) Femmes Africa Solidarité**

Femmes Africa Solidarité (FAS) was formed in 1996 in response to the eruption of violent conflicts in Africa, which were tearing apart the social fabric of society. FAS seeks to develop, consolidate, and promote the role of women leaders in the prevention, management, and resolution of conflict, as well as in peacebuilding and post-conflict reconstruction processes around Africa.

FAS believes that peace processes are a vital aspect for the total elimination of violent conflict on the African continent. The tools and strategies used to resolve conflict and

address its root causes cannot be successful without the rehabilitation of all its victims, particularly women, who conflict disproportionately affected.



The International Secretariat of FAS, based in Geneva, Switzerland, coordinates programmes in Africa and serves as a point of contact for international organisations, NGOs and donors. FAS established its International Secretariat in Geneva to facilitate the mobilization of resources and to maximize the visibility of African women's initiatives. FAS also has a permanent representative in New York, located near the United Nations, to facilitate its presence at the international level. In 2005, FAS opened its Regional Office in Dakar, Senegal to guarantee an effective collaboration with women's organisations in Africa. The office allows FAS to better support the activities of women working for peace by consolidating local organisations and expanding the campaign to raise awareness of women working for democracy and engendered decision-making mechanisms.

### **C) *University for Peace***

Established as a Treaty Organisation with its own charter in an International Agreement adopted by the UN General Assembly in Resolution 35/55 of 5 December 1980, the mandate of UPEACE is to promote peace and security worldwide through education, training and research on peace-related issues, including human rights, gender equity, economic development and peace, environmental security, peace education, international law and settlement of disputes, disarmament and non-proliferation, and the media and conflict.

The wider mission of the University should be seen in the context of the worldwide peace and security objectives of the United Nations. The central importance of education, training and research in all their aspects to build the foundations; to contribute to the great universal task of educating for peace by engaging in teaching, research, post-graduate training and dissemination of knowledge fundamental to the full development of the human person and societies through the interdisciplinary study of all matters related to peace and progress and to reduce the prejudice and hatred on which violence, conflict and terrorism are based is increasingly recognised. The Charter of the University calls for UPEACE “*to contribute to the great universal task of educating for peace by engaging in teaching, research, post-graduate training and dissemination of knowledge fundamental to the full development of the human person and societies through the interdisciplinary study of all matters related to peace*”.

### **D) *UPEACE Africa Programme***

The overall goal of the UPEACE Africa Programme is to strengthen African capacity for education, training and research on issues of peace and security, including the prevention, management and resolution of conflict. It is hoped that the University will act as a catalyst for mobilisation in the fields of education and research for peace in

Africa. The linking of African scholars into a knowledge network is imperative and as such, a programme that facilitates linkages between institutions of higher learning is of a high priority. Added value brought to this initiative by UPEACE lies in the unique advantage it holds in offering a genuinely international, multicultural and multidisciplinary orientation of its academic programmes, which builds on perspectives from other regions of the world.

After organising and facilitating several consultative missions to Africa between 2001 and 2003, the plan of action of UPEACE Africa Programme seeks to address two specific problems that were identified by participants of the consultative meetings: first, that student demand for courses in peace studies and conflict resolution is high, but deficits in the availability of materials and trained professionals have limited the ability of academicians and practitioners to respond to this demand. Second, that there are many instances of effective, noble work in peace and conflict being accomplished throughout the continent, yet the work is done in isolation and without resources. In addition to identifying possible solutions for above obstacles, the UPEACE Africa Programme received specific requests for staff training, which in turn has led to the Programme's emphasis on Staff and Faculty Development Seminars.

#### **E) *UPEACE Department for Gender and Peace Studies***

The Department for Gender and Peace Studies was established in January 2001 and is one of the central academic departments at the University for Peace. Through formal education, research training of networks and the publication of materials, the Department for Gender and Peace Studies aims to mainstream the gender perspectives as a strategic means of reducing inequalities and inequities between men and women, and the establishment of peaceful societies. The Department believes that this strategy can make substantial contributions to the development and strengthening of democratic institutions as well as full respect for human rights.

The Department for Gender and Peace Studies is responsible for a variety of programmes, including the Masters' Degree and Peace Building and the Department's Knowledge Dissemination Project. After Master's degree classes were initiated in September of 2003, the material and courses were taught at the UPEACE campus in Costa Rica and course content used for developing dissemination training materials. These training packages provide users with sample lectures, readings, and syllabi, as well as a catalogue of international human rights instruments, study guides, professor's guides and a ream- relevant glossary.

### **VI. Objectives of the Short Course**

In March 2006, members of UPEACE and FAS met in Dakar, Senegal for a seminar on the harmonization of their curriculum on gender peace and development. At the seminar, a plan of action was established, which lay the foundation for the development of the following objectives for this first short course conducted through the joint initiative.

- To present and discuss specific aspects of gender and peacebuilding
- To clarify terms, definitions and key concepts of gender social analysis

- To examine gender relations during peace and conflict
- To empower women as actors of change
- To create a forum for discussion of experiences
- To test FAS's cases studies

## **VII. Methodology and Format**

### ***A) Methodology***

The short course aimed to blend theory and practice to enhance participants' understanding of the core concepts of gender, peace and security, while capitalizing on the wealth of practical experiences the participants brought to the table.

On the first day of the seminar, the participants developed ground rules for interaction to ensure that all participants felt comfortable sharing their experiences and to ensure an environment that nurtured discussion and positive interaction. Each participant was also asked to come up with two expectations for the conference, which they then revisited at the end of the week as part of the evaluation process (See doc. in Appendix 1).

### ***B) Format***

Four principle activities were undertaken as part of the seminar: 1) lectures; 2) plenary discussions; 3) workshops, including case studies, role plays and simulations; and 4) a field visit.

#### *1. Lectures*

Each day of the short course began with a lecture, during which participants received a comprehensive overview of the concepts and themes under discussion during the course. As participants came from a diverse array of backgrounds, these morning lecture sessions were important to ensure that all the participants had a sufficient grasp of the conceptual framework to allow for a more fruitful discussion of the issues of gender and peacebuilding in Africa.

#### *2. Workshops*

After building the foundation for the participants to engage in a dialogue about the key concepts, the afternoon sessions were devoted to workshops that included case studies, role plays and simulations. These workshops allowed participants to apply the concepts discussed in the lecture and to draw on their own experiences to highlight areas for further discussion.

#### *3. Plenary Discussion*

At the end of each day, participants reconvened to engage in a group discussion about the concepts and case studies they examined over the course of the day in both the lectures and workshops. Participants were encouraged to draw on their own experiences to raise questions or issues on the topics under discussion. These

plenary discussions gave participants the chance to share stories and lessons learned in the context of the day's activities.

#### 4. Field Visit

In addition to lectures, plenary discussions, case studies and role plays, participants took part in a field visit to the Tactical Training Centre 7 (CET-7) in Thiès, where they were able to see first hand how peacekeepers are trained with regards to the protection of women and girls and the implementation of UN Security Council Resolution 1325 on women, peace and security. The field visit was led by Ms Eugenie Aw, a resource person on the management of conflict.

### **Monday, 17 July 2006 Topic 1: Gender and Peacebuilding**

**Facilitator:** Sherrill Whittington

The first day of the workshop examined the gender components in peacebuilding processes. In her presentation, the facilitator highlighted the importance of gender equality through the lens of the UN Security Council Resolution 1325 (UNSCR 1325) and the Beijing Platform for Action, while also recognizing the importance of the United Nation's *Agenda for Peace*, (1992), which called attention to the importance of addressing issues of peace and security at a global level.

The main points of the presentation were the definition of conceptual issues, the elaboration of gender analysis frameworks, gender dimensions to peacekeeping operations and means of addressing the needs of women in peacebuilding processes.

- The presentation began with defining key terminology including gender, gender analysis, the difference between equality and equity, masculinity and gender. Gender was defined as a social construction including relations between men and women and a question of power. Gender analysis was defined as a framework to examine the differences in women's and men's lives and to apply this understanding to policy development; gender equality and gender equity. Peacebuilding was defined as a long process to include such stages as diplomacy, negotiation, mediation, dialogue, peace talks, reconciliation, transformation etc.
- The facilitator also discussed the inclusion of women at the peace table as an imperative for the reconstruction – or new construction – of a society based on the principles of social justice and equality. As well, the necessity for women to find their voice and seat at the peace table even if they are not invited to participate in peace talks was stressed. Women must take it upon themselves to be included;
- An inclusive peacebuilding process is necessary to take into account the different needs and demands of different parties;
- Efforts towards peacebuilding must include building women's capacity and empowering them to be active participants in every stage of the peace process;



- Peacebuilding must also take advantage of women's capacity in the post-conflict environment to promote social change and allow women to gain a voice in decision-making mechanisms, examples of East Timor, Liberia, Burundi and Rwanda were used to highlight how these processes affect men and women differently. The facilitator also discussed the various actors involved in peace processes and described the evolution of the women's peace movement to empower women to take a more active role in each stage of peace processes

**Questions raised in regards to gender and peacebuilding and Resolution 1325 were:**

- How is UNSCR 1325 used in countries that are not currently in conflict?
- What can be done when a government refuses to recognize or implement international mechanisms such as UNSCR 1325?
- The importance of education and raising awareness about international mechanisms
- How to deal with countries which refuse to recognise or implement international mechanisms such as UNSCR 1325
- The weakness of certain parts of UNSCR 1325

**In regards to the presentation, contributions and challenges were:**

- To ensure that troops of peacekeeping forces are trained in gender sensitive approaches to peacekeeping as outlined in UNSCR 1325
- To ensure that countries which are not currently in conflict use UNSCR 1325 through conflict prevention efforts
- The necessity for activists in repressive countries to build a network with others NGOs outside their country in order to draw attention to the violation of human rights perpetrated by their governments
- The necessity of creating opportunities for students to critically examine the implementation of UNSCR 1325 and take part in the monitoring and evaluation of the mechanism in state-sponsored activities, including the deployment of peacekeeping troops
- How to overcome the barriers for implementation of UNSCR1325 due to weak language, the lack of political will and stigma against imposing outside mechanisms in traditional cultures
- The necessity of facilitating the comprehension and use of UNSCR 1325
- The necessity of being vigilant in order to preserve the gains of the women's rights movement by ensuring monitoring, evaluation and reporting



To complete her presentation, the facilitator examined others issues included in Gender Analysis Frameworks

## **Gender Analysis**

The presentation demonstrated how to apply gender analysis to peacebuilding and highlighted the point that gender analysis is an important dimension of political analysis.

In addition to discussing the role of gender in peacebuilding, the facilitator took participants through the process of conducting gender analysis in order to examine how a particular event, policy, programme or process has a different (and differential, that is, measurable) impact on men and women. She stated that gender analysis is important in bringing inequalities to the surface to allow positive change to emerge. She also highlighted the fact that gender analysis does not simply refer to questions about the role of women; rather, it is important to ask questions about men, masculinity and gender roles in gender analysis as well.

One participant showed how women used UNSCR 1325 in the Sudanese context and highlighted the process they followed to get to the peace table:

- the establishment of a network including the different components of civil society as the first stage
- the identification of their priorities which were presented and incorporated in the final peace agreement after three years of advocacy
- despite some success, it was noted that women did not always agree on the best strategies and had trouble presenting a unified front to ensure implementation of the priorities included in the accords. She stressed that adding language on gender equality in the peace documents does not ensure that it will be put to practice
- The need of Sudanese women to find ways to ensure the implementation of gender-sensitive measures

## **Workshop practical exercise**

### **Case Study – Tazaria**

To allow them to apply the concepts discussed in the morning session, participants were given a fictional case study of a country in conflict, called Tazaria

The problems raised in this case study were:

- internal armed conflict between Government troops and armed militia opposition
- 500,000 refugees were sought refuge out of the country
- Approximately 2 million people were displaced
- Difficult living conditions (high mortality rate, insecurity etc...)
- Massacres of civilians targeted by government soldiers and armed opposition groups (the number of civilian victims between 1,000 and 4,000 persons per month)
- High number of civilians killed and raped
- The economy collapsed
- Repression of civil society organizations
- Arbitrary arrest of people for supporting the opposition
- 

In this case study, each group was assigned a different role and asked to define five priorities for a peace accord. Once groups developed their priorities, they returned to the peace table to

negotiate with other groups and come to an agreement. The four groups represented were the government, the opposition, international organisations and civil society groups.

This simulation allowed participants to see barriers to negotiation as well as build their capacity to engage in dialogue over issues of gender and peacebuilding from the perspective of various stakeholders and actors.

The different points outlined by participants were:

- difficulties of the process
- difficulties to prioritize women's needs because the first priorities were power and control
- high skills needed in negotiation process
- mediation as an essential part during negotiation
- the absence of women in the political arena
- difficulty to come to agreement on the specific issues women need to address
- the importance of civil society and the international community to reinforce peace processes

## **Tuesday, 18 July 2006 Topic 2: Gender, Peace and Security in Africa**

*Facilitator: Ecoma Alaga*

The second day of the workshop was focused on putting the concepts elaborated the previous day into the African context and closer to the experiences of the participants. The facilitator expanded on the concepts developed previously through a discussion of negative versus positive peace as well as the personal, power relation and structural dimensions of peacebuilding. She focused on the importance of human security in the realm of peacebuilding in Africa and examined the potential for the human security agenda to advance the empowerment of women in Africa.



The following key terms were elaborated during the lecture: gender; peace, power, peacebuilding, patriarchy, human security and empowerment. Specific issues as well, of concern to women were addressed including female values, health, violence against women and challenges of HIV/AIDS. During the presentation, the terms were discussed within the context of what they mean for gender, peace and security in Africa

In addition, the presentation discussed in more detail the following elements:

- Peace and security as a male arena
- The fundamental differences of security for men and women
- Power and access to resources are critical factors in gender analysis
- In order for peacebuilding to promote positive, sustainable, peace it must incorporate a gender perspective and emphasize human security, including human rights, the rule of law etc.

- Women have a unique capacity for peace because they are socialized and equipped for peace, they have access to broader social networks and they are mobilized around the concept of 'womanhood'
- There are different approaches to women's empowerment for peacebuilding: welfare approach, conscientization approach, participative approach and control approach
- Gender is political, it concerns power relations and control of power
- The importance of understanding the differences between different stages of conflict and peace and between sex and gender to ensure effective strategies for women's empowerment

## Discussion

After the presentation, participants posed several questions/comments, which centered around three themes: the role of men, the importance of the local context and the use of traditional values and social structures to promote women's empowerment. The discussion on these issues is summarized as:

- There is currently more focus on women than men
- Men are not often aware of the problems and challenges faced by women
- The necessity of involving women in the process as well as starting by asking where the women are and empowering them to become active: women need a space for themselves before including men
- The necessity of making sure that information filters down to the grassroots level to find the positive values of gender that translate well into the local context
- The importance of using different vocabulary when discussing power sharing and equality rather than gender. Some participants found that using theoretical language would be too confusing for local people
- Traditional African Values: We need to focus not only on new international mechanisms but also on traditional practices in African society, which have not included women as decision-makers (ie Queen Mother of the Kingdom). Must root this discussion of gender, peace and security in the values of the African family, not just at the community level. As women are often responsible for educating their children, they should engage in the socialization of their children to accept women as equal decision-makers in family life
- How to link the international level, the African Union (AU) and national levels: how to ensure the link with UNSCR 1325

After the morning coffee break, participants returned and were asked to take five minutes to think about how to relate UNSCR 1325 to their own contexts. Participants from South Africa, the DRC, Nigeria, Senegal, Sudan, Côte d'Ivoire and Tunisia all spoke about how they viewed the applicability of different parts of the Resolution to their local context.

After this exchange, the facilitator offered a summary of some of the opportunities and challenges for the use of UNSCR 1325 in the African context. The opportunities include:

- Participation in peacebuilding
- Bringing women's issues to the forefront
- Mainstreaming gender in UN and AU missions
- Providing a strong advocacy tool for civil society
- Raising awareness on the effects of armed conflict on women

**In addition to these opportunities, she also noted the following challenges to the use of UNSCR 1325:**

- The language of the Resolution is very technical, and it is not enough just to translate it into local languages; it must also be simplified to suit the local context
- In situations of conflict it is often very difficult for women to monitor implementation of such mechanisms because of threats to security
- The lack of political will on the part of member-states also poses a challenge to implementation and monitoring of UNSCR 1325 and other international mechanisms
- Many member states have not shown a commitment to implement gender parity in decision-making structures, which leads to difficulty in the implementation of mechanisms dealing with gender
- Women are not always united in their agendas; particularly there are divisions between women who have achieved a high status in politics and women at the grassroots level
- There is no monitoring mechanism for UNSCR 1325, no responsibility structure at the UN level because of the number of different agencies involved.

After this summary, several more questions were posed on the issue of implementation of UNSCR 1325 and the constraints participants have encountered in various countries, including Congo Brazzaville, Côte d'Ivoire and Liberia. Liberia was used as an example of a post-conflict country in which the UN has committed to monitoring and reporting on the status of the Peacekeeping Mission and the ways in which it has incorporated a gender-sensitive approach to the process.

The session ended by stressing the importance of adapting strategies to advocate for UNSCR 1325 and women's empowerment in general, in the context of local or regional situations. There is no single answer on how to best advocate for the implementation of gender handling mechanisms. However, bearing in mind the issues discussed in the lecture and discussion, participants should mobilize to develop strategies to promote these ideas in their own contexts.

### **Workshop practical exercise**

#### **Case Study – Graystone**

In the afternoon, participants were divided into the same groups as in day one and were asked to discuss the fictional situation of Graystone, where Head mediators were considering giving women's organisations a place at the peace table for the first time.

#### **The key problems of this case study were:**

- Discrimination among tribes in Graystone
- Minority considered as slaves
- Migration of minority in the town and emergence of the group “ the Emancipation of the Anenes People” ( EAP) which became a strong rebel group
- Support of EAP by a neighbouring country which had been in conflict with Graystone
- Violence, insecurity, sexual assault and rape of women, abduction are widespread as the result of the internal conflict in Graystone
- peacekeepers are being deployed in Graystone by the UN and ECOWAS and a meeting was organised by the AU to discuss the upcoming peace talks

- 2 days were accorded to women by the UN, AU and ECOWAS to come up with reasons why they should be included in the peace talks

Each group was to discuss a different issue related to how women should proceed at the peace table. Group one addressed the reasons why women should be included in the peace talks; group two addressed the criteria for selection of women; group three addressed the issues the women should focus on if invited to attend the talks; and the final group, group 4, discussed how acts of violence against women should be addressed at the talks. Each group presented their decisions and the other groups were given the opportunity to ask one question to the group presenting. *Group presentations can be found in the Appendix 3.*

This process allowed participants to see the difficulties of finding a common agenda among women on delicate issues related to peace talks and gave them an opportunity to see how different priorities can come into play in the process. After this exercise, groups were also asked to pick one real case study where women were included in the peace talks to see how they handled these difficulties.

### Issues raised

- Difficulties in identifying criteria allowing women living outside the country to be admitted to peace talks (diaspora, refugees, ex. women combatants...)
- Approach of identifying women for peace talks should be inclusive, collaborative, complementary
- Negotiations discuss processes of reconstruction but peace must be established for women
- Need to reinforce the capacity of women
- Necessity of women to be aware of international and regional instruments that guarantee their human rights
- Necessity of having Action Plan with clear actions to ensure
- social harmony in the future: inclusion of marginalized groups as a first step to give them a place in society in the future



### **Wednesday, 19 July 2006 Topic 3: Mainstreaming Gender in Peacebuilding**

#### **A- Presentation 1: Gender and Mainstreaming: the idea and the debates**

*Facilitator: Bertha Amisi*

**The key ideas of this presentation were to define gender mainstreaming both in conceptual and practical terms, to present the gender mainstreaming framework, to give an overview of the mainstreaming efforts undertaken in Africa, by for example the Women's Peace Building Network (WIPNET), Femmes Africa Solidarité (FAS) and the Women's Committee on Peace and Development (WCPD) and to discuss the positive impacts of gender mainstreaming.**

The presentation began with questions being posed to participants as a personal reflection in order to have a better understanding of gender and mainstreaming. The 2 questions were: What do you personally assume, think, value or feel about mainstreaming gender? Give one reason for your answer? These questions allowed the facilitator to show how the idea of gender mainstreaming emerged by recalling the UN Decade of Women's Conference in Beijing 1995 before conceptualizing gender mainstreaming.

**The key ideas of this presentation were elaborated as follows:**

### **Definition**

Gender mainstreaming is a process which makes a difference between gender, sex, equity and equality, gender roles and discussions on labor, gender analysis, peacebuilding and its vocabulary. It also includes a policy aspect which includes the following expectations: inclusive participation of women and girls in all areas of life, equitable gender relations in political, economic and social arenas of life, showing the visibility of the differential impact of interventions on women, men, boys and girls. The political definition of gender focused on the transformation of gender power relations.

**Others aspects developed during the presentation were:**

- Gender mainstreaming as a strategy or policy to achieve the goal of gender equality
- The positive impact of gender mainstreaming for peace ( increase women staff in peace operations, participation of local women, paying attention to women needs, gender budgeting, UN agencies developed guidelines policies for mainstreaming ...)
- Gender as radical transformation of power relations
- Two kinds of processes to mainstreaming gender: institutional (AU) and subsidiary (the activists)
- Frameworks supporting gender mainstreaming such as UNSCR 1325, Windhoek Declaration and Namibia Plan of Action on mainstreaming gender perspective in multidimensional peace support operations
- The result of the mainstreaming efforts in Africa by the adoption of the parity principle by the Assembly of Heads of State and Government, the Protocol on the Rights of Women of the AU and the election of women to half of ten available seats in the Commission of the AU

### **Debates on gender mainstreaming**

Mainstreaming gender as a contentious issue includes two perspectives: gender activists who struggle for equality and rejectionists who are hostile to women's participation in high level talks and deployment to conflict zones.

Responses to rejectionists by gender awareness and training:

- To what extent is training informed of local awareness, local traditional knowledge of gender
- Knowledge of history of power relations in Africa
- How does it expose what is "traditional"
- Power relations as a political issue

## Discussion

The questions and comments were centered on issues of violence against women, the political aspects of gender, relations between Islam and violence and are summarized below:

- The implication of women in decision-making levels in Cameroon by changing the system ( in all educational provinces men are replaced by women)
- Gender beliefs in South Africa: you strike a woman, you strike a log?
- Taboos are breaking in Sudan where a conference was held to examine whether women can officially be local heads
- The Sixth Clan as a strategy to include women's participation in the peace process
- Certain traditional practices of some militia groups in DRC avoid the participation of women in negotiation because they could be threatened
- Languages barriers
- See values in all strategies
- How to use theory in the field
- Muslims rape is not a matter of fundamentalism: in all religions we find cases of women rape
- Gender budgeting: conceptual developments: no larger line items for women but the need for specific analyses

## The challenges

- Problem of financial resources dedicated to specific measures to empower women
- Mobilizing in order to address the power structure
- What to do in communities where practices are harmful and especially hard as an outsider
- In the Court of Justice: 2 women judges: how to handle the principle of parity adopted by AU?
- How to communicate among us despite the languages barriers
- Need to understand why all religions are being used to inflict violence
- Studies must be conducted on religion and violence

## B- Presentation 2: Mainstreaming Gender in Institutions

*Facilitator: Ms Bineta Diop*

The facilitator discussed gender mainstreaming by discussing the trajectory of the AU. She first discussed the history of the Organisation of African Unity (OAU), the transformation of the OAU into the AU, the achievements of gender mainstreaming the AU, the work that was involved in these accomplishments, overall limitations and recommendations to overcome these obstacles.

As well, she discussed in detail the implication of women in this process. She talked also of activities led by women's groups and the work done by Femmes Africa Solidarité (FAS) to highlight the role of women in conflict through solidarity missions.



The main points of the presentation:

- 1963 creation of the OAU to promote unity and solidarity among Africa States
- The OAU as general organ which operates at 3 levels: Ambassadors, Ministers and Heads of States; it was dedicated to the eradication of colonialism: no gender component or strategy or women
- Existence of women's unit with two staff members in the OAU
- Collaboration with the Economic Commission for Africa (ECA) to coordinate the Beijing Process
- Creation of a Women's Committee on Peace and Development (AWCPD) with the aim of raising the voices of women, but it operated with many constraints : no financial support from the OAU, women themselves were against these mechanisms which were put in place for them; mobilization for the functioning of the Committee
- Women were not a homogenous group: they also needed to be put around a negotiation table to help them to develop a common agenda to highlight the role of women in conflict
- Implication of the Committee to the Burundian conflict through a solidarity mission as well as in Great Lake Region, DRC and Eritrea
- Transformation into AU in 2002 with a new vision, strategy, activities and mechanisms: to protect human rights, consolidate democratic institutions, monitor and promote peace, security and development, encourage and promote participation of civil society organisations, promote good governance and rule of law, pledge to establish new institutions (AU Commissioners, PanAfrican Parliament, Economic, Social and Cultural Council (ECOSOCC), Court of Justice, NEPAD programme)
- Preamble of the Constitutive Act of Lomé talks about women as beneficiaries rather than as actors, stakeholders
- Achievements: adoption of parity principle in the AU Commission, Women's Commission transformed, Gender Directorate, Protocol on Women's Rights in Africa adopted and entered into force, Solemn Declaration on Gender Equality in Africa ( SDGGEA): first time African Heads of States met and discussed gender issue; Gender unit in NEPAD mechanism, a women as President of the PanAfrican Parliament, gender mainstreaming process in Peace and Security Council

### **Questions/comments raised**

- Do women in parliament represent women's agenda?
- Does women's effective participation really mean taking on the gender agenda?
- Can strategies be used to link the Protocol on Women's Rights to the Convention for the Elimination of Discrimination Against Women (CEDAW) for advocacy even if the latter is not ratified?

### **Comments made**

- Lack of solidarity among women and the need to consolidate it
- Contribution of Burundian women in the peace process had the following results: 33% of women in the Parliament, a woman at the head of the National Assembly, 2 women in the Senate of Burundi, 7 women Ministers out of 21, 4 women at the head of provinces

- Recognition and recording of women's successes
- Gender as part of the democratic process in Liberia
- Links to be created between CEDAW and MDG to the Protocol on Women's Rights in Africa
- Sustainability of our initiatives through rural women's organisations
- Need to develop replicable models for mainstreaming gender in regional and sub regional institutions
- Need to examine how to take this treaty into the field
- Need to continue support among women on how to monitor recommendations and conclusions of "Gender is my Agenda" Campaign and to monitor it
- Language barriers as an issue of conflict: need conflict resolution on this issue
- Building relations with friendly institutions that share our vision

### **Workshop practical exercise**

After the presentations, the afternoon session was dedicated to working groups on mainstreaming gender into peace building at different levels: Local/community level, national level, sub-regional and continental levels.

The participants were divided into 4 groups and were asked to reflect on strategies, advocacy tools and methods to use to mainstream gender at the different levels.

The first group was charged with the issue of integrating gender at the local/community level in a country in which humanitarian organisations have identified local tradition mechanisms as one of the best ways to address peace and reconciliation. The participants were tasked with showing how they would ensure that the programmes promote gender equality in their plans.

The second group handled the national level in a transitional government in a country working for constitutional review. Participants were asked to reflect on how they would ensure gender mainstreaming in the constitutional review process so that the final document addresses gender equality.

The third group looked at the sub-regional level, formulating a request to the Inter-Governmental Authority on Development (IGAD comprised of Uganda, Sudan, Somalia (+ Somaliland), Djibouti, Kenya and Ethiopia) to develop a gender approach in their initiative with regards to Darfur.

The last group worked on the continental level: the transformation of the OAU into the AU and the reorganisation of a number of institutions and programmes in addition to the establishment of new ones. Participants noted that gender issues were absent. The question was how peacebuilding practitioners would get the AU to mainstream gender into its peacebuilding work.

## **Thursday, July 20 2006 Topic 3: Gender and Peacekeeping Operations**

### **A- Presentation 1: Gender and Peacekeeping**

*Facilitator:* Sherrill Whittington

The presentation discussed in detail peacekeeping operations, giving an overview of their evolution as well as an explanation of the principles of peacekeeping operations, their different mandates and the different missions in Africa, Europe and the Americas. It also described the rules of the Code of Conduct of peacekeeping personnel, the structures of different mission and their military and civilian components.

The presentation also focused on the gender mainstreaming element of peacekeeping, citing the role of Gender Units/Advisors and Gender Specialists and concluded by discussing lessons learnt from the UN Mission in East Timor on how to improve gender mainstreaming in peacekeeping operations.

#### **The main points of this presentation were:**

- Peacekeeping operations is part of peacebuilding in order to ensure sustainable peace and long-term reconstruction based on respect of democratic principles and human rights
- The military cannot work in isolation: it has to work closely with civilians and to be sensitized and respect cultural norms, and the Code of Conduct for the success of the mission
- There is necessity to build capacity of the peacekeeping missions as a lesson learned from the experiences in East Timor and Congo
- Missions take on humanitarian work (food distribution etc) but soldiers are not trained for these tasks: lack of knowledge of cultural norms; how were they trained to distribute food; the military takes on diverse roles
- Training of peacekeepers is insufficient: 2 or 3 weeks for the Blue Helmets
- There is no gender sensitive guidelines for the UN Civil Police ( CIVPOL) in implementing UNSCR 1325 which specifically recommends gender training
- The main function of CIVPOL is to supervise and control public security in area of operation to stabilize the security
- CIVPOL is not trained to train other civil police: recruitment is done quickly through the Commissioner of Police who often sends his friends
- The civilian component of the CIVPOL: humanitarian, political affairs, gender unit, child protection, civic affairs, human rights, transports, logistic, administrative
- Mainstreaming gender equality in peacekeeping operations (mandate of gender unit or gender adviser which is outside the mission)
- The role of the Gender Unit or Advisor is to: train all mission staff on the importance of UNSCR 1325, to ensure the incorporation of a gender perspective and analysis in all decisions, policies and programmes, to work closely with women's ministries at the national level.

## **Lessons learned from East Timor**

The facilitator took East Timor as an example of best practices of ensuring gender mainstreaming in transitional administration.

### **The key mechanism and processes were:**

- The first thing: what kind of model should be established in the Women Ministry?
- Focus on legislation (domestic violence)
- Training of the military
- Putting a blue print for inclusive reconstruction (women's platform which turned into a policy document and then a Plan of Action)
- Working with an umbrella women's organisation (avoid judgment like working in favor of one platform, one organisation rather than others)
- Setting up gender focal points at the district level to work with national groups
- Establish a working group on law, constitution, civic education
- Setting up regional programmes: meeting with professionals handling gender issues
- Undertake a gender baseline study: essential at the beginning

### **The result of this process was:**

- 27% women returned in first free elections in August 2001
- The Office for Gender Equality evolved from Gender Unit as national machinery
- Constitution embedded gender equality and equal rights
- Donors support for post independence programmes: 0.5 million dollars raised, gender mainstreaming guidelines used by the government and translated into local languages

## **Workshop practical exercise**

Participants were divided in four groups with scenarios in order to identify if gender issues are evident/ relevant, where they are present and their particular implications.

### **Issues raised**

- Linguistic barriers faced by peacekeeping forces
- No respect for culture in operation field
- Peacekeeping forces are not trained on UNSCR 1325
- No respect for unaccompanied women; women alone are perceived as prostitutes
- Necessity to train peacekeepers on the national culture of the countries of operations
- Peacekeeping forces are not aware of the rights of children, specifically the rights of girls
- Mines affect all populations
- No female on the staff of demining group in order to take into account the specific needs of women and girl victims of mines

## **B- Field Visit in the Tactical Training Centre**

In the afternoon, a field visit permitted the participants to see in practice how the military who are involved in peacekeeping operations were trained before being deployed to the field. The field visit was led by Ms Eugenie AW, a resource person in conflict management.



At the Tactical Training Centre<sup>7</sup> (CET-7) in Thies, participants were able to see first hand how peacekeepers are trained with regards to the protection of women and girls and the implementation of UNSCR 1325 on women, peace and security.

During the visit, the head of the CET-7, Commandant Ganda Ngom, presented their mission, organisational structure and programmes. After the presentation, participants took part in a simulation exercise at a UN check point in order to see how the soldiers should proceed to search people.

Senegalese soldiers have a lot of experience in peacekeeping operations (first mission conducted in 1963). They have never experienced problems with civilians during their mission and for this reason; Senegal is cited as a 'best practice' for peacekeeping operations.

### **The main questions raised during the field visit were:**

- Why are females searched by males?
- In the context of war, do soldiers respect the norms established by the UN to search people, particularly at check points?
- Is 1325 used during training offered by the African Contingency Operations Training Assistance (ACOTA), a joint programme between African countries and the US?
- How do the trainers deal with HIV/AIDS issues?

### **The challenges raised were:**

- How to integrate women in African peacekeeping missions
- The integration of gender issues (including UNSCR 1325) in the training modules of the Center
- The implementation of measures taken by the Senegalese Government to include women in the military corps
- The necessity of African troops to work closely with civil society organisations for the respect of human rights, especially women's rights and HIV/AIDS issues.

**Friday, 21 July 2006 Topic 5: The African Women's peace movement: selected case studies**

*Facilitator:* Jessica Nkuuhe

**The facilitator's presentation focused on 2 selected case studies as part of the African women's peace movement: Liberia: women and peace agreements; and the DRC : post conflict transition. Before discussing in detail the circumstances of the 2 countries, the facilitator provided background information on the use of case studies as a pedagogical tool, their objectives and rationale. She then discussed the findings of FAS' researche, making reference to the objectives of the studies, the activities observed and the methodology used.**

In detail, the facilitator described how women moving and forming alliances using a Ugandan case study before moving to FAS' cases studies. Cases studies are materiel that can be used for training, for testing the ground of applicability of national, regional and international instruments and, also to provide facts about the systems that need to be redressed. Case studies allow us to put a human face to conflicts as well as peace work and to provide lessons learnt of best field practices of different groups in different countries.

The facilitator presented as example ISIS/WICE materiel to underscore the objectives of the case studies:

- Track information
- Offer drama skills: role play to encourage discussions at the community level
- Get in-depth understanding of specific activities in each country
- Present content with more graphics so that it is more interesting and understandable

**Presentation of the conceptual framework of the FAS studies:** review concepts, consult leadership bank, conduct impact assessment and case studies. Among FAS' case studies, only two were purposely selected by the facilitator and presented: MARWOPNET (regional level) and DRC (national level).

Characteristics observed were in the form of local and regional initiatives of women's peace groups which were to:

- Make strategic linkages to strengthen their work(grassroots linked with policy)
- Portray women as more than victims of violent conflicts
- Assess women's challenges in the different activities and development plans

**Methodology used:**

- Qualitative data through interactive process
- Questionnaires and interviews schedules
- In depth individual interviews, focus group and round table discussions
- In each country specific issues of the peacebuilding process was looked at

## **Liberia Case: Women in peace agreements**

The study shows that:

- War built women's skills in leadership and peacebuilding and allowed them to contribute to the democratization process in their country
- A woman's signing of peace agreement was no big deal to the gender insensitive society
- Women lobbying forced President Charles Taylor to attend negotiation talks
- Women signed angrily: key positions were given to rebels
- Women used UNSCR 1325 to participate in DRC and the transitional government processes
- Experience in Ghana strengthened women sisterhood organising for elections but it was an unfinished agenda

## **Challenges**

- Lack of effective linkage among the different women's groups
- MARWOPNET should work with young women to sustain their work
- Long term commitment for the rebuilding of the nation
- Young unemployment and poverty ( root cause of many conflicts)

## **The way forward**

- Continued involvement of women in strengthening peace
- Strengthening cross border linkages for peace
- Involvement of women in early warning activities for conflict prevention
- Capacity building for women in different areas

## **Comments raised**

- Composition of peace delegation: what are the implications for women who are not in war areas ?
- Financial aspects were not included in the case study; they will be included as a challenge
- Choice of organisations: the sampling ( policy workers, ordinary men and women different of actors)
- Issues for networking policy reform: post-conflict reconstruction
- Inclusion of women in good governance in their country

## **The Case of the Democratic Republic of the Congo : post-conflict transition**

The main points were:

- Women have made efforts at different levels to unite across the political divide
- Women are faced with sexual violence, rape, torture in eastern DRC
- Pre-Inter-Congolese Dialogue in Sun City: women participated in negotiations used UNSCR1325; their participation led to the creation of the Ministry of Gender and other gains for women

- After Sun City Dialogue and their return to the DRC, they did not work together; they had no common agenda
- Awareness of UNSCR 1325 was found everywhere in the DRC
- Poorly prepared for elections: no support for women candidates.
- FAS, AU and UN agencies continue to assist in women's organizing for their effective participation in the democratization process

### **Challenges**

- Extent of violence needs to be documented and justice remains elusive
- Women's groups created for Sun City talks collapsed
- Divisions continue to threaten the potential gains of women
- Critical mass needed for women to be better prepared for elections
- Weak and abusive state institutions (army continues to commit human rights abuses)
- Eastern DRC still experiences great insecurity arising from armed militias
- Proliferation of SALW( army, police, private citizens, self-defiance units militia, foreign interventions)
- Security sector still threatened : weak government (no disarmament, ex efforts to resolve Uganda - DRC conflicts : limited results)

### **The way forward**

- Transitional leadership is necessary among women (transformative leadership)
- Continuous conflict management to strengthen the women's movement
- Sustainable solutions to end violence
- Sincerity from international community
- A commitment to good governance
- Need to develop the infrastructure in eastern DRC

Women are not passive in conflict, post-conflict processes and nation-building. They develop capacity building and connection with other women's groups like FAS. Women's expectations of peace are not the mere silence of guns but sustainable peace based on social, political and economic participation.

After the presentation, the following concerns were raised and clarifications made:

- Lack of common vision and solidarity among women in DRC
- Lack of application of the Constitution which promotes the protection of women's rights
- Problem to find shared solutions
- Weakness to protect women from violence
- Weakness of government and the non-independence of the judiciary system
- What mechanisms exist to push women to work on a common agenda
- FAS supports women's agenda
- "Cadre de Concertation" (consultation framework) was set up with FAS's support: it hosts a common agenda for women.
- Mechanism was set up for building unity among women
- Need analysis and early warning indicators: like the voices of civil society organisations: warning against lack of transparency

- Impunity and how to deal with politicized civil society
- As challenge: talk about rape and sexual violence; how to handle the after effect of the interview by providing psycho-social support to the traumatized survivors

In the afternoon session, the facilitator presented a film entitled the Custodian of Peace which showed best practices on women's peace initiatives in Africa. This session closed with the end of course evaluation. ( See results in Appendix 6).

## **VII. Closing ceremony**

The closing ceremony was presided over by Ms. Aminata Tall, State Minister at the Presidency of the Republic of Senegal accompanied by H.E. Ms. Sanaa Attlah Ambassador of Egypt, the Head of District of Mbour and the President of Women's groups in Mbour District. Ms. Aminata Dieye, the Coordinator of the Panafrican Centre's Programme served as the Mistress of the closure ceremony.



Recommendations and Motion of Thanks to FAS and UPEACE were read by a participant in the presence of official delegates.

During the ceremony, H.E., Ms. Sanaa Attlah Ambassador of Egypt, gave 10 computers to the Panafrican Centre as a contribution from the Head of the Arab Republic of Egypt. As well, certificates were given to all participants by FAS and UPEACE officials and government representatives.



Bineta Diop and Dr. Jean-Bosco Butera facilitated a press conference where they explained the peacebuilding and gender sensitization initiative conducted by FAS and UPEACE. The Executive Director FAS and the Director UPEACE Africa Programme took this opportunity to disseminate information on projected gender, peace and development activities.

## **VIII. Recommendations**

- Contextualise UNSCR 1325 of the UN Security Council within the respective socio-economic situations and develop action points to follow up as post-course activities in our communities e.g. translate the Resolution into local languages, organise training on UNSCR 1325

- Use our existing organisational networks to bring pressure on national and international mechanisms to implement UNSCR 1325 by putting in place relevant plans of action
- Approach the country monitoring systems of UN operations to set up or strengthen NGO working groups for jointly monitoring the implementation of UNSCR 1325
- Lobby and advocate for the inclusion of gender equity in the provisions of Regional Economic bodies (ECOWAS,SADC, EAC,UMA...) and in the peace and security mechanisms of the African Union based on the Solemn Declaration on Gender Equality in Africa
- Argue and lobby for the women empowering component within the gender mainstreaming agenda not to be subsumed or diluted for larger organisational goals
- Need to strengthen women's skills in negotiation through focused training, in order to increase the capacity of potential women negotiators to include in peace processes in Africa
- For countries which are not involved in open conflict, to lobby for inclusion of UNSCR 1325 in peace maintenance efforts e.g. Police, military and judiciary training
- As members of the civil society, find ways to use alternative fora, like the ARIA Formula, to approach the Security Council through the Working Group on Peace, in order to report on gender and peace issues
- Respond to the requests made for a mediating delegation to be made by FAS or other women's organisation to strengthen the women's efforts towards peace with regards to the conflict in Ivory Coast and Sudan
- Strengthen the participation of women at the grassroots in order to translate women empowerment policy changes into practice
- Use our existing networks ensure that women's agenda is sustained by leaders in decision-making positions as part of their mission
- Identify friendly institutions that can support the women's agenda on a long-term and sustainable basis.
- Get informed about the monitoring mechanisms of peace keeping operations so that as civil society organisations we can make report of violence or criminal act committed during peace operations
- Conduct systematically gender training for military, police and other peacekeeping members of staff
- Increase significantly the number of women recruited in peace keeping operations so as to impact positively on the "military culture" in this field

- Include women in the monitoring of good governance in their countries as a strategy of conflict prevention and resolution
- Continue training in gender, peace and development in order to contribute to the capacity building of transformative leadership in Africa
- Link up as participants into a chain of solidarity and network to promote the Gender Agenda

## **VIII. Conclusion**

At the end of the five days short course, recommendations were produced by participants in order to improve their work and strengthen civil society organisations in peacebuilding issues. These recommendations will be used during the curriculum design of the joint Masters in Gender, Peace and Development that FAS and UPEACE are planning to offer in the near future.

## **IX. List of Appendixes**

- Appendix 1: Participants' Expectations
- Appendix 2: List of participants and resource persons
- Appendix 3: Seminar Programme
- Appendix 4: Evaluation
- Appendix 5: List of books Distributed

## ***APPENDIX 1: PARTICIPANTS' EXPECTATIONS***

- Have an overview, a detailed one on gender and peacebuilding;
- Deepen my knowledge on gender and peacekeeping, network with other participants and become a focal point on gender and peacebuilding;
- To develop capacity building for gender;
- Gender equally for men and women different part;
- The training to be more practical, with examples across cultures;
- I want to improve my knowledge on gender, peacebuilding to enable me design programme that will fit into my organisational great and objectives;
- I want to share and learn from people's experience who are coming from countries that have gone through war;
- I expect to learn new best practice about gender and peacebuilding;
- I expect to acquire new skills relative to the course;
- Expect that participants will be kept informed while away;
- Sharpen my skill for more effective gender social analysis;
- Be empowered and have my capacity to be an active peacebuilding practitioner that will affect change in my nation and in Africa;
- To solve problems "conflicts";
- To educate others after the training;
- Gain insight into early warning signals;
- Get (acquire) some understanding of peacebuilding skills;
- To locate the linkage between the implementation of international and regional protocols and the gender discourse in Africa;
- The nexus between gender, peace, security and stability in Africa;
- I expect to be able to deal with the gender and peacebuilding in a wide range;
- I expect to lean and shave experiences so that I can use the acquired tools to use at home;
- To know role of women in peacebuilding issues;
- To know the experiences of FAS with gender and peacebuilding issues;
- Understand more profoundly the role of women in peacebuilding;
- Learn strategies of mainstreaming gender in peacebuilding;
- To gain skills, knowledge that could entrance the quality of my work in mainstreaming gender parity in every aspect of working with community;
- To be train so that I will able to train the grassroots people in Liberia;
- I can help women in the rural area;
- To share experience with others;
- To be able to strength my organisation work in gender and peacebuilding;
- How to deal with the perceptions both in men and women which are as a result of the socialisation process;
- How do they get away from what they were told and embrace gender issues;
- How to deal the "silent conflicts" and violence against women in brothels and the city streets;
- To learn more about gender and peacebuilding which in turn, will help me to empower women from Ituri to shift from women victimization to women as peace builders;
- Networking with other participants with their organisations so that we can make the issues of women as a common problem that needed to be fought for;

- Learn experience and expect how to mainstream gender in post conflict and reconstruction project /programs identification;
- Tools for implementation gender mainstreaming strategies in post-conflict/reconstruction, economic, health, education programs.
- To have all the tools necessary to understand the participation of women in the construction and maintenance of peace;
- To fully understand and integrate the content of the courses;
- To be able to actively participate in peacebuilding activities;
- To be knowledgeable of the experiences of other countries on the participation of women in decision-making processes;
- To have complementary knowledge on the Centre;
- To equip participants with knowledge needed to advocate for issues of gender, peace and development;
- To have realistic strategies for the application of gender in conflict and post conflict stages;
- To know the correlation between gender, peacebuilding and development in Africa;
- To reinforce the capacity of participants to undertake field work;
- To be able to apply relevant instruments and share lessons learnt in a friendly environment;
- To be able to analyze and resolve conflict;
- To be knowledgeable of questions of gender and peace;
- To have knowledge of gender and peacebuilding;
- To be able to define and apply the term conflict in a large context;
- To clarify issues between gender and peacebuilding;
- To know about the practical implementation of peace and gender issues and to receive necessary documentation.

## APPENDIX 2: LIST OF PARTICIPANTS AND RESOURCE PERSONS

### Short Course on Gender and Peacebuilding:

17-21 July 2006

Laguna beach- Mbodiene (Mbour)

#### PARTICIPANTS

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16	MBURU	Ms Margaret Waitherero	Tabasco Community Based Organisation	Nairobi (Kenya)		(00254) 0-722-43-47-28	<a href="mailto:mburum2000@yahoo.com">mburum2000@yahoo.com</a> ; <a href="mailto:mburum2000@gmail.com">mburum2000@gmail.com</a>
17	INOUSSA	Ms Zeinabou	Association Nigérienne pour la Défense des Droits de l'Homme	Niger		(00227)73-22-61 ou 7-342-48	<a href="mailto:anddh@intnet.ne">anddh@intnet.ne</a>
18	ADEGBASAN	Ms Adelola Patricia	FAWE	Nigeria		(00234)803-401-8944 ou 802-783-0082	<a href="mailto:adelola2@yahoo.com">adelola2@yahoo.com</a> ; <a href="mailto:fawen2004@yahoo.com">fawen2004@yahoo.com</a>
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22	KAWA	Ms Princess Musu	MARWOPNET	Sierra Leone		(00232)76-782-852 ou 30-204-536 ou 33-317-614	<a href="mailto:princessmusu@yahoo.com">princessmusu@yahoo.com</a>
23	ELAGIB ADAM	Ms Safaa	Community Development Association	Soudan ( Khartoum)	(00249) 183-77-70-17	(00249) 183-48-24-06 ou 922-29-00-53	<a href="mailto:safcsudan@yahoo.com">safcsudan@yahoo.com</a>
24	MBUDE-MUTSHEKWANE	Ms Portia	Western Cape Education Department	South Africa	(0027) 21-37-49-543	(0027)721-519-810 ou 213-702-000 ou 217-629-858	<a href="mailto:pmbude@yahoo.com">pmbude@yahoo.com</a> ; <a href="mailto:pmubude@pgwc.gov.za">pmubude@pgwc.gov.za</a>
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26	CHALBI-DRISSI	Ms Hassania	Forum du Tiers Monde	Tunisia	(00216) 71-235-376	(00216)71-75-49-07	<a href="mailto:drissi@gnet.net">drissi@gnet.net</a>
27	LALOBO-LUBWA	Ms Christine Oryema	Association of African Women for Research and Developmet	Uganda	(00256) 41-22-28-60	(00256) 772-705-710 ou 771-518-400	<a href="mailto:claloblo@gmail.com">claloblo@gmail.com</a> ; <a href="mailto:claloblo@unholduganda.org">claloblo@unholduganda.org</a>
28	MAREGERE	Peter Tendai	Centre for Peace Initiative	Zimbabwe	(00263) 4-443-446	(00263) 11-537-645 ou 4-443-442	<a href="mailto:tendaimareger@yahoo.com">tendaimareger@yahoo.com</a> ; <a href="mailto:maregere@cpiaorg.zw">maregere@cpiaorg.zw</a>
29	LO	Marame	UNDP	Senegal		(00221) 655-30-22	<a href="mailto:mareme.leye.lo@undp.org">mareme.leye.lo@undp.org</a>
30	SARR	Mamadou Falilou	National Congress of Negro Women	Senegal		(00226) 42-93-73 ou 832-73-92	<a href="mailto:ncwwaro@sentoo.sn">ncwwaro@sentoo.sn</a> ; <a href="mailto:mouhamedfs@msn.com">mouhamedfs@msn.com</a>

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32	KANDEYI AMISI	Bertha		Kenya		(00315) 443-9928 ou 478-8264	<a href="mailto:berita_ka@yahoo.co.uk">berita_ka@yahoo.co.uk</a> ; <a href="mailto:bkamisi@syr.edu">bkamisi@syr.edu</a>
33	ECOMA	Elaga		Accra ( Ghana)		(00233) 244-709095;	<a href="mailto:ecoma2876@yahoo.com">ecoma2876@yahoo.com</a>
34	WHITTINGTON	Sherrill		Australia		(00612) 496-00-219 ou 0408-656-173	<a href="mailto:sherrillwhittington@hotmail.com">sherrillwhittington@hotmail.com</a>

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**PERSONNALITES INVITEES**

**Mouhamed DIONE : Directeur de cabinet du Premier Ministre du Sénégal**

**Aminata Tall : State Minister at the Presidency of the Republic of Senegal**

**Son Excellence Sanaa ATTALAH : Ambassadeur d'Egypte au Sénégal**

**Préfet de Mbour**

**Présidente du groupement des femmes de Mbour**

**Lati f MBACKE: CICR**

### **APPENDIX 3: SEMINAR PROGRAMME**

#### **COURSE IN GENDER AND PEACE BUILDING**

#### **AGENDA**

**Sunday Evening, 4:00 pm: Official Opening Ceremony, under the presence of Mr. Mouhamed Dione, Director of the Cabinet of the Prime Minister of Senegal**

<b>Hours</b>	<b>Monday 17 July</b>	<b>Tuesday 18 July</b>	<b>Wednesday 19 July</b>	<b>Thursday 20 July</b>	<b>Friday 21 July</b>
<b>9:00 am to Noon</b>	<b>Gender and Peacebuilding</b> Sherrill Whittington (UPEACE)	<b>Gender, Peace and Security in Africa</b> <b>Ms. Ecoma Alaga</b> (UPEACE)	Mainstreaming Gender in Peacebuilding Bertha Kadenyi Amisi (FAS)	<b>Gender and Peace Keeping Operations</b> Sherrill Whittington (UPEACE)	<b>Focus on FAS Case Studies</b> Ms Jessica Nkuuhe (FAS)
	<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>
<b>2:00 pm to 5:00pm</b>	Workshop Session: Sherrill Whittington Dina Rodriguez Edith Natukunda Ecoma Alaga	<b>Workshop Session:</b> <b>Ecoma Alaga</b> Edith Natukunda Dina Rodriguez Sherrill Whittington	<b>Workshop Session:</b> Bineta Diop Bertha Amisi Jessica Nkuuhe	<b>Community Interaction:</b> Field Study relating to Gender and Peace	Case Study Discussion: <b>Jessica Nkuuhe</b> <b>Bertha Kadenyi Amisi</b> <b>Evaluation</b> Edith Natukunda, Dina Rodriguez <b>Conclusions &amp; Recommendations</b> Bineta Diop & Jean Bosco Butera <b>Closing Session</b> with Mme Aminata Tall, Ministre d'Etat

## ***APPENDIX 5: EVALUATION***

### **End of Course Evaluation**

#### **General Information**

##### **Nationalities present:**

Burundi	2
Cameroon	2
Cote d'Ivoire	2
Congo-Brazaville	1
Democratic Republic of Congo	2
Kenya	1
Liberia	2
Maroc/ Tunisie	1
Moçambique	1
Niger	1
Nigeria	2
Rwanda	1
Sénégal	4
Sierra Leone	1
Somalia	1
Somaliland	1
South Africa	1
Sudan	1
Togo	1
Uganda	1
Zimbabwe	1
Total	30

##### **Sex Ratios of participants**

	Number	Percentage
Male	10	33.3
Female	20	66.7
Total	30	100

##### **Course Content**

	5	4	3	2	1	N/A	Av
Presentation on 17.07.06	15	13	2	-	-	-	4.43
Workshop on 17.07.06 (Content)	12	15	3	-	-	-	4.3
Workshop on 17.07.06 (Facilitation)	7	18	5	-	-	-	4.06
Presentation on 18.07.06	8	11	7	3	1	-	3.73
Workshop on 18.07.06 (Content)	7	14	6	2	1	-	3.86
Workshop on 18.07.06 (Facilitation)	8	13	8	-	-	-	3.86
Presentation on 19.07.06	18	11	1	-	-	-	4.56
Workshop on 19.07.06 (Content)	14	11	4	-	-	-	4.2

Workshop on 19.07.06 (Facilitation)	13	14	3	-	-	-	4.33
Presentation on 20.07.06	16	8	6	-	-	-	4.33
Field Study relating to peace on 20.07.06	9	11	8	2	-	-	3.9
Presentation on 21.07.06	15	11	3	-	-	1	4.41
General Discussion on 21.07.06	14	8	3	-	-	5	4.44

### **General Course Services.**

	5	4	3	2	1	N/A	Av
Registration process	8	14	7	-	-	1	4.03
Accommodation	8	15	1	4	-	2	3.82
Meals	5	8	12	4	-	1	3.48
Opening Ceremony	10	11	5	-	-	4	4.19
Logistical Support(Administration, Travel, Finances)	8	13	5	-	-	4	4.11
Ground Transport	10	11	4	4	1	-	3.5
Conference Room Equipment	15	13	2	-	-	-	4.43

### **Achievement of Course Objectives (Explanations)**

- ❖ Exposed to all aspects of gender and peace building.
- ❖ Awakened to the importance of gender mainstreaming.
- ❖ Sensitized about the role of women and men in rebuilding the society's fabric.
- ❖ About 80% of the objectives were met.
- ❖ Very good facilitators
- ❖ Involved almost all African countries
- ❖ A bird's view coverage, eventually more in-depth remains to cover
- ❖ Very good information, documentation, administrative organisation and group work sessions
- ❖ Clear approaches and tools of analysis for future use
- ❖ More consideration was made of the challenges
- ❖ Participants' expectations were met to a large extent
- ❖ Brought out the importance of Resolution 1325 and the need for its monitoring and evaluation
- ❖ The training treated the two languages (Fr/Eng) with equality
- ❖ Challenged Human rights and Gender advocacy to find new ways of promoting the social agenda
- ❖ Helped to internalize the issue of peace building
- ❖ Sensitized and challenged us as to what to do on the ground
- ❖ Capacity built in Gender, Peace and Development
- ❖ Sharing of organisational experiences and new aptitudes
- ❖ Exposed to practical field experiences that were well linked to theory
- ❖ Continued training needed
- ❖ One-week training is inadequate

### **Most Impressive Aspects of the Course**

- ❖ Good choice of a peaceful working place
- ❖ Logistical support, interpretation services and theme presentations were very good
- ❖ Sharing of impressive experiences e.g. Ms Diop's, countries in crisis...
- ❖ Thrilled by aspects of gender mainstreaming
- ❖ Impressive case studies, because they are related to reality on the ground

- ❖ Good exercises and atmosphere in groups, engaging facilitators
- ❖ Understanding the difficulty of integrating gender in peace and reconstruction processes
- ❖ Learning to mainstream gender in development
- ❖ Practical aspects of peace-building and peace-keeping operations
- ❖ Practical field experiences related to the implementation of UNSCR 1325
- ❖ All aspects of the short course
- ❖ The military example: direct information from stakeholders
- ❖ Understanding the importance of women's involvement in peace-building
- ❖ The session on gender relations and social analysis
- ❖ Field trip was a meeting between reality and theory
- ❖ Time management and availability of documentation
- ❖ Relevance of theme and topics presented
- ❖ Interactive training, learning from others experiences
- ❖ Documentation of women who get involved in peace-building
- ❖ How women persuaded AU to report on gender annually
- ❖ Professionalism of FAS/UPEACE staff
- ❖ Thorough input and well-researched content
- ❖ The quality of presentations and interventions
- ❖ The mix of methodology of lectures and group work

### **Displeasing Aspects of the Course**

- ❖ None, all sessions were appropriate and expertly conducted
- ❖ Lapses in respecting timing for some sessions
- ❖ Visit to the military base depressed me
- ❖ The whole seminar was very interesting, learning more about gender and peace
- ❖ The presentation on gender peace and security was not clearly understood
- ❖ Should have appointed a time-keeper, some speakers kept the floor for too long
- ❖ Language barriers, most presentations were in English
- ❖ Interruption of the field study demonstration by questions
- ❖ Should change groups, allow for mutual discovery, the groups were static
- ❖ Impressed by everything, don't know how to express my joy
- ❖ There were none according to my expectations
- ❖ A little discomfort with time schedules but not significant
- ❖ All was useful and applies at different levels
- ❖ Too much theory, would like to hear more from different countries
- ❖ Time allocated to questions and answers was limited
- ❖ Air travel arrangement was cumbersome, email replies not on time, 24 hours waiting at the airport for clearance
- ❖ Not enough time for testimonies

### **Expectations after the Course**

- ❖ To be given opportunities to use this knowledge
- ❖ Be networked and updated on FAS/UPEACE events
- ❖ Get in touch with life cases to see how women are involved in African troubled regions
- ❖ My expectations were all met since I wanted to learn about concepts of gender and gender mainstreaming mechanisms

- ❖ To improve my work on the ground using skills learnt
- ❖ True collaboration and support from FAS to apply lessons to field work in our respective countries
- ❖ Strengthening my capacities in view of challenges ahead
- ❖ Increased awareness on gender mainstreaming
- ❖ Another workshop on FAS on positioning women for better leadership and impact
- ❖ Get assistance from FAS to introduce positive change
- ❖ Maintain contact and network on gender discourse
- ❖ Support more of the pre-conflict period of peace-building
- ❖ Rather new in the field, more training needed so as to push others
- ❖ Full training and documentation in French so as to communicate
- ❖ I learnt definitions and key concepts in gender and social analysis
- ❖ Added value of knowledge on gender and peace education
- ❖ Gain more tools, strategies and understanding of gender in conflict situations
- ❖ Networking, interacting and sharing with others
- ❖ More sensitisation for gender equality and pushing forward the gender agenda
- ❖ More gender mainstreaming in peace and development
- ❖ Membership of Somaliland women to FAS to penetrate conflicts in Africa and popularise UNSCR1325
- ❖ Gain practical perspectives to gender mainstreaming
- ❖ Create a network of participants to follow up recommendations and resolution 1325
- ❖ Train colleagues back home
- ❖ Consistent engagement programme so as to effectively implement lessons learnt

### **Suggestions for improvement**

- ❖ Follow up programme to monitor, evaluate implementation of resolutions by participants
- ❖ Develop mechanisms through which gender and peace building practitioners can draw strengths to realize goals
- ❖ Longer training period in future, extend to 2 weeks
- ❖ Prepare written documents in both languages (Eng/Fre)
- ❖ Link with other peace initiatives in Africa
- ❖ Quick response to participant mails/inquiries and consult on travel arrangements
- ❖ Facilitation on HIV/AIDS issues in peace-building
- ❖ Include bilingual resource personnel to ease communication problems
- ❖ Invitation to be extended to women of Somaliland
- ❖ Should identify specific gender issues to continue working on as a network
- ❖ Organise the seminar nearer Dakar
- ❖ Allocate more time to question and answer session
- ❖ Provide a bigger and air-conditioned bus
- ❖ Include more Senegalese in the training (use economy on air tickets)
- ❖ Space the sessions so as to include a more extensive reading time
- ❖ Include practical skills training
- ❖ Keep the first group in the next training
- ❖ Fill up the evenings with co-curricular events organised by the participants
- ❖ Sports, games, music as evening open events
- ❖ Earlier confirmation of travel arrangements
- ❖ Include campaign financing and election violence on future training

- ❖ Increase group work time for more practical knowledge
- ❖ Develop strategies that will help participants disseminate knowledge
- ❖ Increase intake of Portuguese-speaking countries
- ❖ Encourage more participants from North Africa to increase conflict prevention preparedness
- ❖ Help us to connect with funding agencies using your international connections

### ***APPENDIX 6: LIST OF BOOKS DISTRIBUTED***

- 1- **UPEACE (2005):** Gender and Peace Building in Africa. 192 pages, Costa Rica
- 2- **FAS (2000):** Engendering the peace process in West Africa.92 pages Geneva
- 3- **FAS (2002):** Intégrer la perspective genre dans le processus de paix au Burundi. 107 pages- Dakar- Sénégal
- 4- **FAS (2006) :** 10 years of practice. Dakar- Sénégal