

## 2005 USAID Summer Seminar Series



### **August 30: Gender and Conflict in Africa: Research Presentation on Best Practices, Resources, and Lessons Learned**

**Presenters:** Afia Zakiya, AFR; Alice Morton, Management Systems International; Jackie Vavra, Management Systems International

**Materials:** [Presentation](#); Notes (see below); Q&A (see below)

**Handouts:** [Outline and Definitions of Gender](#); [Gender Issues and Best Practices](#); [Key Gender and Conflict Web Sites](#); [African Regional and National Women's Organizations](#)

### **Synopsis**

More than 50 percent of the world's active violent internal and regional conflicts are in Africa. These conflicts have directly or indirectly affected over 75 percent of the region's countries and populations, conscripted over 300,000 child soldiers, displaced over 30 million people, caused over one million deaths, destroyed social and economic infrastructure, damaged the environment, weakened institutions of governance, and generally impeded equitable and sustainable development. When rebuilding conflict-affected societies, it is necessary to develop and support measures for strengthening the governance, security, justice, economic and social institutions, and capacities of the population. This task is particularly daunting in a post-conflict setting. It is essential to draw on the assets, experiences and dedication at the local level and among all sectors of society. War and conflict affect men, women, boys and girls.

A panel will present findings of a state-of-the-art survey of best practices and lessons learned on gender and peace-building, conflict and post-conflict societies in Africa that can serve as resources for managers and practitioners designing and implementing projects in conflict-affected societies. Findings come from research conducted to provide Africa Bureau missions and partners with guidance for responding to USAID's new Africa strategic framework. The framework focuses attention on fragile states in Africa and ways to avert, mitigate, or resolve conflict through building capacity of partners and institutions and using indigenous methods.

### **Notes**

Afia Zakiya, Ph.D., Gender Advisor, Africa Bureau, organized the eighth and final 2005 USAID Summer Seminar, Gender and Conflict in Africa: Best Practices, Resources, and Lessons Learned. Presenters included Alice Morton, Ph.D., Consultant, Management Systems International (MSI); and Jackie Vavra, Project Associate, MSI. The session summarized best practices for developing gender-sensitive assistance programs for countries vulnerable to, in, and emerging from conflict, and highlighted recent mission resources created by the Africa Bureau.

Zakiya introduced the session topic and the Africa Bureau's new Strategic Framework that will guide USAID programs in sub-Saharan Africa. The Strategic Framework classified countries in sub-Saharan Africa as either fragile or transformational states. Many of these countries were either engaged in conflict or emerging from it, which prompted Zakiya to start a review of the best practices for dealing with gender in pre-, post-, and in-conflict societies. MSI assisted Zakiya and the Africa Bureau in the production of four USAID mission resources that were on display during the seminar: *Africa Bureau Fragile States Framework: Gender Issues and Best Practice Examples*; *Best Practices: Gender and Conflict in Africa*; *Gender and Conflict in Africa: Annotated Bibliography*; and *Resource Guide: Gender and Conflict in Africa*.

Jackie Vavra began by defining the effects of armed conflict on women and children in Africa, and then discussed a "gendered approach" to reconstruction in Africa. Conflict uniquely affects women and girls by increasing their vulnerability to physical and sexual violence. Crimes against women such as rape may go unpunished because of weakened government and legal institutions. Increased incidents of sexual violence lead to higher rates of infection for HIV/AIDS and other sexually transmitted diseases, as well as additional unwanted pregnancies. The destruction of hospitals during armed conflict exacerbates these conditions, as in Angola where civil war destroyed 70–80 percent of

the country's health care facilities. Additionally, armed militias increasingly recruit young women: up to 40 percent of child soldiers in some African countries are girls.

Women are also vulnerable after hostilities have concluded. Disarmament, demobilization, and reintegration (DDR) programs frequently do not recognize women soldiers and thus fail to meet their specific needs. Training and educational programs that overlook women and girls need to be adapted to better serve them. Vavra cited the example of the Barefoot Bankers project, which provides business management training but initially received marginal female participation. The project adjusted their approach by hiring a female ex-combatant to help target potential women beneficiaries through door-to-door outreach work.

War and conflict also contribute to a redefining of gender roles, which Vavra defined as "a system of roles and relationships between males and females that is determined not by biology but by socio-cultural, political, and economic contexts." During and after conflicts, women generally assume greater economic responsibility since up to one-third or more of working-age males may have been killed. This can create the opportunity for women to acquire leadership skills and greater awareness of their political rights. Vavra highlighted the example of the Federation of African Women's Peace Networks, whose members have initiated dialogue with governments and intergovernmental organizations promoting peace in many sub-Saharan countries.

Vavra then proposed ways of incorporating indigenous knowledge into a gendered approach for conflict prevention and resolution. Furthermore, she defined indigenous knowledge as forming "the basis of local level decision-making, and embedded in community practices, institutions, relationships, and rituals." A gendered approach "attempts to heighten awareness of the particular and changed circumstances that war and conflict create for the construction and reconstruction of gendered roles in a society." A project in Central Africa successfully incorporated indigenous knowledge by using dramatic performances of traditional activities to address gender-based violence. The project worked in close collaboration with the community to develop a stage performance retelling a traditional story of how the community chief would listen to the account of a rape victim, reproach the aggressor, make reparations to the victim, and then attempt reconciliation.

Vavra concluded by emphasizing that assistance projects should include women who are both providing and receiving assistance in the program design. In addition, she stated that women should not be just thought of as victims, but as vital contributors to the rebuilding of post-conflict societies.

Alice Morton further defined the post-conflict context that the Africa Bureau's Strategic Framework seeks to address by evoking many of the horrific acts perpetrated against women, men, girls, boys, and the elderly by all types of combatants. She emphasized that it is a disservice to the individual victims to gloss "over these acts and their consequences with acronyms or complex labels." At the same time, individual victims of violence, including women and youth, are remarkably resilient and determined to rebuild and strive for peace and reconciliation amidst continuing hardship. In fact, Morton stated that much could be achieved if development professionals supporting reconciliation and reconstruction in sub-Saharan Africa were 10 percent as strong as the people they were trying to help.

Morton then presented an overview of the Africa Bureau's new Strategic Framework and highlighted several examples of projects addressing gender and conflict in sub-Saharan Africa. She then described the Strategic Framework as part of a "significant effort to make programming from the Africa Bureau more gender sensitive." This is achieved through the establishment of goals, strategic objectives, and intermediary results within the Framework. From the perspective of gender and conflict, the Strategic Framework has two main aspects. As noted by Zakiya, the Framework classifies countries as either those capable of transitional development or as fragile states. A fragile state can be failing, already failed, or be an outlaw state. The Framework's vision for fragile states aims to "increase political, economic, and social stability; support non-violent resolution of conflict; and enhance democratic practice and equitable economic recovery."

The Strategic Framework directly addresses issues of gender and conflict in its vision for fragile states, and aims to increase "political, economic, and social stability, [to] support nonviolent resolution of conflict; [to] enhance democratic practice and equitable economic recovery in sub-Saharan African countries vulnerable to, in, and emerging from crisis." The goals and strategic objectives of this vision directly target and address both gender and conflict.

The Framework also seeks to enhance protection of individuals from physical violence. It supports this objective by calling for improvements to monitoring of gender-based violence, torture, trafficking in persons, and child abductions. The Framework further addresses gender by supporting development of “human and institutional capacity to provide care and assistance to those whose rights have been abused.” The focus on augmenting local capabilities reflects the need to “come up with a sufficient and broad capacity for sustained action among Africans themselves,” said Morton.

Gender can also be addressed through incorporating and adapting traditional indigenous cultural practices. Morton cited the example of female genital mutilation (FGM) or female genital cutting, which like male circumcision is considered an important rite of passage in many African societies. FGM is one of many important “transformative rites” that help construct identities and social interactions. The practice has become increasingly more dangerous because of the spread of HIV/AIDS and other infections. Through lobbying and funding from foreign donors, a number of communities have kept the ceremonial aspects of the rite but replaced the actual ritual with a symbolic activity to mark the transition from childhood to womanhood. The replacement of FGM with another symbolic activity illustrates how traditional social customs or mechanisms can be adapted to address the issue of gender.

Morton then summarized the goals related to gender and conflict of the four previously mentioned resources produced by MSI and the Africa Bureau. They are:

- Address the roots of conflict including sex, age, class, caste, and ethnic based access to resources.
- Examine female and child ex-combatants who are often undocumented.
- Facilitate reintegration of all individuals by providing training for women, child soldiers, former sex slaves, and those who have been marginalized and brutalized.
- Deal with gender-based violence in terms that will help those who have experienced and perpetrated it and to use local indigenous reconciliation processes.
- Encourage further study issues of political inclusion and exclusion.

Despite all of the challenges to addressing gender and violence in sub-Saharan Africa, Morton concluded by suggesting that the chances for success are increased if we can all respond to these problems in the structured context that the framework provides. Both Morton and Vavra underlined the need for USAID programs to address gender across various sectors rather than treating it as a sub-sector. Moreover, it is of critical importance to involve both women and men in post-conflict development and reconstruction.

### **Question and Answer Session**

**[Audience comment]** In my experience working on programs that build capacity, I have seen that many implementing partners do have experience in peacebuilding training, addressing conflict, and research analysis, but I think the missing link is that we do not include an intermediate result focusing on strengthening organizational management capacity. The reason I am saying this is that many organizations do not have mass program design capacity, so they cannot take their conflict management skills further. They may have technology, but they lack for example, fundraising experience or some do just not have staff. If we could include an intermediate group that focuses on organizational capacity, then we could be sure that these organizations can continue the work on their own after we leave a country.

**Over the years, there has been a big effort to integrate gender into mainstream programming. I can see by the makeup of the room and the panel, that gender is still pretty much a woman’s activity. Have we made any progress in our efforts to make gender an integrated part of other programs?**

**Morton:** I nearly have the status of an elder [laughter]. I have been working in development for nearly thirty-two years, and I have been working on gender for longer than that because I did my PhD on what was then called “the changing position of Ethiopian women.” If you measure in terms of actual activities, I think things have improved. If you look at the utilization of gender assessments, the problem has always been how to make them user friendly, and the answer has usually been effective coaching of people in missions and linking gender issues to the strategic objectives in the strategic plan. Things have improved in part because the whole level of attention to indigenous knowledge and

ethno-science has improved. I think there is still a long way to go. There is still a conviction among many male and some female medical practitioners in public health that health is a women's issue. When they are asked to write something about gender, they talk about maternal child health, and this has been going on for years. Perhaps that is an artifact from the fact that men do not go and access public health services very much.

Again, the Interagency Gender Working Group (IGWG) has made great strides in getting people to look at males in all aspects of programming. I understand that funding for Women in Development (WID) has just been cut [Editor's note: funding was not cut, but it also has not increased to keep pace with inflation]. I think that obviously must be some sort of signal. I do not know who made the decision, and I do not know if we have advocates for WID in Congress. I think we could perhaps ask David [Adams] who is here and who is the head of USAID's Center for Development Information and Evaluation (CDIE). The goal I think is to help people understand why gender matters and why it is important to take the time to figure out who is distributing the food. You have to get to the "nitty gritty" of people-oriented programming and involve recipients in the process. The trick with that is you have to be careful to understand that what they say back to you may not fit your plans. I think that is always the trick of it. They may want bridges when you want water wells. They may say that women cannot do heavy work, and you ask what they mean [since] women are doing heavy work. Then they may say that women cannot do work with pickaxes, and so you have to keep going through the levels until you find out what will be culturally acceptable. This is particularly challenging in an emergency when you have the least amount of time. Complex emergencies tend to be those in which counter intuitively you have to be the most creative. Until recently, the effort has been to get the goods out there and to assume that that would work.

**Vavra:** I have not been working in this field nearly as long as Alice [Morton], but I can tell you that from doing the literature review, there are some good examples in Liberia and Uganda of women's organizations understanding the importance of engaging men as stakeholders. I can refer you to some examples of using theater or engaging at other levels in the Gender and Conflict in Africa: Best Practices document.

**Director David Adams, PPC/DEI:** Since Alice [Morton] put me on the spot, let me just first generally answer that yes, there are a number of [WID] champions on the Hill this day. In terms of actual legislation effecting USAID or other international organizations, I cannot mention anyone specifically except for Congressman Jim Kolbe, the Chairperson of the House Appropriations Committee for Foreign Operations. I do know that he has agreed to report language, if not bill language, that would encourage USAID to focus on gender issues. I believe there is at least one if not more provisions in the 2006 bill that will be conferenced at the end of September. Let me ask though if anybody who works with Kathy Blakeslee in the WID Office is here who would like to pick up on that question?

**Debra Banks, EGAT/WID:** Our budget has been \$11 million for the last several years. We are at least hoping that it will continue at that level, which means we are not really getting any increases to keep up with inflation. Within the Economic Growth and Trade (EGAT) Bureau there are other needs that sometimes use some of our money, but I think that is all I can say on this subject.

**Sahana Dharmapuri, EGAT/WID:** In addition to the things that the WID Office does, the rest of the USAID does work on gender just as Afia [Zakiya]'s work and this panel shows. Many other parts of the agency are putting their resources into programming, research, monitoring and evaluation. In one sense, the WID Office plays the role as advocate within the agency to help the rest of the agency move forward by serving it in technical areas as well as advocacy roles.

**I have a couple thoughts about indigenous knowledge, resources for peacebuilding, and the relationship between them and gender as we ordinarily approach it. As important as indigenous knowledge, rituals, and performance can be in helping people access resources for peacebuilding, they do present important paradoxes in dealing with violence. If you look at the kind of indigenous knowledge that contributes to identity—especially as people move into adulthood—much of the transformation and change has to do with a movement toward a more aggressive and even violent masculinity. For women, this tends to be a movement towards a more submissive femininity. Dispute resolution mechanisms often work to reinforce traditional hierarchies of gender, to disadvantage women, and to promote in-group and out-group aggressiveness built around a violent masculinity. This leads me to think that most of our approaches to masculinity for peacebuilding and for conflict mitigation are much less**

**well-developed. For those of us who try to program around that, we find ourselves in the difficult position of arguing for additional resources to address these aggressive masculinities.**

**Zakiya:** I think that clearly when we have discussions about looking at indigenous knowledge, whatever the area may be, we have several things to keep in mind. One is that while all cultures and societies in Africa may have an underlying commonality, which is something we can call an African culture, there are differences. The roles of men and women in African societies have changed, they are fluid, and notions of what we may or may not consider patriarchal types of relationships have to be examined. I attended in July a conference at George Washington University that I think was called [African Healing Wisdom: From Tradition to Current Applications and Research, July 6-9, 2005]. One of the presenters at the conference was David Shinn who I think a lot of you probably know as a former ambassador [to Ethiopia]. He gave a presentation on traditional conflict resolution in Africa that included a tremendous panel presenting on this topic. One of the persons who presented was from Liberia and talked about the Everyday Gandhis Project. One of the things they talked about was when you emerge out of a conflict situation, there is an opportunity for change, even where there may have existed some roles or practices that may have oppressed women. We may be able in the peace process to include men and women in redefining and reshaping working relationships in the society and the culture. A lot of times when you involve the people in the decision making process in determining what the outcomes are going to be, people themselves come to their own conclusions about the changes they want to see in their own society, and then you may have the opportunity to design programs that can meet their needs. It is a double-edged sword. One thing I think we have not looked at enough are some of the examples across the continent, even more in terms of some pre-colonial practices where women were very active in holding leadership roles, positions of power, and resolving conflicts. They were usually at the table as peacemakers. In one community when there was a conflict going on and the women wanted to end the conflict, they would bear their chests. Even in Liberia, some similar cultural practices took place that helped to end some of the conflict in that country.

**Lawrence Robertson DCHA/CMM:** I think this topic is almost too big as gender and conflict, because there are so many different aspects of the things you discussed today. I am working on a paper on women in conflict. I have taken a small slice of what you presented, and that has been challenging enough. I would like to suggest that what you said earlier about using traditional cultural practices has important effects for the people where we work. For example in Liberia, many good examples exist from various villages of people adapting and modernizing cultural practices to make peace within their communities. However, Liberia is a vast and devastated country. The organizational challenge is how to help Liberians organize common practices and movements across their country.

**[Audience comment]** I wanted to echo and reinforce one of the important points made earlier, which is dealing with men and concepts of masculinity. I guess one of the things that I would want to position is models of best practice around the concept of working with young boys and their own sense of the development of that. We talked a little bit about the rituals that young girls go through, but there are also opportunities to work with young boys and the practices that they go through. A lot of the work that we have done has shown that [teaching] boys to be responsible in their family and personal relationships ... translates into how they interact in the world.

**How do we better capture what the agency is doing around gender, including the resources that are available through the Office of Women in Development? Is there a better way to capture within the agency the programming that is taking place through sectors so we all get a better picture of what the agency is doing on gender? I think this could even be an effective advocacy tool for elevating the question of how many resources are going to women.**

**Dharmapuri:** One project we are doing at the WID Office is called Global Snapshots. We are going to every single USAID mission, and they are highlighting their gender-related activities on our web site. That project represents a great deal of time and resource investment. There are about twelve countries up so far and every month we will be rolling out four or five others.

**Zakiya:** One of the things I found in doing this research is that the World Bank has a very large indigenous knowledge institute where they are compiling ways to use indigenous knowledge to address various development issues. On their web site I found this very interesting program, which had various practices being used by organizations in four or five different African countries and also in Jamaica. This particular project is looking at youth in urban areas, and it talked about how we have these large numbers of displaced youth as the result of conflict situations. Therefore, the question is

what do we do with the youth? Key areas that we included in the Africa Bureau Fragile States Framework are youth and youth socialization. This particular project talked about the need to have a process by which these young people ... engage in socialization and identity construction that would build upon their traditional cultural identities and give them trade and skills knowledge, so that they could find employment. The key thing about the project was the issue of values that we teach young people. This included of course boys and girls, and we have the opportunity to look at what is being taught to the youth in Africa as we begin to engage in reconstruction in post-conflict societies. Thus, we can help them retain aspects of their traditional culture and prepare them with job skills for the realities of contemporary urban society. At the same time, we are encouraging particular social values that promote peace.

**How do we take gender empowerment into the villages? What success stories or critical lessons do you have for us there? Also, as we begin to understand the link between resources such as diamonds and conflict, what is the gender analysis part of that?**

**Morton:** I think USAID through intermediaries such as NGOs is doing a much better job than before. I think that the Centre for Development and Population Activities (CEDPA) and many other organizations are not working only with elites. Nevertheless, I still remember a project in Senegal where the woman with whom I was working was an urban elite sociologist. I could never feel that she had any ties to the women in the villages we were going to visit. I think my impression has changed over time. It is important not to be too stereotypical about who means what to whom. At the World Bank we had an activity around images of good and bad development assistance. Most of the participants were not American. The bad image was a male in a suit with a computer case. The good image was a woman in a sari sitting down surrounded by a group of men and women. It is again important to make distinctions that are culturally and socially relevant for the place in which you work. Concerning the second question about resources and conflict—I think Lawrence [Robertson] is right. We do need to gather the experiences of those projects and activities in places like Liberia, Sierra Leone, and the Congo to see what the gender aspects and issues are that have already been dealt with. One area is mining, and there has been a lot of social and gender analysis done, for example in Niger.

**Vavra:** Also, the Africa Bureau is focusing on five strategic concerns, and one of those is extractive industries.

**Robertson:** We have a series of toolkits from the CMM Office, and one of them is Minerals and Conflict. It has a little about gender, and you may want to take a look at it on our web site.

**Could you talk more about the methodology that you used in generating some of the “best practices?” How are you defining these examples cited in the **handout** as best practices? What were some of the criteria you were looking at? Also, how are you distinguishing between success stories and best practices?**

**Vavra:** We started with a number of documents that Afia [Zakiya] had already compiled and researched. We used that as a starting place and then continued our research from there. We focused on identifying different sectors and current trends in the literature. In terms of differentiating between best practices and success stories, I do not know if we went into such a sharp distinction between the two. We were really looking for examples of programs that worked well and involved women.

**Morton:** I think there are a couple other aspects of what we do. In terms of the best practices versus success stories, what we try to do was to look for pieces of activities or projects that worked, were promising, and were replicable. We also tried to be representative of all of the countries in Africa that get assistance from USAID. We wanted to look not just at women, but also men, youth, and especially child soldiers. In the list of web sites and bibliographies, we did not attempt to be too exhaustive. We included programs where gender had consciously been raised and treated as an issue. There are zillions of conflict web sites so we tried to use those toolkits and sources where we did not just suspect that gender had been treated seriously, but where it was done demonstratively.

**[Audience comment]** I would like to say something in praise of the White Paper, which has elevated concern for fragile states up to the same level of concerns such as transformational development and export-led economic growth. As soon as you set up the business of fragile states with all the conflicts and vulnerabilities in relation to very provincial issues in countries, it seems to me that you open up a much wider tableau to start mainstreaming gender. You could hardly imagine a discussion like this if the Africa Bureau had not been told that they needed to come up with a framework and that

framework has to think seriously about fragile states as well as your “golden child states.” You end up with a list of objectives and intermediate results, and each one is almost a hook out there to say, “Think about the gender aspects of this program.” You cannot avoid it when you start thinking of these fragile states issues. During much of our work it used to be far too easy to say, “Yadda, yadda, yadda, and the women too.”

**I would like to raise the issue of religion and spirituality in the role of helping people cope in post-conflict societies, and in creating and reinforcing gender roles. There were not many religious organizations mentioned in the materials, and I was wondering if that was because of a conscious choice in your selection process or whether that reflected the fact that not many religious organizations were actually addressing this issue?**

**Vavra:** It was definitely not a conscious choice. We really did do a pretty exhaustive search for organizations working on gender in conflict and post-conflict situations.

**Morton:** I think that if we had had more time, we would have looked more specifically at religion, faith, and other belief system aspects, but we looked at them under healing and helping to de-traumatize individuals. I know we mentioned Catholic Relief Services and several other religious organizations. We talk a little bit about Islam, but not specifically about Christian-Muslim conflict. One of the things that is very important in Southern Africa is what are called Zionist churches. They are a particular type of evangelical church. Faith-based community and church-based work have been tremendously important throughout Southern Africa in terms of HIV/AIDS, orphans, and displaced persons. I do not think it is an oversight—we just found the best examples that we could for the particular intermediate and end results that we were trying to examine.



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**2005 Summer Seminar Series 8**

**Tues. Aug 30, 2005**

**Gender and Conflict in Africa:  
Research Presentation on Best Practices,  
Resources, and Lessons Learned**

Session Organizer: **Afia Zakiya, Africa Gender  
Advisor, USAID/AFR/DP/POSE**

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## **SPEAKERS**

- **Afia Zakiya**, Africa Gender Advisor,  
USAID/AFR/DP/POSE
- **Jackie Vavra**, Project Associate,  
Management Systems International
- **Alice Morton**, Consultant, Management  
Systems International



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# **GENDER AND CONFLICT IN AFRICA**

Project sponsored by USAID/Africa Bureau  
under the direction of  
Afia Zakiya, AFR Gender Advisor

AUGUST 30, 2005



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# **Gender and Conflict in Africa: Research Presentation on Best Practices, Resources, and Lessons Learned**

Presented by:

Alice Morton and Jackie Vavra

Management Systems International



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## **Conflict in Africa—the effects**

- More than 50 percent of the world's active violent internal and regional conflicts are in Africa
- Over 300,000 child soldiers conscripted
- Over 30 million people displaced from their homes
- More than 1 million deaths
- Economic and social infrastructure destroyed
- Damaged environment
- Weakened institutions of government



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## **War and conflict affects women, men, girls, and boys**

- Both women and men struggle to identify and consolidate new identities and roles in post-conflict settings, which often involve resources and power relations
- Children of both sexes are also affected, usually negatively



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## **Gender refers to**

- A system of roles and relationships between males and females that is determined not by biology but by socio-cultural, political, and economic contexts
- The “process by which individuals who are born into biological categories of male and female become the social categories of men and women through the acquisition of locally defined attributes of manhood/masculinity and womanhood/femininity”



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In Africa, traditional “transformative rites” and other rituals from childhood to eldership have particular relevance; they shape the full range of changing patterns of social interactions, power relations, privileges, status and identities formed over time, usually based on age grouping, where gender may not serve as the primary organizing principle.



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## A gendered approach

- A **gendered approach** attempts to heighten awareness of the particular and changed circumstances that war and conflict create for the **construction and reconstruction of gendered roles** in a society



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## **How conflict affects women**

- Women take on non-traditional roles
- Increased violence against women and girls
- Female soldiers are often unrecognized
- Women have specific health issues
- Programming often overlooks women



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## Women's expanding public roles

- Women play a pivotal role in promoting peace and dialogue at regional, national, and local levels





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## **Incorporating indigenous knowledge**

- **Local knowledge**
  - unique to every culture or society
  - the basis for local-level decision-making
  - embedded in community practices, institutions, relationships, and rituals
- **Key to conflict prevention and resolution**
  - In central Africa, performance served as a reminder to the community of their traditional cultural coping mechanisms and techniques for healing and reconciliation



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## Sectors addressed

- Security and protection
- DDR
- Health, including HIV/AIDS and psychosocial issues
- Education, training, and capacity building
- Livelihoods
- Rebuilding infrastructure
- Democracy, governance, and human rights
  - Engaging in peace processes, elections, media, land rights, legal reform, advocacy



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# **STRATEGIC FRAMEWORK FOR AFRICA**



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## USAID Africa Bureau's new Strategic Framework

- Supports US government foreign policy goals in Africa as articulated in the National Security Strategy (2002), the State-USAID Joint Strategic Plan, and the Fragile States Strategy
- Aligns programs with the White Paper, *U.S. Foreign Aid: Meeting the Challenges of the Twenty-first Century* (March 2004)
- Follows these guiding principles and programmatic approaches
  - For Africa, the framework makes a key distinction between transformational development countries (TD) and fragile countries or states (FS)

## USAID Africa Bureau's new Strategic Framework, continued

- The Framework represents a new way of thinking about development and programming in Africa
- Annual adjustments are anticipated over the next several years as experience grows

## USAID Africa Bureau's new Strategic Framework, continued

- Fragile states have poorer developmental prospects
- FS governments cannot provide basic services and security to large segments of the population
  - conflicts or crises hamper the state's ability to provide services
  - an environment conducive to growth is lacking

## USAID Africa Bureau's new Strategic Framework, continued

- For TD and FS countries, the Framework offers opportunities to
  - Correct and refine program directions
  - Reflect USAID's awareness of the need to program differently in fragile states
  - Allow for gender-sensitive programming and activity development across sectors
  - Focus programs for greater impact
  - Align program and management resources with goals



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# FRAGILE STATES

## Fragile States: Vision



Increasing political, economic and social stability supports non-violent resolution of conflict, enhances democratic practice and equitable economic recovery in Sub-Saharan African countries vulnerable to, in and emerging from crisis.

# Agency Framework for Africa

<i>Robust...</i>	PROGRAMS	POLICIES	MANAGEMENT
<i>In support of...</i>	<b>Avert and resolve conflict</b> <ul style="list-style-type: none"><li>• Advance peace processes</li><li>• Reinforce African conflict mitigation and management capacity</li><li>• Enhance protection of individuals from physical violence</li></ul>		
Foreign Policy	<b>Manage crisis and promote stability, recovery, and democratic reform</b> <ul style="list-style-type: none"><li>• Reintegration of persons affected by conflict</li><li>• Increase access to essential services provided by local and national institutions</li><li>• Advance inclusive governance</li><li>• Restore/maintain basic economic activity and livelihoods</li></ul>		
USAID-State Plan			
White Paper			
Fragile States Strategy			
<b>AFRICAN OBJECTIVES</b>			

# Goal One: Avert and Resolve Conflict

## 1 **Advance peace processes**

- Mobilize constituencies for peace
- Negotiation of peace agreements
- Peace implementation planning and monitoring

## Goal One: Avert and resolve conflict, continued

### 2 Reinforce African conflict mitigation and management capacity

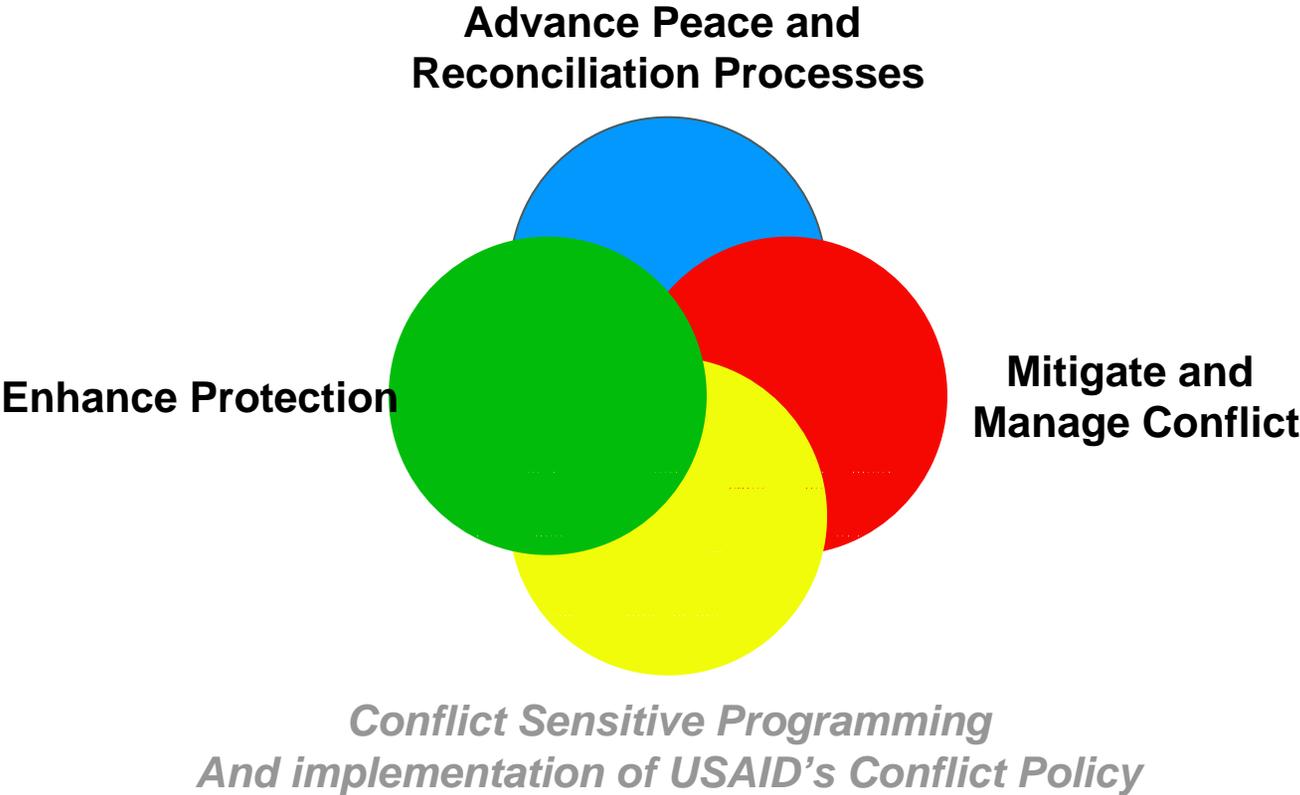
- Improve early warning and response mechanisms
- Promote data collection and analytic research to identify underlying tensions that produce conflict
- Promote policy dialogue, decision-making, and programming to identify potential conflict and effectively address tensions before they erupt into violence
- Strengthen human and institutional capacity to manage and mitigate conflict
- Increase participation in non-violent decision making

## Goal One: Avert and resolve conflict, continued

### **3 Enhance protection of individuals from physical violence**

- Human rights (GBV, VOT, TIP, WV, child abduction) monitoring, documentation, and reporting
- Develop human and institutional capacity to provide care and assistance (physical, medical, psycho-social and livelihood) to those whose rights have been abused
- Justice sector reform to end impunity (identify and prosecute perpetrators, application of laws, and enforcement of judgments) and increase access
- Training in civilian oversight of security forces and community policing to facilitate protection

# Goal One: Avert and resolve conflict, continued



## **Goal Two: Manage Crisis and Promote Stability, Recovery and Democratic Reform**

### **1 Reintegration of persons affected by conflict**

- Build community resilience and government support to prevent displacement
- Humanitarian assistance, care and maintenance for the displaced
- Reintegration, transition (return and resettlement) and reconciliation programming for all returnees (IDPs, refugees and other crisis affected persons)
- Reintegration and reconciliation programming for ex-combatants and their host communities

## **Goal Two: Manage Crisis and Promote Stability, Recovery and Democratic Reform, continued**

### **2 Increase access to essential services provided by local and national institutions**

- Encourage policy and regulatory reform necessary to enable effective planning, transparent budgeting and monitoring of service delivery
- Build the capacity of local and national institutions to effectively provide essential services
- Promote community participation in service delivery
- Increase access of marginalized groups to essential services

## Goal Two: Manage Crisis and Promote Stability, Recovery and Democratic Reform, continued

### **3 Inclusive governance advanced**

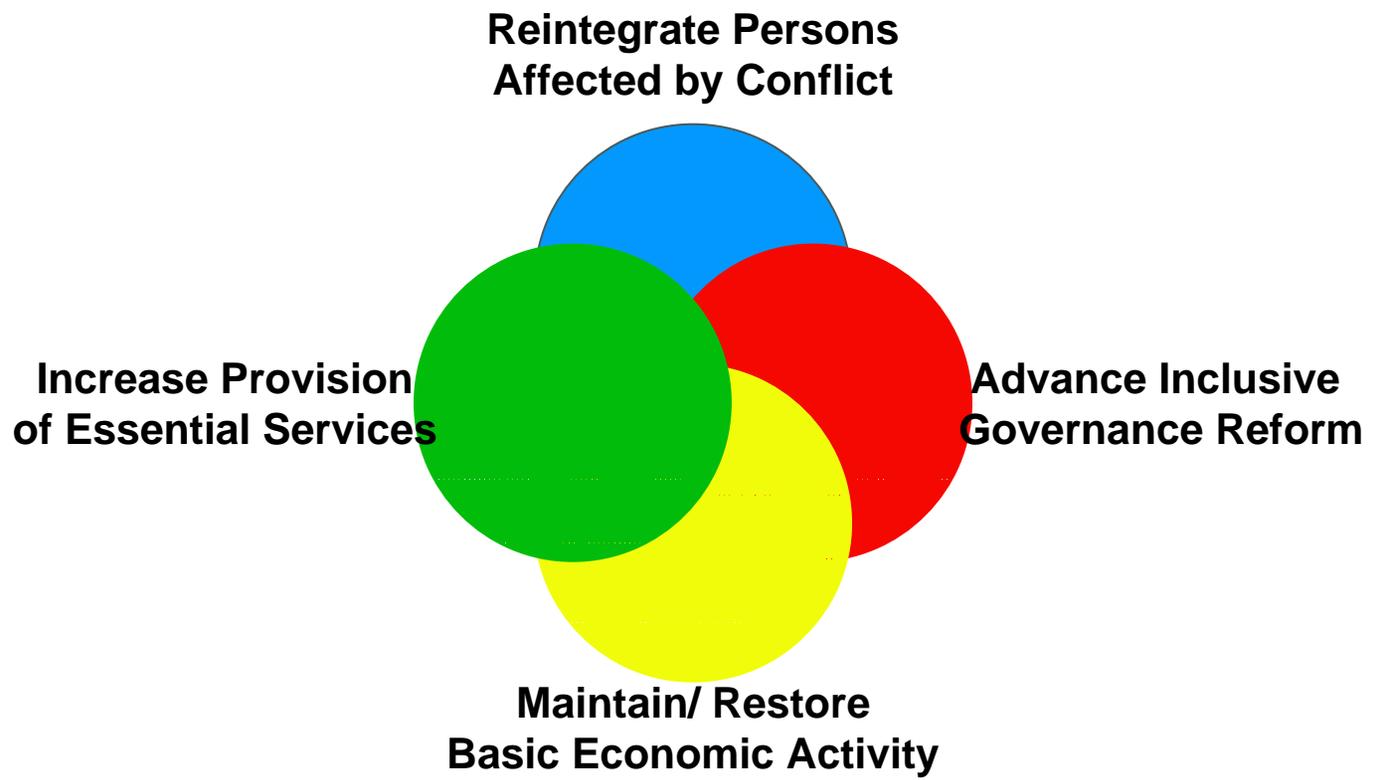
- Promote basic democratic concepts—a level political playing field, peaceful demand for reform, inclusive dialogue and the participation of disenfranchised groups
- Strengthen the health of institutions that govern political participation and competition
- Strengthen the checks and balances of government
- Reduce corruption
- Promote security sector reform
- Strengthen state and local capacity to manage crisis

## Goal Two: Manage Crisis and Promote Stability, Recovery and Democratic Reform, continued

### 4 **Restore/maintain basic economic activity and livelihoods**

- Build productive safety nets to prevent asset depletion, malnutrition and withdrawal of children from education
- Diversify and develop livelihoods to increase incomes
- Develop economic infrastructure (markets, communications, transportation, roads) to lay the foundation for economic growth
- Develop private sector capacity, producer organizations, and cooperatives.

## Goal Two: Manage Crisis and Promote Stability, Recovery and Democratic Reform, continued



## SO 1: AVERT AND RESOLVE CONFLICT

### GENDER ISSUES

### BEST PRACTICES

#### 1.1 Peace Processes Supported

**Men and women** have unequal access to peace dialogues, decision-making, and power to shape forums designed to avert or resolve conflict, including mobilizing constituencies for peace, negotiating peace agreements or to design, monitor and evaluate peace treaties and accords where new resource distributions, leadership roles or other social change dynamics are agreed.

Practices that build upon new and traditional roles of men and women where both groups are engaged in peace processes and resolving conflict across ethnic, class, age, and other variables

##### *a) Constituencies for peace mobilized*

**Identify** traditional and emerging women leaders to mobilize constituencies of all types

**Rural Women's Peace Initiative Liberia, Senegal, Guinea Bissau, and Cote d'Ivoire**—Strengthens women's capacity to act in conflict resolution and peace-building

##### *b) Peace agreement negotiated*

**Include** women stakeholders and other affected parties to conflict in informal and formal negotiations

**All-Party Burundi Women's Peace Conference**—At Burundi Peace Negotiations 50 Burundian women presented common vision for peace and reconciliation; 19 recommendations were included in final peace accord



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# **KEY GENDER ISSUES AND BEST PRACTICE EXAMPLES**

# Key Gender Issues and Best Practice Examples

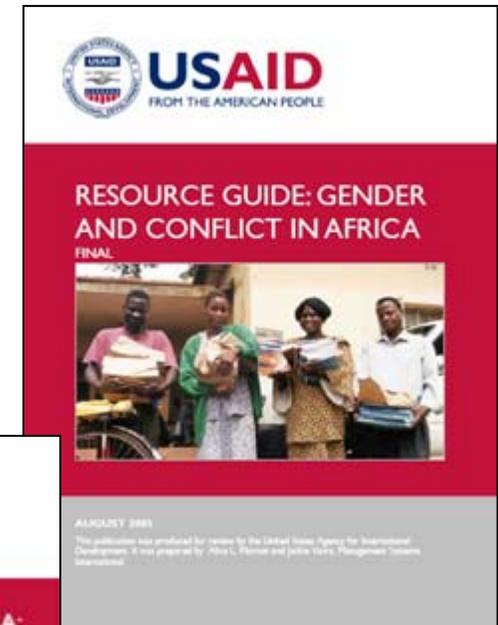
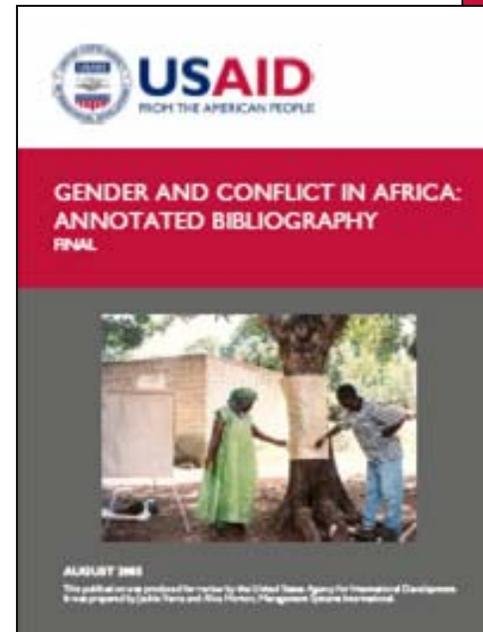
- African conflict-mitigation capacity reinforced
- People-oriented planning (UNHCR)
- Human protection enhanced
  - Trafficking of persons
  - Failure of traditional safety-nets for children and others
  - Gender-based violence prevented

## Key Gender Issues and Best Practice Examples, continued

- Persons reintegrated into conflict-affected communities
  - Transitional integration implemented
  - Ex-combatants, refugees, and IDPs reintegrated
  - Conflict-affected populations included in political processes
  - Capacity to respond to specific health concerns of persons affected by conflict increased

# On-Line Resources for Consultation

- Child Soldiers
- Trafficking in Persons
- Reproductive Health
- HIV/AIDS
- Gender-Based Violence
- Programming and Project Design



## Africa-Based Organizations Focused on Gender and Conflict

- West African Network for Peacebuilding (WANEP) – Ghana
- African Women’s Development and Communications Network (FEMNET) – Kenya
- Pro-Femmes Twese Hamwe – Rwanda
- Women’s International League for Peace and Freedom (WILPF) – Burundi and Sierra Leone
- People’s Voice for Peace – Uganda



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## 2005 Summer Seminar Series

Notes and other information at:

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THANK YOU for attending the  
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**Thanks to the Center for Association Leadership, PPC, The Summer Seminar Team, and especially our Presenters! See the proceedings of this Knowledge for Development activity at:**

**<http://www.usaid.gov/>**

**Keyword: Summer Seminars**

## **Summer Seminar Series – Gender and Conflict in Africa, August 30, 2005**

Sponsored by USAID/Africa Bureau

Session Organizer: Afia Zakiya, AFR Gender Advisor

Research Presentation on Best Practices and Lessons Learned by Alice Morton and Jackie Vavra, Management Systems International

### **Gender refers to**

- A system of roles and relationships between males and females that is determined not by biology but by socio-cultural, political, and economic contexts
- The “process by which individuals who are born into biological categories of male and female become the social categories of men and women through the acquisition of locally defined attributes of manhood/masculinity and womanhood/femininity”

### **USAID Africa Bureau’s new Strategic Framework**

- Supports US government foreign policy goals in Africa as articulated in the National Security Strategy (2002), the State-USAID Joint Strategic Plan and the Fragile States Strategy
- Aligns programs with the White Paper, *U.S. Foreign Aid: Meeting the Challenges of the Twenty-first Century* (March 2004)
- Follows these guiding principles and programmatic approaches
  - For Africa, the framework makes a key distinction between transformational development countries (TD) and fragile countries or (FS - fragile states)
- Fragile states have poorer developmental prospects
- FS governments cannot provide basic services and security to large segments of the population
  - conflicts or crises hamper the state’s ability to provide services
  - an environment conducive to growth is lacking
- For TD and FS countries, the Framework offers opportunities to
  - correct and refine program directions
  - reflect USAID’s awareness of the need to program differently in fragile states
  - focus programs for greater impact
  - align program and management resources with goals
- The Framework represents a new way of thinking about development and programming in Africa
- Annual adjustments are anticipated over the next several years as experience grows



# AFRICA BUREAU FRAGILE STATES FRAMEWORK GENDER ISSUES AND BEST PRACTICE EXAMPLES

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Excerpt from: Africa Bureau Fragile States Framework: Gender Issues and Best Practice Examples

GENDER ISSUES	BEST PRACTICES
<b>SO 1: AVERT AND RESOLVE CONFLICT</b>	
<b>1.1 Peace Processes Supported</b>	
Men and women have unequal access to peace dialogues, decision-making ability and power to shape forums designed to avert or resolve conflict, including mobilizing constituencies for peace, negotiating peace agreements or to design, monitor and evaluate peace treaties and accords where new resource distributions, leadership roles or other social change dynamics are agreed.	Practices that build upon new and traditional roles of men and women where both groups are engaged in peace processes and resolving conflict across ethnic, class, age, and other variables

	<b>GENDER ISSUES</b>	<b>BEST PRACTICES</b>
a) Constituencies for peace mobilized	Identify traditional and emerging women leaders to mobilize constituencies of all types	<b>Rural Women’s Peace Initiative Liberia, Senegal, Guinea Bissau, and Cote d’Ivoire</b> —Strengthens women’s capacity to act in conflict resolution and peace-building
b) Peace agreements negotiated	Include women stakeholders and other affected parties to conflict in informal and formal negotiations	<b>All-Party Burundi Women’s Peace Conference</b> —At Burundi Peace Negotiations 50 Burundian women presented common vision for peace and reconciliation; 19 recommendations were included in final peace accord
c) Peace implementation planning and monitoring done	Involve traditional and emerging CSOs/NGOs, networks to plan implementation of peace accords	<b>Great Lakes Women’s Peace Program Burundi</b> —Women from varying ethnic and social backgrounds share vision of peace and regional neighborliness.
d) Youth reached to renounce violence and participate peacefully in politics	Differentiate between needs and roles of young women and men, girls and boys (inclusion, education, jobs, shelter, psychosocial support and reintegration)	<b>Northern Uganda</b> —Women’s groups working with others to revive cultural institutions and prepare the community for reconciliation and re-integration through local institutions. Hold prayer meetings, do peace education, build community support & respect through song, proverbs poetry and story telling.
f) Inclusive constitutional development supported	Female and young ex-combatants and non-combatants, especially those who did not win, rarely participate in constitutional or other legislative drafting	<b>West Africa Network for Peace, Women in Peace-building Network (WIPNET)</b> —Explores roles of women at different stages of conflicts, to enable them to move from image of “helpless victim-hood” to more assertive image of stakeholders and active participants pursuing just peace in their communities.
<b>1.2 African conflict-mitigation capacity reinforced</b>		
a) Roots of Conflict Addressed	Sex, age, class, caste, and ethnic-based access to assets delineated, including poverty assessment criteria/indicators and political inclusion/exclusion measures pre conflict, during conflict, and post conflict	<b>UN General Assembly Follow-up to the Beijing Platform for Action (June 2000)</b> —“address the root causes of armed conflict in a comprehensive and durable manner...the difference in the impact of armed conflict on women and men, and take them into account in the relevant policies and programmes... and empower women ...as stabilizing factors in conflict and post-conflict situations.”
b) Research, analysis on conflict triggers done and information disseminated	Participatory, inclusive research methods employed, using women and youth, socially excluded categories as designers, researchers, and analysts if necessary for own social groups; disseminate results at local and national levels as well as to donors, NGOs, etc., through media that reach women, girls, and young men.	<b>People Oriented Planning (UNHCR)</b> —framework used for gender analysis in refugee situations. POP’s critical element is “activities analysis”, asking questions about what people did before the conflict erupted, during the conflict, and what they were able to do or must do post conflict. Includes economic, social, political and religious activities, household production activities.

<b>GENDER ISSUES</b>		<b>BEST PRACTICES</b>
c) Land issues addressed/land reforms carried out	Traditional land redistribution methods can be used successfully pre and post conflict, if requirement to include all ex-combatants, non-combatants (IDPs, soldiers' female dependents, single women, and widows) are made clear and redistribution accounts for those currently occupying the land	<b>Mozambique</b> —Post 1992 Peace Agreement, five-million Mozambicans returned to their villages within two years. Some 500,000 land transactions took place, all carried out at local level by local and/or traditional authorities using indigenous knowledge and local capacity.
<b>SO 2: CRISES MANAGED AND STABILITY, RECOVERY, AND REFORM PROMOTED</b>		
<b>2.1 Persons reintegrated into conflict-affected communities</b>		
a) Transitional integration implemented	DDR programs often ignore women ex-combatants, combatants' wives, war widows; women soldiers and other military women will differ in their ability to cope with civilian life just as will militarized men, based on their capacities and experiences and views on the legitimacy of violence to achieve political and economic goals. If demobilization is voluntary or phased, women are more often instantly dismissed than are men, so they are not classed as veterans n or receive benefit packages.	<b>Sierra Leone</b> —The Luawa Skills Training Center, the Women's Progressive Movement and Caritas-Makeni have been innovative in their efforts. LSTC now has 120 members and serves as a reintegration program assisting women abductees, ex-combatants and victims to live independently. It offers training courses, and other benefits. UNICEF/USAID provide training centers offering mothers childcare and food, combining vocational training and basic literacy and numeracy. Non-traditional trades are taught--welding, carpentry and house building-- that together are critical in facilitating women's adjustment to civilian life.
b) Ex-combatants, refugees and IDPs reintegrated	Refugees are covered by international conventions and organizations, and are more likely than IDPs to receive care and maintenance. Women and young girls in camps of either kind are more vulnerable to physical and sexual abuse, involuntary labor, and attack by internal and external military and guards. They should be included in all governance structures, and receive special protection and rights of redress against gender-based violence	<b>Sudan</b> —Mercy Corps program to introduce fuel-efficient stoves, to shorten time spent by women outside the camp perimeter gathering wood. <b>Burundi</b> —Search for Common Ground helped start the Women's Peace Center to include women as key players in the process of ethnic reconciliation. Initiatives to help reconcile women IDPs with their former neighbors during reintegration through visits, roundtables, discussion sessions and workshops
c) Conflict-affected populations included in political processes	Women non-combatants (and ex-combatants) and youth are rarely involved in first-track negotiations though may have been as or more adversely affected by the conflict, flight, displacement and victimization as adult men. Child ex-soldiers are often least included and left to rely on criminality and commercial sex work	<b>Uganda</b> —Campaigns to advocate for abducted people build recognition and programming for them during peace negotiations <b>Rwanda</b> —Women's organizations collaborated with Ministry of Gender and WID to create unique opportunities for lobbying on gender issues, getting gender issues on the national agenda, including changes to property laws, incorporation of gender in decentralization process and increase in number of women in public policy positions.

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**GENDER ISSUES**

- d) Capacity to respond to specific health concerns of persons affected by conflict increased
- Women, unmarried girls, ex-child soldiers, dependents of military, and women ex-combatants, IDPs are all likely to have incurred higher risk of transmission of HIV/AIDS, to have high risk pregnancies, high morbidity and mortality rates, and chronic but preventable illnesses

**BEST PRACTICES**

**Ethiopia and Eritrea**—UNFPA and UNAIDS developed training program for ex-military to increase own awareness of HIV/AIDS and to become health workers.

**DRC**—Government and insurgent health personnel, NGOs and UN and other donors mapped out a unique minimum package of services designed for war conditions and aimed at quickly reducing avoidable deaths. Includes 30 actions to be taken in health zones in crisis directed at malaria, measles, diarrhea-related diseases, acute respiratory infections, malnutrition, pregnancy-related problems, and HIV/TB

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# KEY GENDER AND CONFLICT WEB SITES

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Excerpt from: Resource Guide: Gender and Conflict in Africa

## **Accord—an international review of peace initiatives**

<http://www.c-r.org/accord/index.shtml>

Working collaboratively with locally based organizations, the Accord Program provides in-depth research and analysis of particular issues regarding the peace process. The reports generated by this project are geared towards: documenting peace processes and initiatives and the sources and dynamics of particular conflicts; increasing public access, both locally and internationally to the understanding of peace processes and peace agreements; and promoting learning, domestically and internationally from past and comparable peace making experiences. The publication series has each issue set within a broader project around the chosen theme. Past issues have analyzed: engaging armed groups; Angola; public participation; Northern Uganda; and Sierra Leone, among others.

## **American Refugee Committee**

<http://www.arc.org>

The American Refugee Committee is an international nonprofit, nonsectarian organization that has provided humanitarian aid and training to millions of beneficiaries over the past 25 years. The American Refugee Committee works for the survival, health and well being of refugees, displaced people, and those at risk, enabling them to rebuild productive lives of dignity and purpose, striving always to respect their values. ARC insists on involving the people they serve in the planning and implementation of their efforts. This participatory approach is critical to the sustainability of their programs.

## **Clingendael**

<http://www.clingendael.nl/cru/>

The Clingendael Research Unit (CRU) is part of the Clingendael research department. The unit focuses on the study of intrastate conflict and on ways of preventing and dealing with these conflicts. The research group works in a number of practice areas and in 2001-2002 conducted a study of 'Gender and Armed Conflict' that was commissioned by the Directorate 'Coordination Emancipation Policy' of the Netherlands Ministry of Social Affairs and Employment. It consists of three phases. The first phase comprises a study of relevant literature on the dynamic role and position of 'local' women in conflict situations and on the ways gender relations are impacted by internal conflict. The second phase examines how a number of selected agencies (e.g. UNDP, DPKO, OSCE, WFP, ICRC) working in conflict to integrate a gender perspective in their policy practice, by looking at, among others, their mandates, structures, policies, operational procedures and policy implementation as well as assessing the available gender expertise. The third phase will suggest means and instruments to strengthen the gender perspective of these organizations in order to actually improve the position of women in conflict situations.

## **Femmes Africa Solidarite (FAS)**

<http://www.fasngo.org/en/activities/advocacy/lala.htm>

Through its lobbying and advocacy activities, Femmes Africa Solidarite (FAS) implements a forceful strategy to mobilize, articulate and represent women's interests and concerns. It aims to promote gender issues as central to policy development and legislation at the national, regional and international levels. At the regional level, for example, FAS's advocacy program resulted in gender parity in the African Union Commission and the adoption of the Protocol on the Rights of Women in Africa to the African Charter on Human and People's Rights. FAS also publishes Advocacy News, a newsletter published in English. As an advocacy tool, it analyses and reports on the role of women in peace initiatives and monitors progress in gender, peace, development and related issues in Africa, highlighting the contribution of African women leaders in the peace process.

## **FEMNET – The African Women's Development and Communication Network**

[www.femnet.or.ke](http://www.femnet.or.ke)

FEMNET was set up in 1988 to share information, experiences, ideas and strategies among African women's non-governmental organizations (NGOs) through communications, networking, training and advocacy to advance women's development, equality and other women's human rights in Africa. FEMNET aims to strengthen the role and contribution of African NGOs focusing on women's development, equality and other human rights. It also aims to provide an infrastructure for and a channel through which these NGOs can reach one another and share information, experiences and strategies to as to improve their input into women's development, equality and other women's human rights in Africa. FEMNET works throughout Africa and concentrates its activities in four primary programs: advocacy, training, communications/information, and engaging the Commission on the Status of Women.

## **Gender and Peace building Working Group, Canadian Peace building Coordinating Committee**

<http://www.peacebuild.ca/working/?load=gender>

GPWG goals include focus on achieving progress in translating the general international commitments that have been made on gender equality and peace building into concrete actions in specific situations and to promote the active participation and recognition of the contribution women have made to human security and peace building.

GPWG activities include: raising public awareness about how age and gender can determine how people are affected by conflict and how their needs and priorities vary in peace building and post-conflict reconstruction; building political support for the contribution women make to building peace and encourage their equitable and effective participation and integration into national, regional and international fora; advocating for the integration of a gender perspective in Canada's foreign policy agenda, particularly in: conflict prevention, human security during conflict, conflict resolution, and post-conflict reconstruction and reintegration; engaging and maintaining dialogue with members of parliament, government officials and members of the Canadian Committee on Women Peace and Security; maintaining a list-serv on relevant issues; publishing and disseminating documents and research on issues related to gender and peace building; supporting capacity strengthening of member organizations.

## **Human Rights Watch**

[http://hrw.org/doc/?t=women\\_pub](http://hrw.org/doc/?t=women_pub)

The Women's Rights Division of Human Rights Watch fights against the dehumanization and marginalization of women. Promoting women's equal rights and human dignity, HRW conducts research specifically on the links between women, armed conflict, and international justice. In Africa they have produced in-depth reports on the conflicts in Sudan, Congo, Burundi, Sierra Leone, and Rwanda.

## **IDP Project and Database of the Norwegian Refugee Council in cooperation with UN OCHA**

<http://www.idpproject.org>

The Geneva-based Global IDP Project was established by the Norwegian Refugee Council (NRC) in 1996, mainly in response to growing information needs related to internal displacement. The outbreak of numerous new conflicts in the early 1990s had led to a sharp increase in the number of internally displaced people, but only fragmented information existed about their assistance and protection needs. In a first attempt to close this information gap, the Norwegian Refugee Council in 1998 published the first-ever global survey of internal displacement.

At the same time, the Global IDP Project entered into discussions with the United Nations on the creation of an electronic archive on internal displacement. In late 1998 the UN Inter-Agency Standing Committee endorsed the outsourcing of the development of an IDP database to the NRC, with the objective of creating an authoritative information source on internal displacement. Based on this mandate, the NRC's Global IDP Project developed an integrated online information system, which was launched in December 1999. During the following years, the Global IDP Project further expanded the database, developed a [training programme](#) on the Guiding Principles, and established itself as an important [advocate](#) for the rights of internally displaced people.

## **Indigenous Knowledge – World Bank Website**

<http://www.worldbank.org/afr/ik/>

The Indigenous Knowledge (IK) Program's website opens a gateway to different sources on IK. It aims to facilitate a multilateral dialogue between local communities, NGOs, governments, donors, civil society and the private sector. The ultimate objective of the website is to help mainstream indigenous/traditional knowledge into the activities of development partners and to optimize the benefits of development assistance, especially to the poor. These goals are being achieved through different strategies. They include a database on indigenous/traditional knowledge and practices with over 300 case studies and a series of "IK Notes" which present in some detail, locally driven solutions to complex issues. The Program also supports over 15 resource centers across Africa that focus on identification and dissemination of indigenous/traditional knowledge and practices. Working with governments and local partners, the Program has also begun to help mainstream the application of IK in World Bank projects and in national development programs.

## **International Alert**

<http://www.international-alert.org/women/>

International Alert's Gender and Peace building Program has evolved out of their global campaign, Women Building Peace: From the Village Council to the Negotiating Table. Informed by discussions with partners, policy makers and others, the program has now shifted its focus and direction from overtly campaigning on women's issues to more of a focus on gender dynamics.

The program is comprised of two interlinked and interdependent projects - the Gender Peace Audit that works at the local, national and regional level and the Global Policy Project that focuses on the international and regional policy level. These two projects work in synergy to promote gender sensitive and gender aware policies rooted in local realities.

## **The International Committee of the Red Cross**

<http://www.icrc.org/eng/women>

ICRC has a series of programs focusing on "Prevention and Protection" that attempt to both prevent conflict and provide resources to ensure the security of vulnerable people such as women, children and IDPs throughout the world. The programs include: conducting sessions with armed forces and armed opposition groups around the world in which messages about the needs of women and the prohibition of sexual violence are integrated; visiting persons deprived of their freedom in relation to armed conflict. The organization supports psychosocial workshops for families of the missing and provides them with material or administrative assistance; developing strategies for providing medical and psychological care for victims of sexual violence, including those that are difficult to reach because of the taboo and shame associated with sexual violence; providing support by devising appropriate programs which will help women regain autonomy and dignity; ensuring that women have the same access as men to physical rehabilitation programs.

## **Isis – Women’s Intl Cross cultural exchange**

<http://www.isis.or.ug/about.htm>

Isis – WICCE relocated to Kampala, Uganda at the end of 1993 with an objective of tapping African women’s ideas, views and problems and sharing the information with women at the international level. Since the move to Kampala, Isis-WICCE started National-and regional level programs to facilitate the flow of information from Uganda to other parts of Africa and the rest of the world, and to contribute towards the strengthening of the Uganda and African women’s movement. The program’s activities include: Documenting, repackaging and disseminating issue oriented information to different target groups as a means of addressing injustices; adopting innovative means of information sharing and capacity building to promote gender equality and redress violations committed against women; influencing policy makers and civil society about gender sensitivity and self determination of women; cultivating mutually beneficial networking relationships with other organizations at the national, regional and international level; enabling women to deliberate together and work towards building a culture of peace.

## **Mano River Women’s Peace Network**

<http://www.marwopnet.org/welcome.htm>

Since its creation, MARWOPNET has participated in ECOWAS summits and the African Union to revive African leaders’ interest in the unfortunate dramas experienced by women and children of the Mano River basin as well as their commitment to invest in a rapid resolution of these conflicts. The network organized many workshops to reinforce capacities, raise funds and lobby network members as well as those of civil society organizations in light of their implication in the peace process of the West African sub-region. MARWOPNET promotes social mobilization and awareness-raising initiatives geared to civil populations.

Complementing initiatives include regular meetings with development partners; political, religious and traditional leaders. The network also attracts the attention of political and administrative and organizational leaders on issues and obstacles in reconciliation and reconstruction in the Mano River Union basin.

## **Pro-Femmes Twese Hamwe**

<http://www.profemme.org.rw/home.htm>

Through “promoting a culture of peace” Pro-Femmes Twese Hamwe attempts to intensify Peace Action Campaigns (CAP) actions through different organizations and grassroots groups, start CAP activities in areas not yet covered, continue synergies at national level and partners involved in the preparation of national policy in peace education field, prepare Pan-African Conference activities, promote inter-relationships with programs considered as concrete actions that CAP has highlighted, and involve the program in the country’s sector based policies, promote justice, security and equality. Other components of the program include providing training and education to women to increase their intervention capacity, advocating for the inclusion of women in housing (re) construction processes, and increasing the economic empowerment of women through the provision of credit and training.

## **Raising Voice**

[www.raisingvoices.org/declaration.shtml](http://www.raisingvoices.org/declaration.shtml)

RaisingVoices is a registered non-profit project of the Tides Center working to create and promote community-based approaches to preventing violence against women and children. The organization advocates for and supports the development of sustainable programs working to prevent domestic violence in communities in East and Southern Africa.

They have developed a number of resources to aid in programming that include violence prevention tools, a resource guide, technical support and partnerships, and regional dialogue. RaisingVoices also aims to influence practice by engaging policy makers, organizations and other stakeholders in a dialogue on how they conceptualize violence programming. Through this program they work to build infrastructure in the region for increased interest and investment of resources for violence prevention initiatives.

## **Reproductive Health Response in Conflict (RHRC)**

[www.rhrc.org](http://www.rhrc.org)

The Reproductive Health Response in Conflict (RHRC) Consortium is dedicated to the promotion of reproductive health among all persons affected by armed conflict. The RHRC Consortium promotes sustained access to comprehensive, high quality reproductive health programs in emergencies and advocates for policies that support reproductive health of persons affected by armed conflict. Its areas of expertise are: service provision to expand and improve reproductive health services for refugee women, men and adolescents; promoting the inclusion of reproductive health as part of the initial and ongoing needs assessments in emergency and stable refugee situations; designing monitoring and evaluation methods for reproductive health projects in refugee settings; training to promote the use of existing training modules and develop, adapt and test new modules to improve reproductive health education and services; and research to pursue a select research agenda to improve service delivery and funding for refugee reproductive health; operating a small grants program; to advocate improved reproductive health services among agencies funding or providing assistance to refugees; and to document and disseminate information on reproductive health in refugee settings to refugee communities, field staff, managers, policy makers and donors.

## **Siyanda**

<http://www.siyanda.org/index.htm>

Siyanda aims to bring growing resources to support practitioners in implementing gender programs and in mainstreaming gender equality concerns, whether they are gender specialists or not. The organization's main objectives are: presenting short summaries of on-line work to save busy practitioners time in searching for relevant information; enabling users to download full-length materials quickly and easily, free of charge; facilitating a culture of sharing information and materials on gender and development among people working in this field; working with partner organizations across the world to build an online space that reflects their interests and needs and that connects them with like-minded colleagues.

## **United Nations Development Fund for Women (UNIFEM)**

[www.unifem.org](http://www.unifem.org)

UNIFEM works on several fronts to interrupt the cycle of violence against women, with an overall objective of linking violence to the source that feeds it: gender inequality. UNIFEM multiplies the power of its groundbreaking strategies through advocacy campaigns and close partnerships with governments, women's groups and other branches of the UN system. UNIFEM works in the following areas: promoting protective laws and national actions; collecting data and research on violence against women; supporting prevention initiatives from the local to the international level, including in conflict and post-conflict situations, where violence against women is prevalent and horrific; supporting women's organizations and drawing attention and resources to these efforts; and establishing the Trust Fund to End Violence Against Women that offers grants to innovative projects to prevent violence that are run by community, national and regional organizations. With relatively modest sums, grantees have passed new laws, trained police, and involved men and boys in stopping violence.

## **United Nations Division for the Advancement of Women**

<http://www.un.org/womenwatch/daw/>

Aiming to ensure the participation of women as equal partners with men in all aspects of human endeavor, this Division of the UN promotes women as equal participants and beneficiaries of sustainable development, peace and security, governance and human rights. As part of its mandate, it strives to stimulate the mainstreaming of gender perspectives both within and outside the United Nations system. Broken down into six specific strategic objectives that are designed to be applicable on a global scale, the UNDAW aims to: increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation; reduce excessive military expenditures and control the availability of armaments; promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations; promote women's contribution to fostering a culture of peace; provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women and provide assistance to the women of the colonies and non-self-governing territories.

## **West African Network for Peace building (WANEP)**

<http://www.wanep.org/index.html>

Work began in 1990 to establish a regional network of peacebuilding initiatives in West Africa. This arose as a result of the Liberia civil war, which necessitated the creation of a regional peace intervention force. Religious and civil society groups were mobilized to collectively participate in active peacebuilding. In the northern region of Ghana a consortium of non-governmental organizations with funding support from the British High Commission in Ghana became actively involved in peacebuilding to respond to inter-communal violence that threatened Ghana's stability. A similar experience of cooperative action was witnessed in Sierra Leone in May 1997 when a civil society movement comprising all sectors of that society mobilized against military rule and successfully saw the ousting of the Armed Forces Revolutionary Council (AFRC). The West Africa Network for Peacebuilding (WANEP) was born out of these experiences.

After a feasibility study conducted throughout the sub-region, representatives of seven West African countries in 1998 officially launched WANEP in Accra Ghana. Many of the delegates at the launch of WANEP were key actors in the civil society collective actions outlined above. They created WANEP

as a mechanism to harness peacebuilding initiatives and to strengthen collective interventions that were already bearing good fruits in Liberia, the Northern Region of Ghana, and Sierra Leone.

### **Women's Commission for Refugee Women and Children**

<http://www.womenscommission.org/>

The Women's Commission's Protection and Participation Program works to improve refugee women's protection in war-affected areas overseas and to increase their participation in planning and managing assistance programs. The Commission works in five main areas that address the specific needs of women and children displaced by conflict: the Protection Partners program (monitoring of displaced women and children), working with the UN to ensure the Millennium Development Goals include displaced women and children and are made accountable to displaced populations, conducting assessments of UNHCR, encourage coalition-building of organization to advocate for peace, reconstruction, and security, and supporting displaced women's involvement and ability to speak out and voice their opinions and needs.

### **Women's International League for Peace and Freedom (WILPF)**

<http://www.peacewomen.org>

Within the overall framework of Building a Culture of Peace, WILPF's main interlinked activities include: To strengthen capacity of women in peace building in national network structures; localize training methodologies through translation into indigenous West African languages; provide a forum for grassroots participation in issues on women, peace and security by airing the 'Voices of Women' radio program; promote women's participation in formal peace building initiatives in West Africa.

### **Women Waging Peace**

<http://www.womenwagingpeace.net>

Women Waging Peace Inclusive Security sector advocates for the full participation of all stakeholders, especially women, in formal and informal peace processes around the world by [building a network](#) of women peacemakers [making the case](#) that women make vital contributions to conflict prevention, peace negotiations, and post-conflict reconstruction efforts; and [shaping public policy](#) by generating support from policymakers for women's agency in promoting security. In Africa, Women Waging Peace manages programs in Burundi, DRC, Eritrea, Liberia, Rwanda, Sierra Leone, South Africa, and Sudan that focus on women's role in conflict prevention, peace negotiations, and post-conflict reconstruction.

### **Women for Women International**

<http://www.womenforwomen.org/ourwork.html>

Working primarily with the DRC, Nigeria, and Rwanda in Africa, Women for Women International utilizes a tiered program that begins with direct financial and emotional support, advocates for awareness of women's rights, offers vocational and business skills training, and provides access to income-generation support and affordable micro credit loans. These programs aim to provide women with the resources necessary to overcome the horrors of war and help them rebuild their lives, families, and communities.

## **Summer Seminar Series – Gender and Conflict in Africa, August 30, 2005**

Sponsored by USAID/Africa Bureau

Session Organizer: Afia Zakiya, AFR Gender Advisor

Research Presentation on Best Practices and Lessons Learned by Alice Morton and Jackie Vavra, Management Systems International

### **AFRICAN REGIONAL AND NATIONAL WOMEN'S ORGANIZATIONS**

#### **Burundi:**

##### **Burundi Association des Femmes Burundaises pour la Paix**

Deputé à l'Assemblée Nationale

PO 5721, Bujumbura

Ph #: 257 223-619

Fax #: 257 223-775

##### **Programme de Formation des Formation Resolution des Conflicts**

Marie-GorettNdacajisaba

BP 561 Bujumbura

Ph #: 257 21 9310 , 257 21 8409

##### **Women For Peace Association**

PO Box 2800 Jumbura, Burundi

Ph # : 257-221 835 / -212 721 / -221 853 / -226 424

Email: [Tharcie@cbinf.com](mailto:Tharcie@cbinf.com)

##### **Women's International League for Peace and Freedom (WILPF)**

Centre pour Femmes

Old East Building, 1st Floor

BP 6180 Bujumbura

Email: [prdmr@cbinf.com](mailto:prdmr@cbinf.com)

Website: [www.wilpf.int.ch](http://www.wilpf.int.ch)

#### **Ethiopia**

##### **African Women Committee on Peace and Development**

C/o Organisation of African Unity

P.O. Box 3243

Addis Ababa, Ethiopia

Tel + 251 1 517200

Fax + 251 1 514416 / 512785

Contact: Mrs H. G. Sellassie

##### **Ethiopian Peace and Development Committee**

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Addis Ababa, Ethiopia

Tel + 251 1 511 966

Fax + 251 1 515 714  
*Contact: Yusuf Hassen Noah*

### **Horn of Africa Peace Center**

P.O. Box 1260  
Addis Ababa, Ethiopia  
Tel + 251 1 511 561  
Fax + 251 1 511 470  
Email: [h.af.peace@telecom.net.et](mailto:h.af.peace@telecom.net.et)

### **Ghana**

#### **West African Network for Peacebuilding (WANEP)**

PO Box DS 2256 Amopomah House, 3rd Floor Accra, Ghana  
Ph#: +233 21 221318  
Fax#:+233-21-221735  
Email:[gbydee@africaonline.com.gh](mailto:gbydee@africaonline.com.gh)

### **Kenya**

#### **African Peace Forum**

P.O. Box 76621  
Nairobi , Kenya  
Tel + 254 2 574092  
Fax + 254 2 561 357  
Email: [kilenem@africaonline.co.ke](mailto:kilenem@africaonline.co.ke)  
*Contact: Ambassador B. Kiplagat, director*

#### **African Women's Development and Communications Network (FEMNET)**

Off Westlands Road, Next to Bavaria Hotel  
P O Box 54562, Nairobi, Kenya  
Ph#: +254 2 741301/20  
Fax#: +254 2 742927  
E-mail: [femnet@africaonline.co.ke](mailto:femnet@africaonline.co.ke)  
Website: [www.africaonline.co.ke/femnet](http://www.africaonline.co.ke/femnet)

#### **Centre for Conflict Resolutions**

P.O. Box 15626  
Nakuru, Kenya  
Tel + 254 372 12435  
Fax + 254 372 61442  
Email: [eu-cs@net2000ke.com](mailto:eu-cs@net2000ke.com)  
*Contact: Machira Appolos, director*

#### **Life & Peace Institute**

P.O. Box 21186  
Nairobi, Kenya

Tel + 254 2 561 158 / 570696  
Fax + 254 2 570614  
Email: [lpihap@users.africaonline.co.ke](mailto:lpihap@users.africaonline.co.ke)  
<http://www.nordset.se/lpi>  
*Contact: Johan Svenson, regional representative*

**Nairobi Peace Initiative**

P.O. Box 14894  
Nairobi, Kenya  
Tel + 254 2 441444 /440098  
Fax + 254 2 442533 /445177  
Email: [npi@africaonline.co.ke](mailto:npi@africaonline.co.ke)  
*Contact: George Wachira, director*

**People for Peace in Africa**

P.O. Box 14877  
Nairobi, Kenya  
Tel + 254 2 441 372  
Email: [ppa@africaonline.co.ke](mailto:ppa@africaonline.co.ke)  
*Contact: Joseph A'Ngala, director*

**Wajir Peace and Development Committee**

P.O. Box 444  
Wajir, Kenya  
Tel + 254 136 21427 /21175/ 21396  
Fax + 254 136 21563  
*Contact: Nuria Abdullahi*

**Women's Voice for Peace**

PO Box 21186, Nairobi, Kenya  
Ph #: 254 2 561-158  
Fax #: 254 2 570-614  
Email: [lpihap@AfricaOnline.co.ke](mailto:lpihap@AfricaOnline.co.ke)

**Rwanda:**

**Federation of African Women Peace Networks (FERFAP)**

call for women's participation in conflict resolution at the highest levels of decision-making

BP 2758, Kigali, Rwanda  
Ph & Fax#: (250) 72750

**Pro-Femmes Twese Hamwe**

Immaculate Habiyambere, Executive Secretary  
P.O. Box 2362  
Kigali, Rwanda  
Tel: 011-250-77543 or 71948

Fax: 011-250-77543 or 78432  
Email: [profemme@rwanda1.com](mailto:profemme@rwanda1.com)

### **Rwandan-Women-Net**

Issues: Non Formal Education, Political Participation, Health, Economic Opportunity  
P.O. Box 3157, Kigali  
Ph #: 250 77213  
Fax #: 250 77199

## **Senegal**

### **West African Women's Association**

BP 5802 Fann, Dakar, Senegal  
Ph#: 221 825 25 52  
Fax#: 221 825 25 52  
Email: [afao@ecowasmail.net](mailto:afao@ecowasmail.net)

## **Sierra Leone**

### **Mothers Against Military Advancement in Sierra Leone (MAMAS)**

Issues: Rapid response solution for communication planning  
Email: [lindahi@earthlink.net](mailto:lindahi@earthlink.net)

### **National Forum for Peace and Reconciliation**

PMB 705, Freetown  
Ph#: +232-22-232264  
Fax#: +232-22-241620

### **Sierra Leone Association on Women's Welfare (SLAWW)**

Issues: Promoting women's rights and welfare  
P. O. Box 1069, Freetown  
Ph#: (232) 33 24456  
Fax#: (232) 33 226031

### **Women's International League for Peace and Freedom (WILPF)**

Forut-SL P.M. Bag 17, Freetown, Sierra Leone  
Ph#: (+232 22) 23 34 15  
fax#: (+232 22) 22 44 39  
Email: [louloua@hotmail.com](mailto:louloua@hotmail.com)  
Website: [www.wilpf.int.ch](http://www.wilpf.int.ch)

### **Women's Movement for Peace**

PO Box 220, 18 Gloucester Street, Freetown  
Ph #: 232 222283

## **Somalia**

### **Somalia Peace Line**

S.B. 195 - BC

Mogadishu, Somalia

c/o P.O. Box 3313, Dubai, United Arab Emirates

Tel + 252 1 658325

Fax + 252 1 657600

Contact: Abdullahi M. Shirwa, deputy chairman

## **South Africa**

### **African Gender Institute**

University of Cape Town, All Africa House, Private Bag Rondebosch 7701, South Africa

Ph #: 011-(927-21) 650-2970

Fax #:011-(92767-21) 650-2142

Email: [jradloff@humanities.uct.ac.za](mailto:jradloff@humanities.uct.ac.za) or [bmartin@humanities.uct.ac.za](mailto:bmartin@humanities.uct.ac.za)

Web-site: [www.uct.ac.za/org/agi](http://www.uct.ac.za/org/agi)

### **African Women Anti-War Coalition**

University of Witwatersrand, 11, Plantation Road Gardens, Johannesburg, 2192

### **African Women's Anti-War Coalition**

PO Box 30653, Braamfontein, Johannesburg

2107, South Africa

Email: [anu@sn.apc.org](mailto:anu@sn.apc.org)

### **Anglican Women's International Network**

Issues: Human Rights/Political Status of Women, Conflict Resolution and Peace

Building, Interfaith Dialogue, Refugees, Disarmament

P.O. Box 5839 Halfway House 1685

Ph#: 27 12 661 7459

Fax#: 27 12 661 7459

E-mail: [nesbar@iafrica.com](mailto:nesbar@iafrica.com)

Website: [www.dfms.org/women/awinnet.html](http://www.dfms.org/women/awinnet.html)

### **Women for Peace SA**

PO Box 1763/2711, Bromley 2018

Ph#: 27 11 440 1334

### **Women's Institute for Leadership Development and Democracy**

Contact Person: Dinah Nkobo

187 Bree Street, Longsbank Building, 12th Floor Johannesburg, Gauteng

### **Women Working Worldwide for Peace, Prosperity and Preservation**

WP Johannesburg

P O Box 67608 Bryanston, 2021

073-197-9094

Website: [www.pambazuka.org/newsletter.php?id=6815](http://www.pambazuka.org/newsletter.php?id=6815)

### **UMTAPO Peace Education Centre**

PO Box 2792, Durban 4000

Ph#: +27-31-305-3506

Fax#: +27-31-301-4030

E-mail: [umtape@hot.co.za](mailto:umtape@hot.co.za)

## **Sudan**

### **Sudanese Women Civil Society Network for Peace**

c/o Dr. Amina A. Rahana

Ahfad University for Women

P.O. Box 167, Khartoum, Sudan

Tel + 249 11 467957

email: [baldorabab@hotmail.com](mailto:baldorabab@hotmail.com)

Contact: Ms. Rabab Baldo

### **Sudanese Women's Voice for Peace**

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Fax + 254 2 570614

email: [Ipihap@africaonline.com](mailto:Ipihap@africaonline.com)

## **Tanzania**

### **Advocacy for Women in Africa**

P.O. Box 31293, Dar Es Salaam, Tanzania

Ph #/Fax #: 255-51-451308

### **African Dialogue Centre for Conflict Management and Development Issues**

Arusha International Conference Centre

Serengeti Wing, Room 628/ 629

P.O. Box 6202, Arusha, Tanzania

Tel + 255 578 125

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email: [adc@habari.co.tz](mailto:adc@habari.co.tz)

Contact: Felix G. N. Mosha, coordinator

## **Uganda**

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Tel + 256 41 267667

Fax + 256 41 250828

Contact: Rosalba Oywa, director