



HIGH-LEVEL SEMINAR

**STRENGTHENING WOMEN'S  
PARTICIPATION IN PEACE  
PROCESSES: WHAT ROLES  
AND RESPONSIBILITIES  
FOR STATES?**

© 2021 UN Women

The high-level seminar on *“Strengthening Women’s Participation in Peace Processes: What Roles and Responsibilities for States?”* and the following report were made possible through generous contribution of the Government of Italy. UN Women would like to thank Italy, namely its Ministry of Foreign Affairs and International Cooperation and the Direction for the United Nations and Human Rights, for their inputs to the design of the seminar, the identification of participants, and their warm welcome to Rome.

The report reflects the discussions held at the seminar and UN Women extends its appreciation to all the participants, whose knowledge and expertise contributed to the success of the meeting. The report was prepared by Mireille Affa’a Mindzie and Magda Cardenas. It was edited by Leigh Pasqual.

The views expressed herein are illustrative of the discussions amongst the participants, however, they do not necessarily represent the views of the United Nations, UN Women or any individual

Photos: Ministry of Foreign Affairs and International Cooperation (Italy)

# TABLE OF CONTENTS

---

<b>TABLE OF CONTENTS</b>	<b>3</b>
<b>BACKGROUND AND OBJECTIVES</b>	<b>5</b>
Seminar report structure	8
<b>ASSESSING BARRIERS AND OPPORTUNITIES FOR WOMEN'S PARTICIPATION IN PEACE PROCESSES</b>	<b>9</b>
Overcoming limited political will	9
Addressing women's underrepresentation in politics	11
Balancing women's representation and the gender equality agenda	13
Enabling conducive and sustainable civil society involvement	14
<b>LESSONS LEARNED AND BEST PRACTICES</b>	<b>17</b>
Designing a gender-inclusive peace process	17
Regional networks of women mediators: Bridging tracks	18
Case studies	20
<b>CONCLUSION AND POLICY RECOMMENDATIONS</b>	<b>23</b>
Supporting and enhancing strategies targeted at increasing women's participation	23
Addressing structural barriers to women's participation	23
Addressing limited accountability for the WPS agenda	24
Clarifying women's representation vis-à-vis the broader gender equality agenda	24
More deliberately including civil society	25
<b>ANNEXES</b>	<b>27</b>
Annex 1: Concept note	27
Annex 2: Programme	31
Annex 3: Participant list	36



# BACKGROUND AND OBJECTIVES



The adoption by the United Nations Security Council of resolution 1325 (2000) and subsequent resolutions facilitated the development of the women, peace and security (WPS) agenda. This agenda, over time, has established and reinforced a global framework to promote women's active and effective participation in peacemaking and peacebuilding. In addition, the United Nations General Assembly (UNGA) adopted a series of resolutions that aim to strengthen the role of mediation in the peaceful settlement of disputes, conflict prevention and resolution. These resolutions endorsed the need for mediation to

incorporate the WPS agenda.<sup>1</sup> Through these policies, the UN and its Member States have committed to promoting women's rights and their inclusion in peace processes, as well as engendering peace negotiations by ensuring that gender equality issues are considered during all phases of peace processes.

As the international community and women across the world prepare to mark the 20-year anniversary of the adoption of UNSCR 1325 (2000), Member States, regional organizations and the UN are stepping up efforts to accelerate results that

<sup>1</sup> United Nations Department of Political Affairs, *Guidance on Gender and Inclusive Mediation Strategies* (United Nations, 2017).



demonstrate transformative implementation of the WPS agenda. Member States hold the primary obligation to advance the WPS agenda, including women's representation in peace negotiations. National action plans (NAPs) on women, peace and security illustrate States' resolve to translate formal commitments to the WPS agenda into action, including by facilitating women's greater inclusion at all levels of decision-making in national, regional and international conflict prevention and resolution institutions and mechanisms. As of December 2019, 83 countries (or 42 percent of UN Member States) had adopted a NAP on women, peace and security.

As part of the implementation of its third NAP in accordance with UNSCR 1325 (2000)<sup>2</sup>, and a flagship initiative of its mandate on the Security Council, Italy launched the Mediterranean Women Mediators Network (MWMN) in Rome in October 2017. The MWMN brings together a multigenerational group of women mediators and mediation experts from Mediterranean countries who have actively engaged in the strengthening of

women's participation and influence at all levels of peace processes.

Similarly, other countries have established regional networks of women mediators. Finland and Norway, together with Denmark, Iceland and Sweden, belong to the Nordic Women Mediators (NWM) network established in 2015. The United Kingdom launched the Network of Women Mediators across the Commonwealth in 2018. The African Union-led Network of Women in Conflict Prevention and Mediation or FemWise-Africa was established in 2017, and the ASEAN Women for Peace Registry in 2018. These networks point to important efforts to advance and support women's meaningful participation throughout the duration of peace processes, from conflict analysis to preventive diplomacy, and to peacemaking and post-conflict peacebuilding and reconciliation.

**From left to right:** Ms. Asa Regné, Deputy Executive Director, UN Women, H.E. Ms. Emanuela Claudia Del Re, Deputy Foreign Minister, Italy, Ms. Leymah Gbowee, Nobel Peace Prize Laureate and Member of the UN Secretary-General's High-Level Board on Mediation, and Ambassador Sebastiano Cardi, Director General for Political Affairs and Security, Ministry of Foreign Affairs and International Cooperation, Italy

<sup>2</sup> Italy's Third NAP in accordance with UN Security Council resolution 1325 (2000) covered the period 2016-2019.

Against this background, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), in collaboration with the Italian Ministry of Foreign Affairs and International Cooperation, convened a high-level seminar on *Strengthening Women's Participation in Peace Processes: What Roles and Responsibilities for States?* in Rome, Italy, on 3 and 4 December 2019. The seminar brought together approximately 130 participants from 60 countries including: members of the MWMN; representatives from other regional networks of women mediators; Member State officials; women peacebuilders; and representatives from regional and international organizations, academia and think tanks.

The meeting examined the role of Member States in advancing the full and effective participation of women in mediation and peace processes, including within the context of their support to regional networks of women mediators. Specifically, the meeting aimed to:

- Assess the normative, political, technical and funding opportunities, challenges and prospects that exist for Member States to step up their support – both nationally and through regional and international organizations – to networks of women mediators to enhance women's participation in peace processes;
- Share best practices and lessons learned on advancing women's participation in peace processes and the implementation of peace agreements, including through support to civil society organizations;
- Discuss the existing and potential tools to strengthen monitoring and reporting on Member States' efforts to increase the participation of women, including women mediators, in peace processes; and

- Identify and agree on concrete commitments that Member States could adopt and implement towards more gender-inclusive peace processes and peace agreements ahead of the twentieth anniversary of the adoption of UN Security Council resolution 1325 in 2020.

The two-day seminar, which was organized as an evening opening event followed the next day by a technical discussion, was jointly opened by Italy's Deputy Foreign Minister, H.E. Ms. Emanuela Claudia Del Re, and UN Women Deputy Executive Director and Assistant Secretary-General, Ms. Asa Regnér. A keynote address was delivered by Ms. Leymah Gbowee, Nobel Peace Prize Laureate 2011 from Liberia and Member of the UN Secretary-General's High-Level Board on Mediation. The opening event also saw the launch of a documentary on the MWMN and a high-level panel discussion on States' support to women in making, building and sustaining peace from the local to global level.

During the technical discussion, speaker panels addressed a range of issues including:

- the persistent gaps to women's meaningful participation in peace processes and how to address these;
- the regional and international policies and practices that have proved most effective, and the existing strategies available for Member States to advance women's participation in peace negotiations and the implementation of peace agreements; and
- the potential of regional networks of women mediators to effect transformative change, and the opportunities for Member States, the UN and regional organizations to make concrete use of these networks' available expertise.

## SEMINAR REPORT STRUCTURE

First, this report reflects the main arguments presented during the meeting on the persistent barriers to women's meaningful participation in peace and mediation processes, and the opportunities that exist to remove them. Specifically, seminar participants discussed challenges related to limited political will; the link between women's underrepresentation in politics and their marginalization in peace processes; the complex balance between women's representation and promoting gender equality; and the barriers to sustainable civil society involvement.

Second, the report highlights perspectives and lessons learned that representatives of the UN, Member States, regional organizations, and civil

society shared on how to enhance women's meaningful participation in peace processes. Two strategies were emphasized: the design of inclusive peace processes, and the role of regional networks of women mediators in bridging peace processes across tracks. The case studies of Colombia, Syria and Cyprus are also included, offering insights on some successful strategies to increase women's participation.

Finally, the report describes the key policy recommendations that emanated from the seminar, with a view to addressing ongoing barriers to women's participation; and using innovative and comprehensive strategies to achieve more gender-responsive peace processes.

# ASSESSING BARRIERS AND OPPORTUNITIES FOR WOMEN'S PARTICIPATION IN PEACE PROCESSES

Almost 20 years after the adoption of UNSCR 1325 (2000) and its follow-up resolutions, numerous initiatives have contributed to formalizing the global women, peace and security (WPS) agenda. However, difficulties persist in translating these normative commitments into action, resulting in only halting progress towards women's equal inclusion in peace processes. During the Rome high-level seminar, participants sought to pinpoint these challenges and to offer concrete solutions to address them.

**From left to right:** Ms. Irene Fellin, President, WIIS Italy and IAS Fellow, Durham University, Dr Catherine Turner, Durham University, UK and Mr. Ehab Badwi, Syrian Youth Assembly and Youth Representative at World Organization of the Scout Movement

## OVERCOMING LIMITED POLITICAL WILL

Drawing on their various experiences, participants voiced concerns about perceived lacking political will among UN, regional organizations and other international actors to undertake more decisive steps to implement the WPS agenda. This was illustrated for example, by the difficult negotiations at the Security Council, around both resolution 2493 (2019) and resolution 2467 (2019), the latter of which was the first WPS resolution passed with two abstentions. Considered warning signs that should be heeded, the protracted nature of the process to adopt these last resolutions raises





*Ms. Charlotte Lobe, Chief Director, Transformation and Transversal Programmes, DIRCO, South Africa (left) and Ms. Rosy Cave, Head, Gender Equality Unit/ Head, Office of the Prime Minister's Special Representative on PSVI, FCO, United Kingdom (right)*

questions about the continued development and passing of new WPS resolutions, and only confirms the need to renew focus on implementing the current resolutions, including by activating existing mechanisms to enhance stakeholders' accountability.

Linked to weak political commitment is the still prevalent view that women's role in peace processes is but a formality, and that women are better suited to observer roles or, at most, to inclusion in negotiations only to address "women's issues". Women peacebuilder participants pointed to a common obstacle they face, which is that their inclusion in peace processes is seen as a delaying factor rather than a positive element for the urgent and successful resolution of conflicts. Such arguments around women's role serve to restrict their involvement right from the early stages of peace negotiations, thus undermining both their access as participants and their status during the process.

WPS-friendly Member States are developing strategies to encourage stronger political will. Finland and Spain spearheaded Commitment 2025 on women's inclusion in peace processes, which Italy formally joined at the seminar. Countries, including

donor countries and development partners, were encouraged to adopt concrete commitments to guarantee the presence of women within their delegations to peace negotiations, and to encourage other parties to act accordingly. In this regard, reference was made to the conference on the future of Libya, to be co-hosted by Germany and the UN in 2020. A proposal was also made for the adoption of a quota system for women's representation in peace processes as a precondition in the design of negotiations – if no women are appointed, negotiating parties and mediators must ensure that their reserved seats remain empty.

Addressing the perceived lack of political will also entails revisiting WPS primary audiences. In particular, this requires engaging non-traditional WPS actors with information and arguments that clearly show women's inclusion in the design and implementation of peace and security policies as effective to sustainable peace and not an optional or dispensable theme. Throughout the meeting, participants underscored the need to shift from "preaching to the converted" to more strategic efforts to convince gatekeepers and gender sceptics. There were repeated calls for more inclusive meetings and the development of alternative communication strategies, as well as the need to engage men in WPS discussions, and to convene meetings that target Member States not committed to the WPS agenda.



H.E. Ms. Emanuela Claudia Del Re, Deputy Foreign Minister, Italy (**second from the right**) with panellists at the seminar



Ms. Elizabeth Spehar, Special Representative and Head of the UN Peacekeeping Force in Cyprus (**left**) and Mr. Zahir Tanin, Special Representative of the Secretary-General and Head of the UN Interim Administration Mission in Kosovo (**above**)

## ADDRESSING WOMEN'S UNDERREPRESENTATION IN POLITICS

Peace process actors, namely senior mediators and negotiators, are commonly recruited from among political decision-makers in Member States and international organizations. This means that women's general underrepresentation in politics can also limit the supply of potential female participants to peace and mediation processes. Regional and

international organizations have established policy frameworks to promote women to high-level decision-making positions, which often complement national instruments. While women remain mostly underrepresented at high political levels, these frameworks and instruments have helped achieve relative success in addressing persistent disparities.

Among the UN's policy responses to address gender discrimination and women's marginalization, the UN Secretary-General's gender parity strategy



was highlighted as an effective tool for advancing gender equality. Since it was launched in September 2017, the strategy has expanded women's presence within the UN System. Gender parity has been reached in the United Nations Senior Management Group and among Resident Coordinators at country level, and the broader objective is to reach gender parity across the entire system by 2030. In addition, a renewed focus on conflict prevention and preventive diplomacy resulted in the establishment of a gender-equal UN Secretary-General's High-Level Advisory Board on Mediation.

To push progress further, seminar participants stressed the need to remove existing institutional barriers to ensure that appointments are made purely on merit and that candidate selection is made on a "level playing field". This includes clarifying the selection criteria used, and enforcing greater transparency throughout the nomination and appointment process. At the regional level, promising examples are emerging from the African Union and the European Union, which have both adopted gender-sensitive appointment policies to promote women's participation in high-level decision-making positions and therefore, make more feasible the appointment of women as mediators.

**Above:** Min. Plen. Gianluca Alberini, Deputy Director General/Principal Director for the UN and Human Rights, Ministry of Foreign Affairs and International Cooperation, Italy, Ms. Olivia Holt-Ivry, Senior Advisor on Women, Peace, and Security, U.S. Department of State, and H.E. Ms. Ketevan Tsikheleshvili, Minister for Reconciliation and Citizen's Equality, Georgia

At the national level, although NAPs are recognized as the main instrument to implement the WPS agenda, their reach can be limited. One reason is the lack of dedicated budget, which often renders gender institutions mostly 'rhetorical'. To increase women's senior representation in their external relations, Member States were encouraged to complement their WPS NAP with other policy instruments in the political, diplomatic and development domains. For example, seminar participants proposed that countries could replicate regional initiatives to adopt national gender-sensitive appointment policies, which could facilitate the appointment of women to senior diplomatic positions.

Inadequate mainstreaming of the WPS agenda into overall peace and security policies was also identified as a significant challenge to women's

participation in peace efforts. For example, growing recognition of the WPS agenda has led to several Member States and international institutions establishing entities and mechanisms dealing specifically with WPS. While this in itself is not a negative development, it has however, produced some negative consequences such as policies elaborated around WPS being isolated within a like-minded section of the governance structure; and/or individuals with WPS expertise being ‘siloes’, and seldom given opportunities for promotion in other areas of security, foreign and development policies.

## BALANCING WOMEN’S REPRESENTATION AND THE GENDER EQUALITY AGENDA

Mainstream essentialist arguments regarding women’s skills and expertise continue to prevent their full involvement in the peace agenda. While women’s effective participation can contribute significantly to fostering women’s human rights and the incorporation of gender equality perspectives into peace negotiations and subsequent agreements, female delegates, mediators or special envoys are not automatic guarantees of the gender-sensitive nature of the peace process. Furthermore, the idea that women can only speak on behalf of women is an assumption that undermines women’s capabilities

to engage in broader political discussions. For example, because gender equality is consistently labelled a “women’s issue”, women peacemakers remain underrepresented in discussions on the technical aspects of peace negotiations, such as ceasefire and demobilization. More generally, this results in women being marginalized from the pool of eminent experts appointed to lead and support peace processes, and their skills and expertise being undervalued or overlooked.

To counter these arguments, the professionalization of mediation is crucial. UN representatives at the seminar highlighted the elaboration of terms of reference for the recruitment of mediators and special envoys intended to promote more gender-balanced representation in peacemaking. However, seminar participants also noted implicit gender bias in this professionalization criteria. For example, while men’s skills to become mediators or negotiators are often taken for granted, women are expected to be trained repeatedly to prove their competencies. While the importance of strengthening capacities to increase women’s participation was acknowledged, at the same time, participants felt that training should not be the end-goal. Instead, UN and regional organizations should aim for transformation of the old institutional culture with its lingering gender bias. As expressed by some seminar participants, “developing competence without creating opportunities of participation does not create gender-inclusive peace processes.”

Also linked to the necessary balance between women’s representation and the promotion of gender equality is the debate about the elitism of the women who succeed in getting involved in peace processes. On the one hand, participants observed the very specialized profiles of the few women who manage to participate in, and often lead, peace negotiations. On the other hand, being part of a certain “elite” can be stigmatizing for



*Participants attending the seminar*

Ms. Asila Wardak, Director General, Ministry of Foreign Affairs and Member of Afghanistan High Peace Council, Afghanistan **(below)** and Ms. Elena Ambrosi Turbay, Deputy Prosecutor for the Support to Victims of Armed Conflict and Demobilized, Colombia **(right)**



eminent women peacemakers, jeopardizing their links to women in other sectors of society and at the grassroots level, and thus diminishing their representativeness and legitimacy. Similarly, the need to balance between professionalization, and recognition and value of local knowledge and capacities is another key issue for women peacebuilders to consider. With a broad range of members, which in some cases include senior government officials, civil society representatives, researchers and also grassroots women, regional networks of women mediators can help bridge this divide.

## ENABLING CONDUCTIVE AND SUSTAINABLE CIVIL SOCIETY INVOLVEMENT

One of the most visible manifestations of women's participation in peace processes has been as representatives of civil society – either directly as observers during negotiations or in consultative roles to mediators. Despite this, there remains limited acknowledgement among policy and decision-makers that civil society, including women's groups, constitutes an important source of local conflict resolution initiatives that should be engaged in high-level peace negotiations.

The challenges civil society groups often face in establishing their meaningful role in a peace process were discussed in relation to Afghanistan, Liberia, and Pakistan. Despite an increased willingness to consider women civil society actors' experiences of conflict, including at the level of the UN Security Council, this has not extended to giving them a primary and sustained voice in peace negotiations.

As several participants observed, the decision on who is included in formal peace processes and who determines the agenda still illustrates the power dynamics that exist in society, and the concomitant resistance to integrating the knowledge and experiences of women peacebuilders from local communities. To guarantee that their views are considered and can influence peace negotiations, participants stressed the need to recognize and include women peacebuilders as an independent delegation to peace talks, building on examples such as the Somali women who constituted the 6th clan of peace talks in 1999, and the Northern Ireland Women's Coalition.

Even when they are given access to peace processes, women's civil society organizations often face a range of challenges impacting their meaningful involvement. This includes a lack



of sustainable funding that restricts both the implementation of their peace projects, as well as their ability to systematically document their initiatives and effectively communicate best practices. Possible rivalry over funding among community-based organizations can also limit cooperation and incentivize project-based work over long-term strategies. Moreover, funding is often allocated to projects in capitals instead of rural areas, which also narrows opportunities to gather knowledge and experiences from women at the grassroots level.

A final challenge raised during the discussion on civil society engagement was the increased

*Professor Mossarat Qadeem, Executive Director PAIMAN Alumni Trust, Pakistan, WMC (left) and Maître Saran Keita Diakite, Lawyer, Chairperson of REPSFECO-Mali (right)*

security risks for women working in track 2 and track 3 peace processes, or as human rights defenders. Several experiences were shared on how threats, hate speech, and violent attacks have too often followed women's engagement in peacemaking, with little to no access to protection. Such threats and attacks have, in some cases, deterred grassroots activism, or at the very least, limited the full involvement of some women peacebuilders.



# LESSONS LEARNED AND BEST PRACTICES

Despite the ongoing challenges, what is clear is that two decades of implementing the WPS agenda have also highlighted new opportunities to advance women's participation. Seminar participants emphasized the importance of gender analysis in the design of peace processes to give due consideration to women and gender perspectives.

## DESIGNING A GENDER-INCLUSIVE PEACE PROCESS

Women's meaningful participation encompasses their contributions at *all* stages of the peace process. Seminar participants argued that inclusion and transparency cannot be traded away in the name of sensitivity and political bargaining. They stressed the responsibility of international actors to consider women's inclusion and gender expertise as key thematic and process-related issues from the earliest phase of peace negotiations. Even before the peace process starts, the leading team must convene meetings with women from different parties and sectors to understand their roles and priorities. Likewise, the negotiation team must incorporate gender dimensions as a key component both in conflict analysis and in agenda-setting.

Participants emphasized that a comprehensive conflict analysis must take into account gender-related dynamics, social structures and behavioural norms (such as expressions of masculinity), and adopt an intersectoral approach. As proposed

by one participant, mediators should commit to having a gender briefing paper for every item on the agenda. Further, the ability to conduct gender-responsive conflict analysis must be recognized as an essential skill and requirement among staff involved in mediation efforts.

Early involvement of women in peace negotiations also requires assertive actions by the United Nations, regional organizations and Member States, to support gender analysis and articulation of gender considerations across negotiation delegations. Since 2011, the UN Department of Political and Peacebuilding Affairs (DPPA), UN Women and more recently the Department of Peace Operations (DPO), have made available to UN mediators, special envoys, and also Member States, several tools to introduce a gender approach into mediation. For instance, within the DPPA Policy and Mediation Division, a standby team helps support peace operations with gender and mediation expertise. Likewise, UN Women has provided technical gender expertise to special envoys and mediators leading processes on South Sudan, Syria and in the African Great Lakes region. At the regional level, the Organization for Security and Co-operation in Europe (OSCE) has designed a toolkit for its mediators and their support teams, aligned with UN guidelines on mediation. This toolkit builds on the findings of a study that identified gaps in implementing the WPS agenda, and the need to strengthen the work of the OSCE, including its participating States, its institutions, and its Secretariat.



*Mr. Emmanuel Habuka Bombande, Senior Mediation Adviser, UN Mediation Stand-by-Team (above) and Ms. Christina Shaheen, Gender Adviser to the UN Special Envoy for Syria, Geneva (right)*



## REGIONAL NETWORKS OF WOMEN MEDIATORS: BRIDGING TRACKS

The development of regional networks of women mediators was highlighted as a key opportunity to create alternative platforms for cooperation among different tracks and sectors. Comprised of experienced women involved in various track levels of peace negotiations, such networks are providing a pool of highly qualified female mediators and mediation practitioners able to engage with and contribute to peace initiatives led by Member States, regional organizations and the United Nations. Participants also stressed the benefits of synergies across networks and a shared sense of sisterhood among members.

The diversity of backgrounds within the networks and the fact that members work at different levels and sectors of peacebuilding efforts have proven beneficial to enrich discussions, connectivity and opportunities for learning. Representatives of the Nordic Women Mediators network shared their experiences of articulating different approaches to their countries' preventive diplomacy and mediation

initiatives. Among their key achievements are the appointment of Special Envoys and sustained cooperation with other networks, both politically and financially. The cross-generational approach, led by the AU Network of African Women in Conflict Prevention and Mediation (Femwise-Africa) and the Network of Women Mediators across the Commonwealth, was also highlighted. Through a peer-to-peer learning strategy and a mentorship scheme, these networks actively engage young women in Conflict Prevention and Mediation (Femwise-Africa) and the Network of Women Mediators across the Commonwealth, was also highlighted. Through a peer-to-peer learning strategy and a mentorship scheme, these networks actively engage young women in mediation efforts.

Several regional networks have endeavoured to put a spotlight on, and support mediation efforts at the community level. For instance, Femwise-Africa has incorporated indigenous knowledge and local strategies on conflict resolution in its training and capacity-building modules. It has also begun deploying members to support ongoing peace and political processes, through AU conflict-prevention initiatives – namely to Sudan and South Sudan through AU liaison offices – that aim to amplify local women's voices, strengthen grassroots capacities, and promote a culture of peace by



*(from the left) Dr. Vesna Škare Ožbolt, Former Minister of Justice and Former Member of the Parliament, Croatia, MWMN, Ambassador Sirpa Mäenpää, Ambassador, Peace Mediation, Finland, NWM, and Ms. Salma Yusuf, Human Rights Advocate and Peace Practitioner, Sri Lanka, WMC*

engaging both women and men in track 1 and also track 3 peace processes.

The aims of regional networks of women mediators are significantly broader than getting more women into mediation. While there is a distinct ambition to professionalize mediation among women, and therefore guarantee that they have the requisite skills for high-level mediation positions, these networks also want to contest widespread assumptions about women's specific skills or agendas and challenge inherent gender biases. Importantly, the networks seek to build a different and positive narrative on the wide scope of themes and approaches that women can bring to the fields of mediation and negotiation.

Looking ahead, these regional networks will have to overcome challenges including lacking political will for women's inclusion; the need to secure enough funding to stay active; and the need for network members to effectively document and publicize their success. To that end, network members stressed the importance of strategies to sensitize media on the importance of positive reporting on women's roles in peacebuilding and peace processes. They also called for greater support to better document women's conflict prevention and mediation work at the grassroots level.



*Ms. Mukondeleli Mpeiwa, Coordinator Panel of the Wise and FemWise-Africa Secretariat, African Union, FemWise-Africa Secretariat, Ms. Teresita Quinto Deles, Chairperson, International Center for Innovation, Transformation and Excellence in Governance, Philippines, AWPR (top)*

In September 2019, four regional networks – FemWise-Africa, the Mediterranean Women Mediators Network, the Nordic Women Mediators, and the Women Mediators across the Commonwealth – came together to establish a Global Alliance of regional networks of women mediators. The Global Alliance offers a cross-regional platform to amplify voices for the promotion of women's participation in mediation processes.

## CASE STUDIES



### COLOMBIA: FROM MOBILIZATION TO PEACE AGREEMENT IMPLEMENTATION AND MONITORING

The peace negotiations between the Government of Colombia and the Fuerzas Armadas Revolucionarias de Colombia (FARC) – which resulted in the September 2016 peace agreement – illustrate the roles women’s organizations can play in pushing for the nomination of women in official delegations, and in achieving a gender-sensitive agreement. With the support of international partners including UN Women, Colombian women advocated and mobilized through different channels, including the 2013 Women’s Summit, which amplified their demands for the appointment of women at the negotiation table. The creation of the Sub-commission of Gender was a key achievement, and is to date, considered a best practice of inclusive peace negotiations. The Sub-commission comprised members of both the government and FARC, with the aim of creating a gender agenda across the negotiation parties. The discussions that took place in this setting resulted in specific proposals on how to address gender in all five points of the peace agreement. The Sub-commission analyzed and discussed the gender dimension of the peace agenda and drafted a total of 130 specific provisions, acknowledging that the armed conflict had worsened historical discrimination against women. Following the signing of the peace agreement, all mechanisms that comprise Colombia’s peace architecture have gender parity in their representation, including the Integrative System on Truth, Justice and Reparation; and the Tribunal of Peace, which



**From the top:** Ms. Viviana Palacios Raigosa, Youth Organisation “Yo Puedo” Meta, Colombia, Mr. Ehab Badwi, Syrian Youth Assembly and Youth Representative at World Organization of the Scout Movement, Syria, and Ms. Özge Özoul, Association for Historical Dialogue and Research, Cyprus

has more than 50 per cent representation by women. Another important achievement of the Colombia peace agreement is the recognition of the disproportionate toll of the conflict on women, and the spotlight it shone on sexual violence as a widespread practice among all armed groups.

### **SYRIA: THE CREATIVE LEADERSHIP OF THE MEDIATOR**

The Syria peace process offers a notable example of creative leadership by the special envoy, combined with strong mobilization of Syrian women's rights activists. Five years after the beginning of the violent conflict, there was an urgent need to operationalize the WPS agenda in a complex and challenging setting, where the UN had such limited leverage that they could not get the parties together to talk. Syrian women demanded their direct participation in any future peace negotiation, and agreed that, as an alternative, they would consider being part of a consultative body. This led to the creation of the Women's Advisory Board (WAB) with the support of UN Women and the Department of Political and Peacebuilding Affairs (DPPA). Then Special Envoy Stefan de Mistura helped ensure that this advisory board was diverse – comprised of women from different parts of the country and different sectors, with varied political, religious and secular views. Initially, the WAB received strong criticism from Syrians and the WPS community in general. Many argued that this structure would serve to relegate women to a secondary role. However, three years after its establishment, the indirect participation of some WAB members has led to their direct and formal participation in the Geneva Peace Talks and the UN-facilitated Syrian Constitutional Committee. At present, the Constitutional Committee is made up of nearly 30 per cent women and it includes both male and female gender advocates. This representation provides an important basis for possible linkages between the different components of the Constitutional Committee and the WPS agenda.

### **CYPRUS: LINKING THE WPS AGENDA WITH THE YOUTH, PEACE AND SECURITY (YPS) AGENDA THROUGH EDUCATION**

Civil society organizations in Cyprus have contributed to bridging gaps between Greek Cypriot and Turkish Cypriot youth. In this context, educational interventions, which bring together youth and educators from around the island have played a crucial role in transforming conflicting narratives by encouraging critical thinking. Such interventions, primarily in the form of interactive and participatory workshops, acknowledge the role of educators as key stakeholders and the role of youth as active agents of change. As a young woman participant from Cyprus argued, “we may change the policy, we may change curricula, we may change textbooks, but unless we tackle the attitude of educators, they will still instil prejudice and hate.” The development of platforms for educational stakeholders to come together, exchange ideas, and learn together enable them to become multipliers and advocate for peace, dialogue, and an inclusive narrative. Civil society organizations play a pivotal role in creating such platforms and they are a key driver of educational change which should not be delayed. Strategically, this entails, for example, recognizing that young people are protagonists in the promotion of peace and security, and empowering young women by equipping them with skills and competencies in peacebuilding and mediation. Donors can encourage alliance building between youth and women's organizations and other civil society actors in order to more comprehensively emphasize the linkages between WPS and YPS. Discussions on lessons learned from 20 years of WPS can be instrumental in guiding the implementation of YPS. Moreover, building on collective feminism, the promotion of intergenerational dialogue is a key strategy aimed at sharing experiences and finding complementary skills to connect the WPS and YPS agendas, and to reach a wider range of stakeholders.



# CONCLUSION AND POLICY RECOMMENDATIONS

The Rome high-level seminar on “Strengthening Women’s Participation in Peace Processes: What Roles and Responsibilities for States?” allowed a broad range of participants to reflect on the measures required to achieve notable change in women’s participation in peace processes.

## SUPPORTING AND ENHANCING STRATEGIES TARGETED AT INCREASING WOMEN’S PARTICIPATION

Member States, regional organizations and the United Nations are the first guarantors of women’s inclusion and meaningful participation in peace processes. Inclusive NAP development and implementation processes, the building of linkages between WPS implementation, foreign policy and the development and cooperation agendas, are among the key strategies that countries and the international community can utilize to promote women’s participation in peace processes.

Further, Member States, regional organizations and the UN can demonstrate their political will and evoke a paradigm shift by promoting gender-sensitive appointments and guaranteeing sustainable financial support to strategies that promote women’s participation. Donor countries and development partners are invited to lead by example, by adopting concrete commitments to guarantee the presence of women within their delegations to peace negotiations, and to encourage other parties to act accordingly.

## ADDRESSING STRUCTURAL BARRIERS TO WOMEN’S PARTICIPATION

The debate on “urgent peace versus early involvement of women in peace processes” persists, and there is still a long way to go for women’s participation to be recognized as a structural component of the peace process, instead of a formality or a secondary matter. Here, the importance of removing structural barriers to women’s meaningful participation, such as institutional discriminatory practices, was repeatedly emphasized.

Political decision-makers at national and regional levels often constitute the main recruitment pool for senior peace process actors, and women’s underrepresentation in politics tends to limit the supply of female participants to peace and mediation processes. The seminar participants stressed the need to remove existing institutional barriers to ensure that appointments as mediators and special envoys are made purely on merit, and the professionalization of mediation was emphasized. At the same time, lingering gender bias that pushes women to be trained repeatedly to prove their competencies must be addressed. While they acknowledged the importance of strengthening capacities to increase women’s participation, the participants also stressed the need to create real opportunities for women to participate meaningfully in peace processes.

Inclusion must be embraced as a norm and to do so, the UN, regional organizations and Member States must be encouraged to adopt a quota system to ensure women’s representation in peace processes. Importantly, for this participation to be meaningful

and not seen as “token”, women must be engaged from the earliest stage and at all levels of the peace process, including in preliminary phases of negotiations right through to the implementation and monitoring of peace agreements. To that end, the ability to conduct gender-responsive conflict analysis must be recognized as an essential skill and requirement among staff involved in mediation efforts. Women’s inclusion and gender expertise must be considered as key thematic and process-related issues from the earliest phase of peace negotiations; and even before the peace process starts, the mediation team must convene meetings with women from different parties and sectors to understand their roles and priorities.

## ADDRESSING LIMITED ACCOUNTABILITY FOR THE WPS AGENDA

Participants underscored the limits of existing accountability to ensure women’s meaningful participation in peace processes, particularly in regard to States who are noncompliant to their commitments to implement the WPS agenda. While the international community should steer away from creating more accountability mechanisms, it is urgent to effectively implement tools that are already available and improve on their operationalization.

In various countries, the WPS agenda tends to be the domain of an isolated like-minded group within the government. Instead, seminar participants noted the importance of adopting a holistic view of the agenda, where monitoring and evaluation of WPS implementation occurs across different government departments and agencies.

## CLARIFYING WOMEN’S REPRESENTATION VIS-À-VIS THE BROADER GENDER EQUALITY AGENDA

The question of how we navigate the concepts of women’s representation and gender equality is yet to be resolved. Increasing the presence of women mediators, while also increasing the use of gender expertise to improve the gender-responsiveness of peace processes are distinct aims, and yet are still being used interchangeably. This serves to both obscure the role of gender advisors, as well as limit the technical and thematic scope of what women are perceived to be able to contribute to negotiations. It is crucial therefore, to acknowledge the differences in these two aims, and to design comprehensive strategies that enhance and promote women’s expertise beyond the themes conventionally associated with women within the peace agenda. It is equally important to analyse the gender dimension in themes such as disarmament, demilitarization, reduction of military spending, and security sector reform, among others.

More generally, there is an urgent need to reflect on how we define women’s meaningful participation, and the role of the feminist paradigm in achieving this goal. This reflection should contribute to a wider understanding of the WPS agenda, and the strategies necessary to further its realization. A feminist analysis would clarify two fields of action that require specific strategies: The first is women’s actual participation in the peace process, and the second, is the achievement of a gender-responsive peace process. Although these two fields are complementary, it is important to address them separately.

## MORE DELIBERATELY INCLUDING CIVIL SOCIETY

The value of involving civil society was stressed repeatedly throughout the seminar. In particular, participants highlighted the importance of developing effective channels of communication between grassroots women's organizations, and those involved in formal track 1 processes. Regional networks of women mediators could play a key role here. Their expertise and broad membership can help facilitate platforms for dialogue and trust-building. These platforms could also utilize their intergenerational structures to facilitate the recognition and involvement of youth, especially young women, as key actors in peace processes.

Building on examples such as the Somali women who constituted the 6th clan of peace talks in 1999 and the Northern Ireland Women's Coalition, women peacebuilders must be recognized and included as an independent delegation to peace talks. This would ensure that their views are considered and can influence peace negotiations.

Finally, participants emphasized the importance of intersectional strategies that contain protection measures to ensure that women peacebuilders and women human rights defenders can engage safely in peace processes. They stressed the need to secure the institutional capacity and financial resources of women's organizations to support their peace efforts. In this regard, to address the perennial challenge of adequate and sustainable funding for women's organizations, participants recommended exploring innovative funding strategies, including from non-traditional sources such as the private sector and diaspora communities.



# ANNEXES

## ANNEX 1: CONCEPT NOTE

### INTRODUCTION

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) is organising an international seminar on *Strengthening Women's Participation in Peace Processes: What Roles and Responsibilities for States?* The high-level seminar is scheduled to take place in Rome, Italy, on 3 to 4 December 2019. Building on Italy's goal to strengthen the role of women in peace processes and in all decision-making processes as formalised in its Third National Action Plan on the implementation of UN Security Council Resolution 1325 (2000); its spearheading of the Mediterranean Women Mediators Network (MWMN); as well as its active facilitation of women's participation in peace and political processes across the Mediterranean region, the high-level seminar will examine the role of Member States in advancing the full and effective participation of women in mediation and peace processes. The meeting will bring together approximately one hundred and thirty participants including members of the Mediterranean Women Mediators Network and representatives from other regional networks of women mediators, Member State officials and representatives from regional and international organisations, as well as women peacebuilders, academia and think tank representatives.

### BACKGROUND

The adoption by the UN Security Council of resolution 1325 (2000) and subsequent resolutions facilitated the development of the women, peace and security agenda, which over time has established and reinforced a global framework to promote women's active and effective participation

in peacemaking and peacebuilding.<sup>3</sup> In addition, the UN General Assembly has adopted a series of resolutions that address the need to strengthen the role of mediation in the peaceful settlement of disputes, conflict prevention and resolution, which endorsed the need for mediation to incorporate the women, peace and security agenda.<sup>4</sup> By adopting these resolutions, the UN and its Member States have committed to promoting women's rights and their inclusion in peace processes; they also sought to engender peace negotiations by ensuring, gender and equality issues are discussed during all phases of peace processes, including the implementation of peace agreements.

The 2015 Global Study on the implementation of UN Security Council resolution 1325 (2000) first provided evidence of the results, women's meaningful participation and influence bring to the success and sustainability of peace and security initiatives.<sup>5</sup> An analysis of 40 peace processes since the end of the Cold War, conducted by the Graduate Institute of Geneva showed,<sup>6</sup> in cases where women's groups were able to exercise a strong influence on the negotiation process, chances were higher that an agreement would be reached than when women's groups exercised weak or no influence. Strong influence of women

---

3 United Nations Department of Political Affairs, *Guidance on Gender and Inclusive Mediation Strategies*, United Nations, 2017

4 Ibid.

5 *Preventing Conflict, Transforming Justice, Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325*, UN-Women, 2015, available at: [http://wps.unwomen.org/pdf/en/GlobalStudy\\_EN\\_Web.pdf](http://wps.unwomen.org/pdf/en/GlobalStudy_EN_Web.pdf)

6 Thania Paffenholz et al., "Making Women Count: Assessing Women's Inclusion and Influence on the Quality and Sustainability of Peace Negotiations and Implementation", Graduate Institute of Geneva, Centre on Conflict, Development and Peacebuilding, April 13, 2015

in negotiation processes also positively correlated with a greater likelihood of agreements being implemented. The Global Study findings have been reaffirmed by the sustaining peace agenda, which also highlights the indispensable role, women play in preventive diplomacy and mediation, and as key drivers of sustainability and inclusiveness. Moreover, the role of mediators, and of women mediators in particular, was also confirmed as one of the key factors determining the quality of women's participation in peace processes.<sup>7</sup>

Yet, while women are often actively engaged in mediation processes at community level, their expertise is still overlooked when it comes to formal, high-level peace initiatives, and they continue to be mostly marginalized. Low numbers of women in formal mediation roles persist despite various commitments proclaimed by States, regional organisations and the United Nations. Between 1990 and 2017, women still constituted only 2 per cent of mediators, 5 per cent of witnesses and signatories, and 8 per cent of negotiators in all major peace processes. Addressing the UN Security Council during its Open Debate on women, peace and security in October 2018, the Secretary-General underscored the significant gap that continues to exist between the statements in the Council's Chamber, and action on the ground: "We repeat statistics about the sustainability of inclusive peace processes – but that is not how we mediate most conflicts... We know that women's meaningful participation is directly linked to more sustainable peace – and yet we continue to support and lead processes that are not inclusive". Women's exclusion from negotiations perpetuates their political marginalization, reduces chances for political reform, and undermines the durability of peace.

## TOWARDS THE 20-YEAR ANNIVERSARY OF UNSC RESOLUTION 1325 (2000)

As the international community and women across the world prepare to mark the 20-year anniversary of the adoption of resolution 1325 (2000), Member States, regional organizations and the United Nations are stepping up efforts to increase results and demonstrate transformative implementation of the women, peace and security agenda. The adoption of a gender parity strategy by the UN has resulted into women now comprising 41 per cent of heads and deputy heads of peace operations, who often play sensitive roles in good offices and peace negotiations. In addition, a renewed focus on conflict prevention and preventive diplomacy resulted in the establishment of a gender-equal Secretary-General's High-Level Advisory Board on Mediation, and terms of reference for UN mediators have been developed, that aim to create a fairer selection process.

Alongside the UN, Member States have the responsibility to increase women's meaningful participation in peace processes. Countries hold the primary obligation to advance the women, peace and security agenda, including women's representation in peace negotiations. As such, the continued development and implementation of effective national action plans on women, peace and security, illustrates States' resolve to turn formal commitments to the WPS agenda into reality for women, including by facilitating their greater inclusion at all levels of decision-making in national, regional and international conflict prevention and resolution institutions and mechanisms. As of April 2019, 81 countries (or 42 percent of UN Member States), have adopted a NAP on women, peace and security. The Women, Peace and Security Focal Points Network, which includes over 80 Member States and regional organizations, provides a forum to strengthen approaches and strategies for implementation.

As part of the implementation of its Third National

<sup>7</sup> Preventing Conflict, Transforming Justice, Securing the Peace, op. cit.

Action Plan in accordance with UN Security Council Resolution 1325 (2000)<sup>8</sup> and a flagship initiative of its mandate on the UN Security Council, Italy initiated the Mediterranean Women Mediators Network (MWMN). The Network was launched in Rome in October 2017. It brings together a multigenerational group of women mediators and mediation experts from Mediterranean countries. The MWMN has engaged in concrete actions and forward-looking discussions that aim to strengthen women's participation and influence at all levels of peace processes. In collaboration with UN Women and the Nordic Women Mediators' Network, the MWMN has also supported the meaningful participation of Libyan women political leaders in the Palermo Conference for and with Libya, convened by Italy in November 2018.

Other countries including Finland, Norway and the United Kingdom, have also utilized their NAP to advance women's participation in peace processes. Finland and Norway, together with Denmark, Iceland and Sweden, belong to the Nordic Women Mediators' Network (2015), while the UK spearheaded the Network of Women Mediators across the Commonwealth (2018). These networks of women mediators, like the African Union Network of Women in Conflict Prevention and Mediation or FemWise-Africa (2017) and the ASEAN Women for Peace Registry (2018), all point to renewed attempts to advance and support the meaningful participation of women throughout the duration of peace processes, from conflict analysis to preventive diplomacy, and to peacemaking and post-conflict peacebuilding and reconciliation.

Comprised of experienced women involved in different track levels of peace negotiations, regional networks of women mediators constitute a pool of highly-qualified women mediators and mediation practitioners, who can contribute to peace processes and are mostly available for

senior appointment by Member States, regional organisations and the United Nations. Meeting in New York in October 2018, the members of the women mediator networks called on Member States, among other actions, to push for more inclusive peace processes, include women in delegations to peace negotiations, and to provide financial and political support to civil society groups with a view to ensuring, their voices are heard by negotiating parties to peace talks.

## OBJECTIVES

Building on Italy's goal to strengthen the role of women in peace processes and in all decision-making processes as formalised in its Third National Action Plan on the implementation of UN Security Council Resolution 1325 (2000); its spearheading of the MWMN; as well as its active facilitation of women's participation in peace and political processes across the Mediterranean region, the proposed meeting will examine the role of Member States in advancing the full and effective participation of women in mediation and peace processes.

The meeting will interrogate countries' support in relation to regional networks of women mediators, as they strive to increase the inclusion of women and of gender perspectives in peace processes and related peace agreements. Political and technical aspects of Member States' involvement will be considered, including the formulation of mediation mandates, the appointment of female Envoys, or the provision of incentives, including financial incentives for women's representation in negotiating parties' delegations. The seminar will also assess the role of international contact groups or "friends of mediation" forums, in advocating and coordinating efforts to advance women's meaningful participation in peace processes, including the implementation phase of peace agreements.<sup>9</sup>

---

8 Italy's Third National Action Plan in accordance with UN Security Council Resolution 1325 (2000) covers the period 2016-2019.

---

9 United Nations Department of Political Affairs, Guidance on Gender and Inclusive Mediation Strategies, op. cit.

Specifically, the meeting will:

- Assess the normative, political and funding opportunities, challenges and prospects that exist for Member States to step up their support, nationally and through regional and international organisations, to networks of women mediators and to enhanced women's participation in peace processes;
- Share best practices and lessons learned for Member States to advance women's meaningful participation in peace processes and the implementation of peace agreements, including their support to civil society organisations;
- Discuss the existing and potential tools to strengthen monitoring and reporting on Member States efforts to increase the participation of women, including women mediators, in peace processes; and
- Identify and agree on concrete commitments Member States could adopt and implement towards more gender-inclusive peace processes and peace agreements ahead of the 20-year anniversary of the adoption of UN Security Council resolution 1325 in 2020.

## PARTICIPANTS AND FORMAT

The two-day meeting will bring together approximately one hundred and thirty participants including members of the Mediterranean Women Mediators Network and representatives from other regional networks of women mediators including the Nordic Women Mediators' Network, FemWise-Africa, the network of Women Mediators across the Commonwealth, the Arab Network of Women Mediators, and the ASEAN Women for Peace Registry. Member State officials and representatives from regional and international organisations namely the European Union and the Organization for Security and Cooperation in Europe, the League of Arab States, the African Union, NATO, as well as the United Nations will also participate in the meeting. In addition, women peacebuilders, academia and think tank representatives will be invited to the seminar.

The conference will take the format of an evening reception with a keynote address and high-level panel discussion, followed by a full-day seminar organized around moderated sessions and Q/A.

## ANNEX 2: PROGRAMME

### DAY 1: 2 DECEMBER 2019

TIME	SESSION	KEY ELEMENTS FOR DISCUSSION	OBSERVATIONS
17:30-18:00	<i>Registration</i>		Conference Secretariat
18:00-18:15	<b>Group Photo</b>		<b>As instructed by Protocol and Photographers</b>
18:15-18:30	<i>Welcome Remarks</i>	Italy and UN Women	<p><b>Ms. Asa Regnér</b>, Deputy Executive Director, UN Women</p> <p><b>H.E. Ms. Emanuela Claudia Del Re</b>, Deputy Foreign Minister, Ministry of Foreign Affairs and International Cooperation, Italy</p> <p>Moderator: <b>Ambassador Sebastiano Cardì</b>, Director General for Political Affairs and Security, Ministry of Foreign Affairs and International Cooperation, Italy</p>
18:30-18:45	<i>Keynote Address</i>	High-level policymaker to offer a reflection on the opportunities, challenges and prospects of women's meaningful participation in peace processes ahead of the 20-year anniversary of UN Security Council resolution 1325 (2000)	<p>Keynote Speaker: <b>Ms. Leymah Gbowee</b>, Nobel Peace Prize Laureate and Member of the UN Secretary-General's High-Level Board on Mediation, Liberia</p> <p>Moderator: <b>Ambassador Sebastiano Cardì</b>, Director General for Political Affairs and Security, Ministry of Foreign Affairs and International Cooperation, Italy</p>
18:45-18:55	<i>Introduction and Screening of Short Video</i>	Documentary on the Mediterranean Women Mediators Network	<p>Presenter: <b>Honorable Lia Quartapelle</b>, Honorary President, WIIS Italy</p>

18:55-20:00	<i>High-Level Panel Discussion</i>	Panel to discuss States' support to women in making, building and sustaining peace from the local to the global levels	<p>Panelists:</p> <p><b>H.E. Ms. Ketevan Tsikhelashvili</b>, Minister for Reconciliation and Citizen's Equality, Georgia</p> <p><b>Ms. Elizabeth Spehar</b>, Special Representative and Head of the UN Peacekeeping Force in Cyprus</p> <p><b>Ms. Asila Wardak</b>, Director General, Ministry of Foreign Affairs and Member of Afghanistan High Peace Council, Afghanistan</p> <p><b>Ms. Elena Ambrosi Turbay</b>, Deputy Prosecutor for the Support to Victims of Armed Conflict and Demobilized, Colombia</p> <p>Moderator:</p> <p><b>H.E. Dr. Amal Jadou</b>, Deputy Minister of Foreign Affairs and Expatriates, Ministry of Foreign Affairs, Palestine</p>
20:00-21:00	<i>Dinner Reception</i>		Venue: <i>Sala Filippo de Grenet e degli eroi e valorosi</i>

## DAY 2: 3 DECEMBER 2019

TIME	SESSION	KEY ELEMENTS FOR DISCUSSION	OBSERVATIONS
8:30-9:00	<i>Registration</i>		Conference Secretariat
9:00-10:30	<i>Introduction to Member State support to women's participation in peace processes: What works, what doesn't and what could be done better?</i>	Background papers presentation followed by discussion	<p>Presenters:</p> <p><b>Ms. Paivi Kannisto</b>, Chief, Peace and Security &amp; Prevention and Resilience Section, UN Women</p> <p><b>Ms. Irene Fellin</b>, President, WIIS Italy and IAS Fellow, Durham University, Italy</p> <p>Commentators:</p> <p><b>Mr. Ehab Badwi</b>, Syrian Youth Assembly and Youth Representative at World Organization of the Scout Movement, Syria</p> <p><b>Professor Ayse Betul Celik</b>, Sabanci University, Turkey</p> <p><b>Dr Catherine Turner</b>, Durham University, UK</p> <p>Moderator:</p> <p><b>Dr. Amporn Marddent</b>, Lecturer, Walailak University, Center of Excellence on Women and Social Security (CEWSS), Thailand</p>
10:30-11:00	<b>Tea &amp; Coffee</b>		
11:00-12:00	<i>Roles of key actors shaping peace processes: What national policies and practices have proved most effective?</i>	Individual Member States' tools for advancing women's participation in peace negotiations and the implementation of peace agreements. Discussion to include 1325 NAPs, international contact groups, groups of friends, senior appointments...	<p>Panelists:</p> <p><b>Ms. Charlotte Lobe</b>, Chief Director, Transformation and Transversal Programmes, DIRCO, South Africa/ <b>Ms. Pravina Lakan-Makha</b>, General Manager-Operations &amp; Business Development, ACCORD, South Africa</p> <p><b>Dr. Laila Bugaighis</b>, Senior advisor, National Center for Systems Reform, Libya</p> <p><b>Ms. Olivia Holt-Ivry</b>, Senior Advisor on Women, Peace, and Security, U.S. Department of State</p> <p><b>Mr. Emmanuel Habuka Bombande</b>, Senior Mediation Adviser, UN Mediation Stand-by-Team</p> <p>Moderator:</p> <p><b>H.E. Ms. Emanuela Claudia Del Re</b>, Deputy Foreign Minister, Ministry of Foreign Affairs and International Cooperation, Italy</p>

12:00-13:00	<i>Roles of key actors shaping peace processes: What regional and international policies and practices have proved most effective?</i>	Opportunities for members and officials of the UN and regional organisations to advance women’s participation in peace negotiations and the implementation of peace agreements. Discussion to include mediation mandates and provision of mediation and gender expertise, senior appointments...	<p>Panelists:</p> <p><b>Mr. Zahir Tanin</b>, Special Representative of the Secretary-General and Head of the UN Interim Administration Mission in Kosovo</p> <p><b>Maître Saran Keïta Diakite</b>, Lawyer, Chairperson of REPSFECO-Mali, Chairperson of WANEP Board of Directors</p> <p><b>Ms. Amarsanaa Darisuren</b>, Senior Gender Adviser, OSCE</p> <p><b>Ms. Meriam El Masry</b>, Counsellor and Deputy Chief of Mission, League of Arab States</p> <p>Moderator:</p> <p><b>Ms. Maria Begona Lasagabaster</b>, Libya Country Representative, UN Women</p>
13:00-14:00 <b>Lunch</b>			
14:00-15:30	<i>Women’s meaningful participation in peace processes: Why the persistent gaps and how can they be addressed?</i>	Panelists to assess the various challenges that prevent or limit women’s meaningful participation in peace processes and discuss innovative ways to overcome these challenges	<p>Panelists:</p> <p><b>Ms. Rida Ahmed Al Tubuly</b>, WPS Expert and Trainer, Libyan Women’s Rights</p> <p><b>Ms. Isabelle Boukinda</b>, Head of the Gender Unit, ECCAS Secretariat</p> <p><b>Ms. Christina Shaheen</b>, Gender Adviser to the UN Special Envoy for Syria, Geneva</p> <p><b>Ms. Viviana Palacios Raigosa</b>, Youth Organisation “Yo Puedo” Meta, Colombia</p> <p><b>Professor Yakin Ertürk</b>, Former UN Special Rapporteur on Violence against Women</p> <p>Moderator:</p> <p><b>Dr. Sarah Taylor</b>, Senior Fellow, Women, Peace and Security Program, International Peace Institute, USA</p>

15:30-16:00 Tea & Coffee			
16:00-17:30	<i>Regional Women Mediator Networks: Moving towards success</i>	Discuss the development of regional networks of women mediators: What is needed to move the needle? How can Member States, the UN and regional organizations make concrete use of available expertise? What initiatives can the networks take individually and cooperatively?	<p>Panelists:</p> <p><b>Dr. Vesna Škare Ožbolt</b>, Lawyer, Former Minister of Justice and Former Member of the Parliament, Croatia, MWMN</p> <p><b>Ms. Mukondeleli Mpeiwa</b>, Senior Policy Officer MSU/ Coordinator PoW &amp; FemWise-Africa Secretariat, Peace and Security Department, African Union, FemWise-Africa Secretariat</p> <p><b>Ambassador Sirpa Mäenpää</b>, Ambassador, Peace Mediation, Ministry for Foreign Affairs, Finland, NWM</p> <p><b>Ms. Salma Yusuf</b>, Attorney-at-Law, Human Rights Advocate and Peace Practitioner, Sri Lanka, WMC</p> <p><b>Ms. Teresita Quinto Deles</b>, Chairperson, International Center for Innovation, Transformation and Excellence in Governance (INCITEGov), Philippines, AWPR</p> <p>Moderator:</p> <p><b>Ms. Karma Ekmekji</b>, International Affairs and Relations Adviser, Office of the President of the Council of Ministers, Lebanon, MWMN</p>
17:30-18:00	<i>Wrap Up Session and Closing Remarks</i>	Conclude by identifying and agreeing on concrete commitments key actors could adopt and implement towards more inclusive peace processes and peace agreements ahead of the 20-year anniversary of the adoption of UN Security Council resolution 1325 in 2020.	<p>Panelists:</p> <p><b>Ms. Özge Özobul</b>, Association for Historical Dialogue and Research, Cyprus</p> <p><b>Professor Mossarat Qadeem</b>, Executive Director PAIMAN Alumni Trust, Pakistan, WMC</p> <p><b>Ms. Rosy Cave, Head</b>, Gender Equality Unit/ Head, Office of the Prime Minister's Special Representative on PSVI, FCO, United Kingdom</p> <p><b>Min. Plen. Gianluca Alberini</b>, Deputy Director General/Principal Director for the UN and Human Rights, Ministry of Foreign Affairs and International Cooperation, Italy</p> <p>Moderator:</p> <p><b>Ms. Paivi Kannisto</b>, Chief, Peace and Security &amp; Prevention and Resilience Section, UN Women</p>

## ANNEX 3: PARTICIPANT LIST

### 1. Ms. Sarah Abdelgelil

MWMN Member  
Women, Peace and Security Consultant  
Egypt

### 2. Ms. Justine Abi Saad

MWMN Member  
Mediator and Trainer, Program Manager, Civil Peace Service Program, GIZ, Trainer and Representative of SALTO Youth EuroMed  
Lebanon

### 3. H.E. Ms. Rita Adam

Ambassador of Switzerland to Italy

### 4. Ms. Kalliope Agapiou-Josephides

MWMN Member  
Founding Member, MWMN-Cyprus; Former Chair, European Institute for Gender Equality-EU  
Cyprus

### 5. Mrs Olga Aksonova

Advisor to the Deputy Prime Minister on European and Euro-Atlantic Integration of Ukraine, Secretariat of the Cabinet of Ministers  
Ukraine

### 6. Ms. Shatha Al-Harazi

Political Affairs Officer / Governorate Affairs Advisor  
Office of the Special Envoy of the Secretary-General for Yemen  
Yemen

### 7. Ms. Rida Ahmed Al Tubuly

MWMN Member  
WPS Expert and Trainer  
Libyan Women's Rights  
Libya

### 8. Ms. Elena Ambrosi Turbay

Deputy Prosecutor for Monitoring the Peace Agreement  
Colombia

### 9. Mr. Ehab Badwi

Syrian Youth Assembly  
Youth Representative at World Organization of the Scout Movement  
Syria

### 10. Ms. Lea Baroudi

MWMN Member  
Co-Founder and Director, March  
Lebanon

### 11. Hon. Hafida Benchehida

MWMN Member  
Senator and CITpax Advisor on Mediation  
Algeria

### 12. Major Manuela-Elena Bercea

Chief of Gender Management Office  
Ministry of National Defence  
Romania

### 13. Ms. Jo-Anne Bishop

Gender Advisor to the Special Representative of the Secretary-General  
United Nations Mission in Kosovo

**14. Ms. Laura Bologna**

MWMN Member  
Political Affairs Officer Department of Political  
Affairs, UN Secretariat  
San Marino

**15. Mr. Emmanuel Habuka Bombande**

Senior Mediation Adviser  
United Nations Department of Political and  
Peacebuilding Affairs

**16. Ms. Rada Boric**

MWMN Member  
  
Feminist Scholar and Activist  
Program Director Centre for Women's Studies  
Croatia

**17. Ms. Ouided Bouchamaoui**

MWMN Member  
  
President  
Tunisian Confederation of Industry, Trade and  
Handicrafts (UTICA)  
Member of the Quartet awarded the 2015 Nobel  
Peace Prize  
Tunisia

**18. Ms. Isabelle Boukinda**

Head of the Gender Unit  
ECCAS Secretariat  
Gabon

**19. Mr. Eduardo Brigidi de Mello**

Second Secretary  
Embassy of Brazil to Italy

**20. Dr. Laila Bugaighis**

Senior advisor  
National Center for Systems Reform Libya

**21. Ms. Rosy Cave**

Head, Gender Equality Unit/ Head, Office of  
the Prime Minister's Special Representative on  
Preventing Sexual Violence in Conflict | Human  
Rights and Democracy  
Multilateral Policy Directorate  
Foreign & Commonwealth Office  
United Kingdom

**22. Professor Ayse Betul Celik**

MWMN Member  
Sabanci University  
Turkey

**23. Ms. Nana Aisha Cissé**

Regional Coordinator of the Women's Platform of  
the Sahel Region  
Women's Platform for G5-Sahel  
Mali

**24. Ms. Sarah Clayton**

Political Counsellor  
British Embassy to Italy

**25. Ms. Roberta D'Addio**

Office for Relations with International Organizations  
Senate of the Italian Republic

**26. Ms. Amarsanaa Darisuren**

Senior Gender Adviser  
OSCE  
Austria

**27. Claire Dowling**

Desk Officer  
Conflict Resolution Unit Department of Foreign  
Affairs and Trade  
Ireland

**28. Karma Ekmekji**

MWMN Member  
International Affairs and Relations Adviser  
Office of the President of the Council of Ministers  
Lebanon

**29. Ms. Meriam El Masry**

Counsellor and Deputy Chief of Mission in Rome  
League of Arab States

**30. Professor Yakin Ertürk**

Former UN Special Rapporteur on violence against women  
Turkey

**31. Ms. Irene Fellin**

President, WIIS Italy  
MWMN Secretariat Coordinator  
IAS Fellow, Durham University, UK

**32. H.E. Ambassador Joost Flamand**

Embassy of the Kingdom of the Netherlands in Rome

**33. Ms. Leymah Gbowee**

Nobel Peace Prize Laureate  
Member of the UN Secretary-General's High-Level Board on Mediation  
Liberia

**34. Ms. Maria Hadjipavlou**

MWMN Member  
Associate Professor  
Department of Social and Political Science,  
University of Cyprus  
Cyprus

**35. Ms. Khadija Chérif Hallouma**

MWMN Member  
Feminist and Human Rights Activist  
Tunisia

**36. Hon. Saida Bounab Hariti**

MWMN Member  
Member of the People's National Assembly,  
Representative of the National Liberation Front  
Algeria

**37. Ms. Johanna Hawari-Bourjeily**

MWMN Member  
Lawyer and Mediator, Founder and Director,  
Professional mediation centre, Saint Joseph  
University, Beirut  
Lebanon

**38. Ms. Aziza Helmy**

Human Development Specialist  
Gender Advisor  
Egypt

**39. Hon. Bochra Belhaj Hmida**

MWMN Member  
Human Rights Activist and Member of the  
Parliament  
Tunisia

**40. Ms. Olivia Holt-Ivry**

Senior Advisor on Women, Peace, and Security,  
Global Programs  
Secretary's Office of Global Women's Issues (S/GWI)  
U.S. Department of State  
United States

**41. H.E. Dr Amal Jadou**

MWMN Member  
Deputy Minister of Foreign Affairs and Expatriates  
Ministry of Foreign Affairs  
Palestine

**42. Ambassador Farida Jaidi**

MWMN Member  
Former Ambassador of the Kingdom of Morocco to  
Sweden and Brazil  
Morocco

**43. Dr Samah Jamous**

Young Leaders Programme  
Friedrich-Ebert-Stiftung  
Sudan

**44. Ms. Quhramaana Kakar**

Programme Manager  
Women Mediators Across the Commonwealth  
network (WMC)  
United Kingdom

**45. Ms. Sanna Kaskeala**

Human Rights & Gender Adviser  
European Union Integrated Border Assistance  
Mission in Libya

**46. Maître Saran Keïta Diakite**

Lawyer, Chairperson of REPSFECO / Mali Women  
Network for Peace and Security in West Africa  
Chair of WANEP Board of Directors  
Mali

**47. Ms. Annie Kenda Bakajika**

Director of Legal Affairs  
Coordinator, 1325 National Secretariat  
Ministry of Gender, Family and Children  
Democratic Republic of Congo

**48. H.E. Ms. Tetiana Kovalchuk**

Deputy Minister  
Ministry of Internal Affairs  
Ukraine

**49. Ms. Sophiko Letodiani**

Executive Assistant to the State  
Minister for Reconciliation and Civic Equality  
Georgia

**50. Ms. Charlotte Lobe**

Chief Director, Transformation Programme and  
Organisational Development, Department of  
International Relations and Cooperation, MOFA  
South Africa

**51. Ambassador Sirpa Mäenpää**

NWM Member  
Ambassador, Peace Mediation  
Ministry for Foreign Affairs  
Finland

**52. Ms. Pravina Makan-Lakha**

FemWise-Africa Member  
General Manager-Operations & Business  
Development  
African Centre for the Constructive Resolution of  
Disputes (ACCORD)  
South Africa

**53. Ms. Susana Guadalupe H. Marcaida**

Director IV, Peace Accords Management Unit Office  
of the Presidential Adviser on the Peace Process  
Philippines

**54. Dr. Amporn Marddent**

Center of Excellence in Women and Social Security,  
Walailak University  
Thailand

**55. Dr. Natalya Martirosyan**

Chair, Helsinki Citizen's Assembly – Armenian  
Committee  
Armenia

**56. Ms. Giulia Massotti**

MWMN Member  
Ministry of Foreign Affairs and International  
Cooperation  
Italy

**57. Ambassador Tanja Miškova**

Acting Director-General  
Directorate for Multilateral Affairs, development  
Cooperation and International Law  
Ministry of Foreign Affairs  
Slovenia

**58. Ms. Jennie Claire Mordeno**

Director IV  
Planning and Compliance Unit  
Office of the Presidential Adviser on the Peace  
Process  
Philippines

**59. Ms. Mukondeleli Mpeiwa**

FemWise-Africa Secretariat  
Senior Policy Officer MSU/ Coordinator PoW &  
FemWise-Africa Secretariat  
Peace and Security Department  
African Union  
Ethiopia

**60. Ms. Raquel Munt**

Director of the Mediation and Conflict Resolution  
Ministry of Justice  
Argentina

**61. Ms. Khin Ma Ma Myo**

Myanmar Institute of Gender Studies  
Myanmar

**62. Ms. Nadia Nata**

FemWise-Africa Member  
Senior Consultant on Peace & Security and  
Governance  
Benin

**63. Ms. Lida Noory**

Senior Advisor in the Secretary's Office of Global  
Women's Issues at the U.S. Department of State  
United States

**64. Ms. Shuvai Busuman Nyoni**

FemWise-Africa Member  
African Leadership Centre  
Zimbabwe

**65. Ms. Emily Amlagu Opati**

Senior Assistant Director  
State Department of Gender Affairs  
Ministry of Public Service, Youth and Gender Affairs  
Kenya

**66. Dr. Vesna Škare Ožbolt**

MWMN Member  
Lawyer, Former Minister of Justice and Former  
Member of the Parliament  
Croatia

**67. Ms. Özge Özobul**

Association for Historical Dialogue and Research  
Cyprus

**68. Ms. Viviana Palacios Raigosa**

Youth Organisation "Yo Puedo"  
Colombia

**69. Ms. Francesca Jannotti Pecci**

MWMN Member  
Government Relations Adviser  
International Development Law Organization  
Italy

**70. Ms. Isaura Araceli Portillo Flores**

First Secretary  
Embassy of Mexico in Italy

**71. Ms. Johanna Poutanen**

Head, Women in Peacemaking  
Crisis Management Initiative, Finland (NWM  
partner)  
International Advanced Studies Fellow, Durham  
University UK

**72. Professor Mossarat Qadeem**

WMC Member  
Executive Director  
PAIMAN Alumni Trust  
Pakistan

**73. Honorable Lia Quartapelle**

Honorary President  
WIIS Italy  
Italy

**74. Ms. Patricia Quillacq**

MWMN Member  
Chief, Section of International Relations and Legal  
Cooperation, Ministry of Social Affairs, Justice and  
Interior of Andorra  
Andorra

**75. Ms. Teresita Quinto Deles**

AWPR Member  
Chairperson, International Center for Innovation,  
Transformation and Excellence in Governance  
(INCITEGov)  
Philippines

**76. Ms. Nellija Reinicane**

Deputy Head of Mission  
Embassy of Latvia to Italy

**77. Ms. Karlijn Rensink**

Political Affairs Secretary  
Embassy of the Kingdom of the Netherlands to Italy

**78. Ms. Joanna Roper**

Special Envoy for Gender Equality and WPS Focal  
Point  
United Kingdom

**79. Mr. Jesper Saman**

Political Affairs Secretary  
Embassy of the Kingdom of the Netherlands in  
Rome

**80. Ms. Alexandra Magnólia Saraivas  
Dias**

MWMN Member  
Assistant Professor, Department of Political Studies,  
Universidade Nova de Lisboa  
Portugal

**81. H.E. Ms. Dagmar Schmidt Tartagli**

Minister of the Embassy of Switzerland to Italy

**82. Ms. Christina Shaheen**

Gender Adviser to the UN Special Envoy for Syria  
Geneva

**83. Ambassador Eynat Shlein**

MWMN Member  
Deputy Director General for African Affairs, Ministry  
of Foreign Affairs  
Israel

**84. Ms. Suvikki Silvennoinen**

Counsellor – Mediation & Women, Peace and Security (UNSCR 1325)  
Political Department, Unit for UN and General Global Affairs  
Finland

**85. Ambassador Soad Shalaby**

MWMN Member  
FemWise-Africa Member  
Director of the Egyptian Center for Women in Africa  
Egypt

**86. Mrs. María Solanas Cardín**

MWMN Member  
Director of Programs and Researcher in Gender issues and Global governance, Real Instituto Elcano  
Spain

**87. Ms. Elizabeth Spehar**

Special Representative and Head of the UN Peacekeeping Force in Cyprus

**88. Mrs. Birgit Stevens**

Deputy Head of Mission/Min. Plen.  
Embassy of Belgium

**89. Mr. Zahir Tanin**

Special Representative of the Secretary-General and Head of the UN Interim Administration Mission in Kosovo

**90. Ms. Beata Targonska**

Chairman of the Council for Women in the National Defense Resort  
Ministry of National Defense  
Poland

**91. Dr. Sarah Taylor**

Senior Fellow  
Women, Peace and Security Program  
International Peace Institute  
USA

**92. Ms. Sindy Torres**

National Care and Welfare Manager  
FARC  
Colombia

**93. H.E. Ms. Ketevan Tsikhelashvili**

Minister for Reconciliation and Citizen's Equality,  
Georgia  
Georgia

**94. Dr Catherine Turner Ross**

Associate Professor  
Durham University  
United Kingdom

**95. Ms. Mireille Tushiminina**

FemWise-Africa Member  
ADSLE/CAWOPEM  
DRC/Cameroon

**96. Dr. Sintiki Tarfa Ugbe**

Director, Gender, Youth/Sports, Civil Society, Employment and Drug Control  
ECOWAS Commission  
Nigeria

**97. Ms. Asila Wardak**

Director General, Ministry of Foreign Affairs (MoFA) and Member of Afghanistan High Peace Council  
Afghanistan

**98. Ms. Wioletta  
Wdowczyk-Fedorowska**

Member of the Council for Women in the National  
Defense Resort  
Ministry of National Defense  
Poland

**99. Ms. Rahwa Mussie Weldemichael  
(PhD)**

General Director for Peacebuilding  
Ministry of Peace  
Ethiopia

**100. Ms Wendy Wyver**

First Political Counsellor  
British Embassy Rome

**101. Ms. Salma Yusuf**

WMC Member  
Attorney-at-Law, Human Rights Advocate and Peace  
Practitioner  
Sri Lanka

**102. Magda Zenon**

MWMN Member  
Peace and human rights activist  
Cyprus

**103. H.E. Ms. Almaz Mekonnen Zeray**

State Minister of Peace  
Ethiopia

**ORGANISERS**

**MINISTRY OF FOREIGN AFFAIRS AND  
INTERNATIONAL COOPERATION, ITALY**

**104. H.E. Ms. Emanuela Claudia Del Re**

Deputy Foreign Minister

**105. Ambassador Sebastiano Cardi**

Director General for Political Affairs and Security

**106. Min. Plen. Gianluca Alberini**

Deputy Director General/Principal Director for the  
United Nations and Human Rights

**107. Ms. Emanuela Curnis**

Head of the United Nations, Peace and Security  
Office

**108. Mr. Sergio Alias**

Second Secretary  
United Nations, Peace and Security Office

**UN WOMEN**

**109. Ms. Asa Regnér**

Deputy Executive Director

**110. Ms. Paivi Kannisto**

Chief, Peace and Security Section

**111. Ms. Begona Lasagabaster**

Country Representative, Libya and Tunisia

**112. Marie Goretti Nduwayo**

Regional Liaison Adviser to AUC / ECA

**113. Mireille Affaa Mindzie**

Policy Specialist, Peace and Security

**114. Ghita El Khyari**

Policy Specialist and Head of the Secretariat  
Women's Peace & Humanitarian Fund

**115. Harriette Williams Bright**

Policy Specialist, National Implementation of WPS  
and Secretariat Coordinator, WPS Focal Points  
Network

**116. Aneesa Walji**

Policy Specialist, Conflict Resolution

**117. Megan Manion**

Programme Specialist  
Afghanistan Country Office

**118. Sophie Giscard D'Estaing**

Policy Analyst, Secretariat of the Women's Peace  
and Humanitarian Fund

**119. Gaella Mortel**

Operations Analyst, Peace and Security

**120. Sharon Fleming**

Programme Associate, Peace and Security

**121. Anabelle Lugo**

Programme Associate, Peace and Security

**122. Magda Cardenas**

UN Women Consultant

**123. Vicentiu Vlad**

Consultant, Political Analysis and Program

**INTERPRETERS/COORDINATORS**

**124. Carmen Bonifaz**

ASTE Congress Srl

**125. Mr. Alex Altair Botto**

Coordinator

**126. Ms. Alisea Botto**

Coordinator

**127. Ms. Patrica Cash**

ASTE Congress Srl

**128. Ms. Hani Lashin**

ASTE Congress Srl

**129. Ms. Valentina  
Mariolini-Rothbacher**

ASTE Congress Srl

**130. Ms. Salama Sameh**

ASTE Congress Srl

**131. Ms. Valeria Sismondo**

ASTE Congress Srl

**132. Ms. Michela Sorgoni**

ASTE Congress Srl

**133. Ms. Simona Vattuone**

Coordinator







