The USIP Gender and Peacebuilding Course will provide participants with an introduction and overview of internationally recognized gender and peacebuilding issues and terms, frameworks, foundational principles and practices. It will address key questions such as: What are the different roles of women and men in conflict? Why is “gender” not a synonym for women? How does the understanding of gender role expectations assist in the analysis of conflict and peacebuilding? What are the key international legal frameworks relevant to gender and peacebuilding? How do they apply? What is the practical impact of gender and peacebuilding in peace processes, reconstruction and stabilization programs, and conflict prevention? What is the women, peace and security agenda? What is the U.S. National Action Plan on women, peace, and security, and how is it being operationalized?

Delivery of the course will be through a variety of methodologies aimed at the mid-career practitioner, including expert lecturers, case scenarios, interactive exercises, and mixed media. Participants will learn a core set of gender analysis skills by the end of this course.

Context:

Gender and peacebuilding is an inclusive approach toward understanding the dynamic impact of gender roles in conflict and in peace processes. This major shift in the security field was internationally recognized through the passage of UN Security Council Resolution 1325 on Women, Peace and Security in 2000. With this resolution, the international community has steadily increased its efforts to support women's participation in peace-building, protection, and conflict prevention activities in order to build more sustainable peace. In December 2011, the United States launched its first National Action Plan on Women, Peace and Security, with requirements for implementation in policies and programs across US agencies, including but not limited to the Department of Defense, the Agency for International Development and the State Department.
Amid 39 active conflicts over the last ten years, the facts on the ground are that few women have actually been present at peace negotiations. And out of some 585 peace treaties drafted over the last two decades, only 16 percent contain specific references to women. Women are critical to building the peace after conflict, and should be included to help set the conditions at the negotiating table.

We can no longer see war and the military response through a 20th-century security lens. Instead, we need to anticipate that this new century will see conflicts that are more amorphous, more related to issues of climate change, and human migration to find land, water and livelihoods. When it comes to figuring out how to navigate with few resources, women are experts at survival and have long been concerned with issues of everyday security. Moving forward globally in an effective and efficient manner, women will need to play a pivotal role in the security, problem solving and peacebuilding in this new century.

**Learning Objectives:**

**GENDER COURSE OBJECTIVES**

**Overall Course**

- ✓ Increase awareness of the importance of gender issues and the value of inclusive participation in conflict prevention, peace processes and security initiatives.
- ✓ Introduce key gender concepts, including international guiding resolutions.
- ✓ Increase participants’ understanding of different roles men and women play in conflict, including women’s roles as agents of change.
- ✓ Familiarize participants with elements of gender analysis.
- ✓ Increase participants’ knowledge of international legal framework on women, peace and security.
- ✓ Provide support to achievement of US National Action Plan objectives, including Outcome 1.2, which states “all relevant US personnel and contractors are to receive appropriate training on women, peace and security issues, including instruction on the value of inclusive participation.”

**Pre-Assessment**

Participants will be asked to complete an electronic pre-assessment form that will assist course leaders in better focusing the content of the course at the working level of understanding of the participants. In addition the pre-assessment will assist in identifying and describing a project or case that the participant is working on to apply the gender and peacebuilding analytical framework.
DAY 1—Introduction
Monday- July 16, 2012

9:00 am  Overview—War is Gendered; Peace is Gendered
  • Overview of the week
  • Introduction of the facilitators and course
  • Show the film trailer (14 minutes), “Women, War and Peace” to demonstrate topics that will be discussed throughout the course

9:45 am  Introduction of participants
  • Vote with Your Feet--Gender awareness activity

10:15 am  Break

10:30 am  Setting Expectations
  • Large group activity identifying gender needs and concerns
  • Participants set ground rules for discussion
  • Facilitator identifies the group’s strengths and weaknesses

11:15 am  Introduction to Key Gender Concepts in Conflict & Peacebuilding
  • PPT lecture on basic concepts

11:45 am  Activity on Key Gender Concepts in Conflict & Peacebuilding
  • Group activity to learn key definitions

12:30 pm  Lunch and free time

1:30 pm  Introduction to Guiding Principles of Gender & Peacebuilding
  • Historic perspectives revisited
  • Current international context
  • Current national context

2:15 pm  Film, “War Redefined” (50 minutes)

3:05 pm  Break

3:20 pm  Drawing Lessons from “War Redefined”
• Framework to understand gender in conflict
• What is Human Security?
• What are the different roles of women and men in conflict?
• Why is a gender perspective important in conflict and peacebuilding?

3:45 pm  **Small group activity**
• Identify the gender impacts of conflict at the family, community and State level
• Small group work on creating a Gender Timeline

4:15 pm  **Debrief the day, Q&A, review tomorrow’s goals**
• Daily Evaluation
**DAY 2**  
Tuesday- July 17, 2012

9:00 am  **Welcome Back, Q&A**

9:30 am  **Overview of International Law Related to Gender and Peacebuilding**
- International law: what it is, how it is implemented, why it matters
- Discussion of key sources
- Mechanisms
- Applications in domestic systems

10:30 am  Break

10:45 am  **Overview of Applicable International Human Rights and Humanitarian Law on the Rights and Protection of Women and Girls in Conflict**
- Discussion of human rights concepts
- Participants analyze international agreements and identify provisions that relate to their work
- Discussion of international agreements

12:00 pm  Lunch and free time

1:00 pm  **Guest Lecture: USIP Senior Jennings Randolph Fellow Veronica Eragu, “Successfully Incorporating Women’s Rights in Countries in Transition”**

2:00 pm  **Gender and International Legal Framework – UN Security Council Resolution 1325**
**UNSCR 1325 as a synthesis of international law and the framework for women, peace and security**
- Background
- Overview of pillars: Participation, Protection, Prevention, Relief & Recovery
- UNSCR 1325 and its companion resolutions: UNSCR 1820, 1888, 1889, and 1960
- International implementation approaches: constitutions, legislation, and 34 National Action Plans

2:00 pm  **Introduction to the US National Action Plan on Women, Peace, and Security**
- Background and Executive Order
- Five objectives: National integration and institutionalization; participation in peace processes and decision-making; protection from violence; conflict prevention; access to relief and recovery
- Panel discussion with members of the US Civil Society Working Group on the National Action Plan
4:15 pm  Debrief the day, Q&A
• Daily Evaluation
Day 3
Wednesday, July 18, 2012

9:00 am Welcome Back, Overview, Q & A

9:30 am Topic: The Protection Pillar

- UNSCR 1325 Protection Pillar
- Resolution 1820
- Introduction to the film “I CAME TO TESTIFY”

10:00 am FILM “I CAME TO TESTIFY”

10:50 am Break

11:00 am Facilitated discussion and small-group activity

- Highlight the changes in International Humanitarian Law, and International Human Rights Law
- Discuss the role of women as agents of change
- Discuss sexual violence as a weapon of war

12:00 pm Lunch and free time

1:00 pm Introduction to Gender Analysis

- PPT lecture covering the four “domains” of gender and power
  o Legal Status and Rights
  o Access to Resources
  o Participation and Practices
  o Knowledge and Beliefs

2:00 pm Gender Analysis Activity

- Small groups work together to identify gender domains in a case study

3:00 pm Break

3:15 pm Debrief on the Gender Analysis Activity

- Reconvene as a large group

4:15 pm Debrief the day, Q&A

- Daily evaluation
**DAY 4- Gender Simulation Table Top Exercise**  
Thursday- July 19, 2012

9:00am  
**Welcome Back, Q&A**

9:30am  
**Introduce Day’s Table Top Exercise and Topics**

9:45am  
**Topic: Women’s Participation in Peace Negotiations: Afghanistan Jirga**
- Topics for discussion: This is an externally influenced process
- What was their strategy for inclusion?
- Did the women have agency?

10:45am  
**Break**

11:00am  
**After-Action Discussion of Lessons Learned**

12:00pm  
**Lunch and free time**

1:00pm  
**Topic: Women’s Participation in Peace Negotiations: Liberia Peace Negotiations**
- Topics for discussion: This is an internally influenced process
- What was their strategy for inclusion?
- Did the women have agency?

1:45pm  
**After-Action Discussion of Lessons Learned—Compare both Afghanistan and Liberia cases—Topics for discussion**
- What’s different about them?
- What worked and what needs improvement?
- Do these challenges appear in your work? What can you do about them?

2:30pm  
**Break**

2:45pm  
**Topic: Agents of Change**

3:30pm  
**After-Action Discussion of Lessons Learned**

4:15pm  
**Debrief the day, Q&A**
- Daily Evaluation
DAY 5

9:00 am  Welcome Back, Q&A

9:30 am  Expert Panel: Gender Perspectives in Conflict and Post-Conflict Settings: Case studies

11:00 am  Discussion on Expert Panel and Lessons Learned

12:00 pm  Lunch and free time

1:00 pm  “Concrete Steps for Implementation of the Women, Peace and Security Framework

• Applying the standards in all peacebuilding processes
• Applying gender analysis

1:30 pm  Application of the Women, Peace, and Security Frameworks

• Participants working in small groups on their own projects/plans to integrate what they’ve learned into their work
• Action plans presented from each small group
• Feedback and Discussion

3:15 pm  Break

3:30 pm  Closing

• Written evaluation of the course
• Photos
• Certificates

4:15  Debrief of course, Q&A
BIOS

Dr. Kathleen Kuehnast is director of the Gender and Peacebuilding Center at the United States Institute of Peace (USIP). She is co-editor of the volume, Women and War: Power and Protection in the 21st Century (2011), which focuses on the gap between international commitments like UN Resolution 1325 and the harsh realities facing women in war, as well as the critical role women play in peacebuilding efforts. As a socio-cultural anthropologist, her work examines the impact of political and economic transitions on societal gender roles, including how social networks and social capital intersect with local practices of conflict resolution. For fifteen years of her career, she worked in the international development field, primarily with the World Bank and the Asian Development Bank, where her research included such topics as conflict drivers in Central Asia; community driven development in post-conflict reconstruction; migration impacts on gender roles; qualitative studies of poverty in transitional countries; and systematized guidance notes on social analysis for economists. Kuehnast is a recipient of the Mellon Foreign Fellowship at the Library of Congress (2000) and the Kennan Institute for Advanced Russian Studies Fellowship (1999) at the Woodrow Wilson International Center for Scholars. She lived several years in Kyrgyzstan, where she researched and wrote extensively on the impact of post-Soviet transition on Muslim women of Central Asia. Among her related works is the co-edited volume, Post-Soviet Women Encountering Transition: Nation Building, Economic Survival, and Civic Activism (2004). Kuehnast holds a Ph.D. in socio-cultural anthropology from the University of Minnesota. Her master’s degree in education is from the University of St. Thomas.

Sahana Dharmapuri is a Fellow at the Carr Center for Human Rights Policy at the Harvard Kennedy School of Government. She is an independent gender advisor with over a decade of experience providing policy advice and training on gender, peace, and security issues to USAID, NATO, The Swedish Armed Forces, The United States Institute for Peace, the National Democratic Institute, and other international development organizations. Ms. Dharmapuri is the creator of the Carr Center's Gender and Security Seminar series, which she has led since 2011Ms. Dharmapuri served as the gender advisor on conflict and complex emergency situations for the Office of Women in Development at USAID from 2003 to 2006. She was an Investing in Women in Development Fellow at USAID from 2003-2005. Prior to her work at USAID, she worked in Washington, DC at The Ashoka Foundation for Social Entrepreneurship, The Fair Labor Association, and the Center for Middle East Peace. Ms. Dharmapuri was selected to be a member of the American Council of Young Political Leaders in 1999. She received both a Masters in Middle East Studies and a Masters in Public Policy from the University of Chicago in 1997. Sahana is a member of the US Civil Society Working Group on the US National Action Plan on Women, Peace and Security. Her writing has appeared in the Cambridge Chronicle, Christian Science Monitor, Human Rights Quarterly, The Women’s Policy Journal of Harvard, Parameters, a Journal of the US Army War Colleg, and the Global Responsibility to Protect Journal.

Julie Arostegui, J.D. is human rights and gender specialist and a consultant with USIP’s Gender and Peacebuilding Center. Her work focuses on promoting the empowerment and participation of women through strengthening the rule of law and access to justice, impacting policy, and building capacity. She also has extensive experience with program development and management and research and writing on human rights and gender issues. She has worked with the National Democratic Institute
(NDI), the International Association of Women Judges, the American Association of People with Disabilities, Internews, and the National Underground Railroad Freedom Center, and has served as an editor of the Human Rights Quarterly. In addition to the course on Operationalizing Frameworks on Women, Peace and Security, Julie has developed trainings for lawyers, judges, government officials, civil society, social service providers, media, educators, and students on women’s rights, human rights, international human rights law, human trafficking, and labor management. Julie holds a law degree from the University of Cincinnati/Urban Morgan Institute for Human Rights and a Masters in International Relations and Communications from the Universidad Complutense of Madrid, Spain. She completed her undergraduate studies at Brandeis University.

Veronica Isala Eragu Bichetero is a lawyer and an advocate of the Courts of Judicature of Uganda. She is a senior consultant with EDG Venture Consult and is deeply involved in women's rights, children's rights, vulnerable persons' rights, conflict resolution, and peacebuilding in Africa. Bichetero currently works with the World Bank as Gender and Conflict Advisor, focusing on a special program, Learning on Gender in Conflict Affected Areas in Africa (LOGICA) Trust Fund. Veronica also does consultancies in human rights, governance and rule of law for the United Nations Development Programme (UNDP) and the International Development Law Organization (IDLO). Her work focuses on promoting women's participation in conflict resolution and peacebuilding in the Great Lakes Region. Bichetero will share her personal experiences as an observer, negotiator and mediator at the local and national level during the Ugandan conflicts, and at the regional level where she has implemented best practices in developing women's substantive participation in mediation in Africa. Bichetero previously held an international position with UNICEF and served as commissioner at the Uganda Human Rights Commission, a national human rights institution in Uganda. Her experience at the negotiation table and peacemaking forum dates back to 1985 when she contributed at the government of Sierra Leone and the Revolutionary United Front as the UNICEF representative, advocating for the early release of women and children. From 2006 to more recently she was involved in the Juba peace process between the government of Uganda and Lord's Resistance Army, first as a representative of the Human Rights Commission and later at the mediation table providing technical expertise and advice. Bichetero has worked in Juba supporting the government of Southern Sudan on post-conflict issues, especially the empowerment of women and human rights. She participated as a technical expert in the April 2010 Sudanese election and the South Sudan Referendum.
**Recommended reading list**


(http://www.nxtbook.com/nxtbooks/usip/peacewatch_2010fall/#/0)

(http://www.usip.org/files/resources/PB-119.pdf)

(http://www.usip.org/files/resources/PB117.pdf)

(http://www.usip.org/files/resources/PB73-Security_After_the_Quake.pdf)

(http://www.usip.org/files/resources/pb44.pdf)

(http://www.usip.org/files/resources/PW76_Gender_Conflict_and_Peacebuilding.pdf)