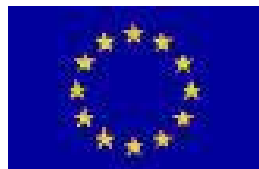


*Seminar Publication*

# Roundtable on Gender in Conflict and Crisis Management

CMC Finland, Kuopio  
17 April 2008

Regional Development  
Programme for Security and  
Civilian Crisis Management



STATE PROVINCIAL  
OFFICE OF  
EASTERN FINLAND

**CMC**Finland

**Kriisinhallintakeskus**  
Crisis Management Centre

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# 1 PROGRAMME

## CMC Finland ROUNDTABLE GENDER IN CONFLICT AND CRISIS MANAGEMENT

17 April 2008

Crisis Management Centre Finland, Kuopio

9.15      *Coffee*

09.45      Opening  
*Sofie From-Emmesberger,*  
Head of Unit for Human Rights Policy, Ministry for Foreign Affairs of Finland

### SESSION I

10.00      Panel Discussion  
*Gender in crisis management: experiences from the field*

Chair: *Sirpa Rautio*, Advisor, Office of the Commissioner for Human Rights, Council of Europe

Panel members:

*Lesley Abdela,*  
Gender/CIMIC expert Eyecatcher/Shevolution

*Krister Fahlstedt,*  
Captain, Department of Personnel, Swedish Armed Forces

*Leena Kontula,*  
Police Sergeant, former member of EU support to the African Union Mission in Darfur

*Leena Kirjavainen,*  
Former FAO representative to Lao

*Paavo Pitkänen,*  
Lic. Pol., Crises management and elections field worker

12.15      *Lunch*

## SESSION II

13.00 Working Groups: *Learning from each other*

*WG 1: Different roles of the women in conflict*

Moderator: *Liisa Laakso*, Professor, UNESCO Chair in International Cooperation and Development, University of Jyväskylä, Finland

Rapporteur: *Jari Mustonen*, Senior Researcher, CMC Finland

*WG 2: Gender issues inside the crisis management missions/operations*

Moderator: *Paavo Pitkänen*, Lic. Pol., Crises management and elections field worker

Rapporteur: *Kinga Dévényi*, Senior Training Officer, CMC Finland

*WG 3: Impact of crisis management missions/operations on local gender situation; best practices and lessons learned*

Moderator: *Kristiina Kumpula*, General Secretary, Finnish Red Cross

Rapporteur: *Petteri Taitto*, Head of Training, CMC Finland

14.30 *Coffee break*

## SESSION III

14.45 Conclusion by the WP rapporteurs

Discussion

15.45 Ending of the Round Table

16.00 *Buffet*

## 2 BACKGROUND PAPERS

### *BACKGROUND FOR THE ROUND TABLE*

The Roundtable "Gender in Conflict and Crisis Management" continues the ongoing implementation of the United Nations Security Council Resolution (UNSCR) 1325 on women, peace and security. *Finland's National Action Plan 1325* will be published in September 2008. In the Action Plan, it is emphasised, amongst other issues, that all crisis management workers as well as those authorities who are training and deploying personnel to various missions/operations should be well versed in human rights and gender issues.

The Crisis Management Centre (CMC) Finland, under the supervision of the Ministry of Interior, carries out operational tasks falling under the national readiness in civilian crisis management. These operational tasks, namely the training for civilian crisis management missions, make CMC Finland an integral part of Finland's participation in crisis management undertaken by the European Union (EU) and international organisations like the United Nations (UN) and the Organization for Security and Co-operation in Europe (OSCE).

The implementation of the UNSCR 1325 is and will be actively practised in all three sectors of CMC Finland: Training, Human Resources and Research. The organisation of the Roundtable is one concrete action to build up capacities and awareness, not only amongst CMC Finland's staff, but also amongst its partners regionally, nationally and internationally.

### *STRUCTURE OF THE ROUNDTABLE*

The Roundtable consists of three sessions. The first session is a chaired *panel discussion* with keynote speakers. The speakers will present their own approaches and field work experiences regarding gender in conflict and crisis management. In the context of this Roundtable, crisis management includes all activities that are related to the reconstruction of society in a post-conflict situation: sustainable development, human security (human rights, gender issues), role of local and international NGOs, civil-military relations. The focus will be on conflict prevention. The speakers for this panel discussion represent various fields: development aid, gender and human rights, civilian (police) mission, military operation, and election observation.

After the panel discussion the Roundtable continues in three parallel Working Groups.

*Working Group 1* focuses on different roles of women in conflict. The fundamental aspect is to recognise that women are *actors* in conflicts, not only victims. Women can also be combatants or working for the combatants, which should be taken into consideration, for example, during the disarmament, demobilisation and reintegration (DDR) process. This WG will also discuss the impact of armed conflict on children and their position in the reconstruction phase.

The key issues for discussion include:

- What roles do women have during conflict and post-conflict situations? Examples from the field.
- How does the role of women change during the conflict stages?
- How to identify women's different roles? Lessons learned.
- Does empowerment of women's group also mean that the children are included?
- How the children can be reached directly? Examples from the field.

*Working Group 2* focuses on gender issues inside the crisis management missions/operations. Already the question of gender structure concerning mission members poses the problem: the military operations are male dominated and even though in the civilian crisis management missions there are more women, they tend to be appointed to lower positions inside the mission. However, more women are needed in crisis area in order to reach local women and help them. It is also of the utmost importance that the values related to gender equality and promotion by the sending countries should be the main code of conduct for the mission members. If the promoted values are not respected, it is not realistic to expect that the local people to adopt and implement them either.

Key themes for the debate are:

- How to increase the amount of women in military operations and civilian missions? When should we start the recruitment? Concrete examples, propositions.
- Problematic relations between the mission members: harassment, discrimination, other problems. How to deal them? Examples, good ways to find solutions.
- How to respect code of conduct in daily basis?

*Working Group 3* focuses on the impact of crisis management missions/operations on the local gender situation. International operations and missions have various short and long-term effects on the host society, which is also unintended at times. Measuring the

impact of crisis management is challenging because the criteria and indicators should already be established when planning future operations/missions.

Objectives for the discussion are:

- From measuring the success of operation/mission to measuring impact on local gender situation? What kind of criteria should there be when measuring the impact?
- What are the indicators especially concerning the status on local women: Increase in the visibility of women in day to day life, girls going to school, etc. Lesson learned, examples.
- How to take into account local expectations? How to get information from local women whether the mission/operation is having any positive impact?
- Unintended consequences of the international presence in crises area. Especially in relation to the local gender situation (increase of prostitution, etc.) How to be aware and how to prevent these consequences? Examples.

*The concluding plenary session* allows for the sharing conclusion from each of the Working Groups, based on the summaries provided by the respective rapporteurs. This session is future oriented as it gives recommendations to move forward on the implementation of the UNSCR 1325 and mainstreaming the gender issues within CMC Finland's activities.



### 3 BIOGRAPHS

#### *SPEAKERS, MODERATORS AND RAPPORTEURS*

##### *Sophie Fromm-Emmesberger*

is working as Head of Unit for Human Rights Policy at the Ministry for Foreign Affairs of Finland. She has also been involved in drafting Finland's National 1325 Action Plan which will be published in May 2008.

##### *Sirpa Rautio*

is working as advisor at the Office of the Commissioner for Human Rights, Council of Europe. Ms. Rautio will begin, in near future, her new assignment in EULEX Kosovo as Chief of the Human Rights and Gender Office.

##### *Lesley Abdela*

is Senior Partner in UK-based consultancy Eyecatcher Associates Shevolution. She has worked in over 40 countries in Africa, Middle East, South Asia, Central Asia, Central and Eastern Europe, and Indonesia, as Advisor to international organisations, Governments, and NGOS on gender, UNSCR 1325, women's human rights, developing democracy, civil society advocacy, media, women's participation in politics and elections, women and DDR.

Lesley Abdela has "boots on the ground" experience of post-conflict reconstruction and peace-building operations. She has worked in Aceh, Iraq, Afghanistan, Sierra Leone, and Kosovo. Her most recent mission was in Nepal from September 2007 to March 2008.

She has conducted workshops at the Swedish Armed Forces International Centre (SWEDINT) for military, police and civilians on implementation of UN Security Council Resolution 1325 - mainstreaming Gender into peace operations and Civil Military Cooperation (CIMIC). She has led workshops for NATO Senior Civil Servants on Gender and culture in Afghanistan.

She is also a journalist and broadcaster and went to Bosnia as a journalist on behalf of Cosmopolitan magazine. Lesley Abdela was awarded an Honorary Doctorate (PhD Hons) from Nottingham Trent University for life-time work on women's human rights in 1996.

A selection from past assignments: *Nepal* – GENCAP Senior Gender Advisor to UN Humanitarian Agencies Nepal; *Aceh* - Gender Specialist to the International Organisation for Migration (IOM) Programme for Reintegration of Former Combatants; *Iraq* -

Civil Society Consultant to RTI Local Governance Programme developing Human Rights Associations and Women's Associations and women's participation in elections; *Afghanistan* - Gender workshops in the Ministry for Women's Affairs with UNFPA and NGO KEGME; *Kosovo* - Gender Specialist in the Prime Minister's Office for the Kosovo Development Strategy Programme (2006), Training Consultant to Kosovo Advocacy Training programme – East West Management Institute funded by USAID (2001 – 2003), Deputy Director for Democratisation with the OSCE in Kosovo recruited by UK FCO (1999); *Sierra Leone* – post-conflict analysis and gender strategies for politics/NGOs/police on behalf of the British Council.

*Captain Krister Fahlstedt*

is representing Swedish Armed Forces. He has experience on implementation of UNSCR 1325 and gender perspective into Swedish operations at strategic/organisational and practical level. His recent experience is from the Operation of Sudan in the role of being a Gender Focal Point.

*Leena Kontula*

is detective sergeant (retired) from the Helsinki Police Department where she has worked in the drug unit and at the investigation Unit on domestic violence, juvenile delinquency. She has gained her international experience from the following missions: as regional domestic violence coordinator in UNMIK Kosovo (2001-2002), as deputy head of district in Sri Lanka Monitoring Mission (2003-2004) and as trainer in EU support to the African Union Mission in Darfur (2005-2007).

*Leena Kirjavainen*

(Managing Director, Widagri Consultants) has over 30 years experience for working in different United Nations professions. Her main experience is from the Food and Agriculture organization of the United Nations. Ms. Kirjavainen has published several articles and monographs on household resource management, sustainable development and capacity building for poverty eradication. She has travelled through all the continents but mainly she has worked in Tanzania, Sudan and in Lao.

*Paavo Pitkänen*

has over 25 years of overseas experience in electoral, political, civic/humanitarian and military missions with the United Nations, OSCE, EU, CoE and Red Cross. He is a retired (1985) officer (Lt.Colonel) with master and pol.lic. degrees in political science, interna-

tional politics. Mr Pitkänen is experienced in elections implementation and assistance missions (Afghanistan, Iraq, Namibia), and in a number of elections observation missions (latest Pakistan, Nigeria, Congo, Belarus, Indonesia). He has also served in a number of humanitarian/political missions in the Former Yugoslavia, Iraq, Ethiopia and Somalia as well as in military peace-keeping operations in Syria/Israel, Cyprus and Egypt/Israel.

*Liisa Laakso*

has been working as Professor for the UNESCO Chair in International Cooperation and Development at the University of Jyväskylä, Finland, since 2004. Her research has mainly focused on democratisation process especially in Africa as well as on causes and solutions for conflicts. Ms. Laakso has many confidential posts, including the chair of the advisory board for the European NGO Confederation for Relief and Development. She is also member of the advisory board for *CMC Finland Studies on Civilian Crisis Management*.

*Jari Mustonen*

is Senior Researcher and he is responsible in making and coordinating research on civil-military coordination. He is also planning a Civil-Military Relations Course which will take place in November 2008.

*Kinga Devenyi*

is Senior Training Officer at the CMC Finland. She is responsible in planning and organising training, such as forthcoming Civilian Response Team Training in October 2008.

*Kristiina Kumpula*

is General Secretary of the Finish Red Cross. She is also member of the advisory board for *CMC Finland Studies on Civilian Crisis Management*.

*Petteri Taitto*

is Head of Training at the CMC Finland. He is responsible in coordinating, planning and developing the training within CMC as well as with international partners.

## 4 LIST OF PARTICIPANTS

Abdela, Lesley	Gender/CIMIC expert Eyecatcher/Shevolution
Devenyi, Kinga	Senior Training Officer, CMC Finland
Fahlstedt, Krister	Captain, Department of Personnel, Swedish Armed Forces
From-Emmesberger, Sofie	Head of Unit for Human Rights Policy, Ministry for Foreign Affairs of Finland
Heinonen, Hannamari	Project Manager, CMC Finland
Henriksson, Kirsi	Head of Research, CMC Finland
Immonen, Aapo	Researcher, CMC Finland
Isotalo, Riina	Postdoctoral Researcher, Institute of Development Studies, University of Helsinki & Tampere Peace Research Institute
Kerkkänen, Ari	Director, CMC Finland
Kirjavainen, Leena	Former FAO representative to Lao
Kokkarinen, Helinä	Senior Advisor, Finnish Ministry of Interior
Kontula, Leena	Police Sergeant (retired), former member of EU support to the African Union Mission in Darfur
Koskinen, Eeva	Journalist, Vice President, Finland's 1325 Network, UNIFEM
Korhonen, Senja	Research Coordinator, CMC Finland
Kumpula, Kristiina	General Secretary, Finnish Red Cross
Kylänen, Marika	Researcher, Department of Health Policy and Management, University of Kuopio
Laakso, Liisa	Professor, UNESCO Chair in International Cooperation and Development, University of Jyväskylä
Lahtinen, Marko	Deputy Director, Training Center for the Army and the Finnish Rapid Deployment Force (FRDF).
Lahtinen, Merja	Advisor, Ministry for Foreign Affairs of Finland
Lehtonen, Janne	Captain, Finnish Defence Forces' International Centre FINCENT
Matikka, Anna	Human Resources Planning Officer, CMC Finland
Mustonen, Jari	Senior Researcher, CMC Finland
Pekkarinen, Kaija	Financial Assistant, CMC Finland
Pitkänen, Paavo	Lic. Pol., Crises management and elections field worker

Rautio, Sirpa	Advisor, Office of the Commissioner for Human Rights, Council of Europe (Chief of the Human Rights and Gender Officer, EULEX Kosovo)
Riley, Meghan	Intern, CMC Finland
Rubini, Aino	Human Resources Assistant, CMC Finland
Schmidt, Leena	Executive Director, UNIFEM Finland
Stephens, Eeva	Training Assistant
Sundqvist, Jari	Research Coordinator, CMC Finland
Taitto, Petteri	Head of Training, CMC Finland
Tikkanen, Jussi	Consulting Official, Finnish Ministry of Justice
Toiskallio, Jarmo	Professor, Department of Education, National Defence University
Tuuha, Lilli	Intern, CMC Finland
Ukkola, Kirsi	Training and Finance Assistant, CMC Finland
Åhlin, Martin	Training & Project Officer, Folke Bernadotte Academy, Sweden

## 5 WORKING GROUP RESULTS

### 5.1 WORKING GROUP 1:

#### *DIFFERENT ROLES OF WOMEN IN CONFLICT*

### Roles of women in conflict?

- Victims (refugees, warfare, irregularities, domestic)
- Supporters for the combatants
- Active combatants
- Providers for the family → new responsibilities
- Facilitators for peace → is it always needed or beneficial?

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### Taking culture into consideration

- How to take into account the cultural constraints and possibilities?
- Eg. integration of female ex-combatants to society
  - Traditionally different roles of sexes
  - Religion
  - Ethnicity

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## Empowerment of women and children

- Orphan care
- Importance of education
- Can work the other way around – empowering women starts with the children
- A community issue – do not exclude men!
- Do not instrumentalise women's rights for reproduction only

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## Recommendations to CMC Finland

- Understand the culture, the context of the conflict (area specific)
- No universal solution to all crises
- Be sensitive with regard to backlashes
- Focus on livelihood strategies in local level organisations of women's groups
- Go beyond the household level – do not include just the men
- Training of trainers

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## 5.2 WORKING GROUP 2: *GENDER ISSUES INSIDE THE CRISIS MANAGEMENT*

### Main points of discussion

- Very practical ways to recruit more women
- Challenge of solving difficult situations, including breaches of code of conduct

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### Recommendations to CMC Finland

- Increase resources!
- Advertise
- Produce material
- Develop the roster
- Transparency
- Broaden the scope of missions
- Training

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### 5.3 WORKING GROUP 3: *IMPACT OF CRISIS MANAGEMENT OPERATIONS ON LOCAL GENDER SITUATION*

#### Main points of discussion

- Best practices at local level on gender issues "Do no harm", "Needs based"
- Positive impact of the crisis to the society: Gender status during and after the conflict – no return to "good old days"
- Mission awareness, how to bring in women (40% council as a carrot)
- How to get information about womens needs
- How to use capacity of all personnel and previous reports

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#### Recommendations to CMC Finland

- Peer awareness – train all as gender ambassadors/coaches
- Read your homework with gender spectacles , Problem Based Learning "Do no harm" and "Needs assessment", "Find your contacts"
- No quick solutions/results are expected
- Try to change attitudes, encourage to start a personal development process instead of lists do's and dont's

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6.1. LESLEY ABDELA:  
*GENDER IN CONFLICT AND CRISIS MANAGEMENT*

**Gender in conflict  
and  
Crisis Management**

**Lesley Abdela  
Senior Partner  
Shevolution**

**[Lesley.abdela@shevolution.com](mailto:Lesley.abdela@shevolution.com)**



**CMCFinland**  
**Kriisinhallintakeskus**  
Crisis Management Centre

**United Nations Security Council Resolution  
1325 -a valuable tool ...**

Resolution 1325 spells out actions needed by all actors to ensure the participation of women in peace processes and to improve the protection of women in conflict zones.

## UNSCR 1325 can succeed if...

1. Amend UNSCR 1325
2. Donors specify contract compliance on Gender
3. Invest serious funding

## UNSCR 1325 Amendment needed

Specify - at least 40% women and at least 40% men (no more than 60% of either gender)

- in all peace negotiations
- transitional and interim governments



### **European Parliament Resolution on participation of women in peaceful conflict resolution**

- A similar Resolution to UNSCR 1325 was passed by the European Parliament in November 2000.
- A recommendation accompanying the EP Resolution calls for **at least 40% women's representation** in all levels of decision - making in peace building and post conflict

What do the following countries have in common?

- Nepal
- Sierra Leone
- Sri Lanka
- Aceh
- Kosovo.....

## **Vienna Negotiations Over Kosovo** May 2006



## **Women's Peace Coalition Conference "Women, Peace and Security," Struga, Macedonia, September 2006**



## Where are the women? There is NO excuse

- UN SCR 1325 officially endorses the inclusion of civil society groups in peace processes and in the implementation of peace agreements
- support for local women's peace initiatives

## Talks on status of Kosovo







## The current context in crisis situations

Two parallel universes -  
one universe is mostly male  
the other universe is mostly  
female



## Hierarchies block women from access to people in power... The challenge?

Bridge the gaps between the parallel  
universes of women and men!



Put on your gender spectacles....



- Look at how every service, process, policy, activity and decision impacts on each section of the community, male and female.
- Look at the participation and contribution by women and men.



## Consider impact on women and men in all activities ...

- Crisis management
- support for institutions and rule of law
- Cimic - civil military co-operation
- DDR
- democratisation process
- elections
- governance
- emergency and security
- justice and reconciliation
- reconstruction of economy and infrastructure
- media



## Mainstreaming Gender - putting on your Gender spectacles Incorporate gender into:

- training
- recruitment, selection, promotion, appraisal, and v
- needs assessments
- planning and implementation
- monitoring and Evaluation
- research
- report writing
- policy development
- allocation of funding and resources
- vocabulary of all written materials, speeches and videos.
- media and communication
- conferences and meetings
- press Releases and Press conferences



## UNSCR 1325 - DDR

Those involved in the planning for disarmament, demobilisation and reintegration must consider the different needs of female and male ex-combatants and take into account the needs of their dependants.

Eg mk story

### DDR Aceh



## Woman prisoner Aceh



## Women Associated with Armed Forces - WAAFS

- women become combatants – fighters, logistic support, medics, cooks, porters, girl-friends in the field, sexual slaves and intelligence gatherers.



## DDR ACEH Reintegration of Women Associated with Armed Forces

- provide opportunities for WAAFs to participate in design, planning and implementation of their Reintegration Programme
- avoid stereotyping - take measures to ensure women have access to better paid employment in previously all-male preserves eg ILO Aceh
- build on competencies and the skills women developed in the conflict
- provide information based on a labour market assessment of employment and business opportunities
- organise access to finance, information, computers, e-mails and internet for budding female entrepreneurs
- Include gynaecologist on medical teams

- **“The short-term objective is stabilisation, but if we want to achieve long-term peace and long-term stabilisation we must include women as partners in the process.”**

Mark Knight

## It's not rocket-science!

- Commitment from the top
- Good Gender training for decision-makers
- Funding and resources
- Include gender in appraisals and evaluations
- 40/40 gender-balance





## Equality in peace operations!

And finally .....a reminder.....

living conditions on deployment  
can be equally tough for women  
and men !!



## 6.2 KRISTER FAHLSTEDT: *IMPLEMENTATION OF UNSCR 1325 WITHIN THE SWEDISH ARMED FORCES*

Chair, Gentlemen and Ladies - on the Swedish Armed Forces behalf, I am honoured to be a part of this important Roundtable discussion; "Gender in Conflict and Crisis Management". I'm also glad to be a man – at least biologically seen – since I believe these issues are not (only) women's issues. I say so because I believe creating a working environment where everyone shall feel welcome, safe and have the ability to grow, is everyone's responsibility. I also believe that this is an essential part of the Armed Forces main mission and that will be my focus today.

Implementation of UNSCR 1325 is both an aim in its own right and a way of reaching the objectives of Security. I guess we can all agree that this will not be one of the easiest tasks we've handled. We are in the beginning of the process and we have to struggle against history, traditions, culture, social structures etc.

Let me give a historical example: In the beginning of the last century an aggressive and loud debate arose, regarding women being given the possibility to work in the governmental sector. The argument was that the wrists of women were too weak to write through several layers of carbon paper... Who knows what we will think about today's arguments and demands in 50 years...?

But even in that context it is possible to make a change. And it's also necessary. Integration of a Human rights' and gender perspective in the operation will not only fulfill requirements as stipulated by UN, but will also contribute to the effectiveness and efficiency of the operation.

The strategy is to integrate these perspectives into the ordinary daily work performed by the different branches and units. The operational planning process will at all times assume that the lives, experiences, security threats, freedom of movement, HIV/AIDS, etc, of women and men in the mission area are not the same. These differences and their consequences should be analyzed prior to deployment in order to provide recommendations and guidance. In this way the gender work will align and contribute to the operations aims and objectives.

With credibility and force protection in focus, the operation will also have a clear policy on sexual exploitation and abuse (SEA) as stated in UN regulations. In addition to this we have also developed a *Code of Conduct* which all soldiers have to learn and sign. Keeping up to the specified standards of behaviour and sensitivity on gender issues is essential for guaranteeing the moral cohesion of the operation and providing an appropriate working and living environment.

The 1325-resolution has given the work on gender equality and integration of women a whole new dimension. In this matter there are several best practices that show the possibilities. This is truly the first time that many in the organization can see operational positive effects on integrating women in the Armed Forces. There are tasks where we perform operations which can not be solved if you don't have women in your force. Examples of that are intelligence gathering and building credible and trustworthy relations with also the female part of the population.

One factor of success is knowledge. Therefore; every soldier and officer going on a mission has at least three hours of extra training on 1325 and gender, and since two years gender training has been included in all military schools from the beginning to the top. That means that in every step of the military education system, from the military academies to the higher staff courses, there is clear gender training/education. Today, the Swedish Armed Forces own experts perform most of these sessions. This is a strategic decision and definitely helps the implementation process. If you systematically use external experts on "gender, discrimination, etc" the signal to the system is clear and that is something that will negatively affect the integration of these issues into the ordinary work. Mainstreaming gender and equality is about making the employees and commanders aware and personally responsible. Gender advisors and gender experts should just support, facilitate and monitor that process.

Since 2006 we do have Gender Advisors in all our main missions. The Nordic Battlegroup is of course one of them. Furthermore, cooperation and coordination with other organizations, such as Women's Constituencies, are crucial for our work on implementing Gender into "real life". Therefore we have to start to build on these networks and relations at home. We will never be better "out there" than we are "on our own backyard"

Let me also share some concrete experiences from the EUFOR mission in Congo 2006. After the Gender training the Commander of a Regiment in Libreville decided upon to give his female supportive personnel (secretaries, IT-support, etc) additional training with the purpose to bring them into patrols. The perception from the women was very positive. But also the lesson on that the patrols were met differently when they were all male or when they were mixed. When the patrols were all male they were met more hostile and with a negative attitude.

Another example is a local women's organization that came to provide the EUFOR staff with information for a list of points of contact to be informed when situations with sexual violence had taken place or were at risk to occur. That was truly efficient in order to stop further violations.



Trying to visualize the importance of leadership we're also working with a Gender Coach Programme. Let me tell you just a little bit more about that. Quite often individuals, including senior management personnel, do not see that they have a lack of knowledge when it comes to gender and equality. We tend to make issues about gender personal, private and emotional as we believe we already know all there is to know about this topic. "Oh, I have a wife, so I know about women" or "I have both a daughter and a son so I have seen the differences myself". Then you generalize from a very personal point and that is of course not professional. If you already believe you "know it" then you will probably not be inclined to attend training and education. I would actually describe and categorize this as a bigger overall problem than if colleagues express their open hesitance.

The reason for choosing to work with the top management is that they both have the power and ability to influence structures and behaviours within the organizations. Hence, it's important for them to deepen their understanding of gender equality. Many times though, for people at this level it is too time consuming to take part in in-depth training programmes. That is why coaching is an effective way to achieve the desired result. Integration of women and a Gender Perspective have to be performed with a TOP-DOWN approach if it shall succeed.

So, implementing a gender perspective into military and other organizations is about fundamental human rights values, democracy and efficiency! If you talk to 48% of the population to have 100 % of the picture it is not hard to understand that this might not be the best way of working...

But having that said I would also like to emphasize the importance of personal reflection in order to make this real change happen. Because *it is* a matter of mindset – to see and to meet and to treat people as the individuals they are. One person who has reflected is the three-star General Göran Gunnarsson and I would like to share his words with you. The episode I want to tell you has its background in the Swedish Armed Forces work for diversity at large, in this case the LGBT perspective. Our aim there is that no single colleague shall feel forced to hide his or hers sexual orientation or gender identity at work.

However; Göran Gunnarsson was the first General ever (at least officially...) to visit the Stockholm Pride Festival. This was in 2002. Some months later he also attended a LGBT course at a Ranger unit in central Sweden. Being a General, he naturally had the last speech there. He chose to sum up his impressions by talking about his going to the Pride Festival. What happened there was that I went to meet him at the entrance of the Festival area. I was together with a colleague, Lasse. I hadn't the slightest clue that the General and Lasse knew each other very well. They had worked together

on and off for over 20 years, in different positions, but with Gunnarsson, of course, always in the superior position. What he said in his speech at the Ranger Unit was that that meeting at the entrance to the Pride Festival had left a deep impression on him. To look Lasse in the eye, to shake his hand and not understand till that very moment that Lasse was gay. And then he went on to say that he could have reacted emotionally and said: "But, Lasse, why haven't you said anything to me all these years – WHY?". But Gunnarsson didn't react like that. Instead he immediately posed a question to himself: "What is it that I, Göran Gunnarsson, have said and done all these years – or perhaps, not said and not done all these years, which has made Lasse choose not to tell me who he is?"

To me this is the best ever example of what implementing equality and diversity is about in everyday life. All change starts in our selves.

Once again; thanks for your attention.

***Integration of Gender perspective and  
UNSCR 1325/2000 “Women, Peace and  
Security” into Military Operations***

**Captain Krister Fahlstedt  
Swedish Armed Forces**

[krister.fahlstedt@mil.se](mailto:krister.fahlstedt@mil.se)

+46 735106060



SWEDISH ARMED FORCES  
FÖRSVARETS MÄKT

**In the benefit of the women**



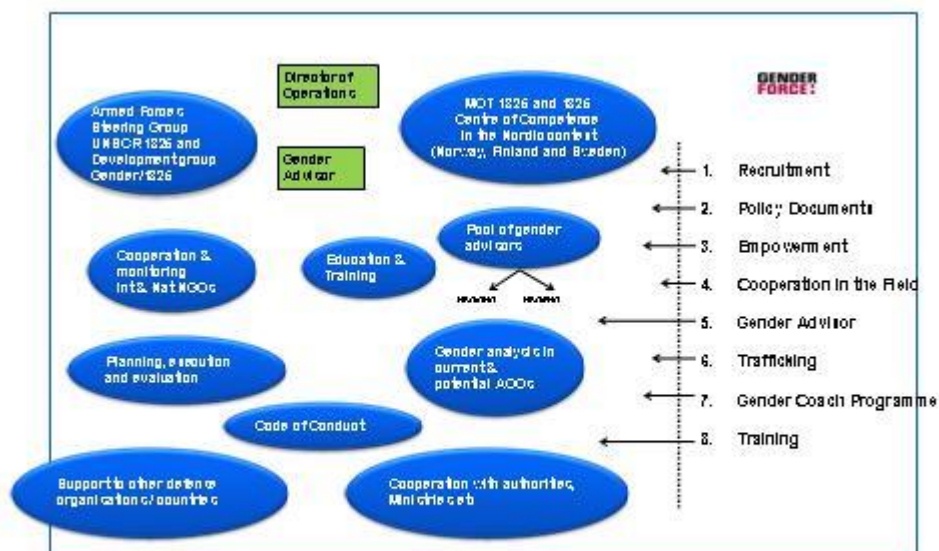
SWEDISH ARMED FORCES  
FÖRSVARETS MÄKT

## In the benefit of the operation



SWEDISH ARMED FORCES

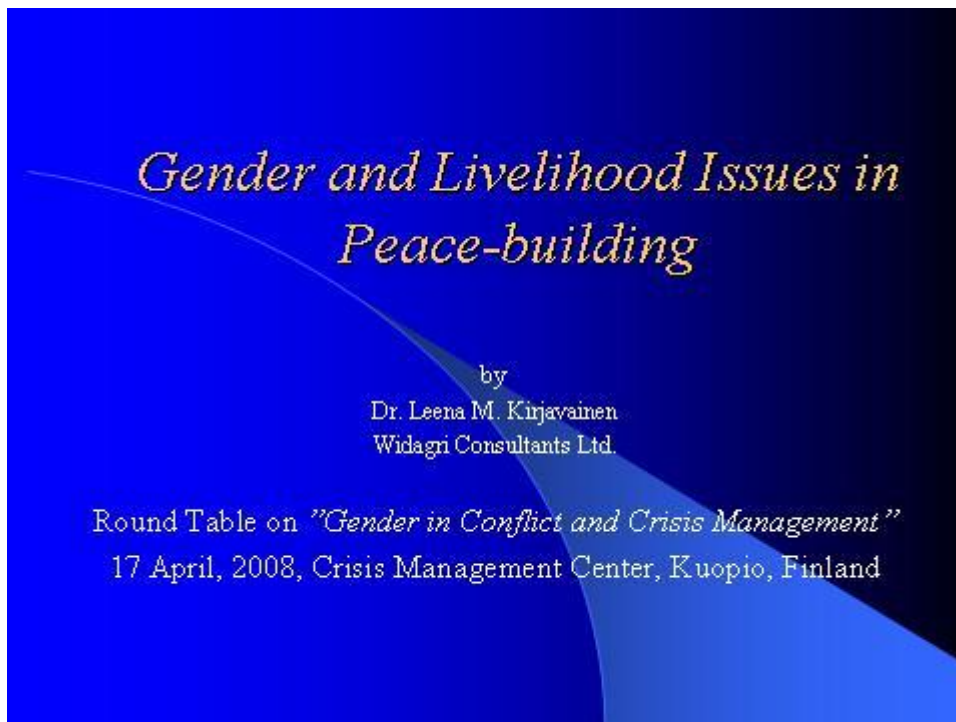
PERIODICITY 4



SWEDISH ARMED FORCES

PERIODICITY 4

6.3 LEENA M. KIRJAVAINEN:  
*GENDER AND LIVELIHOOD ISSUES IN*



## Map of Rwanda

(Source: U.S.C.I.A. World Factbook)



- Population: 9 Mill (estim. 2007)
- Religion: Roman catholic 51%, Protestant 21%, Indigenous beliefs 9%, Muslim 8%
- GDP: agric 40%, industry 20%, services 40%
- Main exports: coffee, tea, pyrethrum, fruits, minerals, flowers – and tourism industry

## Land of Thousand Hills...

- The human, social and economic costs of Rwanda's Genocide have been staggering: Without the genocide the GDP would probably be 25-30 % higher (in 2004). About one fourth of the population in poverty can be said to be poor due to the genocide.
- Land issues are critical – from tenure, to usage, ownership, reform and redistribution...
- In Rwanda, National Women's Council taken a leading role in the implementation of new land laws in 2006









## WFP: Faces, Facts and Figures 2007 - Rwanda

- 593,000 beneficiaries planned for 2007
- 40,488 metric tons of food planned for 2007
- Total value of projects: US\$ 85 Million
- School feeding: 300 schools – 300 000 children – in the most food insecure areas
- Main beneficiaries: School-Feeding, HIV/AIDS, Nutrition, Food-for-Training, Food-for-Work, Refugees, Returnees, Relief

## Faces, Facts... (cont.)

- School Feeding: Nutritious hot meals – every school day – increase in enrollment, attendance and retention including girls.
- Food-for-Assets: support for livelihoods – for most food insecure (land terracing, swamp/marshland rehabilitation, and reclamation, road rehabilitation, reforestation, control of soil erosion, rainwater harvesting for domestic and cattle use, fishpond creation, food-for training in solitary camps.







## Faces, Facts... (cont.)

- Nutrition: Nutritious supplementary food to Government health centers – supporting Maternal Child Health (MCH), therapeutic and supplementary feeding, and people living with HIV on anti-retroviral therapy.
- National Nutritional and Food Security Surveillance System developed (WFP, UNICEF, MINISANTE)

## Faces, Facts... (cont.)

- HIV/AIDS: Helps poor households affected by HIV to invest in human capital
  - through education and training
  - gaining and preserving assets
  - strengthening communities to help vulnerable children and women
  - training in nutrition; prevention and sensitization; peer support and counselling; home care; life and vocational skills, and income generating activities







## Returnees from Tanzania

- Transit Time: 16 022 persons arrived from Tanzania (between 19 May 2006 and 30 March 2007)
- Settlement Scheme: Kiyanzi Camp as the transit center and then distributed to 14 locations
- Cooperating Partners: Rwandan Red Cross, Police, MinHealth, MinLocalGovmt, WFP
- Gender and Civil Status: females 51.1 %; males 48.9 %, married 61.0 %; polygamists 3.7 %, single 14.8 %, widows 19.6 %

## Returnees... (cont.)

- Cattle keepers/Herders – 49.3 %
- Farmers *cum* Cattle keepers/Herders – 30.8 %
- Farmers – 15.8 %

### Major implications:

- animal population pressure on grazing land
- access to farm/garden land







## Returnees... Immediate Operational Actions

- Transit shelters – tents and plastic sheeting
- Water and fuel supply
- Basic sanitation facilities, drainages
- Solid waste management
- Lack of food (both quantity and quality)
- Malnutrition – among under-5 children, elderly, pregnant and lactating women

## Health Issues

- Lack of clinique facilities, equipment and transport
- Lack of medicines
- Treatment needs for of HIV/AIDS and STDs
- Need for vaccinations for U-5- Children and for 5-15 yr children
- Immediate treatment of various illnesses (diarrhea, respiratory diseases)

## Education Needs

- Classrooms/shelters for schools
- Primary education arrangements – teachers and support staff
- School uniforms for children
- School feeding – water, fuel and food supplies and kitchen and storage facilities
- Technical training (for farming, livestock keeping and other tasks)

## Settlement Solutions

- Food aid, nutrition and health centers for mothers and malnourished children
- Conflict prevention measures and dialogue between settlers and local people
- Governance issues – mgmt rules and regulations
- Socio-economic infrastructure for the settlement site
- Health measures – gender dimensions of HIV/AIDS
- Psycho-social assistance for people suffering from trauma

## Implications for Livelihoods

- Agricultural production and food security
- Cash crops vs. food crops
- Household resource management – time and task allocation
- Land rights – gender disparities in tenure
- Access to production inputs: credit, technology, education and extension
- Non-farm activities - enterprising

## Support to Women Farmers:

- Recognize women's multiple roles in agriculture (farming, gardening, small livestock keeping, forestry and natural resources management)
- Realize the potential of women's contribution to rural economy through agricultural productivity
- Information and communication technologies (ICT)
- Promote new partnerships between women farmers, researchers, educators, extension workers and business people



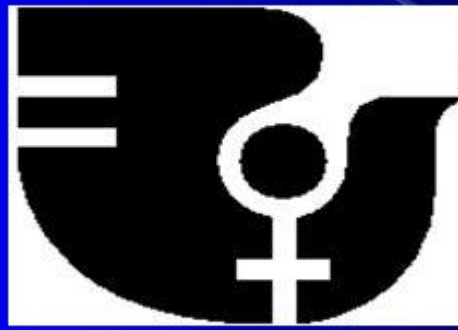
## Laos: Home Gardens for Nutritional Well-being

- FAO Technical Cooperation Project (TCP):
- Construction of net-houses for year-around vegetable production to improve nutritional well-being
- Construction and maintenance of fish-ponds
- Small animal husbandry (poultry keeping)
- Food preparation demonstrations for improved nutrition for under-5 children

## Food Demonstrations

- Learn to prepare balanced nutritious foods using home garden produce and local ingredients
- Improve dietary practices during pregnancy and lactation
- Teach (mostly illiterate) mothers complementary feeding practices for infants and young children
- Promote leadership among female community collaborators

Thank you!



6.4 PAAVO PITKÄNEN:  
*GENDER IN CRISIS MANAGEMENT -  
EXPERIENCES FROM THE FIELD*

**GENDER IN CRISES MANAGEMENT –  
EXPERIENCES FROM THE FIELD**  
practical examples

"...in all activities that are related to the reconstruction of society .."

ELECTIONS - Equality of wo(men) as

- Candidates
- Voters
- Election officials
- Election observers

**Question of genders' position/ power  
in decision making and ruling ?**

CANDIDATES

- Registration/nomination
  - individual party or no party decision, (Benazir)
  - qualification requirements, education, finance, cost of the ticket by EC or the party, (in Pakistan no female candidates in an area of 4 million people)
  - Namibia, 50-50 movement, "zebra-lists" in Namibia for gender balance rep
- Campaigning, women not in public, cost
- Quota (Afghanistan, e.g. in Maimana 5 men and 3 women to be elected) (Pakistan, women reserve seats in parliament)

## Saint Benazir



## Huge cost of campaign - Pakistan





## VOTERS

- Registration, women population larger but less in VR's
- ID's and Voter cards missing
- Civic and voter education, Afghanistan, Nigeria
- Access to campaigning, opinion making
- Access to Polling Stations, separate PS's for men and women, (Afghanistan, except Kuchis)
- Family voting, proxi voting, Nigeria King

Female voters queue in Afghanistan





Female voter in Afghanistan



Identification of female voters



## Voter queue in Nigeria



## ELECTION ADMINISTRATION

- District Election Commission level, wo(men) mixture in Nigeria, o-option in Pakistan, balance in Afghanistan
- Separate PS's for men and women, staff selection and training, (Mullah acceptable at women PS in Afghanistan, elderly man in Pakistan, Africa elections celebrations...)
- Separate voter education, village level observation!

### MAHRAM PROBLEM

## Women Observer in Fiji



## SELECTION OF ELECTION OBSERVERS

- EU roster of 5000 men and 3900 women (Sept 2007), Finnish MOFA roster 450 persons, same ratio as above: ("60-50" a la Matti Nykänen ), most have academic degree,
  - no difference in willingness to go to missions, in 2007 nominated to mission 112 persons, 70/30 % men/women
  - Brussels policy in general equal, no restrictions on countries where not to send female or men,
  - recruitment through contact by the focal point, some initiative by individuals
  - both suitable in observation in general, no difference in LTO and STO performance evaluations given by the Core Teams
- (Source: Annamaija Ramadan, Finnish MOFA Focal Point, 14/4/08)



## EU LTO in Mauritania 2006



## Composition of EU Observation Mission in Mauritania 2006

- 19 Female Long Term Observers out of 22
- All Core Team members male
- Head of the Mission WOMAN
- See: [eueommauritania.org/Old/LTO](http://eueommauritania.org/Old/LTO)

## Equality of Election Observers in the field – Mauritania 2006



## **Pakistan Elections 2008:** Preliminary Statement by EUEOM, chapter "Participation of Women"

"Although Women's political rights are protected in the law, in practice there are a number of restrictions on their exercise. Women are severely **under-represented in all aspects of the electoral process**, seriously undermining the universality and equality of the electoral process. **The ECP has not taken sufficient measures to enable women to exercise their rights to vote.**"

- Women only **44 % of the electoral roll** (male enumerators, illiteracy, ban of vote)
- Women candidates less than **3 % for general seats**, Bachelor degree, mahrams..
- Women **20 % in National Assembly**, 60 reserved seats plus 12 on general seats
- Women wings of political parties, but women issues in manifestos not beyond rhetoric
- Election administration: **2 % of Returning Officers, 23 % of Presiding Officers, 24% men in female polling booths**

## *INDIVIDUAL EXPERIENCES BY A FEMALE LTO*

When I was working in Pakistan as an STO, our team had a female translator. Big problem = the driver was not allowed to bring her home in the evening or to pick her up in the morning. So I was "forced" to play "mehram", which was very annoying. Being a foreigner, I could stay in a car with a male driver, but my male colleague could not go in the car alone with the female interpreter. A lot of work for me.

Normally, I will never sit in a car near a male driver in a Muslim country, but quietly in the back seat. And I will pay attention not to shake hands with Muslim men in Afghanistan, Pakistan or Iran. It's the same with very orthodox Jewish men in Jerusalem or Antwerp and it's the same for male observers and local females. So, where is the problem?

In Congo we (Core Team) were not sending LTO-female observers to certain areas (East), due to the risk of rape. We had a bit of discussions on the same risk for male...

In a lot of places (even sometimes in Belgium) people have difficult to accept a female "boss". So automatically they will consider the male LTO as the boss, and the female as the secretary. It's up to the female LTO to make arrangements with her colleague. Most of the time it worked very well for me, except perhaps with ??? - a French colonel.

Sometimes things are a bit more complicated. In Afghanistan Lars and I were invited at a private house of a candidate for diner. Lars and the interpreter stayed with the male, I was sent to the female department... And had a big language problem + I was not so interested in cosmetics and babies .... The same situation occurred when we were in the country side and stayed in a kind of dormitory, Lars with the males, I with the females. But even in Belgium, some females (and some males) are very boring.

And so I can go on for hours ....

6.5 LEENA KONTULA:  
*GENDER IN CRISIS MANAGEMENT -  
EXPERIENCES FROM THE FIELD*

# The environment



# The IDP-camp: home for 50 000





# THE GENDER CHALLENGE



# The aid needs aid

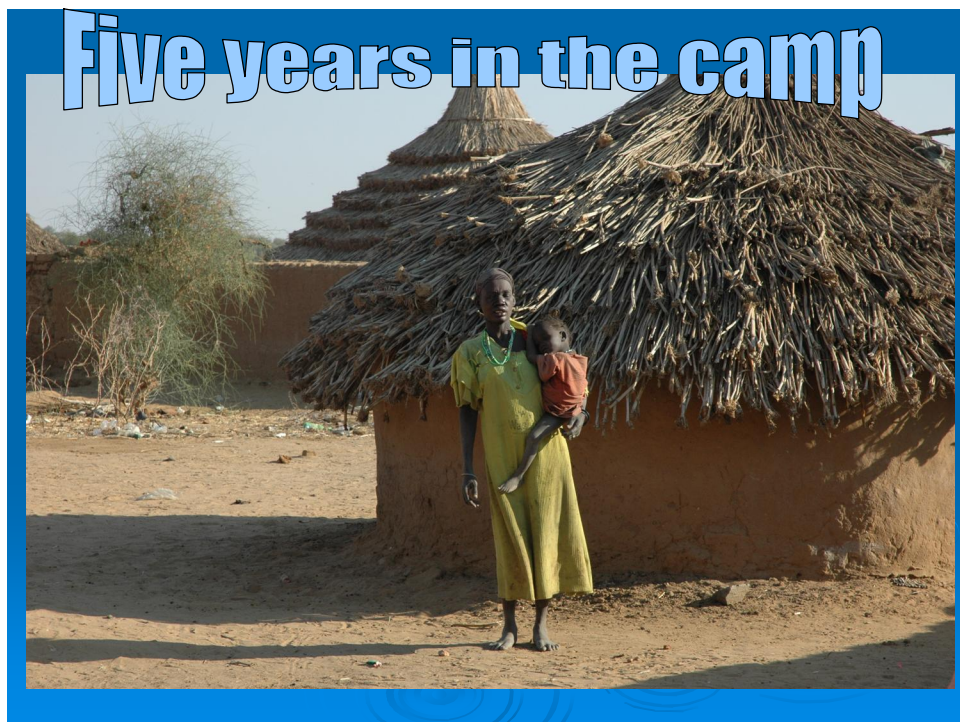




## Sand storm



## Five years in the camp



**12 hours  
to wait  
for the doctor**



**Killing**



# THE LOCAL POLICE



# Everybody needs a home



## Many kilometres for wood



The survivor

# We'll enjoy



**Labour**  
**Early marriage**  
**Child soldier**  
**Prostitution**

**NO**

**Education**













## A training session in the camp



## Together with the local authorities







# CMC Finland Working Papers

"Barents Rescue 2007 Seminar Publication", edited by Petteri Taitto. *CMC Finland Working Papers, Vol. 1: No. 1/2007*. ISSN 1797-1616 (printed) & ISSN 1797-1667 (PDF).

"CMC Finland Round Table Discussion on Crises and Environment", edited by Kirsi Henriksson. *CMC Finland Working Papers, Vol. 1: No. 2/2007*. ISSN 1797-1667 (PDF).

"Siviili-sotilasyhteistoiminta kansainvälisessä kriisinhallinnassa (Civil-Military Cooperation in International Crisis Management)", toimittanut Jari Mustonen. *CMC Finland Working Papers, Vol. 1: No. 3/2007*. ISSN 1797-1667 (PDF).

"CMC Finland Roundtable on Gender in Conflict and Crisis Management", edited by Kirsi Henriksson. *CMC Finland Working Papers, Vol. 1: No. 1/2008*. ISSN 1797-1667 (PDF).

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