



UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

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Table of Contents

Executive Summary	1
The Case for Women in Peace and Security.....	2
Implementing the National Action Plan.....	3
Regional Overviews.....	4
Africa	4
East Asia and the Pacific.....	4
Europe and Eurasia	5
The Near East	5
South and Central Asia	6
Western Hemisphere.....	7
Department of State Commitments to Advance Women, Peace, and Security	8
National Integration and Institutionalization	8
Participation in Peace Processes and Decision-making	16
Protection from Violence	26
Conflict Prevention	35
Relief and Recovery	41
Monitoring and Evaluation on Women, Peace, and Security	46
Partnership and Collaboration on Women, Peace, and Security	47
Matrix of Department of State Actions to Advance Women, Peace, and Security	49

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Executive Summary

The goal of the first-ever *United States National Action Plan on Women, Peace, and Security* (NAP) is as simple as it is profound: to empower half the world's population to act as equal partners in preventing conflict and building peace in countries threatened and affected by war, violence, and insecurity. Achieving this goal is critical to our national and global security and it builds on the work of the Department under Secretaries of State Madeleine Albright, Colin Powell, Condoleezza Rice, and Hillary Rodham Clinton, since the first United Nations (UN) Security Council Resolution on Women, Peace, and Security was passed in 2000.

As directed by Executive Order 13595, "Instituting a National Action Plan on Women, Peace, and Security," the NAP describes the course that the United States (U.S.) Government will take to accelerate, institutionalize, and better coordinate our efforts to advance women's inclusion in peace negotiations, peacebuilding activities, conflict prevention, and decision-making institutions; to protect women from gender-based violence; and to ensure equal access to relief and recovery assistance, in areas of conflict and insecurity. Further, the Executive Order requested the Departments of State and Defense (DoD) and the United States Agency for International Development (USAID) to develop implementation plans identifying the actions each agency plans to take to implement the NAP.

The following *Department of State Implementation Plan of the United States National Action Plan on Women, Peace, and Security (Department Implementation Plan)* provides guidance for how the Department of State (Department), both in Washington and at U.S. embassies and consulates, can advance the NAP. In implementing the NAP, the Department demonstrates its unfaltering commitment for furthering the promotion of gender equality in service of America's foreign policy and national security. This effort builds upon the goals for gender integration included in the U.S. National Security Strategy (2010) and the Quadrennial Diplomacy and Development Review (2010). The U.S. Department of State Policy Guidance on Promoting Gender Equality (2012) further identifies peace and security as one of three priority areas in which advancing the status of women and girls and promoting gender equality should be integrated across our diplomacy.

The Department will continue to promote Women, Peace, and Security in our bilateral relationships, our engagement with civil society and the private sector, and in the Security Council and other multilateral forums. We will also continue to embrace the principles of country ownership, partnership, and mutual commitment and accountability, such that these partnerships reflect the sound principles set forth in the Paris Declaration on Aid Effectiveness, the Accra Agenda for Action, and the Busan Partnership for Effective Development Cooperation.

The Department is committed to leveraging existing resources to advance the outcomes, actions, and commitments contained in the NAP as well as the *Department Implementation Plan*. This may include implementing Women, Peace, and Security activities through a variety of funding streams that support bilateral, multilateral, humanitarian, military, and law enforcement assistance programs.

In developing the *Department Implementation Plan*, the Department worked hard to ensure that it was informed by the widest base possible. We are deeply indebted to our interagency partners, Congressional staff, bilateral and multilateral partners, civil society, and the private sector, who — from the beginning — informed and inspired the development of these documents. We are confident that the actions proposed in this *Department Implementation Plan* are high-impact, necessary, achievable, and informed by those charged with implementation on the ground.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

The Case for Women in Peace and Security

The NAP outlined how deadly conflict can be more effectively avoided, and peace can be best forged and sustained, when women become equal partners in all aspects of peacebuilding and conflict prevention, when their lives are protected, their experiences considered, and their voices heard.

*"Whether it's ending conflict, managing a transition, or rebuilding a country,
the world can no longer afford to continue ignoring half the population."*

– Secretary Hillary Rodham Clinton, December 19, 2011

Women as Equal Participants in Conflict Resolution. When included as meaningful participants in peace processes and decision-making forums, women can enlarge the scope of agreements, focusing on issues like human rights, justice, national reconciliation, and economic renewal, which are critical but often overlooked in formal negotiations. Women often build coalitions across ethnic and sectarian lines, and speak on behalf of other marginalized groups. They can act as mediators and help foster compromise, as well as find creative solutions. And, as witnessed in numerous conflicts, when women organize in large numbers, they galvanize opinion and draw in support for peace. Yet, too many peace negotiations and processes exclude women and miss this valuable input.

Protections for Women During and After Conflict. In conflict zones around the world, women and girls are often deliberately targeted and attacked. Gender-based violence,¹ including rape, sexual assault, domestic violence, mutilation, forced prostitution, and sexual slavery, can be both a cause and consequence of a societal breakdown, and is increasingly recognized as a facet of many conflicts. In places where wars have officially come to an end, women and girls often continue to be plagued by high levels of violence and insecurity; widespread impunity and breakdown in the rule of law can contribute to high rates of gender-based violence. When countries are not experiencing active conflict, evidence shows that rates of violence against women can be a primary indicator of a nation's stability, security, and propensity toward internal or external conflict.

Women and Conflict Prevention Efforts. Mitigating cycles of conflict and preventing wars before they occur are the most important ways to ensure stability and prosperity around the world. Too often, women have critical knowledge about impending or escalating conflict, but are overlooked or unable to report their concerns safely. The status and treatment of women and girls may serve as signals of broader vulnerability to the onset or escalation of conflict or atrocities, and can be monitored by incorporating gender analysis in mechanisms for conflict early warning, atrocity prevention, crisis prevention, and conflict mitigation and management. More broadly, evidence indicates that investments in women's employment, health, and education, as well as health and education for girls, correlate with greater economic growth and more successful development outcomes, including stability.

Women's Access to Relief and Recovery Assistance. Women and children are particularly affected by conflicts, comprising the vast majority of forcibly displaced persons around the world. As the primary caregivers in many families and communities in crisis situations, women's perspectives are crucial in ensuring that relief and recovery assistance addresses the needs of the entire affected population. Women and girls, including former combatants and those with disabilities, have distinct needs and vulnerabilities that can often times be overlooked in traditional demobilization, disarmament, and reintegration (DDR) programs.

¹ For the purposes of this Implementation Plan, "gender-based violence" is defined as violence that is directed at an individual based on his or her biological sex, gender identity, or his or her perceived adherence to socially defined norms of masculinity and femininity. It includes physical, sexual, and psychological abuse; threats; coercion; arbitrary deprivation of liberty; and economic deprivation, whether occurring in public or private life. Sexual violence is considered a form of gender-based violence.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Implementing the National Action Plan

The Department recognizes that promoting women's participation in conflict prevention, management, and resolution, as well as in post-conflict relief and recovery, advances core U.S. national interests of peace, national security, economic and social development, and international cooperation.

The Department will apply this implementation plan to a range of countries: those in or emerging from conflict, experiencing high levels of insecurity, in a significant political transition, or recovering from a natural disaster. The Department also intends to maintain its energetic efforts to build strong coalitions with likeminded states in furtherance of the goals described in this document. In this regard, implementation of the NAP complements efforts at the UN Security Council by addressing the agenda's core pillars, to include taking action in a broad array of situations that do not necessarily fall within the scope of that body's mandate.

The Department identified a select number of Focus Country Embassies through which to advance our initial efforts on gender equality in areas of conflict and insecurity by considering the following factors:

- The country is in an active conflict or has recently emerged from conflict.
- The country is in political transition.
- The country has active peace negotiations.
- The country is at high risk of instability or fragility.
- The country has high levels of human insecurity.
- The country is impacted by regional security concerns.
- The country is the site of an international peacekeeping mission or significant U.S. military engagement.
- The country has a National Action Plan or Strategy on Women, Peace, and Security of its own.
- The Department is able to have a positive impact on the status of women and girls in the country.

The Ambassador-at-Large for Global Women's Issues leads the coordination of NAP implementation through a Department-wide working group.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Regional Overviews

The Department works within a diverse set of regional and country contexts, each with unique challenges and opportunities in their pursuit of peace and stability. This section highlights Women, Peace, and Security issues within each regional context.

Africa

Department efforts to promote and advance women in peace and security issues will help contribute to long-term stability and prosperity in Africa. In several conflicts, such as those in Liberia, Rwanda, and Sierra Leone, women played a key role in productive peace negotiations and post-conflict reconstruction. In other post-conflict countries, recent or upcoming elections and constitutional reform processes present opportunities for advancing women's leadership and representation in government bodies. However, despite these noteworthy gains, many underlying structural challenges continue, including pervasive gender-based violence and complex regional crises, which magnify human insecurity, particularly for women.

Throughout Africa, the Department is partnering with other agencies, national governments, civil society, and multilateral organizations to address these issues. In several countries, the Department is engaged or has engaged diplomatically to encourage the inclusion of women in peace or stability discussions. In other countries, the Department works directly with government and civil society to reform criminal laws and to strengthen the justice system, human rights, and women's rights institutions. The Department also addresses these issues in public diplomacy outreach to non-governmental organizations, women, and other key African publics.



Walking along a Northern Uganda road, an African woman brings home water.

STATE DEPT. PHOTO

East Asia and the Pacific

East Asia and the Pacific experiences a range of issues that could contribute to instability, including economic injustice, political repression, the loss of natural resources due to climate change, food insecurity, cross-border tensions, and ecological disasters. Trafficking in persons and gender-based violence are also pervasive.

The Department relies on a broad spectrum of approaches to conflict prevention and resolution in the region, including engaging and protecting women as agents of peace and stability. The Department has developed pragmatic and inventive actions, tailored to the unique qualities of each country and based on the principles of enhancing regional ownership and ensuring authentic grassroots-level support. They include support to peace and order councils that develop early warning mechanisms and promote women's participation; support to non-governmental organizations providing political leadership

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

and awareness training to young women; and support for efforts to strengthen local governments' capacity to deliver basic social services in health, water, and education in conflict areas. To address gender-based violence, the Department will work directly with legal aid providers to offer assistance to survivors; with the justice sector to ensure access to and enforcement of justice for women and members of vulnerable groups; and with parliaments to advocate for the passage of relevant legislation, such as on anti-trafficking. The Department also addresses these issues in public diplomacy outreach to non-governmental organizations, women, and other key East Asian and Pacific publics.

Europe and Eurasia

Europe and Eurasia has varying levels of stability including some countries in internal or external conflict. The Department's overall engagement focuses on fostering Euro-Atlantic integration and on strengthening countries' ability to respond to new or persistent threats to stability through a range of efforts to bolster democratic institutions, strengthen the rule of law, encourage tolerance among different communities, promote economic development, and respond to issues of mutual national concern such as trafficking in persons. Women, Peace, and Security issues are an important consideration for these activities, as well as for targeted conflict management and mitigation programming in the region.

The Department seeks active diplomatic and programmatic steps to promote the inclusion of women in decision-making processes at all levels of government and society as well as to empower women to be more economically active, as poor economic conditions and inequality have often exacerbated conflict in the region or served as a primary conflict driver. Regional and country-specific grant programs have and will continue to support women's civil society organizations and to empower women actively participating in conflict prevention activities.

Recognizing the particular challenges that post-conflict countries in Europe and Eurasia face in fighting gender-based violence, the Department's assistance efforts have focused resources on local efforts to provide social services for survivors and witnesses; on improving the justice sector's response; and on the policy and legislative development essential to expanding the legal remedies, protections and coordination necessary to prevent, investigate, and prosecute gender-based violence.

The Near East

Many countries in the Middle East and North Africa are undergoing either post-authoritarian or post-conflict transitions, or a combination of the two, while others continue to experience long-standing conflict or instability. The uprisings that began in Tunisia in January 2011 and spread across the region have transformed the power dynamics in several countries, and women have played a role in all of the protest movements from Tunis to Sana'a. The long-term outcomes of these changes remain uncertain,



STATE DEPT. PHOTO

A young woman learns to sew as a trade at the Burmese NGO, Karen Baptist Women's Association, in Rangoon.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

and the region as a whole faces many structural changes, including income inequality, stagnant economic growth, explosive demographics, continued political repression, and limited educational opportunities.

Transitions to democracy and peace cannot be successful without women's meaningful engagement in the political and economic life of their societies, yet the fluid transitional environment presents both opportunities and obstacles. The Department will continue to focus its diplomatic engagement and communication on encouraging necessary political reforms. The development of new constitutions and legislative frameworks provides an opportunity for governments to advance and enshrine women's rights. Elections provide opportunities to enhance women's participation in government. Unfortunately, some countries have already witnessed backsliding on previous gains in women's rights. In many countries, women have felt the impact of economic upheaval most acutely, and their roles in peacebuilding and transitional processes have been limited.

Across the region, the Department will continue to focus programs and outreach on women's political and economic empowerment. The Department emphasizes security sector reform and rule of law, tailoring programs to individual country needs. Whether emerging from conflict or in the throes of uncertain political transitions, the region faces opportunities to defend and advance women's rights and roles, and the Department is embracing these opportunities to support and encourage the advancement of Women, Peace, and Security objectives during this moment of historic change.

South and Central Asia

South and Central Asia has a complex history that includes instability that has disproportionately impacted women and children. Ethnic divisions, economic injustice, political repression, the loss of natural resources due to climate change, food insecurity, cross-border tensions, natural and ecological disasters, trafficking in persons and gender-based violence are pervasive. In Central Asia women are often confronted with similar human rights challenges as males including corruption and weak rule of law, but face additional significant challenges of gender-based discrimination, domestic violence and under-representation in government institutions. In South Asia, Nepal and Sri Lanka are in transition from conflict towards sustainable peace, development and democracy. Women are playing an important role in the transitions, but they continue to confront systemic discrimination.

In order to promote peace and stability in the region, the Department is committed to support and expand substantive participation by women in peace, stabilization and recovery processes. In addition, the Department has promoted women's entrepreneurship in the region and continues to see this approach as extremely important to foster gender equality, reduce vulnerability to gender-based violence and foster stability.

Though both Afghanistan and Pakistan have made some strides towards gender equality, whether through legislation or marked health care and education improvements, they still rank poorly in all major gender and human development indices. Violence and insecurity are an everyday reality for women in both countries. In this critical time, the Department will focus on preserving and building on gains for women in each country. As Afghanistan's own security forces transition to the lead on security, support and vigilance will be required to ensure that security sector institutions are prioritizing the protection of women and girls and promoting the effective participation of women in the ranks of the security forces, for example, as police officers.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Western Hemisphere

Despite positive trends in the Western Hemisphere region in the last two decades, dramatic increases in crime and violence, as well as slow recoveries from natural disasters and internal conflicts pose concerns for well-being, economic growth, and democracy. One of the most pressing issues in the region, citizen security, affects young men and boys differently from women and girls, although the issues are interlinked. Gender-based violence and particularly violence against women is a well-documented cause and effect of increased criminality, insecurity, and the growing violence in the region. Insecurity contributes directly to increased femicide levels, increased risks for women human rights defenders, and ongoing domestic violence, as well as indirectly to increased teenage pregnancies, and increased poverty and insecurity for women-led households. Furthermore, women remain underrepresented in political and economic spheres, especially when they belong to a marginalized and/or minority group.

The Department will work to increase gender awareness and integration of gender-sensitivity training within the security, law enforcement, and judicial sectors, including through such security frameworks as the Central America Regional Security Initiative (CARSI). The Department will work to increase women's leadership in political processes and women's participation in the violence prevention and peace-building initiatives such as community policing and mediation programs, as well as to strengthen cooperation and respect for gender equality between both sexes.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Department of State Commitments to Advance Women, Peace, and Security

The Department is committed to advancing the outcomes outlined in the NAP and going even further to promote women's participation and enhance their protection in conflict-affected environments. This plan provides guidance on how the Department, both in Washington and in the field, can advance these outcomes and actions, *inter alia*, by better engaging governments, civil society, the public, the private sector, and relevant multilateral institutions to ensure women's inclusion in all aspects of peace processes, reconstruction and stabilization, civilian security efforts, economic revitalization, and the provision of emergency assistance.

We have organized the Department's commitments by the five high-level objectives directed by the Executive Order and discussed in the NAP: (1) National Integration and Institutionalization; (2) Participation in Peace Processes and Decision-making; (3) Protection from Violence; (4) Conflict Prevention; and (5) Access to Relief and Recovery.

Each commitment identifies responsible bureaus and embassies and includes examples of diplomatic and programmatic actions that advance the NAP, and which will be coordinated, as appropriate. These examples are intended to provide guidance on advancing these commitments and to illustrate ways in which the Department is implementing the NAP; they are not a comprehensive list of the types of activities currently taking place or being planned by the Department. The Department's undertakings are subject to the availability of appropriated funds, and are to be implemented consistent with U.S. law.

1. National Integration and Institutionalization

NAP OBJECTIVE: Through interagency coordination, policy development, enhanced professional training and education, and evaluation, the United States Government will institutionalize a gender-responsive approach to its diplomatic, development, and defense-related work in conflict-affected environments.

NAP OUTCOME 1.1. Agencies establish and improve policy frameworks to support achievements in gender equality and women's empowerment throughout our diplomacy, development, and defense work.



STATE DEPT. PHOTO

Ambassador Verveer discusses progress on the National Action Plan for Women, Peace, and Security with senior military officers at the Sea Service Leadership Association's 24th Annual Women's Leadership Symposium.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

The Department will integrate gender into strategic planning processes. The Department will continue to enhance gender integration in annual planning and budgeting processes and results reporting. (Reference NAP Action 1.1.1)

Responsible bureaus include:

African Affairs (AF), East Asian and Pacific Affairs (EAP), European and Eurasian Affairs (EUR), Near Eastern Affairs (NEA), South Central Asian Affairs (SCA), Special Representative for Afghanistan and Pakistan (SRAP), the U.S. Special Envoy for Sudan and South Sudan (S/USSESSS), Western Hemisphere Affairs (WHA), Focus Country Embassies, Conflict and Stabilization Operations (CSO), Counterterrorism (CT), Democracy, Human Rights, and Labor (DRL), Economic and Business Affairs (EB), Educational and Cultural Affairs (ECA), the Global AIDS Coordinator (S/GAC), Global Criminal Justice (J/GCJ), Global Women's Issues (S/GWI), Global Youth Issues (J/GYI), International Information Programs (IIP), International Narcotics and Law Enforcement Affairs (INL), International Organizations Affairs (IO), Political Military Affairs (PM), Population, Refugees, and Migration (PRM), Public Diplomacy and Public Affairs (R), and to Monitor and Combat Trafficking in Persons (J/TIP).

Bureaus and embassies will aim to:

- Analyze existing gender inequalities and identify priority areas of focus and opportunities related to Women, Peace, and Security.
- Set concrete goals with clear outcomes and indicators to address existing gender inequalities and priority areas of focus and opportunity.
- Incorporate public diplomacy and outreach into the strategic planning processes to pursue Women, Peace, and Security goals.

Next Steps:

S/GWI, in consultation with the Office of U.S. Foreign Assistance Resources (F) and the Bureau of Budget and Planning (BP), will work together to provide guidance on gender integration for the various strategic planning processes and tools for bureaus and embassies. Bureaus and embassies should, as per the relevant guidance, work to identify long-term goals to address gender inequalities. In addition, bureaus and embassies should continue to attribute and report on gender issue in the annual planning and budgeting processes as well as the annual results reporting process.

S/GWI will provide technical assistance on integrating Women, Peace, and Security into the strategic planning process. Bureaus and embassies are encouraged to reference the Women, Peace, and Security elements in other bureau and country level strategic plans posted on intranet websites.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Examples of Ongoing Work:

In 2011, the Department, in conjunction with USAID, developed new definitions related to gender issues for bureaus and posts to use in attributing the portions of their budgets toward gender equality and advancing the status of women in year-end performance plans and reports. In 2012, the “Women, Peace, and Security Key Issue” was added to ensure that Operational Plans and Performance Plan Reviews (PPRs) capture activities that support objectives and outcomes outlined in the NAP.

Some bureaus and embassies have already developed specific Women, Peace, and Security-related strategies linked to their overarching foreign policy and national security objectives, including with relation to specific Women, Peace, and Security objectives and/or in specific country contexts. For example, in 2010, AF led the development of a five-year strategy (2010–2016) to focus U.S. Government assistance on preventing – and protecting women and children from – violence in the Democratic Republic of the Congo (DRC). The U.S. Embassy in Colombia developed an interagency strategy to address issues related to gender, including peace and security; advancing economic empowerment, land, and labor rights; prevention of violence, access to justice, and protection of rights; and political participation.

NAP OUTCOME 1.2. Agencies enhance staff capacity for applying a gender-sensitive approach to diplomacy, development, and defense in conflict-affected environments.

The Department will develop and integrate training modules on gender, including peace and security, into all relevant Foreign Service Institute courses and bureau-specific training programs. Bureaus and embassies will encourage officers to participate in training opportunities on gender. (Reference NAP Action 1.2.1)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

The Foreign Service Institute (FSI), in coordination with S/GWI and regional and functional bureaus, will develop for foreign and civil service personnel:

- A specific classroom training course on gender equality and Women, Peace, and Security issues.
- Modules on gender equality and Women, Peace, and Security, which will be integrated in relevant regional, tradecraft, and leadership classroom training courses.
- An online distance learning training course on gender equality and Women, Peace, and Security issues.

Bureaus and embassies will aim to:

- Raise the awareness among employees and contractors of existing regulations related to the prevention of sexual exploitation and abuse (PSEA).

Next Steps:

Bureaus and embassies will integrate training modules on gender and Women, Peace, and Security, into relevant bureau- and embassy-specific training programs.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Examples of Ongoing Work:

Some bureaus have already integrated Women, Peace, and Security -related modules into the training programs they run for their staff and contractors. For example, INL Pre-Deployment Training, which is mandatory for all advisors deploying under contract to serve in INL programs, includes training modules on gender-based violence, human rights, trafficking in persons, legal systems, and ethics. Additional training modules are being developed on protection of civilians and conflict management. PRM provides training to its program officers and Refugee Coordinators to ensure that they have functional knowledge of gender issues, gender-based violence, and PSEA as they relate to PRM programs. CSO will host targeted gender trainings with representatives from all CSO offices.

The Department, together with the Department of Homeland Security, developed an online, interactive training for the entire federal acquisitions workforce on combating human trafficking, and its contributing factors like the demand for commercial sex, using the pertinent provisions of the Federal Acquisition Regulation.

Bureaus and embassies are already engaged in promoting PSEA. The U.S. Embassy in Pakistan holds awareness training PSEA in crisis-affected environments for staff and contractors. PRM has undertaken an internal assessment of its program management and staff policies to strengthen prevention of and response to sexual exploitation and abuse of beneficiaries and to underscore the importance of compliance with relevant laws, regulations, and policies for PRM staff, just as PRM does with its implementing partners. With the results of this assessment, PRM has established training and monitoring and evaluation tools for staff on PSEA.

 **The Department will develop and share tools to promote gender equality and advance the status of women and girls in crisis, conflict, and transition environments.**
(Reference NAP Action 1.2.2)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Develop guidance, checklists, and toolkits to assist Department staff with integrating gender issues in their day-to-day work. In developing these tools, bureaus and embassies may work with the interagency, civil society, and the private sector, as appropriate.
- Report annual performance information on programs and activities that support Women, Peace, and Security goals through the use of standard and custom performance indicators, and to report gender-sensitive and sex-disaggregated data to show the impact of programs on women.

Next Steps:

S/GWI will provide technical assistance to support bureaus' efforts in the development of tools to assist in promoting the Women, Peace, and Security objectives.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Examples of Ongoing Work:

Some bureaus and offices have developed country-specific tools to promote Women, Peace, and Security objectives. For example, the INL developed a comprehensive training manual for rule of law practitioners in Afghanistan that includes practical resources for U.S. Government officers and contract employees in the field such as instructions for referring Afghan women to shelters, and contact information for family guidance centers and legal aid offices in the provinces.

The Department has developed more general guidance as well. For example, in April 2011, the Global Health Initiative's (GHI) Women, Girls, and Gender Equality Principle Supplemental Guidance was released to provide, for the first time ever, concrete guidance to the field on how to integrate women, girls, and gender equality into country GHI strategies. This guidance requires that each country team conduct a gender assessment; provide a narrative on how they will implement the principle; and collect age- and sex-disaggregated data to track progress.

PRM will develop a checklist based on internationally-recognized principles and guidelines to ensure that gender issues are being incorporated in crisis response activities. CSO will develop gender guidelines to ensure consideration and integration of gender issues at all stages of in-country engagements, including supporting interaction with women's civil society groups and individual women in order to capture their perspectives and pass recommendations to embassies and partner governments. INL is developing a programmatic guide on gender, justice, and law enforcement to assist INL officers in the design and management of projects that promote the participation and protection of women and girls in INL projects.

NAP OUTCOME 1.3. Agencies establish mechanisms to promote accountability for implementation of their respective gender-related policies in conflict-affected environments.

The Department will have identified Points of Contact on Women, Peace, and Security at bureau and embassy levels, with appropriate seniority, expertise, and training on Women, Peace, and Security. Department bureaus and embassies, where appropriate, will establish working groups on promoting gender equality and the status of women and girls. (Reference NAP Action 1.3.1)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Have Points of Contact and Working Groups provide technical assistance and training on Women, Peace, and Security-related issues, review policies and proposals to ensure they are gender sensitive, and conduct periodic assessment of Women, Peace, and Security-related activity.
- Incorporate, as applicable, gender expertise skills and competencies requirements into recruitment, training, and evaluations for foreign and civil service staff, as well as locally employed staff.
- Coordinate regionally, via Points of Contact and Working Groups, efforts on Women, Peace, and Security objectives, as appropriate.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Next Steps:

S/GWI will coordinate implementation of the NAP and its commitments, including gathering bureau and embassy input for annual reporting, through the Department Working Group on Women, Peace, and Security.

Examples of Ongoing Work:

Through Points of Contact and Working Groups, bureaus and embassies are developing greater expertise and are supporting coordination and implementation of their Women, Peace, and Security priorities. In addition to assigning Points of Contact on Women, Peace, and Security, some bureaus and embassies, including PRM, CSO, and DRL, have identified gender Points of Contact in each office/section to participate in a bureau/embassy working group to advance Women, Peace, and Security efforts. Other bureaus, such as WHA, SCA, and CSO, have identified Senior Coordinators to focus on gender initiatives. Some embassies integrate Women, Peace, and Security into the responsibilities of a broader working group, such as, in the case of the U.S. Embassy in Serbia, where Women, Peace, and Security issues were included in the Democratization Goal Implementation Group. The U.S. Embassy in India established a Women's Empowerment Working Group that meets with S/GWI to coordinate its efforts throughout the Embassy and four consulates as well as with Washington. All major sections in the Embassy and consulates are represented.

 **The Department will encourage award submissions to honor individuals or operating units performing exceptional and innovative work to advance gender equality.
(Reference NAP Action 1.3.2)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Include the promotion of Women, Peace, and Security objectives, along with other key objectives outlined in the U.S. Department of State Policy Guidance on Promoting Gender Equality, among the criteria for bureau and Department awards to foreign and civil service employees and contractors, including the Franklin Award, Meritorious Honor Award, Superior Honor Award, Certificates of Appreciation, and the Extra Mile Award.
- Nominate appropriate foreign service, civil service, or foreign service national employees for the Swanee Hunt Award for Advancing Women's Role in Policy Formulation.

Examples of Ongoing Work:

The Department issues the Swanee Hunt Award for Advancing Women's Role in Policy Formulation. The award recognizes outstanding work to advance the status of women; excellence in reporting on the status of women and their role in the public policy process; originality and perseverance in promoting women's influence in policy formulation in their host country; and the effective improvement of the influence of women and girls in international affairs.

In May 2012, SCA presented a group Meritorious Honor Award to the interagency that included several Washington bureaus and six posts, recognizing their efforts in launching a Central Asia and Afghanistan women's economic empowerment initiative.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY



Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Evaluate needs, opportunities, and disparities to inform priorities and goals to be included in requests for proposals and statements of objectives and/or work. In this process, bureaus and embassies may consult with Department gender experts.
- Develop program objectives that address Women, Peace, and Security.
- Encourage applicants, through requests for proposals/applications, to address gender considerations in their program design and to better track gender-relevant information.
- Give preference, in the proposal review process, to applicants who address gender issues in a meaningful way.
- Include gender-specific data and recommendations in reports, assessments, and after-action reviews.

Examples of Ongoing Work:

DRL requires, as weighted criteria, that all applicants applying for funds include information on how their programs will address the human rights concerns of at risk and vulnerable populations, including women. DRL will evaluate how proposals identify and address considerations to support and empower women within their program objectives and has requested that applicants provide specific means, measures and corresponding targets, as appropriate. Under the Africa-Women, Peace, and Security Initiative, which focuses on increasing women's participation and protection in conflict prevention and resolution, AF and S/GWI review proposals with Women, Peace, and Security related criteria. Similarly, WHA and S/GWI will work together to ensure that security-related proposals, including through the Central America Regional Security Initiative, take into account the distinct needs of women in citizen security efforts.

NAP OUTCOME 1.4. Agencies establish processes to evaluate and learn from activities undertaken in support of Women, Peace, and Security initiatives.



Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Develop monitoring and evaluation components concurrently with program design to advance Women, Peace, and Security objectives in conflict, crisis, or transition-related operations.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

- Ensure collection and appropriate analysis of Women, Peace, and Security-relevant data to determine whether programs are having the desired results.
- Integrate Women, Peace, and Security related indicators into their monitoring and evaluation plans and collect sex-disaggregated data when possible to show the impact of programs on women.
- Address the Women, Peace, and Security Key Issue in annual Operational Plans and Performance Plans and Reports.
- Incorporate standard foreign assistance indicators related to Women, Peace, and Security into monitoring plans and annual performance reporting.

Next Steps:

Bureaus and embassies will develop and improve data collection mechanisms to track and report progress on Women, Peace, and Security objectives, assess lessons learned, and identify best practices from existing programs. For example, the U.S. Embassy in Pakistan will develop a 'gender tracker' to account for agency interventions, progress toward indicators and success/challenges.

To guide evaluation, bureaus and embassies should adapt the framework outlined in the Department of State Program Evaluation Policy (February 2012) to implement evaluations of programs, projects, and activities, with specific guidance on gender.

In order to support coordination and synergy across bureaus' gender-specific monitoring and evaluations systems, a Department-wide Gender Monitoring and Evaluation (M&E) working group will be formed. This will complement the efforts of other M&E groups, such as the interagency M&E subgroup of GHI's Women, Girls, and Gender Equality (WGGE) Principle Task Force, which is working on ways to facilitate a collaborative approach to sharing and putting to use performance information, as well as a matrix to track programs, budgets, planning, and performance management related to achievement of the NAP objectives.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Examples of Ongoing Work:

In 2011, the Department and USAID drew on technical expertise within both agencies and from within the development and security communities to develop new performance indicators related to Gender Equality and Women's Empowerment, and made it standard practice for all indicators in every sector (e.g. Counterterrorism, Education, Environment) to be disaggregated by sex. Data for these standard foreign assistance indicators can be used by all bureaus missions worldwide to set targets and report results on in their annual Performance Plan and Report. In this way, country and bureau specific targets and results are captured, and that information can be aggregated to determine what is being accomplished with U.S. Foreign Assistance as a whole across the Department and USAID. In addition to standard indicators related specifically to women's issues and sex-disaggregated information across all sectors, missions and bureaus can also develop and track progress on custom indicators in their Performance Plan and Report, which could be used to focus on select programs or goals associated with Women, Peace and Security.

Bureaus and embassies have already taken steps to integrate gender into their evaluation processes. For example, INL has established standard assessment procedures to track the integration of women in police, corrections and justice sectors. PEPFAR developed Next Generation Gender Indicators to monitor and evaluate male norms and behaviors, gender-based violence, women's legal rights, and women and girls' access to income and productive resources. CSO developed a bureau indicator on gender, measuring the increase in the number of female local leaders, reformers, or female-led partner organizations that take action to prevent and mitigate violent conflict as a result of CSO engagement.

2. Participation in Peace Processes and Decision-making

NAP OBJECTIVE: The United States Government will improve the prospects for inclusive, just, and sustainable peace by promoting and strengthening women's rights and effective leadership and substantive participation in peace processes, conflict prevention, peacebuilding, transitional processes, and decision-making institutions in conflict-affected environments.

NAP OUTCOME 2.1. More women are effectively engaged in peace negotiations, security initiatives, conflict prevention, peace-building—including formal and informal processes—and decision-making during all phases of conflict prevention and resolution, and transition.



UN PHOTO

Mongolian Peacekeepers on deployment to Sierra Leone.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

The Department will strive to have U.S. Government delegations be models for the inclusion of women in talks and negotiations concerning conflict resolution, peacebuilding, and political transitions. (Reference NAP Action 2.1.1.)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Have U.S. delegations model the meaningful inclusion of women in talks and negotiations in which the United States participates.
- Lead by example by regularly meeting, at both the working and leadership levels, with women's organizations and by participating in women-focused conferences and events.

The Department will advocate for the inclusion of women in senior positions in international organizations. (Reference NAP Action 2.1.2.)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Encourage the placement of highly qualified women in senior positions in international organizations.
- Encourage placement of highly qualified women candidates and American citizens into the ranks of the UN, especially in senior positions, and put forward such candidates as appropriate.

Examples of Ongoing Work:

IO helps promote the hiring of women for positions at the UN along with its efforts to promote qualified U.S. citizens for UN employment. Additionally, IO's regular engagement through the UN Security Council, General Assembly, and work with the UN Secretariat reinforces efforts to increase recruitment and retention of women in all aspects of peacekeeping, and in particular for career development leading to leadership positions, as it participates in relevant UN forums. INL serves on UN panels and workgroups to advance efforts to increase the number of women in peacekeeping operations and establish a network to support female peacekeepers.

The Department will support the participation and leadership roles of women in peace and security-related decision-making forums, both formal and informal, during all phases of conflict, resolution, and transition. (Reference NAP Action 2.1.3)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Bureaus and embassies will aim to:

- Support, through diplomacy and programming, the attendance, participation, and leadership of women in peace negotiations, donor conferences, security sector reform efforts, transitional justice and accountability processes, and other related decision-making forums, including those led by international and regional organizations.
- Encourage governments to include women on their official delegations to decision-making forums, as appropriate.
- Expand support to women with disabilities, especially disabilities incurred during conflict, to ensure that their perspectives are represented in peace and security-related decision-making forums.
- Increase women's involvement in community level dispute resolution mechanisms.

Examples of Ongoing Work:

As part of its assessed UN contributions, the United States provides 22 percent of the budget for the various UN Special Political Missions worldwide. Many of these missions support the integration and political participation of women in countries emerging from conflict.

In engaging in transitions around the world, the Department encourages the participation of women in peace and decision-making processes. The Department is working to strengthen women's engagement and empowerment domestically in Sudan and South Sudan – including their ability to participate in international negotiations and in the ongoing constitutional processes in both countries. As part of the Africa-Women, Peace, and Security Initiative, AF, together with S/GWI, is providing targeted assistance to local partners in South Sudan, in follow-up to the 2011 International Engagement Conference, which the U.S. hosted and during which women's participation was featured. The Office of the Special Envoy to Sudan and South Sudan is promoting cross-border engagement, training, and network building between women.

The Department, including the U.S. Embassy in Afghanistan, with support from multiple bureaus and together with interagency and international partners, advocates for the inclusion of female Afghan decision-makers, and male and female civil society leaders in all high-level international conferences regarding the future security and economic development of Afghanistan in order to strengthen the political and economic transition process. By engaging with the High Peace Council's Joint Secretariat, the Department is also advocating for the inclusion of Afghan women and civil society representatives in the development of strategies for its Afghanistan Peace and Reconciliation Program.

 **The Department will assist partner governments in improving the recruitment and retention of women, including minority and other historically marginalized women, into government ministries. (Reference NAP Action 2.1.4)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Bureaus and embassies will aim to:

- Engage with government ministries to support recruitment, education and training practices that encourage hiring of women.
- Encourage and assist ministries to develop and implement strategies on gender mainstreaming into their human resources strategy.
- Encourage and assist ministries to provide training, guidelines, and materials on the protection and rights of women.
- Encourage and assist ministries to expand the role and contribution of women serving in the government, including as military members and as civil servants, to decision-making.
- Encourage partner nations to establish working groups on gender equality, for the purposes of fostering best practices in recruitment and retention.

Examples of Ongoing Work:

In South Sudan, the Department is promoting gender mainstreaming in the defense sector and in the South Sudan Development Plan through a Gender Awareness Workshop that aims to create a baseline understanding of the relationship between gender and defense structures and highlight practical steps that can be taken to transform the defense sector into a democratic security service provider in South Sudan. Training the military on gender is also part of a larger security sector reform, as gender equity and diversity within the defense sector is expected to create more representative and non-discriminatory defense forces, as well as to increase the operational efficiency of the security sector.

The Department will increase support for women's political participation and leadership through training and capacity building for political parties, female candidates, female government officials, and women in civil society and the private sector, in crisis, conflict and transition environments. (Reference NAP Action 2.1.5)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Support leadership and other skills-based training to current and aspiring female government officials.
- Provide technical assistance and training to women's caucuses in legislative bodies.
- Develop education campaigns targeted specifically to female voters on how and where to register to vote and how to understand political parties' and candidates' positions.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Examples of Ongoing Work:

The Department engages directly with women's caucuses in Parliaments and Assemblies to support their efforts to organize and advance women's participation and protection. In Kosovo, the U.S. Embassy partners with the USAID Mission to support the Women's Caucus of the Assembly on drafting and implementing an annual workplan, and by providing research and organizational resources for the Caucus' roundtable policy discussions and legislative hearings. The Embassy further supports the Caucus as it monitors the implementation of the Gender Equality Law and conducts public outreach activities.

The Department also engages with women in civil society to advance their engagement in the political process. In Cambodia, DRL funds a program that educates local government officials and offices on issues affecting their Cham Muslim constituents while building the Cham community's capacity to participate in local decision making processes. This program includes an emphasis on improving Cham women's participation by providing women's leadership trainings and support for women's advocacy groups in two districts that have the highest concentration of Cham Muslims.

In addition to trainings at local and national level, the Department also supports regional institutions, such as the Middle East Partnership Initiative's Arab Women's Leadership Institute (AWLI), which trains women leaders in order to maximize their political gains during periods of transition. AWLI beneficiaries include women from Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Oman, Saudi Arabia, Tunisia, and Yemen.

ECA promotes women's empowerment and participation in all aspects of conflict resolution and decision-making in their societies through academic and exchange programs. ECA supports student leader institutes in the U.S. for foreign women undergraduates from the developing world; seminars for foreign women Fulbright students in the U.S. to promote leadership and prepare them for an active role when they return home; after-school English classes overseas for disadvantaged teenage girls and boys; Humphrey Fellowships in the U.S. for developing world midcareer professionals, of which a majority in 2012 were women; and teacher exchanges for U.S. and foreign school teachers to develop their skills and international awareness and encourage them to share new knowledge with their fellow teachers and students. In addition, ECA conducts professional exchange programs, including TechWomen, TechGirls, Fortune/U.S. State Department Global Women's Mentoring Partnership, and Empowering Women and Girls through Sports Initiative. These exchanges encourage women's leadership and confidence in a variety of fields in which they can promote peace and stability.

Bureaus and embassies will aim to:

- Seek public diplomacy opportunities to promote women's political participation, including as voters, candidates, and in leadership positions.
- Amplify the voices of women in civil society, government, and the private sector through social and traditional media.
- Shape and mobilize public opinion on women's political and civic roles, such as by providing capacity building to civil society on advocacy techniques.
- Host public events in parallel to significant internationally recognized days, such as International Women's Day, the International Day of the Girl Child, The International Day for the Elimination of Violence Against Women, and International Human Rights Day, as well as in parallel to Department initiatives, such as the annual International Women of Courage Award, to publically promote women's political and civic participation.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Examples of Ongoing Work:

The U.S. Embassy in Egypt supports dozens of talented Egyptian women of all ages who use music to advocate for an increased and equitable role for women in society. This program has contributed to multiple positive media stories and a dedicated core of talented women advocating for women's empowerment.

Bureaus and embassies will aim to:

- Provide, as appropriate, diplomatic support for women as political candidates, including by advocating for strategic placement of women on candidate lists to increase the number of females elected.
- Engage women's civil society groups and individual women in election observation, in order to include their perspectives in the Department's analysis and recommendations.
- Promote capacity building related to women's political participation and leadership in fragile environments and during democratic transitions.
- Provide financial and diplomatic support to multilateral organizations, including UN Women and the UN Democracy Fund.

Examples of Ongoing Work:

In Libya, the Department provides technical assistance to a network of Libyan civil society organizations in mobilizing young men and women to conduct the country's first-ever nationwide, nonpartisan election monitoring effort, and to develop strategies and tools to monitor the National Public Congress and other state institutions between elections. In Egypt, a Middle East Partnership Initiative (MEPI) project enhances women's ability to participate in politics by increasing their knowledge of election campaigns and public life. Through this project, a center works with a number of young women in North Sinai to develop their leadership skills in order to potentially run for public office.

 **The Department will increase support for women's participation and leadership in security and judicial sectors. (Reference NAP Action 2.1.6, 2.1.9)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Provide, as appropriate, diplomatic support, training, equipment, and the necessary physical infrastructure for female-only police/military units and for female police/military personnel operating within co-ed forces.
- Provide diplomatic support and capacity building for women working in the justice sector, including prosecutors and corrections officers.
- Convene discussions on women in national security and judicial sectors, including government, bilateral, multilateral, and civil society partners.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

- Leverage the participation of female U.S. military personnel to encourage and model gender integration and reach out to female and male populations in partner nations.
- Encourage partner nations to establish working groups on gender equality, for the purposes of fostering best practices in integrating women's participation and leadership.

Examples of Ongoing Work:

Bureaus and embassies have developed strategies and targeted programming to promote gender equality in capacity building efforts in the security and judicial sectors. For example, in Pakistan, INL funds training for female police in criminal investigation, instructor development, and first aid courses; provides ambulances, radios, protective gear and other equipment; and funded infrastructure refurbishment to Women's Police Stations. Additionally, INL hosted a roundtable discussion on women police in Pakistan, attended by Pakistani police and international police experts.

At the regional and multilateral level, the Department supports the work of OSCE's Office for Democratic Institutions and Human Rights to train security sector personnel across Europe and Eurasia with a view to improving compliance with gender equality standards among defense and law enforcement agencies; to improve respect for the rights of security personnel; and to increase the number of women in leadership positions in the security sector.

In order to promote diversity and equal opportunity, the U.S. Embassy in Serbia supported a program on Women in the Professional Armed Forces focused on integrating women into career positions in the Serbian Armed Forces. The Ohio National Guard organized the event under the State Partnership Program, a National Guard program which links partner countries with U.S. states for the purpose of building the capacity of partner armed forces and supporting U.S. national interests and security cooperation goals.

 **The Department will support and encourage government, civil society, and the private sector to advocate on behalf of women and women's organizations for their engagement in peace processes. (Reference NAP Action 2.1.7-2.1.8)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Promote the inclusion of civil society in decision-making processes, monitoring committees, and high-level meetings with government officials.
- Provide diplomatic support and training for women's networks, including representatives across civil society, government, and the private sector.
- Support alumni networks for women who have participated in U.S. government-sponsored programs, seminars, and conferences, to promote networking opportunities for female leaders moving forward.
- Support opportunities for women leaders to connect with women leaders from different countries in order to share common challenges and exchange best practices.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

- Emphasize gender analysis in peacebuilding, conflict mitigation, and reconciliation programming.

Examples of Ongoing Work:

The Department is dedicated to supporting and building existing women's networks, across civil society, government, and the private sector. CT provides opportunities for female leaders in civil society and female police officers in Afghanistan to interact in order to bridge gaps between women in civil society and in the security sector in order to build trusted networks of women across communities committed to countering the spread of violent extremism. DRL's program in Iraq aims to strengthen a nationwide network of grassroots-based women leaders committed to advocating for the advancement of women's rights in Iraq.

 **The Department will seek to ensure that women are significantly and appropriately represented in U.S. funded training programs—including exchange programs, conferences, seminars, and other educational opportunities. (Reference NAP Action 2.1.10)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Collaborate across embassy offices, including with public affairs and with interagency representatives, to identify appropriate female candidates for nomination to U.S. funded programs.
- Encourage and incentivize partner governments to nominate female candidates for U.S.-run programs. Clearly articulate to partner nations the competencies and skills required of all candidates—including female candidates—for nomination.
- Ensure that needs assessments conducted ahead of training programs incorporate a gender analysis to more accurately gauge participant needs and knowledge.
- Track progress by collecting sex-disaggregated data on participation in these programs via the annual Performance Plan and Report and bureau processes.

Next Steps:

The Department will develop model criteria for the inclusion of female candidates in U.S.-funded training programs, which bureaus and embassies can adapt to meet their own purposes.

Bureaus and embassies will identify and share best practices to increase the participation of women in training programs.

Examples of Ongoing Work:

The Department strives to promote women's participation in educational opportunities. For example, ECA ensures gender balance in speakers for its academic and exchange programs. Embassies encourage female participants in trainings, such as in Nepal, where the U.S. Embassy ensures that INL-funded police programs have at least 15 percent participation of women.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

 **The Department will mobilize men as allies in support of women's leadership and participation in security-related processes and decision-making.**
(Reference NAP Action 2.1.11)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Conduct outreach to male politicians, decision-makers, community leaders, and religious leaders, among others, on the value of women's roles in peace and security.
- Increase initiatives to foster support among male elected officials for current or future female colleagues in the legislature.
- Encourage and support the engagement of young women and men in gender equality and women's empowerment trainings and initiatives.

Next Steps:

The Department will develop a number of tools to facilitate increased engagement with the audiences identified above on the issue of women's political empowerment. For example, S/GWI will develop a set of standard talking points on the value of women in the public and political life for bureaus, offices, and embassies to adapt as Department principals and officers engage with their counterparts, the public, and civil society.

Examples of Ongoing Work:

Department principals, including the Secretary, Ambassadors, and Assistant Secretaries, routinely engage with their male counterparts on the important role that women can play in advancing peace and security. The Department also leads by example, by ensuring that U.S. officials, including the Secretary, meet with women's organizations and participate in women-focused conferences and events. Furthermore, U.S. Embassies serve a convening role, providing a venue for women's civil society organizations to meet with U.S. and partner nation officials.

NAP OUTCOME 2.2. Laws, policies, and practices in partner states promote and strengthen gender equality at national and local levels.

 **The Department will engage partner governments, at national and local levels, on the passage and enforcement of laws and policies that promote gender equality and advance the status of women and girls. (Reference NAP Action 2.2.1)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Leverage bilateral dialogues to discuss the importance of laws and policies related to gender equality. Encourage partner governments to work with civil society to develop relevant laws and policies.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

- Support through diplomacy and technical assistance the creation of effective measures to criminalize gender-based violence and adopt effective procedural laws.
- Support through diplomacy and technical assistance the creation of effective laws and policies that advance women's participation in parliaments, the judicial sector, and other political, peace, and/or security decision-making bodies, including those calling for affirmative measures, where appropriate.
- Support capacity-building of legislators to introduce legal reforms that address gaps in existing legislation, and raise public awareness and public support for required legislation.
- Encourage countries to consider ratifying international agreements that include protections for women's rights, and to implement appropriate non-binding instruments like the Guiding Principles on Internal Displacement.
- Conduct public diplomacy and outreach to help ensure that women understand the rights and opportunities afforded to them.

Examples of Ongoing Work:

The Department will continue its diplomatic and programmatic support, at all levels, to strengthen the promotion of gender equality through laws, policies, and practices. For example, CT and DRL, together with U.S. embassies, encourage partner governments to mitigate the use of women's rights as bargaining chips to achieve counterterrorism goals and of "counterterrorism measures" as vehicles to restrict civil society organizations working on women's issues.

The Department will assist partner governments in building the capacity of their Defense, Interior, Justice, Gender Ministries, and other relevant ministries to implement and enforce laws and policies that promote gender equality and protect women's rights. (Reference NAP Action 2.2.2-2.2.3)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Discuss the implementation of relevant laws with interlocutors in Ministries of Defense, Interior, Justice, and Gender, and other relevant ministries. This will be done as a part of regular engagement and at introductory meetings with new government officials. Embassies' political sections may draft standard points that can be updated as necessary.
- Incorporate modules on the promotion and protection of women's rights in trainings for government partners.
- Encourage and provide technical assistance for multi-sectoral task forces to promote and protect women's rights.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Examples of Ongoing Work:

The Department will continue its diplomatic and programmatic support, at all levels, to strengthen the capacity of government partners to implement laws and policies that promote and protect women's rights. In Iraq, DRL currently funds a program to build the capacity of Iraqi sub-national legislatures to enact critical legislation to promote women's rights by taking a comprehensive approach that engages research institutions, provincial councils, civil society organizations and the Iraqi electorate. In Guatemala, through the multi-year Model Police Precinct Program, the Department is supporting the development of a network of Femicide Courts, a multi-institutional initiative promoted by the President of the Supreme Court. The U.S. Embassy participates in the permanent commission established by the Government of Guatemala to monitor the development of the project and has supported the creation of procedural manuals and training for judges, prosecutors and police officers.

3. Protection from Violence

NAP OBJECTIVE: The United States Government will strengthen its efforts to prevent—and protect women and children from—harm, exploitation, discrimination, and abuse, including sexual and gender-based violence and trafficking in persons, and to hold perpetrators accountable in conflict-affected environments.



USAID PHOTO

Displaced women in a transit camp in South Darfur.

NAP OUTCOME 3.1. Risks of SGBV in crisis and conflict-affected environments are decreased through the increased capacity of individuals, communities, and protection actors to address the threats and vulnerability associated with SGBV.

The Department will prioritize diplomatic engagement with multilateral partners as key levers in the prevention of and response to gender-based violence in countries affected by crisis, conflict, and transition. (Reference NAP Action 3.1.1-3.1.2)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Advocate for UN peacekeeping missions to have strong mandates on protection of civilians, including on protecting civilians from sexual violence.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

- Provide diplomatic support for initiatives in the UN General Assembly Special Committee on Peacekeeping Operations (C-34) and budget committees to build the capacity of military and police peacekeepers to protect civilians and prevent gender-based violence.
- Bolster UN and regional peacekeeping missions' abilities to understand and assess baseline vulnerabilities for civilians, including women and girls, and the range of threats in the region.
- Support UN and regional organizations' training programs on the protection of civilians, including from gender-based violence.
- Promote better coordination and sharing of information across UN country teams, agencies, bodies, and mechanisms in order to develop and implement holistic strategies to prevent and respond to gender-based violence, including domestic violence.
- Support initiatives at the UN aimed at promoting accountability for gender-based violence.

Examples of Ongoing Work:

The Department is committed to promoting a strong international architecture for protection, to ensuring that assistance and resettlement programs integrate protection principles, and to engaging in robust humanitarian diplomacy. The Department advances these objectives through engagement with, inter alia, the UN Security Council; in the relevant committees of the General Assembly; in the Human Rights Council; at the Commission on the Status of Women; through participation in UN Executive Board meeting, including UN Women; in the Humanitarian Partners Working Group's Protection Sub-Working Group; as well as at the country level through direct engagement with the UN Country Team.

The Department supports the UN Office of the Special Representative of the UN Secretary General (SRSG) on Sexual Violence in Conflict, including through funding for the Team of Experts. IO supported the UN's development of indicators on Women, Peace, and Security and the UN Security Council supported in its Presidential Statement PRST/2010/22 UN agencies' taking forward these indicators, many of which track women's physical security, for use as an initial framework. IO will continue to work with UN Women in developing and tracking these indicators.

 **The Department will increase training and capacity building to support human rights, address gender-based violence, combat trafficking in persons, and for other Women, Peace, and Security-related topics for the security and judicial sectors in partner countries to strengthen gender equality and prevent violence. (Reference NAP Action 3.1.3)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Support the development and implementation of training, guidance, and other operational tools to build the capacity of partner security and judicial sectors to promote gender equality and address gender-based violence, including through laws, policies, reconciliation, transitional justice, and accountability mechanisms, at local and national levels.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

- Incorporate human rights, gender-based violence, trafficking, and other Women, Peace, and Security-related topics into existing Department -funded training courses for security actors.
- Leverage existing training on Women, Peace, and Security, such as resources from FSI; African Contingency Operations Training and Assistance (ACOTA); UN; bilateral partners; and civil society.

Examples of Ongoing Work:

The Department's training programs for security and judicial actors contribute to the U.S. goals of advancing gender equality and women's empowerment, and addressing the needs of vulnerable populations in crisis and conflict environments. For example, the Global Peace Operations Initiative supports instruction on protection of civilians, including prevention of gender-based violence, and human rights training in its 62 partner countries and in most of the 43 peace support operations training centers it supports around the world. Around the world, INL supports training for the police on human rights and democratic policing principles, including on women's roles in community policing and mediation, as well as on issues related to domestic violence and trafficking in persons. Targeted training has been developed across a broad range of topics, including on enhancing procedural protections for female and male survivors of gender-based violence, in order to professionalize support services; as well as on human rights concerns when searching and arresting.

 **The Department will monitor and promote our partners' observance of appropriate international guidelines relevant to the prevention of sexual exploitation and abuse.
(Reference NAP Action 3.1.3-3.1.5; 3.2.4)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Support education and awareness initiatives for aid workers on PSEA.
- Promote multilateral and international organizations' implementation of appropriate mechanisms for prevention, response, and accountability for sexual exploitation and abuse among their own personnel.
- Establish standard operating procedures for U.S. Government to follow up on cases of sexual exploitation and abuse by international personnel to ensure accountability.

Next Steps:

PRM will share best practices in training and program management with respect to supporting international standards on PSEA and partner accountability with other bureaus, offices, and embassies with programmatic functions.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Examples of Ongoing Work:

The Department promotes PSEA through our engagement with multilateral, bilateral, and non-governmental partners. For example, PRM has required since 2003 that implementing partners for humanitarian assistance maintain Codes of Conduct consistent with the UN Secretary General's Bulletin and the Inter-Agency Standing Committee's (IASC) six core principles on PSEA. Further, PRM supports the development of trainings and e-learning tools for international organization and non-governmental organization (NGO) partners on PSEA.

 **The Department will support programming and learning on the use of technology as a means of improving the safety of women and girls. (Reference NAP Action 3.1.6)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Integrate best practices and international guidelines with regards to the use of technology as a protection tool, such as solar lighting, fuel-efficient cook stoves, and provision of cell phones as part of an early warning system.

Next Steps:

The Department will support research, programming, and learning on technological approaches to protection, such as the Global Alliance for Clean Cookstoves' efforts to help women adopt clean, safe, and efficient cooking stoves and fuels that will reduce women's and girls' vulnerability to gender-based violence, in addition to acute and chronic illness and burns.

Examples of Ongoing Work:

DRL funds a program in the DRC to incorporate communications technology—including satellite phones, cell phones, an early warning system, a reporting hotline, digital mapping, satellite-internet, and video-conferencing—into current programming to increase civilian protection and enhance the investigation and prosecution of gender-based violence cases. With USAID's Office of Foreign Disaster Assistance (OFDA), PRM is co-funding a World Food Programme project to evaluate the uptake and efficiency of clean, safe, and efficient cooking stoves in refugee camps in Kenya, with a view to adapting stove distribution plans accordingly.

 **The Department will support and encourage through investments in the recovery and reintegration of survivors of gender-based violence, in furtherance of efforts by partner governments and civil society, and in coordination with multilateral and non-governmental organizations and the private sector. (Reference NAP Action 3.1.7)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Bureaus and embassies will aim to:

- Encourage and provide a range of age- and sex-appropriate services and tools to assist and empower survivors of gender-based violence, including health, psychosocial, and legal services. Invest in opportunities for survivors through increased access to livelihood training, economic opportunities, education, and rest and recreation, including athletics, art, and play. Programs should be targeted to survivors—women, men, girls, and boys—as well as their families and communities, as appropriate, including assistance for persons with disabilities.
- Enhance government, multilateral partners, and civil society capacity to respond to gender-based violence in a competent and timely manner, such as training for staff in prevention, recognition, screening, and treatment, and monitoring, analysis, and reporting on gender-based violence.
- Engage with community and religious leaders to support survivors' recovery and reintegration, including through the reduction of stigma and discrimination.
- Support public information and rights awareness campaigns on the prevention and response to gender-based violence.
- Contribute towards public-private partnerships, where appropriate, to advance shared goals to prevent and respond to gender-based violence in crisis, conflict, and transition environments.

Examples of Ongoing Work:

The Department takes a multi-pronged approach to preventing and responding to gender-based violence around the world. The Department advances these efforts at all levels, from multilateral organizations to local civil society organizations, to address gender-based violence and increase community awareness of gender equality issues. For example, with support from PRM, non-governmental organizations provide health, vocational and livelihood skills, education, and child and legal protection activities for refugee and returnee populations, including building the capacities of local mental health and social service providers in addressing and preventing gender-based violence, in the DRC, Kenya, and many other conflict-affected and refugee-hosting countries around the world.

In El Salvador, the U.S. Embassy and USAID Mission support the Government of El Salvador's Ciudad Mujer (Women's City) program, which provides holistic services to gender-based violence survivors, including health and counseling services, and support to police in evidence collection and the submission of police reports.

NAP OUTCOME 3.2. Laws, policies, and reconciliation, transitional justice, and accountability mechanisms designed to combat exploitation, abuse, discrimination, and violence against women and girls are developed and implemented at national and locals.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

The Department will support the development of effective accountability and transitional justice mechanisms that address crimes committed against women and girls and increase accountability. The Department will engage other governments on the passage and enforcement of laws and policies on the local and national level designed to combat exploitation, abuse, discrimination, and violence against women and girls. (Reference NAP Action 3.2.1-3.2.2)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Leverage bilateral dialogues to discuss the importance of laws and policies related to combating exploitation, abuse, discrimination, and violence against women and girls. Encourage partner governments to work with civil society to develop relevant laws and policies.
- Support through diplomacy, development, and technical assistance the creation of effective measures to investigate gender-based violence promptly, effectively, independently, and impartially and to bring those responsible for gender-based violence to justice, including consideration of mobile courts, and other mobile justice mechanisms, where appropriate. Offer technical assistance to build the capacity of legislative, judicial, and law enforcement actors to develop, implement, and enforce laws and policies that promote and protect women's rights.
- Support the establishment of mechanisms for survivors and witnesses of gender-based violence so that they can make complaints safely and confidentially, and build capacity so that there can be appropriate follow-up to these complaints.
- Establish multi-sector linkages regarding violence prevention and response programs, with particular attention to the legal, judicial, and medical/health sectors.
- Engage governments to identify weaknesses in legal and assistance mechanisms for survivors of gender-based violence and help survivors navigate the justice system.
- Support, where appropriate, compensation or reparations for survivors and their families.
- Align with efforts to prevent and respond to atrocities, including to hold accountable perpetrators of mass atrocities, including mass rape, and support others who do the same.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Examples of Ongoing Work:

The Department will continue its diplomatic and programmatic support, at all levels, to strengthen accountability and rule of law. In Afghanistan, the Department uses diplomatic tools to encourage the implementation of the Elimination of Violence Against Women (EVAW) law by the Afghan government as well as development of effective accountability and justice mechanisms that address crimes committed against women and girls. INL is providing training for prosecutors at Violence Against Women Units (VAW) at the Office of the Attorney General in Kabul, and in 2011 supported the opening of three new provincial VAW Units, with three more to open in 2012. These units are dedicated to prosecuting crimes against women and girls and have led to 26 convictions so far. More than 750 women from 23 provinces have initiated cases through the VAW Unit in Kabul since it opened in March 2010.

In Haiti, the Department supports cross-sector trainings of penal chain actors (police, magistrates, prosecutors) on gender-based violence to raise stakeholders' awareness about gender-based violence, provide an overview of legislation, introduce techniques for medical evidence collection and survivor assistance, and increase collaboration between relevant actors.

 **The Department will use public diplomacy and outreach capabilities to strengthen gender-based violence prevention and response. (Reference NAP Action 3.2.3)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Conduct and support outreach efforts to help ensure that survivors of gender-based violence understand the accountability options available to them.
- Disseminate messages on preventing gender-based violence and on holding perpetrators accountable.
- Conduct public diplomacy, including through publicizing in local media, on projects highlighting resources available to victims of gender-based violence, including counseling and law enforcement actions.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Examples of Ongoing Work:

In Afghanistan, DRL supports a program that is working to improve provincial human rights monitoring by enabling Afghan women-focused human rights organizations/institutions to use media technology for monitoring; to use radio programming and journalism training to create a more conducive environment for the work of these organizations; and to inform women about their rights and how to report and track violations and abuses. In Guatemala, the U.S. Embassy supported the development of a documentary film chronicling the story of one Guatemalan woman's successful fight for justice after her sister was murdered by her husband. The Embassy supported more than 60 screenings country-wide, followed by discussion with trained volunteers who educated audiences about their rights under the law and services available to survivors of domestic violence.

In order to address harmful traditional practices such as female genital mutilation/cutting especially in post-conflict settings, S/GWI, in coordination with DRL, is funding a multidimensional program in northern Iraq composed of integrated victim services and a successful educational campaign for village residents and political and religious leaders. This has lead, for the first time, to villages—now close to ten—declaring themselves to be "Female Genital Mutilation Free."

NAP OUTCOME 3.3. Interventions are improved to prevent trafficking in persons and protect trafficking survivors in conflict and crisis-affected areas.

 **The Department will engage with multilateral, bilateral, and civil society partners and will invest in programs to strengthen the prevention of trafficking in persons and the protection of trafficking survivors. (Reference NAP Action 3.3.1-3.3.5, 3.3.10)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Engage with international and/or civil society organizations to ensure that standard operating procedures are in place to prevent human trafficking, especially among refugees and internally displaced persons (IDPs), including appropriate assistance and procedures for unaccompanied minors, to identify potential trafficked persons, and to refer survivors to appropriate service providers.
- Provide support, as appropriate, to international and civil society organizations to set up emergency care services for trafficking survivors.
- Promote establishment of local coalitions or taskforces comprised of relevant government authorities and civil society organizations to combat human trafficking as part of the justice reform measures in post-conflict areas.
- Advance collaborative efforts to prevent trafficking in persons by sharing training and public awareness resources with U.S. personnel abroad, embassy staff and other international partners, and by additionally sharing investigative resources with foreign law enforcement counterparts as appropriate.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

- Support coordination of the anti-trafficking-related items of the NAP with the ongoing work of the U.S. Presidential Interagency Task Force to Monitor and Combat Trafficking in Persons and the Senior Policy Operating Group on Trafficking in Persons.

Examples of Ongoing Work:

The Department is integrating attention to trafficking in persons in countries in conflict or crisis at every level, from embassies to the U.S. Presidential Interagency Task Force to Monitor and Combat Trafficking in Persons and the Senior Policy Operating Group on Trafficking in Persons. Whenever possible, J/TIP will: 1) include countries in conflict or crisis as priority countries for funding in the Office's annual solicitation for proposals; 2) incorporate the establishment of national taskforces in country narratives as part of the Trafficking in Persons Report Recommendations and/or in J/TIP-prepared action plans that are given to foreign governments as guidelines for their future anti-trafficking efforts; and 3) meet with new governments in post-conflict countries to ensure anti-trafficking measures are included in criminal justice reforms. Regional and functional bureaus support these efforts through a wide range of programs and public diplomacy, including focused, year-round work plans that engage host governments, providing grants to organizations to study or fight trafficking in specific regions; organizing conferences or public awareness events on the subject of trafficking; making public statements against trafficking in speeches or on embassy blogs and websites; and providing technical assistance and training to law enforcement and public officials to enhance countries' anti-trafficking laws and prevention/prosecution efforts on this front. J/TIP, in conjunction with regional bureaus, may hold "Regional TIP Officers" reporting conferences to ensure reporting officers are up to speed on trafficking issues and better able to engage with host country interlocutors.

NAP OUTCOME 3.4. Men and boys are themselves better protected from SGBV, and are mobilized as partners in the prevention of SGBV and other risks of harm, exploitation, and abuse in their communities.

 **The Department will build on efforts to increase programs and advocacy campaigns to promote the protection of men and boys from gender-based violence, and to mobilize men and boys as partners in promoting gender equality and preventing gender-based violence within their communities. (Reference NAP Action 3.4.1-3.4.3)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Support the collection of data on the prevalence of gender-based violence against boys, in order to inform programming.
- Support community-level approaches to facilitate discussion among families, community organizations, religious and traditional leaders, and other community leaders on human rights, gender norms and behaviors, and gender-based violence.
- Engage a broad range of potential allies, including religious and traditional leaders, youth, and the private sector, in promoting gender equality and addressing harmful norms and practices contributing to gender-based violence.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

- Provide support for advocacy campaigns and programs designed to reduce family and community level violence.
- Increase attention to the needs of male survivors in gender-based prevention and response programs, and in diplomatic engagement, including with partner governments' Ministries of Interior, Justice, Health, and Education.

Examples of Ongoing Work:

The Department supports community-level approaches to change behaviors and attitudes about violence and to facilitate discussion among families, community organizations, religious and traditional leaders, and other community leaders about human rights and gender-based violence, and both short and long-term ways to address it. The Department works with and engages men and boys; female leaders; grassroots women's groups; religious, faith-based, and community leaders; and youth. The Department also seeks to engage men in government, including in the security sector, and in the private sector. For example, DRL works with religious and traditional community leaders in Afghanistan, Pakistan, and Bangladesh to promote women's rights by training 450 imams using a curriculum on the compatibility of women's rights and Islam. Anecdotal evidence from a series of key-informant interviews and focus group discussions showed that community members have seen an increase in the number of imams speaking out about women's rights in Islam, women's inheritance rights, and condemning violence against women. Further, focus group participants agreed that since their local imams have started discussing women's rights to education in Friday sermons, the barriers for women going to school have been reduced.

4. Conflict Prevention

NAP OBJECTIVE: The United States Government will promote women's roles in conflict prevention, improve conflict-early warning and response systems through the integration of gender perspectives, and invest in women and girls' health, education, and economic opportunities to create conditions for stable societies and lasting peace.

NAP OUTCOME 4.1. Conflict early warning and response systems include gender-specific data and are responsive to SGBV, and women participate in early warning, preparedness, and response initiatives.



Girls attending school in Afghanistan.

**The Department will integrate gender considerations in conflict assessments and humanitarian response strategies, including through participatory models.
(Reference NAP Action 4.1.1-4.1.2)**

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Ensure that interviewees in all participatory conflict assessments undertaken by bureaus and crisis response teams include women and girls representing all demographics (e.g. urban/rural, government/civil society).
- Promote gender considerations in conflict assessments conducted by partner governments and multilateral organizations.
- Ensure conflict and atrocity early warning systems and conflict assessment methodologies incorporate gender considerations.
- Develop mechanisms to incorporate gender analysis in atrocity prevention efforts.

Next Steps:

CSO will ensure that gender considerations are incorporated in revisions of the Interagency Conflict Assessment Framework (ICAF) – an interagency tool to assess conflict situations systematically and collaboratively to inform interagency planning for conflict prevention, mitigation and stabilization. CSO will continue to share its conflict assessment tools and findings with the Department.

Examples of Ongoing Work:

The Department has emphasized the need for participatory assessments to be undertaken prior to program interventions, when feasible. CSO is developing guidelines for integrating gender analysis in all stages of operations to ensure conflict dynamics and resiliencies affecting or driven by women are recognized in designing and implementing each engagement.

The Department will provide diplomatic and programmatic support for community-based early warning and conflict prevention activities, including preventing the spread of violent extremism. (Reference NAP Action 4.1.4-4.1.6)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Provide diplomatic and development support for community-based early warning and response groups of local women and men designed to notice, report, and respond to outbreaks or escalation of violence, including gender-based violence.
- Provide diplomatic and development support to empower women's coalitions working in conflict prevention and peacebuilding, and promote their inclusion in formal government conflict prevention processes. Identify and support existing indigenous mediation and negotiation capacities, where appropriate, bringing them to the attention of the host government to develop policy to strengthen these resiliencies and harness them as a part of the host government's conflict prevention policy.
- Expand support for women's roles in community-policing.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Examples of Ongoing Work:

Bureaus and embassies, through programming and public diplomacy, are actively promoting women's participation in peacebuilding and conflict prevention activities. In Burma, the U.S. Embassy Small Grants program works with an ethnic minority's women's organization in conflict-affected areas of Kachin State to enhance Kachin women's participation in ceasefire negotiations, empowering them to participate in peace talks through trainings and establishing connections between marginalized women and community leaders.

The Department will promote women's roles in countering terrorism and preventing the spread of violent extremism. Bureaus and embassies will aim to:

- Build the capacity of local, national, and multinational women's and peace groups committed to working against violent extremism to more effectively conduct public outreach.
- Provide train-the-trainer opportunities to help sensitize women to the role that they can play in countering violent extremism within their communities, and to recognize signs of radicalization.
- Seek the feedback of local civil society members, including women, in the development of countering violent extremism programs, as well as all other programs, when feasible and appropriate.
- Encourage counterterrorism and countering violent extremism program recipients to include women in their training and/or implementation, when feasible and appropriate.
- Increase the number of female participants in Anti-Terrorism Assistance programs, including the training of women-only units.
- Promote the role of women in countering violent extremism through multilateral organizations, including the Global Counterterrorism Forum.

Examples of Ongoing Work:

The Department is working to build the capacity of women in civil society and the security sector to prevent the spread of violent extremism. For example, CT supports training to Afghan women in civil society and in the Ministry of Interior on women's roles in preventing the spread of violent extremist ideologies, including educating them about their resources for reporting potential violent extremism activity. CT supports a Countering Violent Extremism Local Grants Program, which provides positive alternatives to individuals and communities susceptible to recruitment and radicalization, including local activities specifically tailored for women. These programs range from training exercises to alert women to signs of radicalization, to law enforcement capacity building that offers women the opportunity to help develop community engagement programs.

The Department will leverage public diplomacy to amplify the work of women in preventing conflict. Bureaus and embassies will aim, where appropriate, to:

- Publicize meetings between senior U.S. officials and women in civil society and the private sector working on conflict prevention within their communities.
- Note the work of women working on conflict prevention in senior U.S. officials' speeches.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

- Support and amplify advocacy and public awareness campaigns and programs that highlight women's role in reducing family violence and broader societal violence.
- Recognize women around the globe who have shown exceptional courage and leadership in advocating for women's rights and advancement, including by nominating them for the annual International Women of Courage award and other scholarship and award opportunities.

Examples of Ongoing Work:

When deemed safe to do so, senior level U.S. officials have and will continue to publicly praise and acknowledge the work of women striving to prevent the breakout or spread of conflict within their communities, including through public speeches and high-level meetings. For example, in an effort to promote public awareness of women's roles in peace and security, the U.S. Embassy in Georgia supported a local Women's Center's efforts to train up to one thousand volunteers, civil society activists, media, and local government representatives on gender and minority rights. The project aims to support integration of ethnic Azeri minorities through promotion of women's rights, to advocate for implementation of international law and domestic legislation and policies, and to educate women about existing legislation, and discuss the importance of human rights.

NAP OUTCOME 4.2. Women and girls participate in economic recovery, and have increased access to health care and education services.



Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Provide diplomatic encouragement and development support for cash for work programs, conditional cash transfers, and increased access to land, financial services including saving and credit, and enterprise support activities for women, as appropriate.
- Support legislative initiatives to provide women with equal rights to inheritance and property ownership in conflict affected countries. Support awareness raising around those rights.
- Engage female political and business leaders who can influence the development and implementation of economic policy, especially on the inclusion of women and girls.
- Convene poverty alleviation, development, and business organizations and industry associations to discuss issues concerning women's and girls' economic participation.
- Provide capacity building to increase economic empowerment of women and girls.
- Leverage diplomatic tools, both bilaterally and multilaterally, to promote investments in women's and girls' economic empowerment.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

- Partner with the private sector and non-government organizations, where appropriate, to make strategic investments in women's economic empowerment.
- Encourage a discussion in our trade-related dialogues, including Trade and Investment Framework Agreements, on how our partners are assisting women in business and increasing the capacity of women-owned businesses to trade with the U.S. and regionally.
- Advocate, in cooperation with the Department of Treasury, for continued operationalization within the multilateral development banks of the relevant information from the 2011 and 2012 World Development Reports on the role women can play both in preventing conflict and in promoting stability in post-conflict situations.
- Support advocacy campaigns and public awareness through public diplomacy programs that promote women's economic empowerment.

Examples of Ongoing Work:

The Department is committed to promoting stabilization efforts across sectors, guided by evidence that where the gender gap is closest to being closed in a range of areas – including economic participation, access to education, health, and political participation – countries and economies are more competitive and prosperous. As economic solutions and opportunity are a critical component in promoting the security of the United States and our partners, the Department of State has developed a number of partnerships to advance women's economic engagement in conflict, crisis, and transition environments where women face additional barriers inhibiting their economic participation, two of which are the African Women's Entrepreneurship Program (AWEP) and the Women's Entrepreneurship in the Americas (WEAmericas). For example, almost 200 women leaders and global experts attended the July 2011 Central Asia and Afghanistan Women's Economic Symposium. The event launched a regional initiative, built a network of leading international organizations, universities and foundations, and the private sector, which will be further supported through a grant to establish a regional businesswomen's association. Follow-on support will promote women's enterprise and trade, equal property rights, training for women on how to run for government offices (including for disabled women), and protection of vulnerable elderly women.

In Guatemala, the U.S. Embassy supports training for and outreach to women business-owners to help grow their businesses, including by designing and starting a Pathways to Prosperity Women Entrepreneurs' Network, which included the formation of a steering committee with representatives from the private sector and prominent economic associations, and the identification of one hundred female microentrepreneurs from all over Guatemala to participate in the network.

 **The Department will strengthen stabilization by promoting access to primary, secondary, and vocational education for children and youth. (Reference NAP Action 4.2.2)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Bureaus and embassies will aim to:

- Provide support for education for all children, with special incentives for girls' attendance and retention, taking into account special protection needs.
- Leverage diplomatic tools, both bilaterally and multilaterally, to promote investments in women's and girls' education and training.
- Partner with the private sector and non-government organizations, where appropriate, to make strategic investments in women's and girls' education and training.
- Support advocacy campaigns and public awareness through public diplomacy programs that promote education for all children.

Examples of Ongoing Work:

The Department recognizes that education can mitigate the effects of conflict and provide the basis for long term economic growth and stability, and is committed to contributing to the restoration of education sites, services and system-wise capacity for children and youth, particularly girls, in conflict, crisis, and transition environments. For example, in South and Southeast Asia, SCA supports a non-governmental organization to expand the local school library, publish local language children's books, and support girls' education amongst particularly vulnerable groups of girls.

ECA supports both TechWomen and TechGirls, international exchange programs that use technology as a means to empower women and girls worldwide by pairing them with American women in the technology sector who serve as professional and cultural mentors. TechGirls is designed to encourage young girls in the Middle East and North Africa to pursue careers in the science and technology sectors.

 **The Department will strengthen stabilization by supporting women's and girls' increased access to health services. (Reference NAP Action 4.2.3)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Provide support for women's and girls' increased access to and utilization of health services.
- Establish multi-sector linkages regarding violence prevention and response programs, with particular attention to the medical/health, legal, and judicial sectors.
- Leverage diplomatic tools, both bilaterally and multilaterally, to promote investments in women's and girls' health care.
- Partner with the private sector and non-government organizations to make strategic investments in women's and girls' health care.
- Support advocacy campaigns and public awareness through public diplomacy programs that promote women's and girls' access to health services.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Examples of Ongoing Work:

The Department is working to ensure that women are beneficiaries of health initiatives both for their own well-being and because of the centrality of women to the health and prosperity of families and communities. In order to support investments in women's health, S/GAC through the President's Emergency Plan for AIDS Relief (PEPFAR), is committed to investing in women's and girls' health, education, and economic opportunity to create conditions for healthy and stable societies. This commitment is reflected in PEPFAR's Gender Strategy, which integrates gender throughout prevention, care, and treatment programs, with a focus on increasing gender equity in HIV/AIDS programs and services.

5. Relief and Recovery

NAP OBJECTIVE: The United States Government will respond to the distinct needs of women and children in conflict-affected disasters and crises, including by providing safe, equitable access to humanitarian assistance.

NAP OUTCOME 5.1. Gender and protection issues are explicitly and systematically integrated and evaluated as part of responses to crisis and disaster.



Girls drawing in a refugee camp.

The Department will promote equal access and integrate gender considerations into humanitarian relief and recovery programs. The Department will evaluate the impact of gender integration in these programs. (Reference NAP Action 5.1.1-5.1.8)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Incorporate special protection considerations for the most vulnerable, including women, children and youth, the disabled, and lesbian, bisexual, gay, and transgender persons in crisis response and programming.

Examples of Ongoing Work:

The Department currently supports many programs and directs diplomatic energies towards achieving equal access and gender integration in relief and recovery efforts. PRM promotes women's equal access to resources and their participation in managing those resources. PRM also encourages adherence to appropriate international standard protocols and guidelines, such as: Sphere Standards, IASC Guidelines on gender-based violence, and the Gender Handbook for Humanitarian Action.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Bureaus and embassies will aim to:

- Ensure that Department crisis response and recovery teams have access to appropriate gender expertise, such as pre-deployment training and a designated gender advisor, to ensure that gender considerations are well integrated in U.S. Government-supported relief and recovery efforts.
- Conduct joint monitoring missions with other U.S. Government agencies, such as CDC and USAID, to assess United States Government-funded humanitarian programs to document strengths and gaps in gender programming.

Examples of Ongoing Work:

With regard to Department staff, CSO provides gender guidelines and tools for staff deploying to emergency situations to ensure that gender considerations are well integrated in U.S. Government-supported relief and recovery efforts. The Office of the U.S. Global AIDS Coordinator (OGAC), the Centers for Disease Control and Prevention (CDC), PRM, and United Nations High Commissioner for Refugees (UNHCR) will work together to conduct gender analysis for PEPFAR-funded refugee programs.

Bureaus and embassies will aim to:

- Work with international partners to identify the most vulnerable in need of resettlement and with NGO partners to provide services to address the specific protection needs of these individuals.
- Support the work of international organization partners on gender issues, including gender-based violence, where appropriate.
- Explore opportunities to introduce resolution language in international forums to underscore the need to integrate and evaluate gender and protection issues explicitly and systematically as part of responses to crisis and disaster.
- Review, when circulated for Board approval and in cooperation with the Department of Treasury, multilateral development banks' post-conflict assessments, country assistance strategies, and proposed programs in countries prone to or emerging from conflict, and advocate for the inclusion of sound gender analysis and actions to address the specific needs of women and girls.

NAP OUTCOME 5.2. Relief and recovery assistance includes enhanced measures to prevent and respond to SGBV in conflict and post-conflict environments.

 **The Department will provide support in relief and recovery assistance for direct services for survivors of gender-based violence, and for prevention of gender-based violence.
(Reference NAP Action 5.2.1)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Bureaus and embassies will aim to:

- Provide and encourage a range of appropriate services and tools to assist and empower survivors of gender-based violence, including health, psychosocial, economic, and legal services. Programs should be targeted to survivors, as well as their families and communities, as appropriate, including assistance for persons with disabilities.
- Increase support to international efforts relating to equitable access to education for youth in crisis, conflict, and transition environments, including in helping to shape the agenda on education of youth in emergencies.
- Engage a broad range of potential allies, including religious and tribal leaders, youth, and the private sector, in promoting gender equality and addressing harmful norms and practices contributing to gender-based violence.
- Make available to the public information and analysis on United States Government-supported gender-based violence programming in relief and recovery contexts, in order to promote learning and dissemination of best practices.

Examples of Ongoing Work:

PRM supports projects in the DRC and in Kenya developing community resources for providing mental health services for traumatized refugees and refugee returnee populations and receiving communities while building the capacities of local mental health and social service providers to serve this population, including to better respond to incidences of gender-based violence. The Department recognizes that often, men and women of different ages have different needs and perspectives and therefore may require special outreach, to include adolescents as well as the elderly.

 **The Department will encourage international organization and NGO partners to adhere to existing internationally-agreed upon protocols and guidelines.**
(Reference NAP Action 5.2.2)

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Encourage international organization and NGO partners to provide gender sensitivity training, including on gender-based violence, to staff members on existing international guidelines.

Examples of Ongoing Work:

S/RAP utilizes traditional diplomatic tools to encourage international organizations and NGO partners to provide gender sensitivity training, including on gender-based violence, to staff members. PRM promotes, in its programmatic and diplomatic engagements, the use of the IASC Plan of Action to protect beneficiaries of humanitarian assistance from sexual exploitation and abuse, adherence to Sphere standards, and application of the IASC Guidelines on gender-based violence.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

NAP OUTCOME 5.3. Reintegration and early recovery programs address the distinct needs of men and women.

 **The Department will ensure that the active participation and the distinct needs of men and women are reflected in reintegration and early recovery programs in order to strengthen accountability to beneficiary populations. (Reference NAP Action 5.3.1)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Encourage and support humanitarian assistance programs that incorporate active participation by beneficiaries, especially women, access to education, and social and economic empowerment programs, among others, as part of crisis and disaster response.
- Increase support to international efforts relating to equitable access to education for youth in post-conflict environments.
- Support durable solutions for the return and reintegration of refugees that specifically address the needs of female (adults and children) returnees.
- Support programs that build the capacity of partners—both international and local—to assist returnee populations and receiving communities.

Examples of Ongoing Work:

Participation is particularly important for those who are often excluded, such as women, children, adolescents, ethnic/tribal/religious minorities, the elderly and other groups suffering from discrimination. The United States is the single largest donor to UNHCR and has supported UNHCR's work in aiming to place its persons of concern at the center of decision-making with regard to their own protection and welfare. As a means to ensure better participation, UNHCR has developed a Tool for Participatory Assessment in Operations as part of its Age, Gender, and Diversity Mainstreaming Strategy. The UNHCR tool outlines ten basic steps to ensure that women, girls, boys and men participate in analyzing protection problems together; in discussing capacities to face protection problems; and in finding solutions together.

 **The Department will ensure that demobilization, disarmament, and reintegration (DDR) programs address the distinct needs of female ex-combatants and those associated with armed forces in other capacities. (Reference NAP Action 5.3.2)**

Responsible bureaus include:

Regional bureaus and offices, focus country embassies, and functional bureaus.

Bureaus and embassies will aim to:

- Support relevant UN peacekeeping mandates.
- Support voluntary contributions for DDR programming.

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Examples of Ongoing Work:

The Department currently supports programs that integrate the distinct needs of men and women in reintegration and early recovery programs. IO and other bureaus support DDR programs for women and girls through UN peacekeeping mandates and through voluntary contributions to relevant UN agencies and programs, such as UN Development Program (UNDP) and UN Children's Fund (UNICEF) as well as through our national efforts. UN peacekeepers support demobilization and disarmament; reintegration into the community through training, stipends, and counseling is generally funded through bilateral and multilateral assistance. Certain groups, such as adolescents, may require special outreach to meet their distinct needs.

Monitoring and Evaluation on Women, Peace, and Security

Monitoring and Evaluation within the Department

The Department will track and report progress in implementing the NAP objectives. This will include analyzing the success of staff training, collecting sex-disaggregated data in conflict, crisis, and transition environments, and establishing metrics to determine whether programs are having the desired results. This is supported by the Department of State and USAID Performance Plan & Report system, which includes seven broad output and outcome indicators on gender equality, female empowerment, and gender-based violence, in addition to gender-sensitive indicators in other Program Areas such as Peace and Security and Governing Justly and Democratically. Bureaus and embassies will integrate these indicators, as well as custom indicators, in performance management plans where applicable to measure progress toward the achievement of Women, Peace, and Security goals.

S/GWI, together with the Department Working Group on Women, Peace, and Security, will assist bureaus and embassies in assessing progress, identifying best practices and lessons learned, and focusing on areas in need of further attention. These efforts will be complemented by the Department's twice-yearly meeting for PDAs, to be chaired by the Ambassador-at-Large for Global Women's Issues, to review progress on implementing the U.S. Department of State Policy Guidance on Promoting Gender Equality, including its relevant provisions relevant to the NAP, and the Department's gender integration objectives. The National Integration and Institutionalization Section of this *Department Implementation Plan* provides greater detail on the progress and next steps in this regard.

Evaluation, Monitoring and Reporting with the Interagency

Each year, the Department, along with DoD and USAID, will report to the National Security Staff's Deputies Committee on its implementation of the NAP. The Assistant to the President and National Security Advisor will draw upon agencies' reports to provide an annual report to the President. S/GWI will coordinate the preparation of the Department's annual report on Women, Peace, and Security, working closely with relevant bureaus and embassies.

The Department will continue to work with USAID and other relevant interagency partners to refine the existing monitoring of efforts to achieve its goals related to Women, Peace, and Security. Progress in implementing the objectives of the NAP will be monitored and evaluated against specific indicators to be identified at the direction of the Women Peace and Security Interagency Policy Committee (WPS IPC). The WPS IPC will monitor and review actions taken in support of U.S. national objectives, and will integrate the Women, Peace, and Security agenda in relevant national-level policies and strategies. In 2015, the National Security Staff will coordinate a comprehensive review of, and update to, the NAP, which will be informed, in part, by consultation with international partners and civil society organizations.

Partnership and Collaboration on Women, Peace, and Security

Engaging within the Department

The Department Working Group on Women, Peace, and Security will meet regularly to share ideas on more effectively integrating Women, Peace, and Security into our policies and programs.

The Department will encourage and support the sharing of best practices, tools, indicators, and evaluation methodology through internal websites and other online platforms. S/GWI will expand intranet websites to create an accessible repository for gender related issues, including Women, Peace, and Security. Department personnel are encouraged to post entries and communicate on opportunities for engagement. Furthermore, the Department will post a mapping of bureau and embassy actions, organized by high-level objectives, which identifies lead offices, locations, timeframes, and resources. Department personnel can easily sort this material to identify examples of engagement and opportunities for collaboration.

Engaging with the Interagency

The Department will continue to work closely with USAID, DoD, and other agencies in implementing the NAP and *Department Implementation Plan*—both in Washington and in the field. Collaborating with partner agencies will strengthen and provide strategic coherence to our policies and programs and allow us to more effectively focus our resources—achieving a synergy while avoiding duplication. The Department will collaborate with other departments and agencies on initiatives that are applicable across government, such as training.

Engaging with Outside Partners

The goals set forward in the NAP and *Department Implementation Plan* can only be realized through partnership and collaboration with other governments and multilateral organizations, and civil society actors, as well as innovative partnerships with the private sector. Central among these partners are the men and women and organizations throughout the world working every day to build sustainable peace and security and to champion women as vital, equal partners. Together, we can coordinate and leverage resources, learn from the successes and challenges of others, and design and implement inclusive assistance programs that build local capacity and promote sustainable outcomes.

Through our bilateral diplomacy, development assistance, and security cooperation in countries affected by crisis and conflict, we will support existing national government efforts to protect and empower women as agents of peace and security, and advocate for greater inclusion and efforts in cases where the voices of women need to be amplified and supported.

We will partner with other countries, both donors and those with specific experience dealing with the challenges of conflict, to amplify our bilateral assistance and advocacy efforts and ensure their efficient coordination. These partnerships will reflect the sound principles set forth in the

UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

Paris Declaration on Aid Effectiveness, the Accra Agenda for Action, and the Busan Partnership for Effective Development Cooperation, which underscore the importance of country ownership, donor coordination, inclusive partnerships, harmonization, alignments, results, and mutual accountability.

Through our multilateral engagement, we will endeavor to ensure that the work of the UN and other international, regional, and sub-regional organizations upholds the principle that women must have an equal voice in addressing challenges to peace and security. When these institutions are themselves engaged as actors in conflict and post-conflict situations, we will, as appropriate, assist and cooperate with them to help ensure that development, humanitarian assistance, and peace and security operations integrate a strong gender perspective and effectively serve the interests of women and girls.

In all our efforts, we will seek collaborative partnerships with NGOs, including foundations, active at the national, regional, and international levels, as well as the private sector. Civil society will play a critical role in monitoring and providing feedback on our implementation. We expect civil society to hold us accountable to our commitments, to help us learn from activities and approaches implemented under the NAP, and to contribute to future revisions of the NAP. We will work with academic and other research institutions and practitioners to understand and expand the information available on the role of women in all aspects of peace and security, so that policy-makers across the government can reach more informed decisions, such as how best to invest our resources, and where to direct our efforts. We will enlist public diplomacy to build awareness among the public of the role of women in peace and security and to amplify the efforts of the United States in areas of crisis, conflict, or insecurity.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

Matrix of Department of State Actions to Advance Women, Peace, and Security

This action matrix is a representative but not exhaustive list of Department actions to advance Women, Peace, and Security that are completed, ongoing, or anticipated to begin with existing resources. The matrix includes diplomatic efforts and programmatic activities, as well as non-programmatic activities that support the institutionalization of Women, Peace, and Security in Department and interagency processes. When multiple bureaus and offices are engaged in an activity, the lead bureaus/offices are identified in bold.

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
NATIONAL OBJECTIVE 1—NATIONAL INTEGRATION AND INSTITUTIONALIZATION: Through interagency coordination, policy development, enhanced professional training and education, and evaluation, the United States Government will institutionalize a gender-sensitive approach to its diplomatic, development, and defense-related work in conflict-affected environments.			
Outcome 1.1	Agencies establish and improve policy frameworks to support achievements in gender equality and women's empowerment throughout our diplomacy, development, and defense work.		
Action 1.1.1	<i>Incorporate NAP objectives in strategic and operational planning, as appropriate. Disseminate guidance to all operating units on gender integration.</i>		
	DoS will integrate gender into strategic planning processes. The Department will continue to enhance gender integration in annual planning and budgeting processes and annual results reporting. This action will include analyzing existing gender inequalities and identifying priority areas of focus and opportunities related to Women, Peace, and Security; and setting concrete goals with clear outcomes and indicators. To assist in implementation, in 2012, the Office of U.S. Foreign Assistance Resources (F), in consultation with S/GWI, included guidance on gender in the Integrated Country Strategy and will continue to work together to provide guidance for the various strategic planning processes and tools for bureaus and embassies.	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	DoS and USAID jointly developed and adopted a Women, Peace, and Security "key issue" (category for planning and reporting) to ensure that Operational Plans and Performance Plan Reviews capture activities that support objectives and outcomes outlined in the NAP. The key issue went into effect in the FY12 Operational Plan and is designated as mandatory for all operating units with applicable activities. The Women, Peace, and Security Key Issue will facilitate tracking and analysis of foreign assistance investments and results supporting objectives in the NAP.	Completed	
	Secretary Clinton issued the first ever DoS Secretarial Policy Guidance on Promoting Gender Equality to Achieve our National Security and Foreign Policy Objectives, providing the bureaus and embassies with guidance on how to promote gender equality in service of America's foreign policy.	Completed	

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Outcome 1.2	Agencies enhance staff capacity for applying a gender-sensitive approach to diplomacy, development, and defense in conflict-affected environments.		
Action 1.2.1	<i>Ensure all relevant U.S. personnel and contractors receive appropriate training on Women, Peace, and Security issues, including instruction on the value of inclusive participation in conflict prevention, peace processes, and security initiatives, international human rights law and international humanitarian law, protection of civilians, prevention of SGBV, prevention of sexual exploitation and abuse (SEA), and combating trafficking in persons (TIP). Training mechanisms may include:</i>		
Action 1.2.1C	<i>Training for State foreign service and civil service personnel, including senior management, and envoys and mediation team members.</i>		
	The Foreign Service Institute (FSI), in coordination with S/GWI and regional and functional bureaus, will develop for foreign and civil service personnel (1) a specific stand-alone training on gender equality and Women, Peace, and Security issues; (2) modules on gender equality and Women, Peace, and Security, which will be integrated in relevant regional, tradecraft, and leadership courses; and (3) an online training course on gender equality and on Women, Peace, and Security issues.	3Q12/ Ongoing	FSI and S/GWI with regional bureaus and offices, focus country embassies, and functional bureaus
	Bureaus and embassies will integrate training modules on gender and WPS, into relevant bureau- and embassy-specific training programs. For example:	Ongoing	
	<ul style="list-style-type: none"> PRM provides training to its program officers and Refugee Coordinators to ensure that they have functional knowledge of gender issues, gender-based violence, and prevention of sexual exploitation and abuse as they relate to PRM programs. 	Ongoing	PRM
	<ul style="list-style-type: none"> INL Pre-Deployment Training, which is mandatory for all advisors deploying under contract to serve in INL programs, includes training modules on gender-based violence, human rights, trafficking in persons , legal systems, and ethics. 	Ongoing	INL
	<ul style="list-style-type: none"> DoS, together with the Department of Homeland Security (DHS), developed an online, interactive training for the entire federal acquisitions workforce on combating human trafficking, and its contributing factors like the demand for commercial sex, using the pertinent provisions of the Federal Acquisition Regulation (FAR). 	Ongoing	J/TIP
	DoS will aim to raise the awareness among employees and contractors of existing regulations related to the prevention of sexual exploitation and abuse.	4Q2012	S/GWI

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	PRM has undertaken an assessment of its staff and program management policies to strengthen prevention of and response to sexual exploitation and abuse of beneficiaries by humanitarian workers. underscore the importance of compliance with relevant laws, regulations, and policies applicable to PRM staff, just as PRM does with its implementing partners. With the results of the assessment, PRM is working to strengthen PSEA training, as well as monitoring and evaluation tools for its staff.	1QFY12/ Ongoing	PRM
Action 1.2.2	<i>Provide technical assistance to decision-makers in headquarters and in the field on how to develop gender-sensitive programs.</i>		
	PRM will develop a checklist based on internationally-recognized principles and guidelines to ensure that gender issues are being incorporated in crisis response activities.	1QFY13	PRM
	CSO will develop gender guidelines to ensure consideration and integration of gender issues at all stages of in-country engagements, including to support interaction with women's civil society groups and individual women in order to capture their perspectives and pass recommendations to Post and partner governments.	Ongoing	CSO
	INL will develop a programmatic guide on gender, justice, and law enforcement to assist INL officers in the design and management of projects that promote the participation and protection of women and girls.	FY11-FY13	INL
	INL developed a comprehensive training manual for rule of law practitioners in Afghanistan that includes practical resources for USG officers and contract employees in the field such as instructions for referring Afghan women to shelters, and contact information for family guidance centers and legal aid offices in the provinces.	Completed	INL
	The GHI Women, Girls, and Gender Equality Principle was released to provide, for the first time ever, concrete guidance to the field on how to integrate women, girls, and gender equality into country health strategies. This guidance requires that each country team conduct a gender assessment; provide a short narrative on how they will implement the principle; and collect age- and sex-disaggregated data to track progress.	Completed	S/GWI, in collaboration with over 30 members of the WGGETF across 8 agencies (including PEPFAR)

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Outcome 1.3	Agencies establish mechanisms to promote accountability for implementation of their respective gender-related policies in conflict-affected environments.		
Action 1.3.1	<i>Designate one or more officers, as appropriate, as responsible for coordination of implementation of the NAP.</i>		
	S/GWI will coordinate implementation of the NAP and its commitments, including gathering bureau and embassy input for annual reporting, through the Department Working Group on Women, Peace, and Security.	Ongoing	S/GWI
	DoS bureaus and embassies will have identified Points of Contact on Women, Peace, and Security, at bureau and embassy levels, with appropriate seniority, expertise, and training on Women, Peace, and Security. Department bureaus and embassies, where appropriate, will establish working groups on promoting gender equality and the status of women and girls, with identified gender Points of Contacts in relevant offices/sections. Points of Contact and Working Groups will aim to provide technical assistance and training on Women, Peace, and Security-related issues, review policies and proposals to ensure they are gender sensitive, and conduct periodic assessment of Women, Peace, and Security-related activity.	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	As applicable, DoS bureaus and embassies will aim to incorporate gender expertise skills and competencies requirements into recruitment, training, and evaluations for foreign and civil service staff, as well as locally employed staff.		
Action 1.3.2	<i>Establish an annual award to honor individuals or operating units performing exceptional and innovative work to address gender equality and female empowerment in conflict-affected environments, and to promote the principles embodied in UNSCR 1325.</i>		
	DoS bureaus and embassies will aim to include the promotion of Women, Peace, and Security objectives, along with other key objectives outlined in the Secretarial Policy Guidance on Promoting Gender Equality, among the criteria for bureau and Department awards to foreign and civil service employees and contractors, including the Franklin Award, Meritorious Honor Award, Superior Honor Award, Certificates of Appreciation, and the Extra Mile Award.	3Q2012/ Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	Bureaus and embassies will aim to nominate appropriate foreign service, civil service, or foreign service national employees for the Swanee Hunt Award for Advancing Women's Role in Policy Formulation.	Ongoing	

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 1.3.3	<i>Incorporate an assessment of gender integration into after action reviews, and establish processes for addressing cases where gender issues are not being adequately considered in crisis response and conflict prevention environments.</i>		
	DoS will incorporate Women, Peace, and Security objectives in program proposals and program design, as appropriate by aiming to (1) encourage applicants, through requests for proposals/ applications, to address gender considerations in their program design and to better track gender-relevant information; (2) award extra points in the proposal review process to applicants who are able to address gender issues in a meaningful way; (3) include gender-specific data and recommendations in reports, assessments, and after-action reviews; and (4) design programs to support Women, Peace, and Security objectives. For example:	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	<ul style="list-style-type: none"> DRL requires, as weighted criteria, that all applicants applying for funds include information on how their programs will address the human rights concerns of at risk and vulnerable populations, including women. DRL will evaluate how proposals identify and address considerations to support and empower women within their program objectives and has requested that applicants provide specific means, measures and corresponding targets, as appropriate. 	3Q2012/ Ongoing	DRL
Outcome 1.4	Agencies establish processes to evaluate and learn from activities undertaken in support of WPS initiatives.		
	Bureaus and embassies will adapt the framework on gender analysis outlined in DoS Program Evaluation Policy (February 2012) to implement evaluations of programs, projects, and activities.	3Q2012/ Ongoing	S/GWI with regional bureaus and offices, focus country embassies, and functional bureaus
	DoS will organize a twice-yearly meeting for PDASs, to be chaired by the Ambassador-at-Large for Global Women's Issues, to review progress on implementing the Secretarial Policy Guidance on Promoting Gender Equality, including its relevant provisions relevant to the NAP, and the Department's gender integration objectives.	Twice yearly	
	DoS will expand intranet websites to create an accessible repository for gender related issues, including Women, Peace, and Security.	4Q2012/ Ongoing	S/GWI

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 1.4.1	<i>Utilize innovations in foreign assistance coordination and tracking systems where appropriate, including gender cross-cutting indicators, sector-specific gender-sensitive indicators, and revised gender key issue definitions to support budgeting, operational planning, and performance management related to the NAP.</i>		
	DoS and USAID collaborated to ensure that the set of indicators used to measure foreign assistance results includes a range of indicators aligned with core Women, Peace, and Security objectives; these include seven cross-cutting gender indicators addressing gender equality, gender-based violence, and women's empowerment, as well as a broad range of indicators that address Women, Peace, and Security issues in areas such as peace and security; democracy, human rights, and governance; and humanitarian assistance.	Ongoing	F and S/GWI
	PEPFAR developed Next Generation Gender Indicators to monitor and evaluate male norms and behaviors, gender-based violence, women's legal rights, and women and girls' access to income and productive resources.	Completed	PEPFAR
	Embassy Islamabad will develop a 'gender tracker' to account for agency interventions, progress toward indicators and success/challenges.	Ongoing	SRAP and Embassy Islamabad
	DoS will establish a Department-wide Gender Monitoring and Evaluation working group to support coordination and synergy across bureaus' gender-specific monitoring and evaluations systems.	1Q2013/ Ongoing	F and S/GWI with regional bureaus and offices, focus country embassies, and functional bureaus
NATIONAL OBJECTIVE 2—PARTICIPATION IN PEACE PROCESSES AND DECISION-MAKING: The United States Government will improve the prospects for inclusive, just, and sustainable peace by promoting and strengthening women's rights and effective leadership and substantive participation in peace processes, conflict prevention, peacebuilding, transitional processes, and decision-making institutions in conflict-affected environments.			
Outcome 2.1	More women are effectively engaged in peace negotiations, security initiatives, conflict prevention, peace-building—including formal and informal processes—and decision-making during all phases of conflict prevention and resolution, and transition.		
Action 2.1.1	<i>U.S. Government delegations serve as a model for the inclusion of women in talks and negotiations concerning conflict resolution, peacebuilding, and/or political transitions; and advocate for the integration of women and gender perspectives in processes in which the U.S. is involved.</i>		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	U.S. delegations will aim to model the meaningful inclusion of women in talks and negotiations in which the United States participates. DoS officials, including the Secretary of State, aim to lead by example by regularly meeting, at both the working and leadership levels, with women's organizations and by participating in women-focused conferences and events.	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
Action 2.1.2	<i>Advocate for the inclusion of women in senior UN positions.</i>		
	DoS will encourage placement of highly qualified women candidates and American citizens into the ranks of the UN, especially in senior positions, and put forward such candidates as appropriate. For example:	Ongoing	IO, INL, PRM, S/GWI
	<ul style="list-style-type: none"> • IO will advocate for recruitment and retention of women in all aspects of peacekeeping, and in particular for career development leading to leadership positions, as it participates in relevant UN forums. 	Ongoing	IO
	<ul style="list-style-type: none"> • INL serves on UN panels and workgroups to support steps to increase the number of women in peacekeeping operations and establish a network to support female peacekeepers. 	Ongoing	INL
Action 2.1.3	<i>Support the participation and leadership roles of women from all backgrounds, including minorities and women with disabilities, in peace negotiations, donor conferences, security sector reform efforts, transitional justice and accountability processes, and other related decision-making forums including those led by the UN and other international and regional organizations, and including capacity building for such actors as female candidates, female members of government, women in the security sector, and women in civil society.</i>		
	DoS will work to ensure that women are involved in all planning and agenda formation processes of Afghanistan-related conferences. In order to ensure that women's perspectives are sufficiently considered in Afghanistan, DoS, including the U.S. Embassy in Afghanistan, with support from multiple bureaus and together with interagency and international partners, advocates for the inclusion of female Afghan decision-makers, and male and female civil society leaders in all high-level international conferences regarding the future security and economic development of Afghanistan in order to strengthen the political and economic transition process. By engaging with the High Peace Council's Joint Secretariat, the U.S. Embassy is also advocating for the inclusion of Afghan women and civil society representatives in the development of strategies for its Afghanistan Peace and Reconciliation Program.	Ongoing	SRAP and Embassy Kabul with S/GWI, DRL, INL, CT

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 2.1.4	DoS will support the U.S.-Pakistan Strategic Dialogue and Trilateral talks and promote the inclusion of women in all thematic groups and the inclusion of a WPS-specific themed discussion group in the talks.	Ongoing	SRAP with S/GWI
	DoS will work to strengthen women's engagement and empowerment domestically in Sudan and South Sudan – including their ability to participate in international negotiations and in the ongoing constitutional processes in both countries. Targeted programming includes:	Ongoing	S/USSESSS and AF with S/GWI, DRL, INL
	<ul style="list-style-type: none"> The Africa Bureau, together with S/GWI, will provide targeted assistance to local partners in South Sudan, in follow-up to the 2011 International Engagement Conference, which the U.S. hosted and during which women's participation was featured. 	3QFY12	AF with S/GWI, S/USSESSS and Embassy Juba
	<ul style="list-style-type: none"> The Office of the Special Envoy to Sudan and South Sudan is awarding grants to promote cross-border engagement between women. The intent of this program is to bring together, for training and network building, civil society organizations from both Sudan and South Sudan that focus on gender equality and female empowerment. 	4QFY12	S/USSESSS with Embassies Juba and Khartoum
	As part of its assessed UN contributions, the United States provides 22 percent of the budget for the various UN Special Political Missions worldwide. Many of these missions support the integration and political participation of women in countries emerging from conflict.	Ongoing	IO
Action 2.1.4	<i>Assist partner governments in improving the recruitment and retention of women, including minorities and other historically marginalized women, into government ministries and the incorporation of women's perspectives into peace and security policy.</i>		
	In South Sudan, DoS is promoting gender mainstreaming in the defense sector and in the South Sudan Development Plan through a Gender Awareness Workshop that aims to create a baseline understanding of the relationship between gender and defense structures and highlight practical steps that can be taken to transform the defense sector into a democratic security service provider in South Sudan.	4QFY12/ Ongoing	AF and Embassy Juba
	In Kosovo, the U.S. Embassy, together with USAID Mission, works with key justice sector councils and ministries to ensure that administration of justice sector personnel is free of gender bias and does not discriminate on the basis of sex, marital status, pregnancy or parenthood, and to ensure that recruitment, education and training practices encourage substantial and meaningful participation by women. The Embassy and USAID Mission also support the government in providing training on topics of particular importance to women's equality in Kosovo, including property rights, marital relations and family law, inheritance, labor and employment law, and criminal law and procedure.	Ongoing	EUR

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 2.1.5	<i>Provide assistance to support women's political participation and leadership in fragile environments and during democratic transitions, including capacity building for such actors as female candidates, female members of government, women in the security sector, and women in civil society.</i>		
	In Bosnia and Herzegovina, DoS supports a three-year leadership development program for women politicians across parties. The curriculum includes training on political communication, media relations, platform development, economic and demographic research, policy work, strategic planning, political management, advocacy, and leadership.	FY12/FY14	EUR
	The U.S. Embassy in Kosovo partners with the USAID Mission to support the Women's Caucus of the Assembly on drafting and implementing an annual workplan, and by providing research and organizational resources for the Caucus' roundtable policy discussions and legislative hearings. The Embassy further supports the Caucus as it monitors the implementation of the Gender Equality Law and conducts public outreach activities.	FY11/FY14	EUR
	In the Middle East and North Africa, the Middle East Partnership Initiative (MEPI) supports the Arab Women's Leadership Institute, which trains women leaders in order to maximize their political gains during periods of transition. AWLI beneficiaries include women from Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Oman, Saudi Arabia, Tunisia and Yemen.	Ongoing/ 3QFY13	NEA
	In Libya, the MEPI program, "Strengthening Political Processes through Women and Youth Engagement," provides technical assistance to a network of Libyan CSOs in mobilizing young men and women to conduct the country's first-ever nationwide, nonpartisan election monitoring effort, and to develop strategies and tools to monitor the National Public Congress and other state institutions between elections.	3QFY12/ 1QFY14	NEA and Embassy Tripoli
	In Egypt, a Middle East Partnership Initiative (MEPI) project enhances women's ability to participate in politics by increasing their knowledge of election campaigns and public life. A center works with a number of young women in North Sinai to develop their leadership skills in order to potentially run for public office.	Ongoing	NEA and Embassy Cairo
	In Egypt, the U.S. Embassy in Cairo supports dozens of talented Egyptian women of all ages who use their songs and voices to advocate for an increased and equitable role for women in society. This program has attracted a half-million Egyptian fan visits, multiple positive media stories and a dedicated core of talented women supporting the Embassy's message of women's empowerment.	Ongoing 4QFY12	NEA and Embassy Cairo

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 2.1.6	<p>DoS will provide financial and diplomatic support to multilateral organizations, including UN Women and the UN Democracy Fund, to promote capacity building related to women's political participation and leadership in fragile environments and during democratic transitions.</p>	Ongoing	IO and DRL
	<p>SCA jointly with S/GWI sponsored an effort to bring ethnic Uzbek and Kyrgyz women together after the unrest of 2010 in Kyrgyzstan and expose them to successful models of grassroots economic development in India. The Kyrgyz participants received training in management, marketing, and supply chain logistics from an Indian NGO. Participants also interacted with artisans, farmers, and small-business owners throughout Gujarat.</p>	2QFY12	SCA and S/GWI
	<p>As part of the follow-on activities after the Central Asia and Afghanistan Women's Economic Symposium, SCA funded a grant in Kazakhstan designed to increase the political participation at the local level. According to the surveys conducted by the Association prior to and after the trainings, the number of women who were running in elections for local government offices increased between three and 14 percent in the regions that participated.</p>	Ongoing	SCA
	<p>ECA conducts professional exchange programs, including TechWomen, TechGirls, Fortune/U.S. State Department Global Women's Mentoring Partnership, and Empowering Women and Girls Through Sports Initiative. These exchanges encourage women's leadership and confidence in a variety of fields in which they can promote peace and stability.</p>	Ongoing	ECA
<p><i>Provide common guidelines and training to assist partner nations to integrate women and their perspectives into their security sectors.</i></p>			
	<p>DoS will provide diplomatic support and capacity building for women working in the justice and security sectors, including prosecutors and corrections officers. For example:</p> <ul style="list-style-type: none"> DoS supports the work of OSCE's Office for Democratic Institutions and Human Rights to train security sector personnel across Europe and Eurasia with a view to improving compliance with gender equality standards among defense and law enforcement agencies; to improve respect for the rights of security personnel; and to increase the number of women in leadership positions in the security sector. 	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	In Pakistan, INL will continue the provision of training, equipment, and infrastructure support to female police, particularly those serving in Women’s Police Stations. For example, INL funds training for female police in criminal investigation, instructor development, and first aid courses; provides ambulances, radios, protective gear and other equipment; and funded infrastructure refurbishment to Women’s Police Stations. INL also provides ongoing training to female prosecutors to enhance their ability to prosecute criminal cases.	FY10/ Ongoing	INL, SCA, and Embassy Islamabad
Action 2.1.7	<i>Provide support for NGOs to track, analyze, and advocate on behalf of the engagement of women and women’s organizations in peace processes.</i>		
	DoS will provide diplomatic support and training for women’s networks, including representatives across civil society, government, and the private sector. For example:	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	<ul style="list-style-type: none"> In Afghanistan, CT provides opportunities for female leaders in civil society and female police to interact in order to bridge gaps between women in civil society and the security sector in order to build trusted networks of women across communities committed to countering the spread of violent extremism. 		
	<ul style="list-style-type: none"> In Iraq, DRL’s program aims to strengthen a nationwide network of grassroots-based women leaders committed to advocating for the advancement of women’s rights in Iraq. 		
	DoS supports alumni networks of women who have participated in U.S. government-sponsored programs, seminars, and conferences, including by hosting/facilitating network gatherings and providing targeted funding.	Ongoing	ECA and AF, EAP, EUR, NEA, SCA, SRAP, SUSSESS, WHA, and Focus Country Embassies
	DoS will support opportunities for women leaders from different countries to connect in order to share common challenges and exchange best practices. For example:	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	<ul style="list-style-type: none"> In Eastern Europe and Eurasia, through the Invest for the Future women’s entrepreneurship program, EUR seeks to build networks among female entrepreneurs in conflict, crisis, and transition environments to promote women’s economic empowerment. 		
	<ul style="list-style-type: none"> Multiple DoS offices, in partnership with several women’s universities, are supporting the Women in Public Service Project, which brings emerging young female leaders from around the world to the U.S. to discuss global challenges and cultivate their leadership skills. 		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 2.1.8	<i>Expand emphasis on gender analysis and support to local organizations, including women's peacebuilding organizations, in conflict mitigation and reconciliation programming.</i>		
	Bureaus and embassies will engage with civil society in host countries and will provide a venue for women's organizations to meet with U.S. and partner nation officials.	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	In Pakistan, DRL supports an initiative to set up a core working group of women's rights organizations and existing cooperatives. An advocacy desk will be established to advocate for the approval of laws and policies for the protection of workers in the informal sector. The lobby will work with home-based worker networks, cooperatives and women associations and unions at the district and provincial level.	1QFY12/ 3QFY13	DRL
Action 2.1.9	<i>Leverage the participation of female U.S. military personnel to encourage and model gender integration and reach out to female and male populations in partner nations.</i>		
	The U.S. Embassy in Serbia supported a program on Women in the Professional Armed Forces focused on integrating women into career positions in the Serbian Armed Forces. The Ohio National Guard organized the event under the State Partnership Program, a National Guard program which links partner countries with U.S. states for the purpose of building the capacity of partner armed forces and supporting U.S. national interests and security cooperation goals.	4QFY12	EUR and Embassy Belgrade
Action 2.1.10	<i>Increase partner nation women's participation in U.S. funded training programs including for foreign police, judicial, and military personnel, including professional military education (PME), as well as exchange programs, conferences, and seminars.</i>		
	DoS will develop model criteria for the inclusion of female candidates in U.S.-funded training programs, which bureaus and embassies can adapt to meet their own purposes. Bureaus and embassies will identify and share the best practices of ways to increase the participation of women in training programs. For example:	4QFY12/ Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	• In Nepal, the U.S. Embassy ensures that INL-funded police programs have at least 15 percent participation from women.		
	ECA will run targeted International Visitor Leadership Programs (IVLPs) and Voluntary Visitor Programs (Volvis) related to Women, Peace, and Security priorities; and ensure gender balance in speakers for its programs. For example:	Ongoing	ECA and AF, EAP, EUR, NEA, SCA, SRAP, SUSSESSS, WHA, and Focus Country Embassies

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	<ul style="list-style-type: none"> In Honduras, the U.S. Embassy has nominated women to participate in capacity building IVLP projects on women and justice; journalism; citizen activism; community policing; administration of justice; and foreign policy. 	Ongoing	ECA and AF, EAP, EUR, NEA, SCA, SRAP, SUSSESSS, WHA, and Focus Country Embassies
Action 2.1.11	<i>Mobilize men as allies in support of women's leadership and participation in security-related processes and decision-making.</i>		
	Through diplomatic engagement and outreach, DoS will advocate to male politicians, decision-makers, influential community leaders, religious leaders, among others, on the value of women's roles in peace and security.	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	DoS will develop a set of standard talking points on the value of women's participation in public and political life for bureaus and embassies to adapt as DoS principals and embassy officers engage with their counterparts and civil society.	4QFY12/ Ongoing	S/GWI
Outcome 2.2	Laws, policies, and practices in partner states promote and strengthen gender equality at national and local levels.		
Action 2.2.1	<i>Through high level diplomacy and technical assistance, encourage nations to develop laws that promote and protect women's rights, including through the criminalization of violence against women and girls and adoption of effective procedural laws, as well as through laws and policies that advance women's participation in parliaments, the judicial sector, and other political, peace, and/or security decision-making bodies, including those calling for affirmative measures, where appropriate.</i>		
	DoS encourages partner governments to mitigate the use of women's rights as bargaining chips to achieve counterterrorism goals and of "counterterrorism measures" as vehicles to restrict civil society organizations working on women's issues. DoS ensures that counterterrorism dialogues with partner governments include discussions on how to effectively protect civilians, including women and girls.	Ongoing	CT and DRL with AF, EAP, EUR, NEA, SCA, SRAP, SUSSESSS, WHA, and Focus Country Embassies
	DoS will use public diplomacy and outreach capabilities to help ensure that women understand the rights and opportunities afforded to them. To advance these efforts, DoS will develop a package of outreach materials for public diplomacy officers to engage on WPS.	Ongoing	ECA, IIP, and S/GWI with AF, EAP, EUR, NEA, SCA, SRAP, SUSSESSS, WHA, and Focus Country Embassies
Action 2.2.2	<i>Provide diplomatic, development, and technical assistance to build the capacity of legislative, judicial, and law enforcement actors to develop, implement, and enforce laws that promote and protect women's rights; and civil society to advocate for the development and implementation of such laws.</i>		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	In Guatemala, through the multi-year Model Police Precinct Program, DoS is supporting the development of a network of Femicide Courts, a multi-institutional initiative promoted by the President of the Supreme Court. The U.S. Embassy participates in the permanent commission established by the Government of Guatemala to monitor the development of the project and has supported the creation of procedural manuals and training for judges, prosecutors and police officers. The embassy has provided office equipment, as well as printed brochures with pertinent information for distribution to victims.	Ongoing	WHA and Embassy Guatemala City with INL
	SCA funds property rights educational seminars to increase knowledge of property rights among women in several countries, including Kyrgyzstan, strengthening their ability to become economically viable and independent. Young women aged 18-30, older women between 30-65, and village government officials and elders together learned about women's property rights, including specific laws and procedures for protecting these rights.	Ongoing	SCA
	In Iraq, DRL funds a program to build the capacity of Iraqi sub-national legislatures to enact critical legislation to promote women's rights by taking a comprehensive approach that engages research institutions, provincial councils, civil society organizations and the Iraqi electorate.	4QFY11–3QFY13	DRL
NATIONAL OBJECTIVE 3—PROTECTION FROM VIOLENCE: The United States Government will strengthen its efforts to prevent—and protect women and children from—harm, exploitation, discrimination, and abuse, including sexual and gender-based violence and trafficking in persons, and to hold perpetrators accountable in conflict- affected environments.			
Outcome 3.1	Risks of SGBV in crisis and conflict-affected environments are decreased through the increased capacity of individuals, communities, and protection actors to address the threats and vulnerability associated with SGBV		
Action 3.1.1	<i>Work to improve the capacity of the UN system and key protection and humanitarian actors, including members of the Humanitarian Cluster system, to prevent and respond to SGBV in conflict affected and crisis settings, to include development and implementation of training, guidance, and other operational tools; and promote better coordination and sharing of information across UN country teams in order to develop and implement holistic strategies on SGBV.</i>		
	DoS will bolster UN and regional peacekeeping missions' abilities to understand and assess baseline vulnerabilities for civilians, including women, and the range of threats in the region.	Ongoing	IO with regional bureaus and offices, focus country embassies, and functional bureaus
	DoS will encourage and support multilateral partners' efforts to better monitor, analyze, and report on gender-based violence. For example:		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
<ul style="list-style-type: none"> IO supported the UN's development of indicators on Women, Peace, and Security and the UN Security Council supported in its Presidential Statement PRST/2010/22 UN agencies' taking forward these indicators, many of which track women's physical security, for use as an initial framework. The bureau will continue to work with UN Women in developing and tracking these indicators. 	Ongoing		IO with regional bureaus and offices, focus country embassies, and functional bureaus
Action 3.1.2	<p><i>Advocate for UN peacekeeping missions to have strong mandates on protection of civilians (POC), including on sexual and gender-based violence (SGBV), and provide diplomatic support for initiatives in the UN General Assembly Special Committee on Peacekeeping Operations (C-34) and budget committees to build the capacity and provide operational tools for POC and prevention of SGBV.</i></p>		
	DoS will prioritize diplomatic engagement with multilateral partners as key levers in the prevention of and response to gender-based violence in countries affected by crisis, conflict, and transition. DoS advances these objectives through engagement with, inter alia, the United Nations Security Council; in the relevant committees of the General Assembly; in the Human Rights Council; at the Commission on the Status of Women; through participation in UN Executive Board meetings, including UN Women; in the Humanitarian Partners Working Group's Protection Sub-Working Group; as well as at country level through direct engagement with the UN Country Team.	Ongoing	IO with regional bureaus and offices, focus country embassies, and functional bureaus
	DoS will continue to advocate for UN peacekeeping missions to have strong mandates on protection of civilians, including on protecting civilians from sexual violence.	Ongoing	
	DoS supports the UN Office of the Special Representative of the UN Secretary General (SRSG) on Sexual Violence in Conflict, including through funding for the Team of Experts.	Ongoing	IO with regional bureaus and offices, focus country embassies, and functional bureaus

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action			
Action 3.1.3	<i>Incorporate modules on protection, rights, and specific needs of women in conflict into training provided to partner militaries and security personnel.</i>		
	DoS will increase training and capacity building to support human rights, address gender-based violence, combat trafficking in persons, and for other Women, Peace, and Security-related topics for the security and judicial sectors in partner countries to strengthen gender equality and prevent violence. For example:	Ongoing	INL and PM with regional bureaus and offices, focus country embassies, and functional bureaus
	<ul style="list-style-type: none"> The Global Peace Operations Initiative (GPOI) will support instruction on protection of civilians (POC), including prevention of gender-based violence, and human rights training in its 62 partner countries and in most of the 43 peace support operations training centers (PSOTCs) it supports around the world. INL integrates women, peace, and security into its training for partner nation police and international police officers. For example, in Nepal, INL supports training for the police on human rights and democratic policing principles, including on women's roles in community policing and mediation, as well as on issues related to domestic violence and trafficking in persons. Targeted training has been developed across a broad range of topics, including on enhancing procedural protections for female and male survivors of gender-based violence, in order to professionalize support services; as well as on human rights concerns when searching and arresting. 		INL and PM with regional bureaus and offices, focus country embassies, and functional bureaus
Action 3.1.4	<i>Require USG humanitarian assistance implementing partners to have Codes of Conduct consistent with the Inter-Agency Standing Committee's (IASC) core principles on protection of beneficiaries from sexual exploitation and abuse, and monitor and promote partner compliance.</i>		
	PRM has required since 2003 that implementing partners for humanitarian assistance maintain Codes of Conduct consistent with the UN Secretary General's Bulletin and the Inter-Agency Standing Committee's (IASC) six core principles on protection of beneficiaries from sexual exploitation and abuse.	Ongoing	PRM
	PRM will share best practices in training and program management with respect to supporting international standards on PSEA and partner accountability with other bureaus, offices, and embassies with programmatic functions	FY12	PRM
Action 3.1.5	<i>Support education and awareness initiatives for U.S. Government civilian contractors and aid workers on the prevention of sexual exploitation and abuse in crisis and conflict-affected environments.</i>		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	PRM supports training, including the development of e-learning tools, for international organization and NGO partners on preventing sexual exploitation and abuse.	Ongoing	PRM
Action 3.1.6	<i>Support research, programming and learning on the use of technology with the potential to improve the safety of women and girls in conflict settings (e.g. solar lighting, solar or methane-conversion cook stoves, provision of cell phones as part of an early warning system, and mobile justice mechanisms), consistent with available best practices and international guidelines.</i>		
	The Department will support research, programming, and learning on technological approaches to protection, such as the Global Alliance for Clean Cookstoves' efforts to learn more about how the implementation of improved cookstoves may reduce women's vulnerability to gender-based violence.	Ongoing	S/GWI and PRM
	DRL is funding a program to incorporate communications technology—including satellite phones, cell phones, an early warning system, a reporting hotline, digital mapping, satellite-internet, and video-conferencing—into current programming to increase civilian protection and enhance the investigation and prosecution of SGBV cases in remote areas of North and South Kivu in the Democratic Republic of Congo.	Ongoing	DRL
	PRM co-funds with USAID/OFDA a World Food Programme project to evaluate the uptake and efficiency of improved cookstoves in refugee camps in Kenya, with a view to adapting stove distribution plans accordingly.	FY11	PRM
Action 3.1.7	<i>Provide support for a range of appropriate services and tools to assist and empower vulnerable women and girls, including medical services, psychosocial services, and legal services, as well as opportunities for livelihood training, education, and rest and recreation (e.g. athletics, art, and play); promote equitable access to these services for women and girls with disabilities.</i>		
	In conflict-affected and refugee-hosting countries around the world, PRM will continue to support non-governmental organizations that provide health, vocational and livelihood skills, education, and child and legal protection activities for refugee and returnee populations, including building the capacities of local mental health and social service providers on combating and addressing gender-based violence.	Ongoing	PRM

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	In the DRC, the PEPFAR-funded Gender-Based Violence Scale-Up Initiative, implemented through an interagency U.S. government effort, is committed to improving and scaling up activities that prevent and respond to gender-based violence. Activities include engaging health and legal service providers at the clinic and community levels, as well as government representatives, to improve coordination and integration of gender-based violence responses, and increase availability, utilization and quality of services. Concurrently, a range of community mobilization and outreach activities will seek to transform the underlying attitudes and behaviors that perpetuate gender-based violence and increase awareness about its costs and consequences, including its relationship to HIV risk, and strengthen the capacity of social institutions, civil society organizations, and communities to respond to and ultimately end such violence.	Ongoing	PEPFAR
	In Iraq, DRL will fund programs to assess prevalence, knowledge, attitudes, and practices related to GBV, provide holistic services to survivors, and build the capacity of local organizations to address GBV.	FY12/FY13	DRL
	In El Salvador, the Embassy and USAID Mission support the Government of El Salvador's Ciudad Mujer (Women's City) program, which provides holistic services to gender-based violence survivors, including health and counseling services, and support to police in evidence collection and the submission of police reports.	xxQFY12/ Ongoing	WHA and Embassy San Salvador
Outcome 3.2	Laws, policies, and reconciliation, transitional justice, and accountability mechanisms designed to combat exploitation, abuse, discrimination, and violence against women and girls are developed and implemented at national and locals.		
Action 3.2.1	<i>Support the development of effective accountability and transitional justice mechanisms that address crimes committed against women and girls and reduce impunity.</i>		
	In Libya, DoS supports Libyan authorities and civil society (including through the Informal Steering Committee) in documenting wartime human rights abuses, and charting a strategy to support prosecutions, restitution, and reconciliation. Close attention will be paid to address crimes committed against women and girls.	Ongoing	NEA, DRL, and Embassy Tripoli
	DoS will aim to ensure that counterterrorism dialogues with partner governments include discussions on how to effectively protect civilians, including women and girls.	Ongoing	CT with AF, EAP, EUR, NEA, SCA, SRAP, SUSSESSS, WHA, and Focus Country Embassies

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 3.2.2	<i>Support through diplomatic efforts and development and technical assistance the creation of effective measures to investigate SGBV promptly, effectively, independently, and impartially; and to bring those responsible for SGBV to justice. Support the establishment of mechanisms for survivors and witnesses of SGBV so that they can make complaints safely and confidentially, and build capacity so that there can be appropriate follow-up to these complaints. Where appropriate, support compensation or reparations for survivors and their families.</i>		
	In Afghanistan, DoS uses diplomatic tools to encourage the implementation of the Elimination of Violence Against Women (EVAW) law by the Afghan government as well as development of effective accountability and justice mechanisms that address crimes committed against women and girls.	Ongoing	SRAP and Embassy Kabul
	In the DRC, DoS builds the capacity of health, legal and law enforcement professionals to assist gender-based violence survivors; supports improvement of investigations and prosecutions of gender-based violence crimes; trains selected security forces on how to address gender-based violence crimes; and assists the Congolese military justice system to better investigate and prosecute cases of conflict-related sexual violence and other serious crimes.	Ongoing	INL, AF, and DRL
	In El Salvador, DoS and USAID fund four Domestic Violence Units in the Salvadoran Justice Centers, a model that combines the National Police, Attorney General's office and judges in one location. The Domestic Violence Units are unique in offering additional services to survivors – medical and psychological assistance, as well as connecting the survivors to local NGOs that provide additional services (i.e. educational support and counseling for children and professional training for women to increase independence). The Government of El Salvador is providing ongoing funds.	Ongoing	WHA
	In Haiti, DoS supports cross-trainings of penal chain actors (police, magistrates, prosecutors) on gender-based violence to raise stakeholders' awareness about gender-based violence, provided an overview of legislation, introduce techniques for medical evidence collection and victim assistance, and increase collaboration between relevant actors.	Ongoing	WHA and Embassy Port-au-Prince
Action 3.2.3	<i>Use public diplomacy and outreach capabilities to help ensure that survivors of SGBV understand the accountability options available to them and to disseminate the message that perpetrators of SGBV are held accountable and that impunity will not be tolerated.</i>		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	In Afghanistan, DRL supports a program that is working to improve provincial human rights monitoring by enabling Afghan women-focused human rights organizations/institutions to use media technology for monitoring; to use radio programming and journalism training to create a more conducive environment for the work of these organizations; and to inform women about their rights and how to report and track violations.	4QFY11/ 4QFY13	DRL, SRAP
	In Guatemala, the Embassy supported the development of a documentary film chronicling the story of one Guatemalan woman's successful fight for justice after her sister was murdered by her husband. The Embassy supported more than 60 screenings country-wide, followed by discussion with trained volunteers who educated audiences about their rights under the law and services available to victims of domestic violence.	FY11-FY12	WHA and Embassy Guatemala City
	In northern Iraq, S/GWI in coordination with DRL is funding a multidimensional program composed of integrating victim services and a successful educational campaign for village residents and political and religious leaders to address harmful traditional practices such as female genital mutilation/cutting, especially in post-conflict settings.	Ongoing	S/GWI, DRL
Action 3.2.4	<i>Assist multilateral and international organizations in developing appropriate mechanisms for sexual assault prevention, response, and accountability, and combating sexual exploitation and abuse (SEA) among their own personnel. Establish standard operating procedures for USG to follow up on cases of SEA by international personnel to ensure accountability.</i>		
	PRM supports training, including the development of e-learning tools, for international organization and NGO partners on preventing sexual exploitation and abuse.	Ongoing	PRM
Outcome 3.3	Interventions are improved to prevent trafficking in persons and protect trafficking survivors in conflict and crisis-affected areas.		
Action 3.3.1	<i>Engage with international and/or civil society organizations to ensure that standard operating procedures are in place to prevent human trafficking, especially among refugees and internally displaced persons (IDPs), including appropriate assistance and procedures for unaccompanied minors, to identify potential trafficked persons, and to refer survivors to appropriate service providers. As appropriate, provide support to international and civil society organizations to set up emergency care services for trafficking survivors.</i>		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	<p>DoS is integrating attention to TIP in countries in conflict or crisis at every level, from embassies to the U.S. Presidential Interagency Task Force to Monitor and Combat Trafficking in Persons and the Senior Policy Operating Group on Trafficking in Persons. Whenever possible and appropriate, the TIP Office will: 1) include countries in conflict or crisis as priority countries for funding in the Office's annual solicitation for proposals; 2) incorporate the establishment of national taskforces in country narratives as part of the TIP Report Recommendations and/or in TIP Office-prepared action plans that are given to foreign governments as guidelines for their future anti-TIP efforts; and 3) meet with new governments in post-conflict countries to ensure anti-TIP measures are included in criminal justice reforms.</p>	Ongoing	J/TIP with AF, EAP, EUR, NEA, SCA, SRAP, SUSSESS, WHA, and Focus Country Embassies
	<p>Regional and functional bureaus provide grants to organizations to study or fight TIP in specific regions; organizing conferences or public awareness events on the subject of TIP; making public statements against TIP in speeches or on Embassy blogs and websites; and providing technical assistance and training to law enforcement and public officials to enhance countries' anti-TIP laws and prevention/prosecution efforts on this front.</p>	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	<p>In Timor Leste, the Embassy advocates for the passage of anti-trafficking legislation and implementation of the National Action Plan on Human Trafficking. The Embassy coordinates with local and international NGOs as well as relevant government agencies to push for increased trafficking enforcement and provision of services to victims of trafficking.</p>	Ongoing	EAP and Embassy Dili
	<p>In Burma, the Embassy through the Small Grants Program supports local organizations that engage women and girls from IDP camps in training on anti-trafficking, peacebuilding and human rights.</p>	Ongoing	EAP and Embassy Rangoon
Action 3.3.2	<i>Advocate for the inclusion of language in UN peacekeeping operations mandates directing a responsibility to report on trafficking, as appropriate.</i>		
	<p>DoS will advocate in the Security Council and other relevant UN bodies for reporting by UN agencies, offices and operations on trafficking, as appropriate. In April 2012, the United States drafted and successfully negotiated a Security Council Presidential Statement that acknowledged the evolving challenges and threats to international peace and security specifically including human trafficking.</p>	Ongoing	IO and J/TIP with regional bureaus and offices, focus country embassies, and functional bureaus
	<p>DoS will encourage members of the Inter-Agency Coordination Group against Trafficking in Persons to review ways they can improve their anti-TIP coordination efforts in conflict and crisis-affected areas.</p>	Ongoing	J/TIP

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 3.3.3	Promote establishment of local coalitions or taskforces comprised of relevant government authorities and civil society organizations to combat human trafficking as part of the justice reform measures in post-conflict areas.		
	In Sierra Leone, DoS supports creation and enhancement of networks among community anti-trafficking groups, local law enforcement and victim service providers; improvement of legal response to trafficking in persons in Sierra Leone; improvement of comprehensive services for victims of trafficking in persons; and the creation and establishment of Village Parent Groups to protect children from trafficking.	FY08/ Ongoing	J/TIP, AF, and Embassy Freetown
Action 3.3.7	Advance collaborative efforts to prevent trafficking in persons by sharing training and public awareness resources with U.S. personnel abroad, embassy staff and other international partners, and by additionally sharing investigative resources with foreign law enforcement counterparts as appropriate.		
	In Guatemala, DoS through the Guatability Project seeks to pair Government of Guatemala agents, officers, and attorneys, with their U.S. counterparts who are involved in processing the same type of cases in the U.S. The teams, initially in Guatemala and then in the U.S., will shadow each other using real case scenarios involving child exploitation, trafficking, and cybercrimes.	Ongoing	WHA and Embassy Guatemala City
	In Serbia, Embassy Belgrade implemented a Serbia-Ohio reciprocal expert exchange program on trafficking in persons focusing on inter-agency cooperation in investigation and prosecution of trafficking in persons and organized crime cases, with particular stress on "victim-centered" and "task force" approaches to prosecuting traffickers and other criminals.	Ongoing	EUR, Embassy Belgrade, INL
Action 3.3.8	Coordinate implementation of the anti-trafficking-related items of the NAP with the ongoing work of the U.S. Presidential Interagency Task Force to Monitor and Combat Trafficking in Persons and the Senior Policy Operating Group on Trafficking in Persons.		
	At the annual President's Interagency Task Force to Monitor and Combat Trafficking in Persons and at the Senior Policy Operating Group (SPOG), DoS will raise the NAP and its focus on preventing human trafficking of women and children as a result of conflict and to provide assistance to victims.	Ongoing	J/TIP
Outcome 3.4	Men and boys are themselves better protected from SGBV, and are mobilized as partners in the prevention of SGBV and other risks of harm, exploitation, and abuse in their communities.		
Action 3.4.1	Provide support for advocacy campaigns and programs designed to reduce family and community level violence.		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	DoS supports community-level approaches to facilitate discussion among families, community organizations, religious and traditional leaders, and other community leaders on human rights and gender-based violence.	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
Action 3.4.2	<i>Increase attention to the needs of male survivors in SGBV prevention and response programs.</i>		
	DoS will integrate the needs of male survivors and males as agents of change in gender-based violence prevention and response programs. For example:	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	<ul style="list-style-type: none"> • DoS will integrate discussion of the needs of male survivors and males of agents of change in diplomatic engagement, including with Ministries of Interior, Justice, and Health. 		
	DoS will integrate discussion of the needs of male survivors and males of agents of change in diplomatic engagement, including with Ministries of Interior, Justice, and Health.		
Action 3.4.3	<i>Develop programs that address harmful norms and practices contributing to SGBV and other forms of exploitation and abuse, through the engagement of a broad range of potential allies, including religious and tribal leaders, youth, the business community, and men and boys.</i>		
	DoS supports community-level approaches to change behaviors and attitudes about violence and to facilitate discussion among families, community organizations, religious and traditional leaders and other community leaders about human rights and gender-based violence, and ways to address it. DoS targets and engage men and boys; female leaders; grassroots women's groups; religious, faith-based, and community leaders; and youth. DoS also seeks to engage men in government, including in the security sector, and in the private sector. For example:	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	<ul style="list-style-type: none"> • DRL works with religious and traditional community leaders in Afghanistan, Pakistan, and Bangladesh to promote women's rights by training 450 imams using a curriculum on the compatibility of women's rights and Islam. Anecdotal evidence from a series of key-informant interviews and focus group discussions showed that community members have seen an increase in the number of imams speaking out about women's rights in Islam, women's inheritance rights, and condemning violence against women. Further, focus group participants agreed that since their local imams have started discussing women's rights to education in Friday sermons, the barriers for women going to school have been reduced. 		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
NATIONAL OBJECTIVE 4—CONFLICT FROM VIOLENCE: The United States Government will promote women's roles in conflict prevention, improve conflict early-warning and response systems through the integration of gender perspectives, and invest in women and girls' health, education, and economic opportunity to create conditions for stable societies and lasting peace.			
Outcome 4.1	Conflict early warning and response systems include gender-specific data and are responsive to SGBV, and women participate in early warning, preparedness, and response initiatives.		
Action 4.1.1	<i>Integrate protocols and support opportunities to share best practices for gender analysis in conflict mapping and reporting, including for mass atrocity prevention and stabilization funding. Review conflict early warning systems and conflict assessment methodologies, including the Interagency Conflict Assessment Framework, to assess and strengthen the integration of gender in these tools.</i>		
	CSO will ensure that gender considerations are incorporated in revisions of the Interagency Conflict Assessment Framework (ICAF) – an internal tool to assess conflict situations systematically and collaboratively to inform interagency planning for conflict prevention, mitigation and stabilization. CSO will share the ICAF with the Department.	Ongoing	CSO
Action 4.1.2	<i>Ensure the inclusion of a broad range of perspectives from women and youth to inform policy, strategy and programming decisions.</i>		
	CSO strives to ensure that in all conflict assessments, including the ICAF, 50 percent of people interviewed in each host country are women/girls and that all demographics are represented (e.g., elites and non-elites, urban and rural). CSO also is developing guidelines for integrating gender analysis in all stages of operations to ensure conflict dynamics and resiliencies affecting or driven by women are recognized in designing and implementing each engagement.	Ongoing	CSO with support of AF, EAP, EUR, NEA, SCA, SRAP, SUSSESSS, WHA, and Focus Country Embassies
	CSO, when developing policy recommendations for host-countries based on the core grievances and resiliencies identified in conflict assessments and facilitated meetings with local residents and civil society, will ensure inclusion of both men's and women's perspectives in conflict prevention policy.		
Action 4.1.4	<i>Actively engage women in planning and implementing disaster and emergency preparedness and risk reduction activities, including regarding how police can better interact with women in their role as first responders.</i>		
	INL and CT will expand support for women's roles in community-policing.	Ongoing	INL and CT with support of AF, EAP, EUR, NEA, SCA, SRAP, SUSSESSS, WHA, and Focus Country Embassies.

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 4.1.5	<i>Provide diplomatic and development support for community-based early warning and response activities, such as empowering local communities to develop strategies to prevent and respond to outbreaks or escalations of violence and conflict.</i>		
	DoS will promote the empowerment of women's coalitions working in conflict prevention and peacebuilding, and promote their inclusion in formal host government conflict prevention processes. This includes identifying and supporting existing indigenous mediation and negotiation capacities, bringing them to the attention of the host government to develop policy to strengthen these resiliencies and harness them as a part of the host government's conflict prevention policy, where appropriate	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	IO supports UN peacekeeping engagement with local communities through Security Council mandates and through close consultation with the mission and UN headquarters on appropriate action.	Ongoing	IO
	CT will build the capacity of women in civil society and the security sector to prevent the spread of violent extremism. This includes building the capacity of local, national, and multinational women's and peace groups committed to working against violent extremism to more effectively conduct public outreach; to provide train-the-trainer opportunities to help sensitize women to the role that they can play in countering violent extremism within their communities; and to recognize signs of radicalization.	Ongoing	CT
Action 4.1.6	<i>Provide diplomatic and development support for women's coalitions working to mitigate conflict and related activity, helping to ensure active participation by minorities and other particularly marginalized women.</i>		
	CT supports training to Afghan women in civil society and in the Ministry of Interior on women's roles in preventing the spread of violent extremism ideologies, including education about their resources for reporting potential violent extremism activity.	Ongoing	CT
	CT supports a Countering Violent Extremism Local Grants Program, which provides positive alternatives to individuals and communities susceptible to recruitment and radicalization, including local activities specifically tailored for women. These programs range from training exercises to alert women to signs of radicalization, to law enforcement capacity building that offers women the opportunity to help develop community engagement programs.	Ongoing	CT

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	The U.S. Embassy in Georgia supported a local Women's Center's efforts to train up to one thousand volunteers, civil society activists, media, and local government representatives on gender and minority rights. The project aims to support integration of ethnic Azeri minorities through promotion of women's rights, to advocate for implementation of international law and domestic legislation and policies, and to educate women about existing legislation, and discuss the importance of human rights.	Ongoing	EUR, ECA, and Embassy Tbilisi
	In Burma, the U.S. Embassy Small Grants program works with ethnic minority women's organization in Kachin State to enhance women's participation in ceasefire negotiations, empowering women to participate in peace talks through trainings and establishing connections between marginalized women and community leaders.	Ongoing	EAP and Embassy Rangoon
	The U.S. Embassy in Pakistan sponsors documentaries on the impact of suicide bombings and supports media narratives that focus on women's stories and initiatives, including Think Twice Pakistan, which focused on the impact of terrorism on families and highlighted the profound achievements of women survivors. The U.S. Embassy in Pakistan will also fund a project moderating extremism in Khyber Pakhtunkhwa and Federally Administered Tribal Areas to gather data on the role of mothers in the process of radicalization and support for holding public discourses on the menace of extremism through the use of print and electronic media.	Ongoing	SCA and Embassy Pakistan
Action 4.1.7	<i>Identify and share relevant multilateral development bank databases, such as the World Bank's Gender Stats, a one-stop source of information on gender at the country level, drawn from national statistics agencies, UN databases, World Bank surveys, and other sources.</i>		
	EB and S/GWI will share, through intranet sites, links relevant to multilateral development bank databases.	Ongoing	EB and S/GWI
Outcome 4.2	Women and girls participate in economic recovery, and have increased access to health care and education services.		
Action 4.2.1	<i>Provide diplomatic and development support to advance women's economic empowerment, including through cash for work programs, increased access to land, credit, and other enterprise support activities.</i>		
	In Iraq, DoS funds the Iraqi Women's Democracy Initiative (\$3 million in FY11) and the Secretary's War Widows Program (\$5 million in FY11) to non-governmental organizations working in Iraq to advance the political, legal, economic and social status of women and single female heads of household. Efforts under the two tranches of Economic Support Funds will focus on advancing economic protection, political participation and prevention of conflict.	2QFY12/ Ongoing	DRL and S/GWI, with NEA and Embassy Baghdad

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT	PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
In Iraq, DoS launched a public-private partnership to expand women's economic opportunities. Participants will take coursework in entrepreneurship, complete an externship with the private sector partner, and have access to mentoring and leadership development with the goal of launching an entrepreneurship center at a university in Iraq to support the education of future female entrepreneurs.	Ongoing	S/GWI with NEA and Embassy Badghdad
In Tunisia, MEPI will fund the Women's Enterprise for Sustainability (WES) project, which will provide targeted training in the areas of technology, social media, entrepreneurship, leadership, and organizational management skills to indigenous women-led organizations. Tunisian beneficiaries of this project are women entrepreneurs who are working to launch, build and grow their own businesses.	FY12	NEA
Women's Entrepreneurship in the Americas was launched at the Summit of the Americas. It emphasizes addressing three key barriers women entrepreneurs in the region face when starting and growing their businesses: 1) Access to training and networks; 2) Access to markets; and 3) Access to credit and finance.	2QFY12/ Ongoing	WHA
In Guatemala, the U.S. Embassy supports training for and outreach to women business-owners to help grow their businesses, including by designing and starting a Pathways to Prosperity Women Entrepreneurs' Network (WEN), which included the formation of a steering committee with representatives from the private sector and prominent economic associations, and the identification of one hundred female microentrepreneurs from all over Guatemala to participate in the network.	Ongoing	WHA and Embassy Guatemala
The Central Asia and Afghanistan Women's Economic Symposium (WES) was launched in 2011 by SCA and S/GWI and in partnership with leading international organizations, universities and foundations, and the private sector. It brought together almost 200 women leaders and global experts to discuss challenges and devise strategies to advance women's economic participation. Follow-on support will promote women's enterprise and trade, equal property rights, training for women on how to run for government offices (including for disabled women), and protection of vulnerable elderly women.	Ongoing	SCA and S/GWI

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT	PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
SCA, in collaboration with S/GWI and USAID, will support cross-border regional textile and apparel trade hubs focused on women entrepreneurs in each of the five Central Asian countries and Afghanistan. The hubs will focus on value chain development, increasing cross-border sector specific trade, and expanding access to international and regional markets. The goal is to increase women's economic opportunity, which has been proven to reduce their risk of domestic violence, and increase regional economic ties, which will also increase stability.	3QFY12/ Ongoing	SCA and S/GWI
SCA is sponsoring a Voluntary Visitors Program that will bring women entrepreneurs from Central Asia and Afghanistan to the U.S. to illustrate the success and impact of business associations and networks in the U.S. The program will focus on the mechanisms required to build successful entrepreneur networks to expand their businesses regionally and internationally, advocate for regulatory reform helpful to small businesses, and explore the use of technology.	Ongoing	SCA
The African Women's Entrepreneurship Program (AWEP) was launched in 2010 is as an outreach, education, and engagement initiative that targets African women entrepreneurs to promote business growth, increase trade both regionally and to U.S. markets through the African Growth and Opportunity Act (AGOA), create better business environments, and empower African women entrepreneurs to become voices of change in their communities. Together, AF, EB, ECA, and S/GWI, along with USAID, support professional exchanges, training, and public-private partnerships to identify and build networks of women entrepreneurs across Sub-Saharan Africa who are poised to transform their communities by owning; running; and operating small and medium businesses, and to drive social and economic progress in their communities and countries. AWEP alumnae also have the opportunity to work with the USAID's three regional trade hubs in Botswana, Kenya, and Ghana (and its satellite in Senegal) to increase international export competitiveness and intra-regional trade. Women participate from a range of countries, including many affected by conflict, crisis, or transition.	FY10/ Ongoing	AF, EB, ECA, and S/GWI
In Serbia, the U.S. Embassy works closely with the Serbian Association of Business Women, an organization working to empower women entrepreneurs throughout Serbia. Association representatives are regularly nominated for PD programs to leverage their individual talents.	Ongoing	EUR

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 4.2.2	<i>Promote access to primary, secondary and vocational education for children and youth in countries affected by violence or conflict, with special incentives for the attendance and retention of girls, taking into account related special protection needs.</i>		
	The U.S. Embassy in Nepal supports teacher training, English by Radio, and the Embassy Speaker Program, all of which have significant components targeting girls for educational opportunities.	Ongoing	SCA
	In South and Southeast Asia, SCA supports a non-governmental organization to expand the local school library, publish local language children's books, and support girls' education.	FY09/FY13	SCA
	ECA supports both TechWomen and TechGirls, international exchange programs that use technology as a means to empower women and girls worldwide by pairing them with American women in the technology sector who serve as professional and cultural mentors. TechGirls, a DoS initiative, is designed to encourage young girls in the Middle East and North Africa to pursue careers in the science and technology sectors.	Ongoing	ECA
Action 4.2.3	<i>Support women's and girls' increased access to health services, including reproductive and maternal health care.</i>		
	In order to support investments in women's health, S/GAC through the President's Emergency Plan for AIDS Relief (PEPFAR), is committed to investing in women's and girls' health, education, and economic opportunity to create conditions for healthy and stable societies. This commitment is reflected in PEPFAR's Gender Strategy, which integrates gender throughout prevention, care, and treatment programs, with a focus on increasing gender equity in HIV/AIDS programs and services.	Ongoing	PEPFAR
Action 4.2.4	<i>Advocate for the operationalization within the multilateral development banks of the relevant information from the 2011 and 2012 World Development Reports on the role women can play both in preventing conflict and in promoting stability in post-conflict situations.</i>		
	Working in cooperation with the Department of Treasury, DoS will advocate for continued operationalization within the multilateral development banks of the relevant information from the 2011 and 2012 World Development Reports.	Ongoing	EB
Action 4.2.5	<i>Create and strengthen private sector activities and new market opportunities through U.S. trade and investment programs, such as preference programs and Trade and Investment Framework Agreements, to assist women entrepreneurs grow their businesses.</i>		
	In our trade-related dialogues, including with crisis and conflict affected countries, DoS will encourage a discussion on how our partners are assisting women in business and increasing the capacity of women-owned businesses to trade with the United States and regionally.	Ongoing	EB

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
NATIONAL OBJECTIVE 5—ACCESS TO RELIEF AND RECOVERY: The United States Government will respond to the distinct needs of women and children in conflict-affected disasters and crises, including by providing safe, equitable access to humanitarian assistance.			
Outcome 5.1	Gender and protection issues are explicitly and systematically integrated and evaluated as part of responses to crisis and disaster.		
Action 5.1.1	Promote women's, men's, and children's equal access to aid distribution mechanisms and services, including establishing or strengthening protocols for the safe and equitable delivery of humanitarian assistance.		
	PRM supports many programs and directs diplomatic energies to promote women's equal access to resources and their participation in managing those resources.	Ongoing	PRM
	In Iraq, a PRM-funded NGO, in coordination with the Ministry of Women's Affairs, is creating a network of local Iraqi NGOs working with female members of the internally displaced, returnee, and host community on gender-based violence and sexual exploitation and abuse issues, aimed at increasing coordination with local authorities.	3QFY2011	PRM
Action 5.1.2	Support capacity building for local and international NGOs and multilateral organizations involved in disaster and crisis response to address the specific protection needs of women and girls, including preventing and responding to SGBV.		
	DoS will special protection considerations for the most vulnerable, including women, children and youth, the disabled, and lesbian, bisexual, gay, and transgender persons in crisis response and programming.	Ongoing	Regional bureaus and offices, focus country embassies, and functional bureaus
	DoS will support the work of international organization partners involved in disaster and crisis response to protect women and girls, including UNHCR, ICRC, UNRWA, UNFPA, and IOM.		
	DoS will explore opportunities to introduce resolution language in international forums to underscore the need to integrate and evaluate gender and protection issues explicitly and systematically as part of responses to crisis and disaster.		
Action 5.1.3	Support access to reproductive health in emergencies and humanitarian settings.		
	PRM will emphasize the importance of inclusion of and access to reproductive healthcare when supporting health interventions.	Ongoing	PRM
Action 5.1.4	Promote access to education in emergencies consistent with international guidelines and best practices.		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	PRM will support the work of multilateral and NGO implementing partners to protect conflict-affected children, including through UNHCR's recently launched 2012-2016 Education Strategy and its development of a Protection Agenda for Children and the Child Protection Working Group's Minimum Standards for Child Protection in Emergency Response.	Ongoing	PRM
Action 5.1.5	<i>Support measures for the social and economic empowerment of women as part of crisis and disaster response, including support for livelihood activities.</i>		
	In Iraq, a PRM-funded international organization assists women in registering for state-provided social assistance and also provides women with small grants to set up businesses. In 2011, it provided humanitarian relief to over 2,000 female-headed households through micro-enterprise projects, legal and transportation assistance to register for the government's Welfare State Allowance, and up to six months of interim financial support.	1QFY11/ 1QFY12	PRM
Action 5.1.6	<i>Ensure that U.S. Government crisis response and recovery teams have access to appropriate gender expertise, such as a designated gender advisor, to integrate gender considerations in U.S. Government-supported relief and recovery efforts.</i>		
	CSO provides gender guidelines and tools for staff deploying to emergency situations to ensure that gender considerations are well integrated in U.S. Government-supported relief and recovery efforts.	Ongoing	CSO
	Office of the U.S. Global AIDS Coordinator (OGAC), the Centers for Disease Control and Prevention (CDC), PRM, and UNHCR will work together to conduct gender analysis for PEPFAR-funded refugee programs.	Ongoing	PRM
Action 5.1.8	<i>Advocate that multilateral development banks' post-conflict assessments, country assistance strategies, and operational programs in countries prone to or emerging from conflict reflect sound gender analysis and address the specific needs of women and girls.</i>		
	Working in cooperation with the Department of Treasury, DoS will review multilateral development banks' assessments, strategies, and proposed programs when circulated for Board approval, and will advocate for the inclusion of gender analysis and actions to address the specific needs of women and girls, where lacking.	Ongoing	EB
Outcome 5.2	Relief and recovery assistance includes enhanced measures to prevent and respond to SGBV in conflict and post-conflict environments.		
Action 5.2.1	<i>Provide support for survivors of conflict, torture, and sexual violence, to include persons with disabilities, their families, and communities, through direct services, including trauma-informed services and sexual and reproductive healthcare.</i>		

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
	PRM supports projects in the DRC and in Kenya developing community resources for providing mental health services for traumatized refugees and refugee returnee populations and receiving communities while building the capacities of local mental health and social service providers to serve this population, including to better respond to incidences of gender-based violence. The Department recognizes that often, men and women of different ages have different needs and perspectives and therefore may require special outreach, to include adolescents as well as the elderly.	1QFY2012-1QFY2013	PRM
Action 5.2.2	<i>Encourage international organization and NGO partners to provide gender and SGBV training to staff members on existing international guidelines, such as the IASC Guidelines on GBV in Humanitarian Settings, the Sphere Project, and Standards Recommended by the IASC Task Force on Protection from Sexual Exploitation and Abuse (PSEA) in Humanitarian Crises.</i>		
	PRM promotes, in its programmatic and diplomatic engagements, the use of the IASC Plan of Action to protect beneficiaries of humanitarian assistance from sexual exploitation and abuse, adherence to Sphere standards, and application of the IASC Guidelines on gender-based violence.	Ongoing	PRM
	S/RAP utilizes traditional diplomatic tools to encourage international organizations and NGO partners to provide gender sensitivity training, including on gender-based violence, to staff members.	Ongoing	SRAP
Outcome 5.3	Reintegration and early recovery programs address the distinct needs of men and women.		
Action 5.3.1	<i>Support return and reintegration programs for refugees and internally displaced persons (IDPs) that address the needs of female returnees.</i>		
	As the single largest donor to the United Nations High Commissioner for Refugees (UNHCR), DoS supports UNHCR's work in aiming to place its persons of concern at the center of decision-making with regard to their own protection and welfare. As a means to ensure better participation, UNHCR has developed a Tool for Participatory Assessment in Operations as part of its Age, Gender, and Diversity Mainstreaming Strategy. The UNHCR tool outlines ten basic steps to ensure that women, girls, boys and men participate in analyzing protection problems together; in discussing capacities to face protection problems; and in finding solutions together	Ongoing	PRM
	In conjunction with UNHCR, the EU, the OSCE, the governments of Bosnia & Herzegovina, Croatia, Montenegro, and Serbia, as well as international donor countries, PRM helped organize and support the Balkans Regional Housing Program. The project will provide durable housing solutions to up to 74,000 refugees and IDPs using vulnerability criteria that include targeting vulnerable women (single mothers, elderly and disabled or chronically ill).	4Q/FY2012	PRM

**UNITED STATES DEPARTMENT OF STATE IMPLEMENTATION PLAN
OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY**

OUTPUT		PROJECTED START/END DATE	IMPLEMENTING OFFICE(S)
Action 5.3.2	<i>Support demobilization, disarmament, and reintegration (DDR) programs, including sustainable livelihood alternatives, that address the distinct needs of male and female ex-combatants and those associated with armed forces in other capacities.</i>		
	IO and other bureaus support DDR programs for women and girls through UN peacekeeping mandates and through voluntary contributions to relevant UN agencies and programs, such as UN Development Program (UNDP) and UN Children's Fund (UNICEF) as well as through our national efforts. UN peacekeepers support demobilization and disarmament; reintegration into the community through training, stipends, and counseling is generally funded through bilateral and multilateral assistance. Certain groups, such as adolescents, may require special outreach to meet their distinct needs.	Ongoing	IO