

The Institute for Inclusive Security

DISARMAMENT, DEMOBILIZATION, AND REINTEGRATION RECOMMENDATIONS

The following recommendations to increase the capacity for women's leadership in peace building were developed by a coalition of women convened by The Institute for Inclusive Security in January 2009. They include women from Afghanistan, Bolivia, Colombia, Israel, Kashmir, Lebanon, Liberia, Palestine, the Philippines, Sri Lanka, Sudan, and Uganda.

TO IMPROVE CAPACITY BUILDING FOR WOMEN'S ENGAGEMENT IN DISARMAMENT, DEMOBILIZATION, AND REINTEGRATION:

ALL PARTIES SHOULD

Place as much emphasis on rehabilitation as on disarmament, demobilization, and reintegration. It is critical to sustaining peace. The recommendations therefore refer to "DDRR." Rehabilitation must be incorporated into all conceptualizations of DDRR and capacity-building programs for DDRR. DDRR processes should be designed to incorporate the needs and perspectives of all affected parties, including child soldiers, women, and youth. .

GOVERNMENTS SHOULD

1. Require that national DDRR commissioners and commission staff receive gender training to recognize the importance of women's roles in design and implementation of DDRR and to ensure women's needs are met in DDRR programs, including gender-sensitive compensation for ex-combatants.
2. Recommend that all negotiations trainings for government employees emphasize that DDRR is a critical component of all peace agreements and that women play a critical role in designing and implementing DDRR.
3. Require that at least 30 percent of government employees trained to monitor DDRR at national and local levels are women.
4. Organize community forums to encourage knowledge- and information-sharing about DDRR capacity-building needs at the community level. Forums should be in partnership with multiple stakeholders to ensure neutrality.
5. Include training programs to encourage women's leadership in DDRR processes and other related activities in security-sector modernization efforts.
6. Establish nationwide community DDRR-sensitization programs in partnership with local women's organizations to prepare receiving communities for returnees.

DONORS AND MULTILATERAL ORGANIZATIONS SHOULD

1. Ensure Requests for Proposals (RFPs) require contractors to include women in their DDRR programs, particularly in regard to staffing and engagement with local women's organizations.
2. Offer gender-sensitive training highlighting the many roles women play in DDRR, women's critical contributions, and strategies for engaging women in DDRR. This is particularly important for the UN, especially the Department of Peacekeeping Operations. DPKO policies should also reflect UNSCR 1325 and promote the participation of women in DDRR personnel staffing.
3. Target women's organizations to design and develop DDRR programs in response to RFPs from USAID and other donors and incorporate programs focused on capacity building for women in DDRR.
4. Include specific benchmarks for women's participation in capacity building for all aspects of DDRR in their Country Strategies. Benchmarks should rely on gender-disaggregated data.
5. Offer professional development for technical staff on including women's priorities and perspectives in donor DDRR needs assessments.

CONTRACTORS AND NON-GOVERNMENTAL ORGANIZATIONS SHOULD

1. Hire a minimum of 30 percent women trainers for all DDRR-focused programs.
2. Ensure that at least 30 percent of all participants in all DDRR capacity-building trainings are women.
3. Involve local women in the design and development of reintegration/rehabilitation skills-building programs to reflect women's employment desires and market realities. Ensure that women's unique needs for childcare and transportation, for example, are met.
4. Engage local women in design and development of capacity building for psycho-social programs that are community-based and build on indigenous mechanisms for coping and healing.
5. Offer training programs specifically for women-led organizations on how to apply for grants to facilitate DDRR community sensitization and reintegration of ex-combatants.

ACADEMIC INSTITUTIONS AND THINK TANKS SHOULD

1. Create technical materials and courses enabling women to be more effective implementers of DDRR programs. Promote the collection of gender-disaggregated data to support design of DDRR programs.
2. Research and disseminate evidence where women have designed successful DDRR processes. Explain approaches used to encourage adaptation and replication.
3. Create centers within academic institutions, possibly within public administration departments, for studying and promoting women's critical roles in developing sustainable peace processes and DDRR processes.
4. Sponsor conferences on DDRR on training best practices for women's engagement with DDRR. Specifically involve women as participants and presenters.
5. Develop targets for hiring women as DDRR experts, professors, and staff at universities, technical courses, military colleges, and think tanks.