

The Institute for Inclusive Security

NEGOTIATION 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 transform conflict and establish durable peace, all stakeholders must be included fully in all stages of peace negotiations and post-conflict reconstruction. Women have vital perspectives that are central to achieving human security and their equal participation is therefore essential and rightful. The immediate implementation of the following recommendations will greatly increase both the numbers and effectiveness of women in peace negotiations in the short-, medium-, and long-term.¹

TO IMPROVE CAPACITY BUILDING FOR WOMEN'S ENGAGEMENT IN NEGOTIATIONS:

DONORS AND MULTILATERAL ORGANIZATIONS SHOULD

1. Designate funding for gender-sensitive programs and organizations that advocate for women's inclusion in peace-building initiatives. Designate funding for women-led organizations and/or programs to conduct multifaceted capacity building with the goal of training the next generation of women negotiators.
2. In all active peace negotiations, provide funds to support:
 - gender-expert teams attached to the mediators who comprise international women negotiators to observe, monitor, and assist the peace negotiations; and
 - representative gender-expert teams from the conflict regions to support women on delegations to negotiations and share information about the peace talks with stakeholder communities.

¹ We believe that the current global architecture for peace negotiations does not create an impartial means for honestly brokered mediation and that addressing this issue is vital to achieving just and sustainable peace.

MULTILATERAL ORGANIZATIONS SHOULD

1. Recruit women for leadership positions and senior roles in negotiations.
2. Establish teams to design and implement training programs for female employees to help them qualify for high-level positions including UN Special Representatives of the Secretary-General and chief mediator.
3. Ensure equal representation of women and men on official delegations to increase the effectiveness and gender sensitivity of mediation and negotiating teams.

GOVERNMENTS SHOULD

1. Allocate funds to increase and improve capacity building and empowerment for women, and provide gender-specific training for men and women on negotiations.
2. Institute a policy mandating that government negotiators and diplomats ensure the equal participation of women.
3. Establish an inter-agency body on conflict transformation and stabilization that consists of equal participation of women in negotiations, with significant resources and authority.
4. Establish affirmative-action policies across all government bureaucracies to bring female representation to 50 percent. To achieve this gender parity, create an independent commission to implement and monitor the policy. This office should work with established women's networks to recruit qualified women applicants.

CONTRACTORS AND NON-GOVERNMENTAL ORGANIZATIONS SHOULD

1. Reach out to women leaders at the community level and identify those who can articulate the gendered needs of their society.
2. Build women's coalitions, partnerships, and capacity for negotiations through inclusive programs and trainings.
3. Connect gender-focused organizations to coalitions of women peace builders locally, regionally, and globally.
4. Implement programs to empower women to support gender-based peace-building initiatives on a local, regional, national, and global scale.

ACADEMIC INSTITUTIONS AND THINK TANKS SHOULD

1. Undertake and disseminate action research on best practices to improve the capability of women in peace negotiations and to increase their inclusion.
2. Institute gender-sensitive peace programs and centers at universities to develop strategies that strengthen the role of women in negotiations and to stimulate exchange among academics and practitioners.
3. Hold women-led global forums on gender and peace building to improve practitioners' global visibility and effectiveness in the field and to inspire women at the local and international levels.