

The Institute for Inclusive Security

POST-CONFLICT RECONSTRUCTION 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 POST-CONFLICT RECONSTRUCTION

The rationale for promoting more inclusive and participatory assistance strategies is to build more sustainable peace. It is critical to prevent conflict, break cycles of violence, and provide a foundation for peace and prosperity. These recommendations will help achieve those goals.

ALL ACTORS, PARTICULARLY DONORS AND GOVERNMENTS, SHOULD

1. Undertake audits to clarify the level of employment and involvement of women in infrastructure projects and to create strategies and set benchmarks for increasing women's involvement.
2. Mandate that within five years at least ten percent of employees in all infrastructure projects are women and:
 - Increase the percentage of women employed gradually until equity is reached;
 - Provide training to ensure the employability of interested laborers so that the target is achieved;
 - Ensure that all infrastructure projects have the necessary facilities to enable women's employment: bathrooms, changing rooms, and child-care facilities.
3. Focus on training for the health and education sector, particularly to employ women and youth.
4. Involve local experts and women when conducting needs assessments and in all donor conferences.

GOVERNMENTS SHOULD

1. Institute mandatory training in gender-sensitive program design, implementation, and evaluation for all employees of agencies implementing assistance programs.
2. Create an advisory council involving national women's ministries/offices to monitor and evaluate all training programs for their effectiveness in serving women.

DONORS AND MULTILATERAL ORGANIZATIONS SHOULD

1. Contractually obligate contractors to use participatory and gender-sensitive approaches to design projects.
2. Increase funding for skills training and mentoring for local women's groups in proposal writing, advocacy and messaging, budgeting and accounting, fundraising, and record keeping as well as for programs raising awareness of women's familial, constitutional, labor, and human rights.
3. Fund skills, literacy, and vocational training for women to increase employment and income-generation opportunities. Determine course offerings based upon local employment needs.
4. Mandate that at least one-third of funding for capacity building is awarded to local organizations, particularly women-led organizations. This will be critical to the durability of peace after donor aid has diminished.

CONTRACTORS AND NON-GOVERNMENTAL ORGANIZATIONS SHOULD

1. Use participatory and gender-sensitive approaches to project identification and design, seek ideas from men and women on the ground, and depend on local expertise rather than approaching with a preset menu of program alternatives.
2. Mandate that contractors provide the necessary resources to enable women's participation in training and decision making by providing:
 - Transportation to meetings
 - Child care during sessions
 - Meeting space for women
 - Bathrooms for women at sites where meetings are held
3. Organize programs that leverage and enhance women's critical role in promoting reconciliation and ensure their involvement as leaders and participants in all efforts to rebuild and reconcile communities.

ACADEMIC INSTITUTIONS AND THINK TANKS SHOULD

1. Undertake action-oriented research involving intended beneficiaries and local organizations to understand levels of interest in traditional versus non-traditional fields of employment.
2. Commission long-term research on capacity building to evaluate whether and how training programs for women result in increased economic opportunities, involvement in decision making, or more gender-sensitive development aid.