

Design of Strategies for the Inclusion of Gender Perspectives in CNRR Operational Activities – Recommendations

VICTIM ASSISTANCE

1. Complaint reception offices should provide mechanisms to ensure thorough documentation of all victims, especially rural, poor women. In particular, offices should **extend hours of operation and offer assistance to fill-out forms** and review documentation.
2. The Commission should provide **adequate and gender-specific training** to field staff assisting victims to **ensure effective protection**.
3. The Commission should create a **centralized victim registry** with adequate characterization of victim groups. From this registry, the Commission should gather statistics on victims and assistance **segregated by gender, age, ethnic group and geographical location**.
4. The Commission should conduct **appropriate dissemination campaigns** for effective outreach to communities to promote sensitization to victims, particularly women victims. Furthermore, the Commission should offer **spaces for group victims' meetings**, reserving an appropriate number of meetings for **women-only gatherings**.
5. The Commission should **ensure community participation** in the victims' assistance process.
6. Victim assistance programs should be **fully transparent**, to avoid the appearance of corruption to the extent possible while ensuring victims' privacy.
7. The Commission and other agencies working on victims' assistance should **share information** on a regular basis to ensure coordination of efforts and provide consistent assistance packages to avoid overwhelming victims with multiple interviews.

VERIFICATION AND REPORTING

1. The Commission should mainstream gender throughout its reporting and verification to reflect the distinct effects of the conflict on men and women.
 - a. Reports should include a **chapter** describing the impact of the conflict on women and their contributions to peace building.
 - b. All other chapters in reports should include specific elements **linking between the chapter's topic and gender** perspectives.
 - c. Researchers should **highlight the voice of women** combatants on war and peace when assessing the causes and dynamics of the conflict.
2. The Commission's reports should include **concrete recommendations to address the impact of the demobilization process on women**, including women in the receiving communities. The recommendations should focus on strengthening assistance, reparation, restitution, and non-repetition measures.
3. The Commission should ensure the **documentation requirements of the verification process are satisfied**, with special attention to **women's testimony** to disaggregate the diverse effects of the conflict.

REPARATION

1. The Commission and other relevant actors should facilitate the reporting of multiple levels of victimization **as a criterion for the determination of reparations**.
2. The reparations process should ensure that **landless women** receive land deeds, with priority given to **heads of households**. The many issues arising from joint titling should be carefully considered.
3. The Commission should identify the crimes committed and the profiles of the women victims. In cases of collective reparations to communities, such as the case of *Comunidad del Salado*, the Commission should ensure that the **needs of women are not overlooked**. Integral assistance offered should include **sexual and reproductive health services for all ages**, and pay special attention to the **needs of women with dependent children**.
4. Symbolic reparation initiatives should **incorporate women's peacebuilding efforts and the impact of the conflict on women**.
5. Staff providing psychosocial assistance should receive **gender awareness training** and involve women as **active players** on assistance strategies and activities. Psychosocial needs should be assessed according to the type of victimization and prioritized accordingly.

REINTEGRATION

1. Women that belonged to or collaborated with armed groups are frequently victimized within their own organizations; DDR processes should **target those needs specific to women**, including in post-reintegration psychosocial programs.
2. When assessing needs, DDR assistance programs should **differentiate the needs of women**, taking into account **compounded social biases against demobilized women**, as well as ethnic and cultural factors. Assistance evaluation should assess whether programs take into account the different capabilities and limitations of demobilized women.
3. The institutional offer of assistance—training, credit access, social services—should have a **clear component of positive discrimination** to ensure women's inclusion.
4. The Commission, the Attorney General's office, and other relevant actors should establish mechanisms to **guarantee women's access to the justice system**.

RECONCILIATION

1. The Commission must recognize the difficulty of approaching women verbally due to the nature of crimes against committed against them during the framework of collective activities contributing to reconciliation. To address this problem, the Commission should facilitate **non-verbal and symbolic activities** with the support of the cultural and artistic communities.
2. The Commission should compile a **remembrance document or database with women's testimonials**. The Commission should evaluate and systematize community experiences to observe how a gender perspective was included.
3. The Commission should **ensure a gender-differentiated perspective** in their efforts to preserve a record of the reconciliation process, including in all the symbolic reconciliation initiatives.

PUBLIC INFORMATION

1. The Commission should primarily utilize **printed materials and mass media** such as radio and television, including the provision of community spaces in its dissemination strategy to address women's limited access to the Internet, particularly in rural areas.
2. The Commission's mass communication campaign must include women's self-recognition as victims from a human rights perspective.
 - a. The Commission should use prime-time programming slots for socialization, information, and analysis
 - b. The Commission should **create a virtual space for victims** and the population at large to learn about the Commission's activities.
3. The Commission should promote **sensitization campaigns** specifically focused in shifting the collective perception of women.
4. The Commission should ensure that **victims are promptly informed** when publishing indictments. Dissemination strategies should include **mass and alternative media**, such as community radios and women's organizations, with special efforts to reach those in rural areas.