

AFRICAN UNION COMMISSION

PEACE & SECURITY DEPARTMENT

Gender Peace and Security Programme (GPSP)

Duration:	January 2015 - December 2020
Geographical Location:	Continental programme with a specific focus on Conflict prone and post-conflict countries
AUC Strategic priority:	<u>AUC Strategic Plan 2014-2017:</u> Strategic Priority 1: “Promote peace and stability, including regional initiatives, good governance, democracy and human rights as foundation for inclusive security and the development of the continent and its people”. <u>Outcome 1:</u> “Peace and stability, good governance, democracy and human rights as foundations for development and stable societies promoted”. <u>Outcome 7.</u> “Institutional capacities of the AUC improved and relations with RECs, AU organs and with strategic and other partners strengthened”
Brief Description:	The Gender Peace and Security Programme (GPSP) will seek to develop effective strategies for gender mainstreaming into the African Peace and Security Architecture to take into account men’s and women’s experiences and potentialities in building secured and stable societies. Research and tool development will contribute towards the development of long-term strategies and mechanisms to address the above. The programme will contribute towards, gender mainstreaming, policy development and debate in the field of gender, peace and in so-doing enhance the dialogue around gender, peace and security and contribute towards coordinated programming in this area by the AU, the UN, the RECs, INGO, CSOs and other multi-lateral and bi-lateral partners working on these issues in Africa.
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African Union Commission
PEACE & SECURITY DEPARTMENT
GENDER PEACE AND SECURITY PROGRAMME

I. INTRODUCTION

As more countries in Africa are registering unprecedented growth and development, there is a growing sense of urgency that action must be taken to stabilize the continent and put an end to conflict related severe human and women's rights abuses which slow down the development of the continent as a whole. Peace and stability have been restored in many parts of the Continent and the conflicts that prevailed in the 1990s have diminished significantly.

However the pockets of stability and small gains witnessed in some countries are being threatened by the persistent fragility compounded by new menace to security, including the drugs trade, fundamentalism, terrorism, piracy and extremism. Tensions over natural resources and borders remain major concerns. The changing nature of violent conflict in Africa, from interstate to intrastate has changed the way in which policymakers and experts think about war and its impacts. At the conceptual level we have witnessed a shift from a perspective that sees security solely through the military lens and the security of the State to a perspective that takes into account nonmilitary aspects of security drawing on the notion of human security to focus on the individual and relations between individual and groups within societies and the role of non-state armed actors.

This changed perspective has also led to greater awareness of the role of gender in international relations and peace and security and development in particular. At the continental, we have witnessed a call for a stronger role for the African Union on this issue¹ to demonstrate greater efforts towards developing effective mechanisms to address issues of protection of civilians in conflict and the specific challenges faced by women in conflict situations.

In October 2000, the United Nations Security Council resolution 1325 was passed. This resolution specifically addresses the impact of war and conflict on women as well as their contribution to peace building. By passing this resolution, the UN Security Council publicly recognized women as key actors central to ensuring sustainable peace and security and provided a mandate for addressing systematic violations of women's rights in conflict and for promoting gender equality in post-conflict states. Ten year after the adoption of the resolution, there is growing acceptance that women are proven agents of change in conflict prevention, mediation, working with communities during peace support operations and should be able to do even more.

Experience has showed that including women in political processes, peace support operations, and at all levels of governance and decision-making, society's at large benefits from the experiences, insights and dedication that women alongside men can bring to nations in ensuring stable and secured societies.

Resolution 1325 stands on two pillars: power to participate and protection. First women must have the power to participate equally in efforts to maintain and promote peace and security. The resolution recognized that women were largely absent from decision-making processes related to conflict prevention and resolution and that their role must be increased. Only the full and equal participation of both men and women could provide a sustainable and lasting peace². Secondly, through the adoption of Resolution 1325, the Security Council recognized that in time of conflict and post conflict situations, women are more exposed to physical violence than men, and that they bear

¹ Reports of Post conflict Needs Assessments Missions to Burundi, Central African Republic, Cote d'Ivoire, DRC, Sierra Leone, Liberia, Sudan, South Sudan- PCR Unit; *"Guidelines for the Protection of Civilians"* Peace Support Operations Department.2013.

² Secretary General Kofi Annan's Report on Women, Peace and Security, 2002.

disproportionate burdens during conflict³. Hence special efforts need to be made to protect them from physical violence, sexual violence in particular, and to help them overcome the burdens imposed by war. Additionally the resolution's commitment to expand the role of women in leadership position in every aspect of prevention and resolution of conflicts, including peacekeeping and peace-building efforts is clear as well as the requirement that early recovery mechanisms lay the foundations for the later establishment of gender sensitive state and civil society structures that lead to development.

The resolution focuses on four particular areas: (i) women and the peace process (Participation in peace processes); (ii) gender and peace support operations (higher participation of women in peace support operations) ; (iii) the security of women (Prevention and protection of women in conflict and post-conflict settings) and; (iv) gender mainstreaming which means that gender should be fully integrated into the approaches of the organization, such that women's and men's unique experiences would be considered as part of a primary analysis rather than an afterthought (capacity building for effective gender mainstreaming).

Since the adoption of UNSCR 1325, many states, international organizations, NGOs and academic institutions have undertaken many activities, including the elaboration of action plans⁴, policies and guidelines to ensure that women have equal and fair representation at operational and decision making levels and be extended specific measures to guarantee their protection from physical harm.

II. AUC'S ACHIEVEMENTS AND LESSONS LEARNED

In 2003 and 2004, African heads of states adopted the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa ("the Women's Protocol") and the Solemn Declaration on Gender Equality in Africa (SDGEA) which endorse the provisions of UN Security Council Resolution 1325 (2000) on Women Peace and Security. The two documents call for the presence of women in conflict prevention and peace building activities in order to reverse their marginalization and abuse of human rights.

These international commitments are bolstered by some of the guiding principles of the AU, including the promotion of gender equality for which the AU Commission (AUC) has mandated a 50 per cent representation of women in its institutions. In the context of peace and security, the Post Conflict Reconstruction and Development Policy (PCRD) 2006 also commit member states to that same principle.

Building on UN Security Council Resolution 1325, the Gender Policy of the African Union (2009), Commitment no. 8, equally calls for the effective participation of women in peace support operations, conflict prevention, mitigation and post-conflict reconstruction and development efforts, as well as for an increase in women participation in all processes aimed at maintaining peace and security and avoiding relapse into conflict.

Notwithstanding the existence of a strong normative framework conducive to the institutionalization of a gender sensitive culture within the AU, the effective implementation of key recommendations in the field of gender, peace and security has been weak.

At the continental level, the African Peace and Security Architecture (APSA) aims to give the African Union, the regional economic communities (RECs) and regional mechanisms (RMs) for conflict prevention, management and resolution the necessary instruments to fulfil the tasks of prevention, management and resolution of conflict in Africa, as set out in the AU constitutive act and the Protocol establishing the Peace and Security Council (PSC). The APSA as enshrined in the Protocol, embraces an expanded and comprehensive agenda for peace and security that includes conflict prevention, early warning and preventive diplomacy, peacemaking and peacebuilding, the encouragement and promotion of democratic practices and intervention in humanitarian and disaster management.

³ "It is now **more** dangerous to be a woman than a soldier in modern conflict" - Major General Patrick Cammaert, former UN Peacekeeping Commander

⁴ Report of the Joint AU-RECs/RMs-CSO Formulation Workshop on the Gender, Peace and Security Programme, Accra, 7-9 May 2014. AU/PSD/GPSP

In 2010, the 2010 APSA Assessment adopted by the AUC had recommended that *“The AU, RECs and RMs should ensure that issues of gender are mainstreamed into all the APSA components at the continental and regional levels. Although there is a commitment to do so on paper, the current staffing level of some of the APSA component is male dominated. This is a gap that should be tackled as a matter of urgency⁵.”*

Subsequently, following the 2010 APSA Assessment, concrete steps have been taken by the AU Peace and Security Department to ensure that a gender component is introduced into AUC/PSD's initiatives.

In June 2011 the AU presented the Roadmap for the African Peace and Security Architecture (APSA) for the period from 2011 to 2013. The roadmap gave an entire section (XIII) to the topic of women, peace and security. It listed several activities that were taken up by the AU Commission to strengthen the normative basis for the protection of women in armed conflicts and their successful implementation is on the way.

The inclusion of gender experts as part of Post-conflict needs assessment missions undertaken by the Post-Conflict Reconstruction and Development Division (PCRD) is an additional step taken by the AUC towards formulating adequate post-conflict reconstruction programmes and strategies. Equally in PSO, efforts have been made to address the differential needs of men and women as peacekeepers, although much still remains to be done at both cultural and policy level to address gender differences in PSO. Furthermore as part of its efforts to raise the awareness of the Peace and Security Council (PSC) on the situation of women and children in Africa, the Panel of the Wise (PoW) commissioned a report on mitigating vulnerabilities of women and children in armed conflicts⁶. Additionally, a Special Envoy on Women, Peace and Security Architecture was appointed by the AUC Chairperson in February 2014 during the Summit of Heads of States and Governments. All these efforts will be pursued and sustained as part of a conscious strategy to respond to the prevailing situation of gender inequality and human rights abuse.

The Peace and Security Department is one of the key technical departments of the AUC. Its mandate is to provide an enhanced institutional capacity for achieving peace, security and stability in Africa, through pro-active action and support to the efforts of AU Member States. It is also responsible for facilitating and ensuring effective and efficient coordination of the African Peace and Security Architecture. It is the largest Department of the AU in terms of scope with 8 Divisions⁷ which mandates encompasses the full conflict spectrum from prevention to response and post conflict reconstruction. The PSD further oversees several missions in Member States all engaged in peace support operations (PSO).

Fully cognizant of the centrality of its mandate and of the need to include women in the peace and stabilization efforts in Africa, the Peace and Security Department (PSD) commissioned the formulation of a gender mainstreaming strategy.

Validated in February 2013, the Gender Mainstreaming Strategy provides the Peace and Security Department and its Divisions with a readily operational strategy to enhance its performance in the area of gender, peace and security and strengthen the capacity of the Department and various Divisions in mainstreaming gender into policies, activities and processes. The Strategy supported by an action plan has informed the formulation of the five year Gender Peace and Security Programme (GPSP).

⁵ APSA 2010 Assessment Study. Recommendation 211. p. 72

⁶ “Expert Report on Mitigating Vulnerabilities Of Women And Children In Armed Conflicts”. AU Peace and Security Council and Panel of the Wise Initiatives. 2011.

⁷ (i) Post conflict Reconstruction Division (PCRD); (ii) Conflict Management Division (CMD); (iii) Continental Early warning System (CEWS) and Situation room; (iv) Panel of the Wise Secretariat (PoW); the Border Programme; (v) the Defense and Security Division (DSD); (vi) The Peace Support Operations Division (PSOD); (vii) Peace and Security Secretariat (PSC); (viii) AU RECs Desk.

III. PROGRAMME JUSTIFICATION

At the continental level, the commitments to women is behind target, this is *inter alia* due to insufficient investment in the expertise required to ensure effective implementation of global and continental commitments on gender, the absence of a strong driver on the continent to champion the gender agenda and to coordinate among the many players working to address it; as well as the weak strategic partnership and weak high level commitment demonstrated by African leaders.

The steps taken so far by the AUC in addressing issues of gender, peace and security encourage and justify the formulation of the Gender Peace and Security Programme (GPSP). The GPSP draws from identified priorities by the AUC Gender Policy 2009, the AUC Strategic Plan 2014-2017 and consultations with AU Departments, PSD's Divisions and units, the regional economic communities (RECs), the regional mechanisms (RMs) and Regional CSOs platforms.

The Programme provides for women participation in early warning, conflict prevention, management and resolution as well as women representation's in peace negotiations and participation in peace support operations, stabilization and post-conflict reconstruction, peace building efforts. In that regard, the Gender Peace and Security Programme (GPSP) is inherently guided by the main tenets of the AU Gender Policy 2009 and the AUC Strategic Plan 2014-2017 and will seek to mainstream gender at all levels of PSD and in all the APSA components.

The AUC is uniquely positioned to ensure that gender and women issues on the continent are brought to the forefront, and in influencing Member States and international partners to make formal commitments to specific actions over the next five years that will promote a bold gender agenda and the implementation of resolution 1325's provisions and related resolutions⁸.

IV. PROGRAMME FOCUS AND STRATEGIES

The AU Gender Policy (2009) and the Strategic plan 2014-2017 outline the key premises, areas of focus and basic overarching principles that will guide the GPSP in defining its continental, regional and country-level strategies in addressing gender issues in peace and security and women's participation.

As part of its goals under the Strategic Plan, the AUC will, over the next five years, strive to accelerate progress towards a stable, peaceful, prosperous and integrated Africa within a good governance environment, while paying particular attention to the inclusion of women, youth and other marginalized and vulnerable groups inits policies and programming.

Whilst recognizing that conflicts have diminished substantially in Africa over the past decades and stability and security have increased on the continent, the AUC's Strategic Plan 2014-2017 acknowledges that further progress can be achieved by addressing the participation of women, youth and CSOs as critical priorities for peace consolidation that need to be supported by:

- i. Consolidating the organization's efforts in post-conflict recovery and reconstruction, paying particular attention to strengthening the role of women, youth and civil society, before, during and after conflicts. In this regard, the Commission intends to encourage the design and implementation of specific programmes aimed at strengthening the involvement of women and youth in conflict prevention, response and post-conflict recovery efforts, as foundations to rebuilding healthy and stable societies. Additionally, the

⁸ CEDAW; BPA; Security Council Resolution 1820 (2008); www.ohchr.org/english/about/ngohandbook/UpdatedSetOfPrinciples.pdf; Secretary General's Report on the Rule of law and transitional justice S/2006/616 New York-United Nations, 2004

Commission will also pay attention to issues of transitional justice which is an important issue in post-conflict reconstruction⁹ ;

- ii. Working aggressively with Member States, United Nations and civil society, women and youth groups to reduce and/or mitigate the effects of conflicts on children, women and youth, and to strengthen their involvement in peace building, conflict prevention and mitigation efforts;
- iii. Advocating and implement specific activities identified under core gender mainstreaming activities.

V. Development objective – Goal of the GPSP

In line with the vision and objectives of the AUC Strategic Plan, the main goal of the GPSP is to contribute to the following outcomes of the AUC Strategic Plan 2014-2017: **Outcome 1:** *“Peace and stability, good governance, democracy and human rights as foundations for development and stable societies promoted”*; **Outcome 7:** *Institutional capacities of the AUC strengthened, and relations with RECs and AU Organs and with strategic and other partners enhanced.*

More specifically, the GPS Programme will aim at *Mainstreaming Gender into the African Peace and Security Architecture and Improving the Quality and Effectiveness of Mechanisms and Institutions in Charge of Preventing Violence, including Sexual and Gender-based Violence, and Addressing Issues of Protection of Civilians in Conflict and Post-conflict Situations.*

In pursuit of this global goal, and informed by extensive consultations with regional stakeholders, the Programme is structured around the following four components:

Outcome 1: Enhancing the Capacities of African Institutions Working in the Areas of Peace and Security and Human Rights to Mainstream Gender into the Continental Peace and Security Agenda. Partnership for programme implementation will also include capacity-building for gender mainstreaming in peace and security and will focus on strengthening the APSA Components and the capacities of PSD staff and partners institutions ; developing gender competencies and internal expertise (e.g., mainstreaming, gender analysis monitoring and evaluation, etc.) .The programme will focus on developing concrete tools to improve troops capability and capacity to prevent and respond to sexual violence, addressing sexual exploitation and abuse, develop the doctrine to prevent sexual violence as part of troops wider responsibility under the protection of civilians mandate support.

Outcome2: Strengthening Advocacy, Partnership and promoting research and dialogue on Gender, Peace and Security. Research, and increased advocacy dialogue on gender, peace and security will guide the formulation of tools for capacity building and for integrating gender in all dimensions of peace and security. The programme will focus on documenting lessons learned, good practices and challenges emerging from the implementation of its activities; research will be carried out, for instance, on how best to address improved capacity for effective response within the military; explore the nexus of gender, security and development in the context of contemporary global events; study masculinities discourses in security and development; explore ways to increase the availability of sex-disaggregated and gender-sensitive data in the area of gender, peace and security to inform evidenced-based advocacy and policy formulation; track AUC’s and partners’ commitment and investment on prevention, protection and gender justice; ; promote transnational, inter-regional connected practice as well as south-South, north /south experience sharing. In this regard PSD will seek the partnerships of UN agencies such as UNWOMEN, UNECA, think-tanks and NGO sectors to facilitate access to information and expertise. Concrete experiences in working towards achieving gender balance and increased women participation in the realm of peace and security will be documented to help inform mainstream strategies.

⁹ AUC Strategic Plan 2014-2017 para. 248

Outcome 3. Strengthening Women's roles in peace and security in Africa. Based on the Namibia Plan of action adopted in Windhoek in May 2000 on mainstreaming a gender perspective in multidimensional peace support operations, and in line with Resolution 1325's 18 articles the Programme will seek to achieve greater representation of women in the prevention and resolution of conflict; incorporation of a gender perspective into peacekeeping operations, new financial and logistical support for gender dimensions of peacekeeping, peace building and post-conflict reconstruction; and greater consultation with local, regional and international women's groups.

Outcome 4. Preventing and Responding to Women and children vulnerabilities in time of conflict and post-conflict situations and ending impunity.

Conflict related sexual violence used as a tactic of war is a security issue that demands a security response. More than 1 billion children live in conflict zones or areas emerging from war, of whom approximately 18 million are internally displaced refugees, according to UN estimates. The repercussions of emergency situations such as wars, natural disasters and related situations of crisis, are intrinsically gendered. In such circumstances, both girls and boys are highly at risk of grave human rights violations, such as rape and prostitution, but girls and women are more likely to be the victim of such crimes.

Research has shown that emergency situations have significant implications for women and girls creating environments in which VAWG in the form of sexual and gender-based violence, is endemic. VAWG is increasingly being reported as a largescale, targeted and systematic strategy in conflicts and is used as a form of torture, to inflict injury, to extract information, to force a population to flee, to forcibly impregnate, to degrade and intimidate, and as a way of punishing both women and their male relatives, for actual or alleged actions committed by women or their family members.

As a result of the physical, social and emotional upheaval associated with emergency situations, girls and women are especially exposed to acts of sexual violence and gender-based violence; the loss of support mechanisms and a general absence of reliable healthcare services. Moreover, the absence of legal and punitive mechanisms results in a failure to prosecute the perpetrators, which in itself constitutes a further violation to women's rights.

The UNHCR identifies five categories which fall under the umbrella of sexual and gender-based violence: sexual violence; physical violence; emotional and psychological violence; harmful traditional practices (HTPs); and socio-economic practices. FGM can be categorized as a Harmful Traditional Practice and, together with other HTPs such as early or forced marriage, infanticide or neglect, emergency situations create unique complications¹⁰.

Therefore the activities under this outcome will aim at developing strategies for the prevention of violence against civilians, and tackling crimes of sexual violence and the many forms of gender-based violence including harmful practices on girls in all types of emergencies from the onset of the crisis.

This component of the programme will seek to strengthen preparedness and prevention as well as the response to the needs and rights of survivors; address the vulnerabilities and specific needs of women, men, boys and girls with a view to formulating adequate response for their reintegration into their communities. Greater consideration will be given to women and girls in resettlement, rehabilitation and demobilization programmes; respect for women human's rights and bringing an end to impunity for crimes against women, new efforts to combat sexual violence in armed conflict; building greater accountability and capacity of AU members state and actors in delivering post-conflict justice ; the development of effective protection strategies and mechanisms and long term strategies for preventing further abuses ; enhancing access to justice including investigating crimes of sexual violence in time of conflict, post conflict situation and beyond; investing in law enforcement to provide meaningful redress for

¹⁰ THE IMPACT OF EMERGENCY SITUATIONS ON FEMALE GENITAL MUTILATION 28 Too Many Briefing Paper (February 2014)

women's human rights violations in the context of transitional, informal and formal justice system. Activities under this component will also include high level advocacy.

VI. PROGRAMME STRATEGY

AUC comparative advantage in implementing the GPSP lies in its capacity to convene continental agenda setting meetings and to mobilize member States, CSOs, NGOs and partners directly for strategic decision-making and policy making on the Continent. Additionally, the fact that PSD is in the process of further developing and strengthening its expertise and capacity to provide technical assistance to a range of partners on various issues of peace and security through the establishment of a roster of experts is an added advantage.

During earlier programme formulation consultations, weak AU leadership, ownership on Gender, peace and security, and the under-exploited partnerships with core regional institutions such as the Regional Economic Communities, Mechanisms and CSOs regional platforms and unclear capacity building and institutional strategies, were raised as key challenges to the advancement of the gender, peace and security agenda of the continent. Informed by such observations and reacting to regional concerns raised during the consultations, the core of the programme strategy is informed by *partnership* as follows:

At the national level, the programme will work closely with the RECs/RMs and engage with Member States institutions at the political, advocacy, policy and programming levels as well as with regional and national women networks, experts in academia and universities in data gathering, research, in support of national and regional efforts in the formulation of strategies and programme assessments.

At the sub regional level, the principle of complementarity and subsidiarity is at the heart of the AUC agenda to realize peace and security. In the scheme of maintaining regional peace, regional organisations and mechanisms are expected to constitute the building blocks and the foundation of the edifice of peace with the AU at the apex. Linkages between the mechanisms and the activities of the continental and regional organisations are crucial to advancing the gender, peace and security agenda and to the attainment of durable peace. The programme will develop a platform to interact with regional organizations, mechanisms and gender/human rights observatories on issues of gender peace and security and women participation. This will include the sharing of experience, identification of issues and strategy formulation as well as the provision of financial and technical support for capacity building and joint programme formulation and implementation, in line with the memorandum of understanding and cooperation signed in 2008 between the RECS/RMs and the AUC in the area of peace and security.

The programme further undertakes to collaborate with African regional organisations, regional economic communities and mechanisms to implement and develop regional capacities, strategies and policies for increased women participation in peace and security, alongside men, and enhance men's and women's role in conflict prevention and protection of civilian in conflict and post-conflict settings.

At the AUC level, the Programme will enhance horizontal coherence and strengthen interdepartmental collaboration, encourage joint planning, monitoring and reporting on implementation. Increased synergies will take place with the Women, Gender and Development Directorate (WGDD), and other AUC departments including the Department of Political Affairs, with regard the intersection between APSA and AGA as it relate to gender and women's participation in recovery and post-conflict reconstruction efforts; the Department of Social Affairs and the Department of Economic Affairs.

At the continental level, the programme will improve planning, programming and coordination on gender peace and security through a consultative and participatory approach with CSOs, and other partners to further develop the programme' focus for its medium and long term intervention, as well as its complementary roles with the UN with regards to policy making and programming on gender, peace and security in Africa.

This partnership-oriented approach adopted by the GPSP will promote participation, capacity development, ownership and sustainability. Partnerships and collaboration will take place on concrete issues and activities whilst, at the same time, pursuing tangible results. The programme's strategy focus on delivering feasible activities and building the necessary capacities by allowing regional and sub-regional organisations to be involved in the actual delivery of those activities.¹¹

The programme will mobilize and collaborate with other partners including bilateral development partners and other development co-operation agencies, to support various programme activities. Already, other partners are supporting regional economic communities in the area of women, peace and security¹², however that support has been unequal provided through a piecemeal approach. The added value of the AUC Programme is in providing a systematic and holistic support in the framework of a strategy geared towards providing regional organisation and mechanisms with capacity enhancement, regional ownership and sustainability in engendering the peace and security agenda.

In the same vein, development partners continue to express the desire to rationalise their support to gender, peace and security and capacity building of African institutions. Such opportunity for rationalisation provided by the GPSP would concern both substance and level of intervention (continental and regional).

AUC/PSD will sign Cooperation Agreements with the implementing partners defining the scope of activities and the financial commitments in line with the Cooperation Framework of the Program. Such cooperation agreements will be in line with AUC rules of programme and project management and AU financial rules and regulations.

The Framework for African Union Commission (AUC) and AU Partners' Cooperation and Mutual Accountability (annex 1) sets out the overarching principles on policy dialogue and working modalities between the AUC and its partners will extend to this programme as well as the Memorandum of understanding between the African Union Commission and the Funding Partners on Support to the Implementation of the Pillar I Gender, Peace and Security Programme (annex2)

VII. EXPECTED RESULTS

The Programme will contribute to the following long-term outcomes:-

- Increased AU leadership at the strategic level in defining, coordinating the gender, peace and security agenda at the continental level ;
- Increased level of RECs/RMs effectiveness and leadership in coordinating and monitoring the gender agenda in the region;
- Increased dialogue on effective measures to prevent violence against civilians and ensure the protection of women and children from conflict related sexual violence;
- Increased number of women in formal peace processes and in AU led peace support operations;
- Greater interaction between regional CSOs and the AU on gender, peace and security including conflict prevention, peace building and post-conflict reconstruction;
- Increased number of African institutions with enhanced expertise on use of gender sensitive analyses and tools to mainstream gender in policies, programming and operations and capacity building programme on gender, peace and security.

VIII. MANAGEMENT AND IMPLEMENTATION ARRANGEMENTS

¹¹ Joint AU-RECs/RMs-CSO Formulation Workshop , 7-9 May 2014, KAIPTC, Accra, Ghana.

¹² Report of the Launching and Implementation Workshop with Partners, 2-4 June 2014. Addis Abeba, Ethiopia

A. PROGRAMME MANAGEMENT

As the Department tasked with implementing the Africa Peace and Security Architecture (APSA)¹³ and the decisions of the Peace and Security Council (PSC), as well as managing the AU's objectives in so far as promoting peace and responding to crisis situations is concerned, the Peace and Security Department represents the entry point for gender mainstreaming into the continental peace and security agenda. It therefore does not come as a surprise that the Strategic Plan 2014-2017 entrust the Department with the responsibility of mainstreaming gender in the peace and security agenda .

The programme will be managed by the Director Peace and Security under the overall responsibility of the Commissioner, Peace and Security. Programme implementation and coordination within PSD will be supported by a Programme Coordination Unit (PCU) headed by a Gender Advisor based in the Peace and Security Department. The Gender Advisor will be assisted by a Programme Officer, a Monitoring and Evaluation officer, a Communication Officer and a Programme Assistant . The Gender, Peace and Security Adviser will, in addition to managing the day to day implementation of the Gender, Peace and Security Programme, provide technical support and advisory service to the AUC/Peace and Security Department on issues of gender, peace and security.

Located within the office of the Director, the Programme Coordination Unit's (PCU) role will be to provide direction, coordination, monitoring and facilitate programme implementation. The PCU will (i) convene coordination meetings;(ii) act as the secretariat for the Gender Task Force; (iii) act as the Secretariat for the AU-RECs/RMs-CSO technical meetings;(iv) in collaboration with the Programme Management Team (PMT) the PCU will manage the monitoring and evaluation cycle; (v) ensure the provision of technical backstopping to the Gender Task force; (vi) provide conceptual and policy direction and operational guidance for implementing the Programme;(vii) the PCU will contribute to the generation and management of knowledge on issues of concern provided through the comparative analysis and the cross fertilization that the partnerships will afford;(viii) the PCU will establish a network through a web-based interactive platform to share such knowledge and experience with relevant institutions and other partners; (ix) prepares annual monitoring and evaluation reports.

Departmental Task Force. A Task force will be established within the Peace and Security Department to ensure in-house synergies and intra-departmental collaboration on gender, Peace and Security and will meet on a quarterly basis.

In that regard, Gender focal points will be designated within each Division and Units of the Peace and Security Department to provide technical support to their Division/Unit and ensure gender mainstreaming, monitoring and reporting of activities within each of the Division.

Other Departments within the Commission will be invited to join meetings of the Task Force on Gender Peace and Security to promote information sharing and develop joint action.

AU-RECs/RMs-CSOs Technical Working Group. Technical meetings between AU, RECs/RMs and CSO will take place twice a year. The first meeting shall be held in October 2014 to review the progress in establishing the GPSP and formulate and approve the programme detailed work plan for 2016. The AU-RECs/RMs-CSO Technical Working Group, will: (i) develop the annual workplan for the GPSP; (ii) review twice annually the progress towards the attainment of outputs/outcomes;

The second meeting will take place 6 months after the first meeting, to consider the progress report submitted by the PCU and address challenges in implementation and draw lessons learned.

¹³ The Protocol Relating to the Establishment of the Peace and Security Council (PSC) of the African Union adopted in Durban on 9 July 2002 embodies the African Peace and Security Architecture (APSA), with the PSC as its pillar and supported by various Structures/institutions, namely: the Panel of the Wise, the Continental Early Warning System (CEWS), the African Standby Force (ASF) and the Peace Fund. Relations with Regional Economic Communities (RECs) and Regional Mechanisms for Conflict Prevention, Management and Resolution (RMs) are also a key component of the overall peace and security architecture of the AU.

Steering Committee. In order to establish a stronger partnership and coordination, the AUC/PSD and partners will establish a GPSP-Steering Committee aiming at a strategic dialogue on priorities, policies and performances. The Steering Committee will in particular address issues pertaining to the implementation of the GPSP including but not limited to planning, budgeting, reporting, annual work plans, auditing, as well as review and evaluation. The PSD (Director, Gender Advisor, heads of Departmental Task Force and PCU) will participate on behalf of the AUC engaging other departments (e.g. AUC Gender Directorate, Special Envoy for GPS, DPA...) for the discussions whenever required. The Lead Partner (initially Austria) and two other partners will participate on behalf of the AUPG representing the consolidated views. The PSD, in collaboration with the Lead Partner, shall call these meetings on a bi-annual basis.

IX PROGRAMME EXECUTION.

WORKPLAN

The programme shall be implemented over a 5 year period from January 2015 to December 2020. The programme inception phase commenced in January 2014. The inception phase allowed for consultations leading to the establishment of the programme and of the necessary partnership and mechanisms for programme implementation including the recruitment of programme staff, and preparations of work plans and schedules.

Detailed Programme of activities will be developed on an annual basis in line with AUC annual work plan formulation and will be formulated in close partnership with initial stakeholders as part of bi-annual technical meetings.

Reporting will be prepared and shared with partners in line with the joint programme arrangement indicating the results being achieved in total.

Gender, peace and security programme activities are implemented under the direct responsibility of each concerned RECs/RMs, Department, Division and unit within the AUC. The AU Departments, PSD divisions/Units, RECs/RMs and CSOs shall be largely responsible for programme implementation.

Thematic PSD divisions and units remain responsible for initiating, formulating and implementing activities and policy coordination with RECs/RMs counterpart.

RECs/RMs as implementing partners, retain management and implementation responsibility for their respective activities within the annual work plan (AWP). They shall put in place adequate controls to ensure the accuracy and completeness of the programme accounts.

Specific activities, particularly those aimed at building capacities, shall be released to such organization for programming and delivery with the assistance of the Programme Coordination Unit (PCU). The Programme will encourage the use of and the collaboration with non-governmental bodies, and civil society organisations as implementing partners. As indicated earlier, the strategy is to institutionalize gender mainstreaming capacities in regional organizations and mechanisms as well as centers of excellence¹⁴ on the continent with a view to integrating those activities into the regular work programme of the participating organisations and institutions.

AU Departments, Divisions and Units as well as RECs/RMs and CSOs will (i) prepare annual report/work plan and budgets to feed into the integrated GPSP work plan ; (ii) contribute to monitoring progress of planned activities towards the attainment of the outputs using the means of verification in the result matrix where appropriate; (iii) participate in the deliberations of the task force or technical working group where applicable; (iv) prepare individual monitoring reports for further sharing in PCU and technical working group meetings.

Technical Assistance

In line with annual programme activities, technical assistance will be called upon and provided to the concerned RECs/RMs, PSD Divisions and Units to facilitate implementation of programme activities, whilst strengthening capacities and strategies in the area of gender, women, peace and security. The technical assistance will include experienced short-term consultants over the 5 year period. Further technical assistance will be provided through subcontracted firms/institutions.

X. MONITORING, EVALUATION AND LEARNING.

Guided by the AUC Result Framework, the GPSP will develop an integrated monitoring and evaluation plan, which will be part of the programme documents. A key aspect of the programme inception phase will be the commissioning of baseline studies in order to obtain data on the indicators to monitor progress. A stakeholder's consultation with implementation partners will be held to validate the findings of the study, agree on the indicators, the monitoring plan and share tools on monitoring and evaluation.

Programme Personnel including short-term consultants shall prepare progress and technical reports during the implementation of major activities. In addition, at the completion of each output, technical reports will be produced to provide useful lessons for future programme formulation.

PSD gender focal points will submit report of activities every six months to the CPU for consolidating. The report shall also contain suggestions on the type and level of management action required, if any, to ensure greater and timely results and improved overall performance.

The Programme Coordination Unit will prepare and submit to the PSD Director and contributing partners, activity implementation report every six months. These reports shall highlight progress and difficulties encountered in carrying out planned activities along with suggested strategies for dealing with pending constraints.

The established and existing network of expert evaluators on gender, peace and security and development and African centers of excellence will be tapped on as a resource in support of this program.

Financial reporting and auditing will also be in line with the agreement. A Mid-term Evaluation will take place in 2017. An end of Program Evaluation and Audit will be expected at the end of the 5 years to review programme achievements and assess the way forward.

XI. ASSUMPTIONS AND RISKS

The GPSP has been developed on the main assumption that the funding support for the implementation of the Programme comes through. The AUC'S commitment to gender and women participation is also assumed to result in increased commitment and resources from AU Member States and Partners to support the AU gender, peace and security agenda and women empowerment in conflict and in post-conflict settings. On the other hand all partners will agree to the fact that in view of the very high risk of the deterioration of political situations in some countries on the continent activities under the programme might registered some delay or be hindered.

XII. FINANCIAL MANAGEMENT AND BUDGET

Programme budget will be prepared annually in line with AU programme and budget procedure. Resource mobilization will be actively pursued under the programme in order to ensure funding of activities identified by PSD Divisions and Units.

Predictability of funding will ensure the smooth implementation of activities. The programme of resource mobilization and forging partnerships which began during the programme formulation phase will be pursued. During that phase consultations were held with development partners particularly the Austrian Development Cooperation, the United Kingdom, the EU, Japan, Spain and Sweden. The PCU will pursue Resource mobilization efforts to sustain the work of the AUC and the regional partners RECs/RMs and CSOs on gender, peace and security.

FINANCIAL MANAGEMENT AND ACCOUNTING OF PROGRAMME RESOURCES

The overall responsibility of financial management of the Programme lies with PSD finance which is responsible for consolidating and verifying financial reports submitted by the RECs/RMs at specific intervals. PSD finance also ensure that the financial reporting is effectively in line with the Cooperation Agreement with partners and is responsible for possible recovery orders to the implementing partner.

Programme budget will be prepared annually in line with AU programme and budget procedure. The Annual GPSP work plan will constitute the framework for all activities financed under the Programme. The AWP will provide the details of the activities, indicators, activity schedule and detailed budget.

Financial disbursement will be premised on the agreed, work plan and budgets, monitoring tools, including quality reporting on both narrative and finance including annual external audit reports.

The Finance Division of the Peace and Security Department (PSDF) shall conduct its supervisory and coordinating role regarding the overall financial management.

In that regard, PSDF shall carry out assessments of the financial transactions and financial statements of Implementing Partners.

PSDF shall advise Implementing Partners on how to improve procedures and report to the Programme Steering Committee in case major problems arise regarding the financial management and accounting system of Implementing Partners.

PSDF shall carry out mission visits to each Implementing Partner as follows:

- 1st quarter of each financial year in order to carry out minimum financial verification procedures in readiness of the financial year audit.
- An additional visit is also foreseen, exact timing shall be agreed upon between the Organisation and the respective Implementing Partner.

Budget Monitoring Templates shall be provided to the Implementing Partners.

PSDF shall prepare consolidated financial statements for submission to the Contracting Authority every two months.

Role of the Implementing Partners

Implementing Partners have the responsibility to administer the financial resources in accordance with sound financial management and accounting procedures, by complying with the following:

- Maintenance of a double entry accounting and management systems for financial resources coming from the Commission with regard to the GPSP.
- Maintenance of a separate bank account for the Gender, Peace and Security Programme and this shall be denominated in American Dollars.
- Continuous monitoring of expenditure so that any budget over-runs are closely monitored and corrected.

- Reporting clearly any interest and other income accrued on the GPSP funds.

Implementing Partners shall provide a monthly Budget Monitoring Report. The minimum expected is as follows:

- Completed report on the basis of template provided by PSDF
- Trial balance
- Transaction listings/journal listing
- Balance sheet
- Bank reconciliation statement for each account held

On a monthly basis (15th of the month) Implementing Partners shall send electronically an updated monthly Budget Monitoring Report to PSDF with copy to the CPU and PMT and submit copies (not later than 20th of the month) of all supporting documents for expenditures of the previous month for verification by PSDF together with the monthly financial report (approved by a relevant representative of the Implementing Partner), preferably, these accounts should have gone through the internal audit system.

Financial accounting documents concerning the activities financed by the GPSP funds have to be kept by the PSBF and each Implementing Partner until at least five years after the end of the programme.

DISBURSEMENT OF FUNDS

Each Implementing Partner shall be required to provide account details into which GPSP funds shall be remitted.

Implementing Partner must communicate the account details officially to the PSDF before disbursement. The account should be denominated in USD and shall be used solely for transactions relating to the programme.

Upon receipt of funds, the PSDF shall transfer the funds in tranches to the Implementing Partners according to the individual work plans for the Implementing Partners for each AWP as follows:

- 50% of the forecast budget within 10 working days of receipt of funds in the GPS Programme Budget.
- Further instalments shall be made on a basis of transfer requests from Implementing Partner provided that at least 70% of the immediately preceding payment (and 100% of previous payments if any) has been incurred, supported by a budget monitoring report and supporting documents (ideally, this should be done along with the monthly financial report).

ACCOUNTABILITY

Implementing Partners shall be held accountable for the funds directly attributable to them for the implementation of their part of the GPSP.

The following costs shall not be considered eligible: (i) debts and provisions for possible future losses or debts; (ii) interest owed by the Implementing Party to any third party; (iii) items already financed from other sources; (iv) purchases of land and buildings; and (v) currency exchange losses.

Incurred expenses paid from the GPS Programme account but which are not eligible and deviate from the provisions stated above or the use of Funds for any other purpose other than that which was agreed as part of the GPSP work plan, shall clearly be highlighted and explained to the Implementing Party and thereafter shall be subject

to recovery. In order to effect recovery the PSBF shall issue a claim for repayment by the Implementing Party of that portion of ineligible expenditure to enable the Commission to refund the amount to the contributing partners.

Where a claim is not settled fully within 30 days, the amount shall be recovered from subsequent payments to the respective Implementing Partner.

PSDF shall issue an official note to the Implementing Partner with regard to the above action before disbursement of funds to the Implementing Partner bank account.

Failing to settle the amount in full may lead to the respective Implementing Partner being excluded from participating in further accessing GPSP funds, until such a time that the accounts are settled.

REALLOCATION OF BUDGET HEADINGS

Where an Implementing Partner requires reallocation of funds between budget headings they shall inform PSDF in writing and receive prior authorisation before the reallocation can be effected.

The Implementing Partners can make reallocation within the budget headings without prior notice to PSDF and may also reallocate funds between budget lines (Activities) provided that the project purpose does not change. However, this should be communicated through the reports provided.

The PSDF shall report any reallocations in the provided financial and technical reports.

AUDITS

In accordance with the General Conditions of the AUC and Partners Framework Agreement, financial statements and transactions shall be subject to both internal and external audits.

Internal audits

The Parties shall apply their own respective internal control procedures on transactions related to the GPSP.

PSDF shall collaborate with the Implementing Partners internal auditors and finance section/department in order to ensure that the implementation of GPSP actions comply with the provisions of the Framework Agreement and the implementation plan.

In exercising the above responsibilities, PSDF and the respective Implementing Partner shall carry out the following functions jointly:

- Recommend appropriate procedures to strengthen internal controls and alleviate financial management risks;
- Conduct periodic reviews of the status of implementation of recommendations contained in the aide memoires of both internal and external auditors to ensure that appropriate action has been taken by management;
- Prepare quarterly reports on the management and performance of the project.

The auditors/accountants responsible for the GPSP shall draw up a timetable of review/visits with regard to the assignment outlined above and shall share the timetable with all the concerned parties.

External audits

External auditors shall be appointed to audit the accounts of activities undertaken by the Commission and its Implementing Partners under the Framework Agreement annually. These shall be on the basis of the AWP.

PSDF in liaison with the CPU and PMT shall coordinate external audits of the programme. In this regard, PSDF shall work closely with the Lead Partner in the preparation of the audit TORs and selection of an audit team. PSDF shall also participate in the briefing meeting with the auditors along with the Lead Partner.

The Implementing Partners shall be notified on the progress of the audit engagement.

PSDF in collaboration with the AU internal auditors shall carry out mission visits to individual Implementing Partner in the 1st quarter of each financial year in order to carry out minimum financial verification procedures in readiness for the financial year audit.

The external audit shall commence at the beginning of the 2nd quarter of the following financial year.

Where appropriate, the external auditors shall visit the Implementing Partners during their audit mission.

As part of the TORs, the auditors shall be required to produce an audit mission plan and details of documentation required before commencement of the audit which shall be circulated to all the parties concerned and a copy to the Lead Partner.

The Implementing Partners shall avail to the auditors all relevant documentation for the completion of the audit.

A representative from each Party (i.e. the Contributing Partners, the AUC and Implementing Partners) shall be called upon to participate in the closing meeting with the auditors at the end of the audit mission and draft audit reports to be discussed, agreed and signed by all parties.

The audit shall be completed at least by the end of June of the following financial year.

A draft and final audit reports shall be submitted to the Contributing Partners, AUC and the Implementing Partners concurrently and shall be presented to the subsequent meeting of the Steering Committee.

FINANCIAL REPORTING

Each Implementing Partner is to provide the following reports to the PSDF:

- Monthly Budget Monitoring Report/accounts – that shall indicate, as minimum requirement, the expenditure level by component and budget line
- Quarterly Narrative and Financial reports– used as a basis to assess the implementation of the Annual Work Plan, both from the technical and budgetary perspective.
- Annual Narrative and Financial technical reports - in the form of a monitoring matrix, covering objectives, achievements, constraints and challenges, lessons learnt, propose a way forward or focus for the following period and expected outputs and activities for the following period so as to provide a basis to undertake a work-programme review whenever necessary.

A draft Annual Narrative and Financial technical report shall be provided in the fourth quarter before the end of the financial year and shall be presented to the steering committee.

The draft Annual Narrative and Financial report shall inform the preparation of the subsequent AWP.

A provisional Annual Narrative and Financial report shall be finalised by the 15 January of the following year for submission to the Contributing Partners

The Annual Financial Report shall be prepared with the inputs of the external auditors of the programme and shall be finalised by the end of June each year.

Report templates shall be provided by PSDF to the Implementing Partners.

Narrative and financial reporting has to be closely related, i.e. narrative reporting has to be in line and reflecting financial reporting, especially when it comes to variations in financial expenditures and/or actual achievements.

The officially appointed Implementing Partner Programme Manager is responsible for the in-time delivery of the Implementing Partner reports to the Organisation, supported by the Implementing Partner Finance Manager who is responsible for the provision of accurate and updated Budget Monitoring Reports.

The PSDF has the right to ask Implementing Partners for additional reports for special purposes if further clarification is deemed necessary.

Annual Financial and Narrative technical reports shall be submitted to the Organisation's CPU and PMT electronically with a copy to PSDF.

Annex 1. Logical Framework Matrix

LEVEL & STATEMENT	INDICATORS ¹⁵	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS
GOAL: <i>Mainstreaming gender into the African Peace and Security Architecture and improving the quality and effectiveness of mechanisms and institutions in charge of preventing violence including sexual and Gender-based violence and addressing issues of protection of civilians in conflict and post-conflict situations.</i>			
Outcome 1. Enhancing the Capacities of African Institutions Working in the Areas of Peace and Security and Human Rights Mainstream Gender into the Continental Peace and Security Agenda			
Output 1.1 The capacity of AUC staff to mainstream gender and a human rights-based approach into their work is strengthened	1)%of staff aware of AU policies;2) number of meetings, briefings which include gender;3)% of staff aware of tools and guidelines;4)%of staff using tools for gender mainstreaming;5)% of male and female staff participating in gender mainstreaming training	Staff survey; units reporting	Budget constraints to institutionalize and sustain capacity building; Low priority given to mainstreaming gender
Output 1.2 The Capacity of partners institutions to implement the Gender, Peace and Security Programme is enhanced	1)% of RECs/RMs. Centers of excellence, governments institutions in charge of planning and of national security, human rights bodies, have institutionalized gender analysis in policy formulation process; 2) % of institutions that have institutionalised gender responsive budget; 3) % of institutions that regularly publish gender, peace and security related indicators and situation analysis; 4) % of institutions that have finalised and published revised and engendered policies and programmes	Policy documents; programme evaluations; reports monitoring mission, Workshop assessment	Budget constraints to institutionalize and sustain capacity building ; Low priority given to mainstreaming gender
Outcome 2: Strengthening Advocay and Partnership and promoting research and Dialogue on Gender, Peace and Security			
Output 2.1 The network of actors working in the area of gender, peace, security and	1)Number of consultations between AU-RECs/RMs- CSOs, think tanks, centers of excellence, International, multi-lateral	Reports; policies documents; programmes.	Low priority given to work jointly in the framework of the GPSP

¹⁵ Indicators to be measured annually unless otherwise specified, for programme interventions lasting more than 12 months.

LEVEL & STATEMENT	INDICATORS ¹⁵	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS
development is strengthened	and bi-lateral partners on gender, peace and security issues; 2) % of policies and programme engendered through dialogue with RECs/RMs, AU Member States, UN, multi-lateral and bi-lateral partners and gender practitioners, centers of excellence; and academics; 3) at the internal AU level, establishment of an inter-departmental task force on Gender, Peace and Security; 4) establishment of a Gender, Peace and Security working group with interested stakeholders (Member States, UN; multi-lateral and bi-lateral partners); 5) joint reporting against international instruments on gender, peace and security .6) % of NAP /national gender strategies formulated and implemented at the continental through support from the AU; 7) % of Regional Action plan or regional strategies formulated for the implementation of global and continental frameworks on gender, peace and security		
Output 2.2 A body of knowledge on gender, peace and security and development is generated and disseminated.	1)Number of guidelines and check lists on mainstreaming gender in peace and security; 2) Number of guidelines and checklists on gender responsive monitoring and evaluation tools and methods in the field of peace and security; 3) Number of reporting guidelines developed for gender responsive sector reporting 4) number of reports, studies and analysis published and disseminated	Reports; monitoring missions; guidelines and checklists; publications;	Budget is available to commission research and disseminate

LEVEL & STATEMENT	INDICATORS	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS
Outcome 3: Strengthening Women's roles in peace and security in Africa			
Output 3.1 Women's role in conflict prevention, peace building and post-conflict reconstruction in Africa is enhanced	(1) Representation of women among mediators, negotiators and technical experts in formal peace negotiations;(2) Number of women trained in conflict prevention, peace building at local level; number of women in national and local peace infrastructures (3)Women's political participation in parliaments and ministerial positions; (4) Number and percentage share of women in executive positions of relevant regional and sub-regional organizations involved in peace and security; (5) share of women and youth in post-conflict reconstruction and development initiative initiated by the AU, RECs/RM	Reports; monitoring missions	Lack of awareness and acceptance among key players of women's role in conflict prevention, peace building and post-conflict reconstruction and development ; Lack of incentive and/or political will at national, regional level to turn policy commitments into concrete programmes, actions and budgets
Output 3.2 Women role in the maintenance of Peace & security is strengthened	(1)% of women in senior military position; (2) no. of women SRCC; (3) no. of field missions with senior gender experts. (4) % women in Peace Support Operations	Reports; monitoring missions	Lack of awareness and acceptance among key players; Lack of incentive and/or political will at national, regional level to turn policy commitments into concrete programmes, actions and budgets for capacity building; sufficient cooperation from troop and police contributing countries in facilitating women's participation and leadership in peace support operation

LEVEL & STATEMENT	INDICATORS	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS
LEVEL & STATEMENT	INDICATORS	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS
Outcome 4: Preventing and Responding to Women, men, children vulnerabilities in time of conflict and post-conflict situations and ending impunity			
Output 4.1 The capacity of mechanisms in charge of maintaining peace and security, to ensure civilian protection and prevent and respond to sexual violence in crisis settings is strengthened	1) Extent to which measures to protect women's and girls' human rights are included in directives issued by heads of military components and heads of police components of peace support operations; 2) Percentage of reported cases of sexual exploitation and abuse allegedly perpetrated by uniformed and civilian peacekeepers and/or humanitarian workers that are acted upon out of the total number of referred cases; 3) Extent to which violations of women's and girls' human rights are reported, referred and investigated by AU disciplinary and human rights bodies; 4) Number of immediate protective measures taken to assist victims of sexual violence in crisis and conflict settings. 5) No. of measures taken to support national stakeholders efforts to prevent violence in post-conflict context.	PSC Mission Reports; Terms of reference of missions; Reports from field missions; interviews; assessment missions; assessment of capacity building/training programmes; no. of scenario based training developed to address effective protection of civilian and preventing of sexual violence in crisis settings; report of special rapporteurs on rights of women; reports of committees of enquiry;	The complexity of the conflict in some countries/regions; The lack of policies, strategies ; Adequate budgets to convene consultations to develop strategies for effective civilian protection/effective prevention; adequate funding for Increased protection;
Output 4.2 Policies and programmes to respond to the situation of victims in conflict, post-conflict settings are formulated and ensure victim community reintegration and address post-conflict justice	1)Extent to which AU reports to PSC include information on violations of women's and girl's human rights ; 2)Number and type of actions taken by the Peace and Security Council related to resolution 1325 (2000) and Maputo protocol; 3) Extent to which Peace and	PSC Mission Reports; Terms of reference of missions; Reports from field missions; interviews; assessment missions; report of special rapporteurs on rights of women; reports of	The lack of policies, strategies ; Weak legislative systems where by law is not enforced leading to low or zero enforcement of laws protecting human and women's rights Reluctance to strengthen formal justice systems due to resources requirements;

LEVEL & STATEMENT	INDICATORS	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS
	<p>Security Council missions address specific issues affecting women and girls based on missions reports; 4) Percentage of peace agreements with specific provisions to improve the status and security of women and girls; 5) Patterns of sexual violence in conflict and post –conflict situations; 6) Extent to which mediation and peace agreement address psycho-social care and response package for civilian population; 7) Percentage of benefits from temporary employment in the context of early economic recovery and post-conflict reconstruction programmes received by women and girls; 8) Percentage of benefits from disarmament, demobilization and reintegration programmes received by men, women girls and boys; 9) Extent to which truth and reconciliation commissions include provisions to address the rights and participation of women and girls; (10) extent to which Truth and Reconciliation Commissions address issues of victims reintegration; 11) Extent to which strategic planning frameworks in post-conflict conflict countries incorporate gender analysis, targets, indicators and budgets; 12) Proportion of the allocated and disbursed funding to civil society organizations, including women’s groups, that is spent on gender issues in conflict prone countries; 13) Actual allocated and disbursed funding in support of programmes that address gender sensitive relief, recovery, peace</p>	committees of enquiry	<p>Political reluctance to set parameters for implementation and protection of human and women’s rights in informal and formal systems; Weak legislative systems where by law is not enforced leading to low or zero enforcement of laws protecting human and women’s rights Reluctance to strengthen formal justice systems due to resources requirements Political reluctance to set parameters for implementation and protection of human and women’s rights in informal and formal systems</p>

LEVEL & STATEMENT	INDICATORS	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS
	and security programmes in conflict-affected countries.		

