



National Action Plan

UNOFFICIAL TRANSLATION

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Action Plan to implement UN Security Council Resolution No. 1325 “Women, Peace and Security”

“From Acceptance to Inclusion”







01. Introduction

Through RM No. 088-2021-DE, dated February 22, 2021, the Sectoral Working Group was formed in charge of proposing the Action Plan to implement the United Nations Security Council Resolution No. 1325 "Women, Peace and Security", hereinafter "GT Mindef PA 1325-1".

Background of Resolution 1325

On October 31, 2000, the United Nations Security Council unanimously approved Resolution 1325 "Women, Peace and Security". The resolution constitutes a recognition by the international community of the fact that in armed conflicts women suffer differentiated and more harmful consequences than the rest of the population, due to their gender condition. Likewise, it highlights the need to reconcile efforts both to address the special situation of women and girls in armed conflicts and to promote their greater participation in Peace Operations and highlight their contribution to the maintenance and promotion of peace and international security.

Resolution 1325 was the result of a political process that took place within the general framework of international institutions and international humanitarian law and included, among others, the following elements:

- Charter of the United Nations 1945.
- The International Bill of Human Rights 1948.
- The Geneva Conventions of 1949, relating to the due protection of civilians in times of war (Convention IV).
- The Additional Protocols to the 1949 Geneva Conventions.
- The 1951 Refugee Status Convention.
- The 1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its 1999 protocol.
- The Convention on the rights of the child of the years 1989 and 2000.
- The 1993 Vienna Human Rights Conference.
- The Rome Statute of 1998.
- Other instruments of International Humanitarian Law.

This framework has fostered the incorporation of the gender approach in conflict prevention and peacebuilding processes and promotes greater representation and participation of women at all levels of decision-making in national institutions and mechanisms, regional and international.

In this context, the Plan of Action prepared seeks to expand the presence of women in the Armed Forces, including the United Nations Peace Operations. Also, ensure that specialized training is provided to all personnel involved in these operations in the area of human rights protection.



Formation of the GT-Mindef PA 1325-1

From March 5 to 30, the entities that make up the GT-Mindef PA 1325-1 communicated the appointment of their respective representatives, namely:

MINDEF

- Mr. Manuel Mesones Castelo, Deputy Minister for Defense Policies and Chairman of the Working Group
- SDR Minister Augusto Cabrera Rebaza, General Director of Relations International and Technical Secretary of the Working Group
- Colonel FAP Daniel Cabrera Márquez, Director of Multilateral Affairs and International Cooperation and Deputy Technical Secretary of the Working Group
- Ms. Mariana López Morales, General Directorate of Planning and Budget
- Colonel EP Hernán Jorge Silva Arselles, General Directorate of Education and Doctrine
- Major FAP Germán Abraham García Marcial - General Directorate of Policy and Strategy
- Mr. Miguel Peña Castro, Analyst-Translator of the General Directorate of International relations



CCFFAA

- Major General Luis Fernando Bouroncle Luna
- Mr. Edson Evaristo Alvarado



ARMY

- Crl EP Sandor Galvez Chavera
- Major EP Mary Elvira Aguilar Llosa



NAVY

- Ship Captain Bertha Reaño Vidal



AIR FORCE

- Commander Maria del Rosario Pajares Yllescas

Deadline for order delivery

In accordance with Article No. 3 of the aforementioned Ministerial Resolution, the term established for the delivery of the work is 60 business days from its installation, which expires on June 1.



02.

Organization of work

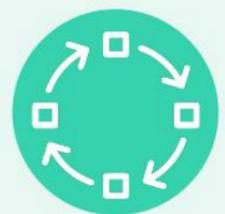
In accordance with article No. 2 of the aforementioned Ministerial Resolution, the GT-Mindef PA 1325-1 held its installation meeting on March 5, 2021. In the aforementioned meeting, the work schedule and the distribution of responsibilities were approved as detailed in the annex (Annex No. 2).

According to the established schedule, 4 meetings of the GT-Mindef PA 1325-1 were held, on March 5, April 9, May 17 and May 24.

In accordance with the approved schedule, GT-Mindef PA 1325-1 received the opinions and inputs of DIGEPE, DIGEDOC, DGPP, EP, MGP and FAP.

In its second session, the GT-Mindef PA 1325-1 decided to set up a Technical Drafting Group, in charge of preparing the pre-draft of the Action Plan to be submitted to the Group.

In compliance with the aforementioned schedule, and within the framework of 088-2021-DE, the GT-Mindef PA 1325-1 approved the draft Action Plan at its closing meeting on May 24, for the due consideration of Mrs. Minister.



03. Methodology



04. international advice

To fulfill the commission entrusted, the group based its work on the following elements:

- Results of the Committee for Gender Equality.
- Resolution 1325 and other Res CS United Nations
- Gender Toolkit of the Geneva Center for the Governance of the Sector of Security (DCAF), the Office for Democratic Institutions and Rights of the Organization for Security and Cooperation in Europe (OSCE-ODIHR) and UN Women
- Similar action plans and other good practices implemented by other countries (Mexico, Argentina, Ecuador and Chile)
- MINDEF Peru document called "Women in the Armed Forces and Missions of peace"

The Technical Drafting Group presented to the GT-Mindef PA 1325-1 the pre-project of work, in its third session, on May 17. The pre-project was examined by the Working Group and received the contributions, observations and comments of its members, being approved in its fourth and last session, on May 24, 2021.

In preparing the draft Action Plan, the advice of the following international actors was sought and obtained:

- UN Women (Office for Latin America and the Caribbean)
- DCAF (Latin America and the Caribbean Unit)
- Government of Canada (Defense Attaché Office)
- Government of Mexico (Mission to the UN)

These instances not only shared their experiences and practices, but also gave general guidance on the process and expressed a favorable opinion on the organization and methodology of GT-Mindef PA 1325-1, as well as on the general conception of the Action Plan project.

Meetings were held by telephone, videoconferences, etc.



05.

Nature of the Action plan, focus and purpose

This Sectoral Action Plan "**From Acceptance to Inclusion**" is the result of a commitment to promote the role of women in the fields of security and defense. It is an instrument that allows all concerned instances to coordinate priority actions that comply with the Security Council's "Women, Peace and Security" agenda. In the same way, it constitutes a fundamental tool to reinforce the coherent implementation of regulations and existing and future mechanisms dedicated to women in the Sector.

The Action Plan is developed within the purpose of guaranteeing that the needs of women in Defense are considered in both regulatory, standards and even logistical aspects, among others.

The Action Plan "**From Acceptance to Inclusion**" also includes the need to review regulatory frameworks, strengthen women's leadership for the construction of peace and security, as well as promote the transformation of behaviors and sociocultural norms to promote the full inclusion of women in the Armed Forces.

In this way, after the first stage, in which the Armed Forces made the first adjustments that allowed the acceptance of women, it is necessary to promote a second stage that represents their full inclusion in them.



06.

Objectives

In this context, the Sectoral Action Plan "**From Acceptance to Inclusion**" has the following objectives.

- Promote the empowerment and participation of women in the Armed Forces, motivating a transition from acceptance to inclusion.
- Strengthen military training on gender equality in Peace Operations and other aspects related to Resolution 1325, in addition to promoting knowledge and dissemination of it.
- Incorporate the principle of equal treatment and opportunities between women and men in planning and specialized training.
- Promote the participation of women in peacekeeping missions both in the positions of observers, general staff and contingent.
- Raise awareness of the importance of the present and historical contribution of women in national defense
- Identify the needs to carry out a diagnosis of barriers and regulatory and logistical aspects that allow a more adequate incorporation of women in the defense sector (clothing, footwear and infrastructure, among others).

All these objectives are based on the idea that when implementing processes related to the inclusion of women in the Armed Forces, the gender approach cannot be ignored, nor the specific situations and needs of women.

Within this framework and in line with the practice followed by other countries, the Action Plan has been structured around the following areas:



07.

Areas of the Action Plan

7.1 Prevention

This area consists of incorporating the gender perspective in all activities and strategies for conflict prevention and maintenance and promotion of peace; in creating effective gender-sensitive early warning mechanisms and institutions, and in strengthening measures to prevent gender-based violence against women and girls, in particular, various forms of sexual violence .

Objectives	Actions	Indicators
1. Incorporate the gender perspective in the entities responsible for managing the maintenance of peace and security in the Defense Sector.	1.1 Enhance the capacities of the personnel in charge of gender aspects in Peace Operations and the empowerment of women	<ul style="list-style-type: none"> Number of people trained on gender and women's empowerment
	1.2 Incorporate in the curricular structure of the courses related to Peacekeeping Operations, the themes of the gender perspective, the empowerment of women and the role they play in the prevention of conflicts and peace processes.	<ul style="list-style-type: none"> Increase in teaching hours of the subjects that contain and/or relate to what is described in the action.
	1.3 Implement positions and/or positions in Military Contingents whose function is the gender perspective in Peace Operations.	<ul style="list-style-type: none"> Selection, training and designation of personnel in charge of the gender perspective as part of each Contingent.
2. Implement mechanisms for the dissemination and awareness of military and civilian personnel of the role of women in conflict prevention and peace processes and the gender perspective in Peace Operations.	2.1 Establish a program for the dissemination in all entities of the Sector on women's participation in Peacekeeping Operations.	<ul style="list-style-type: none"> Number of personnel receiving the conferences in the various military zones and regions.
	2.2 Encourage the preparation of articles and academic events with the theme of Women, Peace and Security.	<ul style="list-style-type: none"> Number of articles or events developed.
	2.3 Conduct seminars, workshops or conferences on the experience of the participation of female military personnel in Peacekeeping Operations.	<ul style="list-style-type: none"> Number of events of according to the type of mission and positions developed in the Peacekeeping Operation.
3. Compile lessons learned and statistical data related to events or actions that affect the gender perspective in peacebuilding and security processes through the personnel deployed in the Peacekeeping Missions.	3.1 Establish mechanisms and procedures for the collection of information.	<ul style="list-style-type: none"> Preparation of Directives with the necessary provisions for its execution.
	3.2 Incorporate a process for receiving the information, carrying out the corresponding analysis and sending it to the entities with responsibility for action.	<ul style="list-style-type: none"> Number of reports prepared and routing to the responsible entities.



7.2. Participation

This area consists of promoting and supporting the active and meaningful participation of women in all peace processes and their representation at all levels of decision-making related to the prevention, management and resolution of conflicts. It also contemplates the strengthening of alliances and contacts with national and international groups and organizations that defend women's rights.

Objectives	Actions	Indicators
1. Promote the participation of women at decision-making levels in conflict resolution and peace processes in accordance with the guidelines of Resolution 1325.	1.1 Promote the presence and participation of women in Peace Operations courses aimed at the deployment of personnel such as Mission Experts, members of the General Staff and Military Contingents.	<ul style="list-style-type: none"> Number of female participants in the courses developed in CECOPAZ.
	1.2 Deploy female personnel in Peace Operations under the framework of the Strategy established by the United Nations to increase female participation in Peace Operations.	<ul style="list-style-type: none"> Percentage of female participation according to the UN Strategy 2018-2028.
	1.3 Implement ways to increase female participation in Peacekeeping Operations individually or collectively.	<ul style="list-style-type: none"> New modalities of participation; such as decision-making positions, assistants to the General Staff or Women's Liaison Teams at the national level or through bilateral agreements.

7.3 Protection

This area consists of strengthening and expanding measures to guarantee the security, physical and mental integrity, sexual and reproductive health, well-being, economic autonomy and dignity of women and girls; in respecting and guaranteeing the full exercise of the human rights of women and girls, incorporating the gender perspective in the institutions that play a role in peace, conflict and post-conflict operations.

Objectives	Actions	Indicators
1. Incorporate and implement mechanisms to guarantee the protection of the human rights of women and girls in the entities in charge of managing Peace Operations.	1.1 Raise awareness among personnel participating in Peacekeeping Operations about the importance and responsibility of protecting women and girls against gender-based violence in the Peacekeeping Missions scenario.	<ul style="list-style-type: none"> Quantity of outreach and training programs
	1.2 Establishment of procedures and protocols for the personnel deployed in a Peacekeeping Operation that have as their objective the protection of the human rights of women and girls.	<ul style="list-style-type: none"> Regulations for the various aspects covered by the protection of women and girls in Security Operations. <small>Peace</small>
	1.3 Strengthen the mechanisms related to the protection of women and girls; as well as against sexual abuse and exploitation.	<ul style="list-style-type: none"> Number of legal provisions implemented based on the corresponding regulations.
2. Establish conditions that allow promoting the United Nations policy regarding zero tolerance for sexual exploitation and abuse in Peace Operations.	2.1 Set a program dissemination of international regulations related to the protection of the human rights of women and girls and against sexual abuse and exploitation.	<ul style="list-style-type: none"> Number of workshops and seminars held.
	2.2 Establish coordination with national and international institutions with responsibility for the legal and doctrinal aspects for the elaboration of doctrine.	<ul style="list-style-type: none"> Number of coordinations carried out or their results.
	2.3 Develop instruments for the Dissemination in physical or digital form of the legal aspects on the protection of the human rights of women and girls of application of the personnel deployed in a Peacekeeping Operation.	<ul style="list-style-type: none"> Quantity of information published, events developed and material produced.



7.4. Relief and Recovery

This area consists of promoting women's equal access to both transitional justice and aid distribution mechanisms and services, in particular those related to the specific needs of women and girls in all relief efforts, recovery and relief.

Objectives	Actions	Indicators
1. Establish cooperation mechanisms with other actors and/or countries to share and disseminate the experiences and lessons learned regarding the protection of the human rights of women and girls in Peace Operations for subsequent application on the ground.	1.1 Establish agreements to implement compliance with the provisions of the United Nations for the protection of the human rights of women and girls in Peace Operations.	<ul style="list-style-type: none"> • Number of cooperation mechanisms established.
	1.2 Disseminate in the national, regional and international scenario, the experience and lessons learned on the protection of the human rights of women and girls in Peace Operations.	<ul style="list-style-type: none"> • Amount of information prepared and disseminated.
2. Promote that, in the countries where Peace Operations are carried out, women and girls have access to information regarding their human rights and about the help they can receive from Peace Operations.	2.1 Support the initiatives of the United Nations in the framework of compliance with Resolution 1325.	<ul style="list-style-type: none"> • Number of actions carried out by personnel deployed in the Peacekeeping Mission in support of UN initiatives.
	2.2 Incorporate personnel who fulfill the function of disseminating information on the ground, as part of the structure of the Contingents deployed in Peacekeeping Operations.	<ul style="list-style-type: none"> • Implemented structure and designated personnel in the function.



08. Coordination and Monitoring

The first level of coordination and monitoring of the Action Plan "From Acceptance to Inclusion" is limited to a level of intrasectoral coordination. In this sense, it is proposed that these tasks be carried out by the Committee for Gender Equality of the MINDEF, which integrates the most relevant institutions to be able to implement and monitor the purposes, objectives and activities of the Plan.

Thus, the Committee should have the following powers:

- Carry out the general planning of the activities committed to comply with this Action Plan.
- Require the necessary information to monitor compliance with this Plan.
- Prepare periodic reports that account for its development and compliance.
- Monitor the progress of institutional commitments.
- Review and update the indicators of this Action Plan every six months.

Recommendation: This Action Plan is limited to the scope of the Defense Sector. However, since the gender policy is a transversal element to other intersectoral public policies, it is considered opportune to recommend that coordination be carried out with the Presidency of the Council of Ministers to integrate other sectors in the design, implementation and monitoring of the purposes of the Resolution 1325 and other relevant multilateral instruments in the elaboration of policies whose application transcends other sectors of the State.

In this effort, the Ministry of Foreign Affairs, the Ministry of Women and Vulnerable Populations, the Ministry of the Interior and the Ministry of Justice, among others, should be integrated in the first order.





LIST OF ATTACHMENTS



09. Financing

Each institution included in the implementation of this Plan must include in its annual budget, an item destined to the financing of the activities that correspond to them.

1. ACT OF INSTALLATION AND ORGANIZATION OF WORKS.

(see full document here)

https://docs.google.com/document/d/1PhhK3LxyaGhN_nW_ev8dk4JwCrhjdHhiS8kv7VPaMA/edit?ts=607dbf79

2. MINUTES OF THE SECOND MEETING.

(see full document here)

<https://docs.google.com/document/d/10a4Bs8cH3LFnxJGSPwjemfywWcs4FrxsNGTwHivzo/edit?ts=607dbfb6>

3. MINUTES OF THE THIRD MEETING.

(see document here)

<https://drive.google.com/file/d/1fHecvliu2XhzmPEGEo67O0Obj-26Utsj/view>

4. MINUTES OF THE FOURTH MEETING.

(see document here)

https://docs.google.com/document/d/11USU-RNJxipSutthgZtU6CDe_YD8U_wpUWy2VP1QLyM/edit

5. Charter of the United Nations (1945).

(see full document here)

<https://www.un.org/es/about-us/un-charter>

6. Universal Declaration of Human Rights (1948).

(see full document here)

<https://www.un.org/es/about-us/universal-declaration-of-human-rights>

7. Geneva Conventions of August 12, 1949, its Additional Protocol I of 1977, and its Additional Protocol III of 2005.

(see full document here)

<https://www.icrc.org/en/document/the-geneva-conventions-of-1949-and-their-additional-protocols>

8. Convention on the elimination of all forms of discrimination against women (1979).

(see the full document here)

<https://www.ohchr.org/sp/professionalinterest/pages/cedaw.aspx>

9. Inter-American Convention to prevent, punish and eradicate violence against woman "Convention of Belém do Pará" (1994).

(see the full document here)

<https://www.oas.org/juridico/spanish/tratados/a-61.html>

10. United Nations Security Council Resolutions on Women, Peace and Security

(see the complete document here)

<https://www.acnur.org/fileadmin/Documentos/BDL/2006/1759.pdf>



PERÚ

Ministerio de Defensa



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