

Activity I – Introducing Disarmament, Demobilization, and Reintegration (DDR) (Suggested Minimum Time (SMT): 30 minutes)

- Divide participants into pairs to discuss their personal experiences with DDR.
- Pose the following questions: How have disarmament and demobilization personally affected you? How has your community reintegrated former combatants?
- Facilitate an entire group debriefing.

Activity II – Providing a Framework: Exploring the Components of DDR (SMT: 60 minutes)

- Conduct a PowerPoint presentation on DDR.
- Provide examples of DDR processes from other conflict areas, including examples of women's contributions.
- Facilitate a debriefing so that participants understand DDR, how it affects women, and how women participate in the process.

Activity III – Presenting Case Studies: Evidence of Women's Contributions (SMT: 75 minutes)

- Divide participants into small groups and assign each group an Inclusive Security case study on women's roles in DDR.
- Ask participants to summarize and present the background of the conflict, key findings, and recommendations for encouraging women's participation.
- Following group presentations, facilitate a debriefing on common themes.

Activity IV – Sharing Global Perspectives: Inspiring Stories of Women's Contributions (SMT: 30 minutes)

- Show participants several clips of interviews with women peace builders sharing their efforts to promote women's participation in DDR processes in conflict-affected areas not represented at the workshop.
- Facilitate a debriefing of the participants' observations.

Activity V – Integrating Women: Making Recommendations for Disarmament (SMT: 110 minutes)

- Divide participants into three small groups, each assigned a different phase of DDR (one group per phase).
- Ask each group to design their phase of the DDR program for Disarmistan, a fictitious post-conflict country. Programs should be gender-sensitive and include women's priorities.
- Act as a UN Development Programme official, inviting each group to present its program design.
- Facilitate a debriefing, highlighting the need for coordination across phases.

Activity VI – Exploring the Opportunities and Challenges (SMT: 60 minutes)

- Ask participants to identify DDR actors and structures in their context.
- Split participants into small groups. Ask them to list opportunities and challenges to women's participation in DDR in their context.
- Facilitate an entire group debriefing.

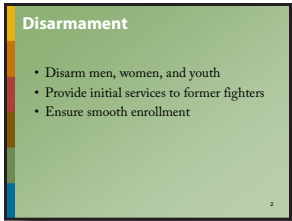
Activity VII – Promoting Women's Inclusion in Your Context (SMT: 100 minutes)

- Divide participants into three small groups to focus on the phase of disarmament, demobilization, and reintegration most relevant to their context.
- Ask each group to identify ten key recommendations for advancing women's participation.
- Act as the Head of a UN Peacekeeping Mission, inviting each group to present its specific suggestions for designing gender-sensitive DDR programs that include women's priorities.
- Facilitate an entire group debriefing, brainstorming ways to implement participants' recommendations.



Slide 1: Disarmament, Demobilization, and Reintegration (DDR)

DDR includes three phases: disarmament, demobilization, and reintegration, which overlap in time and are interdependent.



Slide 2: Disarmament

The term “disarmament” refers to the physical collection of small arms and light and heavy weapons within a conflict zone. This phase must:

Disarm men, women, and youth: Disarmament should involve all parties involved in fighting. It occurs in predetermined assembly areas, where fighters are gathered in camp-like settings and weapons are confiscated, safely stored, and eventually destroyed. These camps are called “cantonment camps,” and this entire first phase of assembling former fighters is often referred to as “cantonment.”

Disarmament

- Disarm men, women, and youth
- Provide initial services to former fighters
- Ensure smooth enrollment

Slide 2: Disarmament (continued)

2

- **Provide initial services to former fighters:** In these camps, ex-combatants are also provided food, shelter, medical attention, basic education, and orientation to civilian life. The services prepare them for demobilization.
- **Ensure smooth enrollment:** Disarmament is often complicated by the fact that many conflicts are fought with large numbers of small arms and light weapons that are widely dispersed, easily concealed, and re-imported across borders. It is estimated that there are over 600 million small arms and light weapons circulating worldwide. Most disarmament programs require that former combatants actually turn in a weapon to enroll in DDR. In **Colombia**, fighters of the right-wing paramilitary group the Self-Defense Union disarmed through 40 separate ceremonies, turning in nearly 2 million pieces of weaponry in 2006. However, it is estimated that twice that many weapons were *not* turned in, allowing for ongoing violence in the country.

Demobilization

- Processing individuals
- Delivering assistance packages
- Existing assembly areas and returning “home”

Slide 3: Demobilization

3

According to the UN, “demobilization is the formal and controlled discharge of active combatants from armed forces or other armed groups.”

- **Processing individuals:** The first stage of demobilization may extend from the processing of individual combatants in temporary centers to the massing of troops in camps designated for demobilization (cantonment sites, encampments, assembly areas, or barracks). During this processing phase, fighters are given options to transition to civilian life and their community and family members are identified.
- **Delivering assistance packages:** “Support,” “assistance,” or “insertion” packages are provided to ex-combatants to sustain them during their transition from the camp to civilian life and during their search for employment. Assistance is usually some form of cash. Delivering cash in installments is preferable to offering one lump sum that leaves former fighters, particularly women, vulnerable to being robbed. Involving families and communities in the delivery of reinsertion packages minimizes the resentment of communities that receive the ex-fighters and increases the likelihood that money will be used on necessities such as food and shelter. In addition to cash, basic materials, such as agricultural supplies, household goods, or stipends for education, are generally also provided. Insertion packages ideally reflect the needs of the recipients, especially women and mothers, and may include feminine hygiene products or children’s clothing. In **El Salvador**, kitchen goods and materials were included in the insertion package.
- **Exiting assembly areas and returning “home”:** Demobilized former fighters will either return to their home districts or integrate into new communities. Ensuring that women

Demobilization

- Processing individuals
- Delivering assistance packages
- Existing assembly areas and returning "home"

Slide 3: Demobilization (continued)

are transported separately from male combatants to their communities is a critical part of making the DDR process sensitive to gender differences. In many cases, the demobilized fighters are anxious about returning to their homes, fearing disapproval, resentment, or rejection. To ease this process of returning home, ex-combatants in **Uganda** and their dependents were briefed before receiving a support package of shelter, food, transportation, clothing, and medical care.

4

Reintegration and Rehabilitation

- Entering civilian life
 - Job placement
 - Cash grants
 - House supplies
 - Skill training
 - Credit schemes
 - Scholarships
- Long-term support
 - Counseling
 - Integration into new security forces



Slide 4: Reintegration and Rehabilitation

The long-term phase of reintegration involves processes that ensure the permanent disbanding of military formations and the formal, purposeful inclusion of former fighters back into their communities.

- **Entering civilian life:** This includes assisting the community and ex-combatants during the difficult transition to civilian life. Former fighters may use job placement services, participate in skills training, learn about credit schemes, and benefit from scholarship programs. In general, modest reintegration packages are given to ex-combatants with demobilization papers. The assistance usually involves payments either in lump sums or in installments over two years. In **Bosnia**, former combatants were given access to free education, including at the university level, for ten years after the conflict. They were also given the option of "trade training," which ranged from carpentry to information technology. Reintegration may include psychosocial support. In **Nicaragua**, reintegration programs included micro-enterprise management training, health exams, and counseling.

Reintegration and Rehabilitation

- Entering civilian life
 - Job placement
 - Cash grants
 - House supplies
 - Skill training
 - Credit schemes
 - Scholarships
- Long-term support
 - Counseling
 - Integration into new security forces



Slide 4: Reintegration and Rehabilitation (continued)

5

Medellín, **Colombia**, once one of the most dangerous cities in the world, drew more than 4,000 paramilitary fighters and guerillas out of the jungles back into the city. After a resulting spate of murders, the city hired 100 psychologists— primarily women—who each delivered mental health services (mostly through group therapy) to 40 former combatants.

- **Long-term support:** In some cases, the international community may refer to a second “R” in DDR (thus “DDRR”). Rehabilitation encompasses the psychological and emotional aspects of returning to civilian life. Nearly all DDR programs address rehabilitation to some extent. A 2003 pilot DDR program in **Somalia** surveyed 8,000 active militia members and military staff, assessing health status, psychological distress, and preferences for rehabilitation assistance. The study found that young soldiers and female fighters were especially burdened by war-related trauma and their drug use was three times higher than average. Close to 1,000 suffered from prior psychological breakdown that had disrupted their everyday functioning. An additional 2,500 people were at risk of serious mental disorders. Based on this assessment, the UN Development Programme (UNDP) funded special preventive, rehabilitative, psychological, and medical assistance for those affected by drug abuse and trauma to avoid reintegration failures.

Often, rehabilitation also involves integration of former combatants from all sides into a newly formed national army and police. However, the international community usually insists on downsizing the security sector following a conflict. Thus, many combatants cannot join the new police or army, leaving them unemployed and posing potential security risks.

Challenges with DDR

- Design does not reflect changing nature of violent conflict
 - Difficulty determining who counts
 - Child soldiers becoming a larger share of combatants
 - Allegiances shift easily
- Insufficient attention to rehabilitation and reintegration
- Resentment in receiving communities

Slide 5: Challenges with DDR

6

Over the last 20 years, several challenges have emerged with the design and implementation of DDR programs. The World Bank estimates that close to 50% of ethnic conflicts erupt again within 5 years of a peace accord, often due to shortcomings of the DDR and unstable security environments.

- **Design does not reflect changing nature of violent conflict:** In numerous cases, the international community has used plans and procedures more appropriate for traditional inter-state conflicts of two opposing professional armies. Recent conflicts have revealed several complications with continuing to use the same approaches.
 - **Difficulty determining who counts:** Current conflicts, fought within states, include rebel groups, guerilla fighters, and various military and paramilitary groups with fluid structures. These are often large groups of young unemployed men with little education. Historically, professional armies or very highly organized guerilla groups, such as in Central America, provided fairly accurate lists of the people to be demobilized so their members could receive the full benefits of DDR. Today, the leadership of rebel groups often either does not know or is not interested in revealing the lists of members for demobilization. The peace process between the government of **Colombia** and the left-wing Popular Liberation Army (ELP) stalled in 2008 after the rebel group refused to provide a decommissioning list to neutral third parties.
 - **Child soldiers becoming a larger share of combatants:** They may be beaten, drugged, or exposed to horrific trauma (such as having to kill their own parents or their

Challenges with DDR

- Design does not reflect changing nature of violent conflict
 - Difficulty determining who counts
 - Child soldiers becoming a larger share of combatants
 - Allegiances shift easily
- Insufficient attention to rehabilitation and reintegration
- Resentment in receiving communities

Slide 5: Challenges with DDR (continued)

7

playmates) in order to break their spirits. Clearly these fighters have different needs. The UN Children's Fund (UNICEF) estimates that in some regions of the **Democratic Republic of the Congo (DRC)** more than 50% of fighters are underage. In **Nepal**, Maoist leaders insisted that underage fighters were "orphans" of the war and would not need to be included in the benefits plans.

- **Allegiances shift easily:** Lines are not as clearly drawn as outsiders may perceive. In some cases, soldiers fight for the money or for the thrill of violence. In **Afghanistan** (as was true in **Bosnia**), many young men regularly shift allegiance, fighting with the Taliban, warlords, or the government, depending on who offers better pay. It's virtually impossible to track fighting forces and ensure that combatants stay demobilized.
- **Insufficient attention to rehabilitation and reintegration:** Disarmament and demobilization programs often receive disproportional attention, leaving insufficient financial resources for rehabilitation and reintegration. This lack of investment in the future has dangerous implications and a serious effect on long-term, strategic post-conflict reconstruction.
- **Resentment in receiving communities:** Attention to ex-combatants often causes resentment in communities that receive them or are among their victims. Civilians may resent that demobilized fighters receive financial and educational benefits while the community does not. In **Colombia**, the High Commissioner of Reintegration established

Challenges with DDR

- Design does not reflect changing nature of violent conflict
 - Difficulty determining who counts
 - Child soldiers becoming a larger share of combatants
 - Allegiances shift easily
- Insufficient attention to rehabilitation and reintegration
- Resentment in receiving communities

Slide 5: Challenges with DDR (continued)

8

a rule that ex-combatants should not receive more support than what is necessary to help them achieve the medium standard of living in their communities. Financial assistance was limited to a monthly stipend, in the amount of an average worker's salary, given over two years. However, payments to ex-combatants were conditioned on several factors, including: they lived in the communities to which they were assigned to return (confirmed by a robust database system that verified eligibility for reintegration assistance programs); they attended mandatory counseling (sometimes with their spouses); and they participated in employment referral services.

Who Designs and Implements DDR?

- United Nations (UN)
- World Bank
- Bilateral donors
- National governments
- Local non-governmental organizations (NGOs)
- International Contractors



Slide 6: Who Designs and Implements DDR?

For a DDR process to begin, all parties to a conflict must be willing to disarm. The design for DDR—timelines, locations, and program basics—is normally negotiated and addressed within the specific provisions of a peace accord. Many actors help implement DDR, and their roles vary according to the circumstances of the conflict.

- **United Nations:** As a third-party intermediary, the UN frequently oversees DDR and has run programs in countries as diverse as **Bosnia and Hercegovina, Cambodia, El Salvador,** and **Mozambique.** In some cases, one of the UN peacekeeping mission's responsibilities is disarmament and demobilization. The Department of Disarmament Affairs supports the development and implementation of practical measures after a conflict, such as disarming and demobilizing former combatants and helping them to reintegrate into civil society.

Who Designs and Implements DDR?

- United Nations (UN)
- World Bank
- Bilateral donors
- National governments
- Local non-governmental organizations (NGOs)
- International Contractors



Slide 6: Who Designs and Implements DDR? (continued)

9

- UNDP takes part in these initial phases but is primarily responsible for reintegration, program design assistance, coordination, and implementation. UNICEF works with the others in the UN system and NGOs to address the needs of children and young women in DDR planning and implementation.
- **World Bank:** This global lending agency funds DDR programs and assists in their operation and evaluation. Its primary tasks are to: provide policy advice, lead donor coordination if requested, “sensitize” stakeholders, provide technical assistance, and mobilize and manage funds. For the Great Lakes region in Africa, the Bank established a Multi-Country Demobilization Reintegration Program (MDRP), a \$500 million project to support national programs and regional activities. The target group of close to 400,000 fighters included former military and irregular forces from **Angola, Burundi, Congo, Namibia, Uganda, and Zimbabwe**. An important element of the design was a screening process that included consultations with local civil society organizations to exclude those who had committed war crimes. In addition, the MDRP required inclusion of HIV/AIDS prevention activities in all phases of DDR.
- **Bilateral donors:** Donors support DDR programs through multilateral agencies such as the UN and World Bank or implement them directly. The United States Agency for International Development (USAID) was the primary funder of the Post Conflict Reforms (PCR) programs in **Afghanistan**, dealing with various aspects of DDR. Funding included \$9 million for disarmament and cantonment of heavy weapons; \$4 million for loans for demobilized fighters and their families; \$1 million for creation of a Disarmament and Reintegration

Who Designs and Implements DDR?

- United Nations (UN)
- World Bank
- Bilateral donors
- National governments
- Local non-governmental organizations (NGOs)
- International Contractors



Slide 6: Who Designs and Implements DDR? (continued)

10

Secretariat within the Government of Afghanistan; \$0.5 million to create a database for officers' registration with the Ministry of Defense; and \$0.5 million for a pilot initiative called "Beyond the R," providing dedicated microfinance and employment to develop long-term sustainable economic programs for the demobilized.

- **National governments:** Governments are usually directly involved in planning and implementing DDR programs in partnership with international organizations and donor countries. **Colombia** appointed two presidential high commissioners to oversee components of DDR for paramilitaries. The Commissioner's Office oversees the efforts of various governmental ministries and agencies to coordinate benefits programs for the demobilized and to establish social and economic incentives for their communities.
- **Local non-governmental organizations (NGOs):** Increasingly, grassroots organizations are consulted in the design and implementation of disarmament campaigns. Local, community-based NGOs regularly receive funding to assist reintegration and provide social services, such as skills trainings and trauma counseling. In December 2003, the **Liberian Women in Peacebuilding Network (WIPNET)** helped the UN Mission calm combatants, reducing the security problem at cantonment sites. Women's organizations also helped identify unmet needs of demobilizing female combatants at cantonment sites and in communicating the benefits of participation in DDR programs to target groups. Their role likely encouraged more female combatants to participate in the process, as women and girls were more comfortable with being disarmed by women's NGOs than by military personnel.

Who Designs and Implements DDR?

- United Nations (UN)
- World Bank
- Bilateral donors
- National governments
- Local non-governmental organizations (NGOs)
- International Contractors



Slide 6: Who Designs and Implements DDR? (continued)

- **International Contractors:** Private for-profit and not-for-profit companies are often contracted by donors and multilateral organizations to implement components of DDR. For example, the US government outsources contracts for DDR programs to DynCorp International, an American company with 14,000 employees in more than 30 countries that had \$2.5 million in revenues in 2008. To date, Dyncorp International has trained and deployed for the US Department of State over 5,000 civilian peacekeepers and police trainers to 11 countries, including **Afghanistan, Bosnia, Haiti, and Iraq.**

How DDR Overlooks Women

- Fighters
- Wives
- Supporters
- Community leaders



Slide 7: How DDR Overlooks Women

Historically, international agencies have failed to recognize the multiple roles that women play during armed conflict, leading to exclusion of their needs and priorities in design and implementation of DDR programs.

In some cases, women, and particularly girls, are forced to become combatants. Abduction or gang pressing for the purposes of enlistment in combat is practiced worldwide but is most widespread in Africa. Within a war-affected region of Northern **Uganda**, the Lord's Resistance Army has abducted one in six female adolescents. Frequently, DDR programs implemented by governments and international organizations have not officially recognized these women and girls, so they do not receive benefits.

Whether they freely volunteer, are pressured, or are even abducted, women play diverse roles that need to be accounted for in DDR programs.

How DDR Overlooks Women

- Fighters
- Wives
- Supporters
- Community leaders



Slide 7: How DDR Overlooks Women (continued)

12

- **Fighters:** Women are combatants in virtually every conflict, though their participation is often not acknowledged or reflected in statistics. Female fighters have comprised a substantial share of combatants recently in **El Salvador**, **Eritrea**, **Sri Lanka**, and **Zimbabwe**. In each case, they faced gender-specific obstacles in the aftermath of war.

In Eritrea, women made up one third of the troops in the war of independence with Ethiopia. Soldiers on the other side reportedly had a saying, “Please, God, don’t let me be captured by a woman soldier.” In El Salvador, women represented 30% of all combatants in the opposition movement and participated in equal numbers in DDR. But limited access to land and credit at the local level forced most to return to their traditional roles of mothers and wives in the home, despite having picked up a whole new repertoire of skills during their time as fighters.

- **Wives:** Spouses and family members of fighters are often either uprooted to follow male relatives during war or left behind. Where the war is particularly long and fought across a large region, male fighters often have two or even three wives and families. These women and girls may be called “wives,” but, in fact, they are not formally married, were forced to “commit” to a combatant, and, in many cases, are abused. Many DDR programs do not recognize the importance of including provisions or resources for the legal and customary wives, although they often have unmet needs often related to children born to combatants. One study in Northern **Uganda** found that 80% of women bore children while in captivity with the Lord’s Resistance Army. Assistance can also be unfairly distributed. In some cases, such as **Burundi**, wives of government officials receive assistance while wives of opposition fighters do not.

How DDR Overlooks Women

- Fighters
- Wives
- Supporters
- Community leaders



Slide 7: How DDR Overlooks Women (continued)

13

- **Supporters:** Women often play supporting roles during war and, like combatants, must return to their homes to rebuild their lives. Women and girls who have been part of armed movements, serving as cooks, radio operators, messengers, transporters of ammunitions, medical caregivers, and logistical supporters, are often underserved in the post-war period. In **Sierra Leone**, women were not included in the official definition of fighters; therefore, they immediately lost access to DDR programs, including eligibility for reinsertion benefits.
- **Community leaders:** Women have often sustained their communities through long years of conflict. They possess critical local knowledge and often reach out to ex-combatants, especially female fighters and child soldiers, to assist with their reintegration. Yet DDR programs usually do not capitalize on the skills and expertise of these local women. In **Angola**, where some one million landmines hindered rebuilding, removal of mines from roads preceded efforts to clear fields and forests. As a result, a new rash of landmine accidents struck newly resettled women who had gone to plant crops and collect water and wood. Had women been consulted in the planning process, the priorities for mine removal would have better reflected the different needs of men and women.

Women's Contributions to Disarmament and Demobilization

- Raising public awareness
- Finding the guns
- Facilitating weapons surrender

Slide 8: Women's Contributions to Disarmament and Demobilization

14

Women have taken a variety of approaches to enhance and expedite practical disarmament.

- **Raising public awareness:** Typically, women are the first to name the importance of disarmament for their communities through public announcements and campaigns. In 1996, 3,000 small arms and light weapons voluntarily surrendered by disaffected northern Tuaregs, Arabs, and the government of **Mali** were burned. The *Flamme de la paix* (Flame of Peace) became an important symbol of peace, observed by presidents, diplomats, former enemies, and citizens.
- **Finding the guns:** Often, women have knowledge of arms routes and caches. Members of the Mano River Women's Peace Network exchanged information on guerrilla movements, including arms transfers, within and across borders in **Sierra Leone, Liberia, and Guinea**. They put their lives on the line to confront warriors—often their own family members.
- **Facilitating weapons surrender:** In **Albania**, women's organizations worked with the UNDP and UNIFEM to organize public awareness events, including a "Stop Guns" campaign with the slogan "Life is better without guns." Six thousand weapons and 1,500 tons of ammunition were collected through the program.

Women's Contributions to Reintegration

- Highlighting local community needs and designing community specific programs
- Helping former child soldiers
- Providing safe spaces for female ex-combatants
- Focusing on psychosocial well-being



Slide 9: Women's Contributions to Reintegration

15

After years of fighting and trauma, it is enormously difficult for male and female ex-combatants to return to “normal life.” It is equally complicated for communities to accept the returning combatants. Women in particular have a stake in ex-combatants’ transitions to peace and reintegration into their communities.

- **Highlighting local community needs and designing community specific programs:** In part because women typically lack the means to leave their homes during a conflict, their organizations are often well-positioned to develop programs that reflect the most pressing needs of the people. In **Bosnia and Hercegovina**, the women’s organization Medica-Zenica was the first to create psychosocial support programs for former combatants and their families. They used group counseling sessions, individual therapy, medical assistance with post-traumatic stress disorder treatment, and self-help workshops to help reintegrate over 15,000 former combatants. As another example, purification rites such as welcome and cleansing ceremonies are a form of community reintegration prevalent in Africa. In **Angola** and **Mozambique**, such rituals were used to help socially reintegrate close to 40,000 former child soldiers. Additionally, local organizations and regional networks provide additional services and fill the gaps left after the official benefits programs end. In **Sierra Leone**, returned fighters often turned to women’s groups for assistance and guidance, as well as for specific income-generating skills (including tailoring, soap making, tie-dying, and hair dressing), education, childcare, clothing, and food. As a result, almost two-thirds of female ex-combatants joined various women’s organizations.

Women's Contributions to Reintegration

- Highlighting local community needs and designing community specific programs
- Helping former child soldiers
- Providing safe spaces for female ex-combatants
- Focusing on psychosocial well-being



Slide 9: Women's Contributions to Reintegration (continued)

16

- **Helping former child soldiers:** Given their biological and social roles, it's no surprise that women are particularly adept at relating to children. In a study conducted in **Sierra Leone** by Inclusive Security, 55% of interviewees said that women in the community played a significant role in the reintegration of child soldiers; a higher percentage cited women than traditional healers or international health or aid workers as the key resource for successful reintegration based on the practical help they offered.
- **Providing safe spaces for female ex-combatants:** Women who have been fighters may feel like they have lost their bearings when the war is over, as they move from barracks or bush to their homes. In **Nicaragua**, women's organizations reached out to female ex-combatants, providing them safe spaces to talk, reorganize, build self-confidence, and share their dreams of new post-war lives.
- **Focusing on psychosocial well-being:** Women tend to have a holistic understanding of well-being, and they bring that perspective to the task of reintegration. In Northern **Uganda**, Empowering Hands addresses the psychosocial needs of returned ex-combatants as well as internally displaced persons in resettlement camps. This organization of female former combatants conducts peer support group meetings where returnees share their experiences.

International Policies and Organizations

- UN Security Council Resolution (UNSCR) 1325
- UN Security Council Resolution (UNSCR) 1820
- UNIFEM
- G-8 Foreign Ministers
- World Bank
- NATO
- OAS



Slide 10: International Policies and Organizations

17

The UN and other international organizations have begun to include women in the design and implementation of DDR programs. Several important policy documents and reports provide a framework to further advance women's participation.

- **UN Security Council Resolution (UNSCR) 1325:** In October 2000, the UN Security Council passed this resolution to address broadly the issue of women, peace, and security. The resolution encourages all actors “involved in planning for disarmament, demobilization, and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants.”
- **UN Security Council Resolution (UNSCR) 1820:** This resolution, which was passed in June 2008, asserts the importance of women's inclusion in peace efforts, giving them more opportunity to draft ways to design and implement DDR processes. It also calls on the Secretary-General and UN bodies to consult with women about how to best develop protection mechanisms to reduce sexual violence during DDR.
- **UNIFEM:** UNIFEM maintains a Web site listing information and lessons learned about women and DDR (<http://www.womenwarpeace.org/>). The site includes a database of women's organizations that have been involved in various DDR programs around the world. They also published *Getting it Right, Doing it Right: Gender and Disarmament, Demobilization and Reintegration*, which includes in-depth case studies on **Liberia** and **Bougainville-Papua New Guinea**, lessons learned, recommendations, and the UN Standard Operating Procedures on Gender and DDR. This publication offers the guidance

International Policies and Organizations

- UN Security Council Resolution (UNSCR) 1325
- UN Security Council Resolution (UNSCR) 1820
- UNIFEM
- G-8 Foreign Ministers
- World Bank
- NATO
- OAS



Slide 10: International Policies and Resources (continued)

18

policymakers and practitioners need in order to incorporate gender analysis and perspectives into DDR planning and execution.

- **G-8 Foreign Ministers:** The G-8 foreign ministers released a statement from the G-8 meeting in Rome (available at http://www.huntalternatives.org/download/53_g8foreignministersstatement.pdf) in which the G-8 “emphasizes the importance of the systematic involvement of women in the prevention and resolution of conflicts and in peace-building, as well as women’s full and equal participation in all phases of conflict prevention, resolution, and peacebuilding.” At their 2002 meeting in **Canada**, the ministers released a statement noting, “There is a particular need to recognize the special requirements of women and child combatants.”
- **World Bank:** Several recent Bank studies recognized that female former soldiers and supporters must be consulted and involved in DDR. They also note women’s abilities to facilitate peaceful transitions. The Bank’s Knowledge and Learning Center published “Demobilization and Reintegration Programs: Addressing Gender Issues.” The paper argues for a broader definition of “target groups” for eligibility of DDR programs, calling for clearly defined selection criteria that do not discriminate against women (<http://www.worldbank.org/afr/findings/english/find227.pdf>).
- **NATO:** The Committee of Women in NATO Forces (CWINF) is an official body of the organization’s military structure that is implementing UN Security Council Resolution 1325 in NATO operations. The CWINF, consisting of women officers from all 26 NATO

International Policies and Organizations

- UN Security Council Resolution (UNSCR) 1325
- UN Security Council Resolution (UNSCR) 1820
- UNIFEM
- G-8 Foreign Ministers
- World Bank
- NATO
- OAS



Slide 10: International Policies and Resources (continued)

19

member countries, drafted guidelines to help NATO and its members mainstream gender perspectives in their armed forces. The guidelines, adapted by the NATO Military Committee, are now part of an official NATO policy that increases gender inclusivity in military affairs and especially in NATO-led peacekeeping missions. Particularly relevant are recommendations to consider the special needs of women in NATO missions in **Afghanistan**, the **DRC**, and **Kosovo**.

- **OAS:** During the 2002 Organization of American States' Meeting of Ministers of Defense, the ministers issued a joint declaration that builds on the mandates of UNSCR 1325 and calls for the increased involvement of women in security and police forces in the Americas. Using this platform, the Secretary General tasked the OAS Mission to Support the Peace Process in **Colombia** with a creation of a gender-sensitive DDR program. Supported by the advocacy of local women's groups, this resulted in the appointment of a gender focal point in the mission.

Strategies to Ensure Attention to Women's Needs

- Coordinate with international organizations
- Monitor demobilization facilities
- Link communities to donors and implementing agencies
- Document programs' successes and shortcomings
- Raise public awareness

11

Slide 11: Strategies to Ensure Attention to Women's Needs

20

- Coordinate with international organizations and, when possible, with gender advisers in UN peacekeeping missions to insist that women's and girls' needs be fully addressed in official DDR processes.
- Monitor demobilization facilities to ensure that women and girl combatants are in protected areas and have access to separate housing as well as basic medical and sanitary supplies.
- Ensure that community needs are communicated to local and national authorities and to the international agencies financing and implementing humanitarian and reintegration programs so that they are better tailored to local circumstance.
- Document reintegration programs and broadly disseminate positive and negative findings as they relate to women's needs and priorities.
- Raise female ex-combatants' awareness about the needs of women in communities and vice versa.

Strategies for Aiding DDR

- Draw on traditional authority as mothers and wives
- Conduct surveys to assess needs
- Raise public awareness of DDR's importance
- Manage the expectations of returnees
- Provide psychological counseling, reconciliation programs, skills trainings, and education programs
- Encourage female ex-combatants to join women's organizations
- Create community-based networks or centers to help families of returning ex-combatants cope with change

12

Slide 12: Strategies for Aiding DDR

- Draw on the traditional authority of mothers and wives to encourage disarmament.
- Conduct surveys in communities to assess the needs of former fighters and civilians.
- Prepare communities for the return of fighters by raising public awareness of the importance of disarmament and reintegration.
- Manage the expectations of returnees by informing them of the potential changes in their community and noting potential difficulties they might encounter upon their return.
- Provide psychological counseling, reconciliation programs, skills training, and education to former fighters.
- Encourage female ex-combatants to join women's organizations to help bridge the divide between ex-combatants and the community.
- Create community-based networks or centers to help family members of returning ex-combatants cope with change.

21

If you are trying to transform a brutalized society into one where people can live in dignity and hope, you begin with the empowering of the most powerless. You build from the ground up.

~Adrienne Rich

Slide 13: Adrienne Rich Quote

If you are trying to transform a brutalized society into one where people can live in dignity and hope, you begin with the empowering of the most powerless. You build from the ground up.

Adrienne Rich

ACTIVITY I: Introducing Disarmament, Demobilization, and Reintegration (DDR)

Objective:

Share personal experiences with DDR

Methodology:

- Pair discussions
- Brainstorming

Materials:

N/A

Room set-up:

Divided into sections for pairs

Suggested minimum time:

30 minutes

Activity steps:

1. Divide participants into pairs. (5 minutes)
2. Pose the following questions for pairs to discuss: How has the demobilization and disarmament process personally affected you? How has your community reintegrated former combatants? (20 minutes)
3. Facilitate an entire group debriefing. (5 minutes)

Sample debriefing questions:

1. How were your experiences similar to one another?
2. What differences did you observe in the responses?

Lesson modifications/trainer tips:

- If there is no formal DDR process in participants' context, pose the following questions: How have you been affected by the violence? What would your priorities be in a DDR process?

ACTIVITY II: Providing a Framework: Exploring the Components of DDR

Objectives:

Introduce the different components of DDR

Provide international examples of DDR programs

Explain the importance of women's participation in DDR

Methodology:

- PowerPoint presentation
- Entire group debriefing

Materials:

- Laptop and projector
- Screen
- PowerPoint presentation

Room set-up:

Lecture style

Suggested minimum time:

60 minutes

Activity steps:

1. Deliver PowerPoint presentation on components of DDR. (40 minutes)
2. Following presentation, ask for questions and comments on the material. (20 minutes)

Sample debriefing questions:

1. What are the keys to ensuring that DDR programs are designed and implemented in a gender-sensitive way?
2. What special qualitative contributions do women make to DDR? Why are these contributions important to consider when planning DDR programs?

Lesson modifications/trainer tips:

- Print PowerPoint presentations and hand out to participants.
- If not equipped with PowerPoint, use flip charts or a projector.

ACTIVITY III: Presenting Case Studies: Evidence of Women's Contributions

Objective:

Attain an understanding of women's contributions to disarmament, demobilization, and reintegration in specific contexts

Methodology:

- Small group discussions
- Entire group debriefing

Materials:

- Flip charts
- Markers
- Inclusive Security case studies

Room set-up:

Divided into sections for small groups

Suggested minimum time:

75 minutes

Activity steps:

1. Divide participants into small groups and assign each group one of two Inclusive Security case studies on DDR (Sierra Leone or El Salvador). [See www.huntalternatives.org for materials to be printed, copied, and distributed to participants.] (5 minutes)
2. Ask small groups to develop short presentations of the case studies covering the following topics: background of the conflict, key findings about women's roles in DDR, and recommendations for encouraging women's participation. (40 minutes)
3. Ask each small group to present for five to seven minutes to the entire group. Depending upon the number of participants, have multiple small groups present the same case study with a focus on one or more of the different topics listed above. Following the presentations on each study, facilitate a short debriefing on major themes. (30 minutes)

Sample debriefing questions:

1. What difference did women who were involved in DDR programs make?
2. What mechanisms aided the participation of women? What were some of the barriers to women's participation?
3. How did women overcome obstacles to their involvement?

ACTIVITY IV: Sharing Global Perspectives: Inspiring Stories of Women's Contributions

Objectives:

Attain a thorough understanding of women's contributions to DDR

Introduce strategies women peace builders across the globe have employed to promote successful DDR

Methodology:

- Video presentation
- Entire group debriefing

Materials:

- DVD played on a laptop

Room set-up:

Lecture style

Suggested minimum time:

30 minutes

Activity steps:

1. Show video clips of interviews with women peace builders from conflict-affected areas not represented at the workshop sharing their experiences with DDR. Reference the biographical information for each woman in Appendix A. (20 minutes)
2. Facilitate an entire group debriefing of participants' observations. (10 minutes)

Sample debriefing questions:

1. What are commonalities and/or differences you observed in the women peace builders' stories?
2. How do their experiences with DDR compare to your own?
3. How can you use the women peace builders' strategies to further promote women's participation in DDR in your context?

Lesson modifications/trainer tips:

- Ideally, a woman peace builder with a background in DDR from a conflict-affected area not represented at the workshop will attend the training session to share her personal experiences with participants.

ACTIVITY V: Integrating Women: Making Recommendations for Disarmistan**Objectives:**

Reinforce participants' understanding of the unique needs of women in DDR

Synthesize knowledge gained about the role of women in DDR through program design

Methodology:

- Case study
- Entire group debriefing

Materials:

- Disarmistan case study
- Flip charts
- Markers

Room set-up:

Divided into sections for three groups, ideally of three to five participants

Suggested minimum time:

110 minutes

Activity steps:

1. Divide participants into three small groups, each assigned to a phase of DDR (one group per phase). Distribute the case study describing Disarmistan, a fictitious post-conflict country undergoing DDR [see Appendix B]. (5 minutes)
2. Ask small groups to design a gender-sensitive program for the DDR phase they have been assigned. In designing their program, each group should address the five questions provided in the handout. (60 minutes)
3. Role-playing as a United Nations Development Programme official, invite each group to give a ten-minute presentation on its program for Disarmistan. (30 minutes)
4. Facilitate an entire group debriefing. (15 minutes)

Sample debriefing questions:

1. What are women's key priorities in each phase of DDR?
2. How would you promote coordination among actors implementing different phases of DDR?
3. What are the consequences of not considering women's needs and skills in DDR design and implementation?

ACTIVITY VI: Exploring the Opportunities and Challenges**Objective:**

Identify benefits and risks associated with women's participation in DDR

Methodology:

- Analytical tool (in small groups)
- Entire group debriefing

Materials:

- Flip charts
- Markers

Room set-up:

Divided into sections for small groups of three to five participants

Suggested minimum time:

60 minutes

Activity steps:

1. Introduce exercise to participants. (5 minutes)
2. Ask participants to identify the most important actors and structures for DDR in their context. (15 minutes)
3. Split participants into small groups and ask each group to analyze:
 - The opportunities to increase gender sensitivity of the DDR processes in their context (e.g., raising awareness of the needs of female ex-combatants).
 - The challenges to creating a gender-sensitive DDR process (e.g., possible abuse at cantonment sites). (30 minutes)
4. Facilitate an entire group debriefing. Each small group will contribute opportunities and challenges, adding to the collective list, until all comments have been made and recorded on a flip chart. (10 minutes)

Sample debriefing questions:

1. How are the women in your community advocating for involvement in DDR?
2. How can women effectively address the challenges discussed today?
3. Why is it imperative for women to remain active participants in DDR?

ACTIVITY VII: Promoting Women's Inclusion in Your Context**Objectives:**

Analyze current DDR efforts through a gender lens

Identify women's key priorities to include in design and implementation of DDR

Brainstorm ideas to advocate around those key priorities

Methodology:

- Small group debriefings
- Entire group debriefing

Materials:

- Flip charts
- Markers

Room set-up:

Divided into sections for small groups of three to five participants

Suggested minimum time:

100 minutes

Activity steps:

1. Select the phase of DDR most relevant to participants' context and divide participants into three small groups. (5 minutes)
2. Ask each group of participants to brainstorm ten key recommendations for advancing women's participation in DDR. (45 minutes)
3. While role-playing as the Head of a UN Peacekeeping Mission, invite each group to present its specific suggestions for designing gender-sensitive DDR programs, addressing women's priorities. (30 minutes)
4. Facilitate an entire group debriefing, brainstorming strategies for implementing the activities recommended. (20 minutes)

Sample debriefing questions:

1. What are some of the shared priorities that emerged in the different presentations?
2. How would you solicit donor support to implement programs to advance women's priorities?
3. How can you build a coalition to work together on some of the key priorities?

Margaret Akullo Elem

Conflict Background: Uganda

- Civil war in Northern Uganda began in 1986 when the Lord's Resistance Army (LRA) attempted to topple President Yoweri Museveni.
- The LRA started a campaign of violence against the civilian population in the region. It abducted and trained as many as 70,000 children as fighters.
- At the height of displacement, approximately 1.8 million internally displaced persons resided in the camps in Northern Uganda.
- Severe malnutrition, disease, land mines, and violence have led to death and suffering over the past two decades and restricted opportunities for economic development.
- Peace talks mediated by the Government of Southern Sudan began in 2006 but were halted in 2008 when LRA leader Joseph Kony refused to sign the final peace agreement.
- Women at the negotiation table were critical to the incorporation of social issues, such as health and education, as well as a victims' fund, into the negotiated agreement. They also advocated for the inclusion of women's priorities into clauses on disarmament, demobilization, and reintegration.

Biographical Information

- A former teacher, Margaret Akullo Elem is the chair of the Female Clan Leaders Association and chair of the Greater North Coalition for Women's Voices.
- She mobilized female clan leaders into an association that focuses on addressing the barriers to women's rights through education and community sensitization.
- Margaret was nominated to represent her community as a traditional elder at a meeting with the staff of the International Criminal Court. She presented her community's view on the conflict.
- She continues to promote dialogue as a means of ending the violence, building peace, and addressing reconciliation and justice.
- Margaret was instrumental in the political lobby campaign for inclusion of family land rights in the Land Amendment Act of 2003.
- Recently, she has spearheaded a program over local radio stations to mobilize and educate the public on access to justice for women.
- Margaret is a leading advocate in Uganda for linking grassroots women to national debates on women's rights.

Beatrice Aber

Conflict Background: Sudan

- Violence has gripped Sudan for 46 years, pitting the Arab Islamic government in the north against black African Christians and animists in the south.
- The conflict has taken tens of thousands of lives and displaced 1.5 million people.
- A comprehensive peace agreement between the North and South was signed in January 2005, providing for a high degree of autonomy for the South and a share in the oil revenue for the North.
- Genocide continues in Darfur, where more than 300,000 have been killed and more than 2 million residents have been driven from their homes since February 2003.

Disarmament, Demobilization, and Reintegration

Appendix A (continued)

- Ethnic cleansing takes place at the hands of the government-supported *Janjaweed* Arab militias, as they target any of the African tribes suspected of supporting the new rebellion.
- As part of the attacks, women in Darfur continue to be targeted for rape.

Biographical Information

- Beatrice Aber is a Member of Parliament, representing Southern Sudan.
- She advocates for women's active participation in government and decision-making processes.
- She is currently working to implement the government of Southern Sudan's quota for women to hold 25% of government positions.
- Beatrice is chair of the Association of Peace Seekers and Networks.
- She is a member of the Southern Sudan Peace Commission and the supervisor for the Gender Department.
- Beatrice is involved in the dissemination of the Comprehensive Peace Agreement and the interim constitution of Southern Sudan.
- Beatrice is a graduate of Uganda Christian University with a BD in theology.

Lesley Abdela

Conflict Background: Aceh, Indonesia

- Aceh's status as a "special territory" gives it some autonomy from the central government in Jakarta. In the 1970s, resource exploitation and inequality led to a movement for independence of Aceh from Indonesia. As the movement gained popular support, the government responded violently.
- The instability compounded the disastrous effects of a 2004 tsunami that killed 230,000 people and left 500,000 homeless. Three times more women died than men as a result of the tsunami.
- The destruction of the tsunami catalyzed the peace movement and an agreement ending the 30-year conflict that cost over 9,000 lives was signed in 2005.
- Government troops withdrew in exchange for the demobilization of movement members and local elections were held in 2006.
- Post-conflict assistance and resources have been plentiful, but reconstruction in Indonesia has faced severe challenges, including growing inequalities between conflict-affected and tsunami-affected areas, unequal resource distribution between combatants, civilians, and displaced persons, and a lack of capacity and strategy.

Conflict Background: Sierra Leone

- In March 1991, the Revolutionary United Front rebels invaded Sierra Leone from Liberia, occupying the eastern regions of the country. Violence against women and children and terror in rural and urban centers quickly became cornerstones of the RUF movement. Within the first 18 months of RUF attacks, over 400,000 people were internally displaced while hundreds of thousands became refugees.
- As a result, local civilians in many areas transformed hunting societies into pro-government militias known as Civil Defense Forces. Throughout the war years, the government endorsed the CDF, providing them with resources, including weapons.
- Women and girls were present in large numbers in pro-government and rebel forces and were involved in a variety of activities. They were spies, commanders, and frontline fighters; some were herbalists, meant to supply fighters with magic

Disarmament, Demobilization, and Reintegration

Appendix A (continued)

potions for invulnerability. Others were cooks, medics, and spiritual leaders. In the rebel forces, many women served as captive “wives” of commanders and were responsible for distributing weapons, food, and loot confiscated from village raids.

- Recognizing the improbability of a military victory over rebel forces, the government sought a peace plan and eventually agreed to the 1999 Lomé accord (though fighting and unrest continued into 2002).
- Sierra Leone ended its national disarmament, demobilization, and reintegration program in 2003. The program, which began in 1998, demobilized 72,500 former combatants, including only 4,751 women (6.5%) and 6,787 children (9.4%), of whom 506 are girls.
- In Sierra Leone, investment of substantial amounts of post-reconstruction aid did not address root causes of the conflict. Corruption remains high, transparency and accountability low, and the judicial systems unreformed.

Biographical Information

- Lesley Abdela is a partner in Eyecatcher Associates / Shevolution and is chief executive of Project Parity in England.
- Lesley develops strategies and designs training programs to build systems where women and men work in equal partnership in work politics.
- With over 20 years experience in the fields of gender and democratic development, she has worked in more than 30 countries as an adviser to governments and international organizations, NGOs, and the private sector.
- Her award-winning work in the fields of gender, human rights, human resources, and democratic empowerment have been widely recognized.
- In addition, Lesley is a journalist, broadcaster, and speaker.
- Leslie won the Nancy Astor Media Award for best article in a national daily newspaper (UK) about women in politics.

Integrating Women: Making Recommendations for Disarmistan

The country of Disarmistan recently emerged from ten years of civil war. During the conflict, armed rebels controlled much of the southern portion of the country, while pro-government militias were active in the north. During the war, a large influx of weapons from neighboring countries perpetuated the violence. Disarmistan is a poor country; child mortality rates are among the highest in the world, and less than 50% of women are literate.

UN peacekeepers have been in the country for a year and have curbed the violence against civilians in the north. Rebels in the south signed a peace agreement with the government six months ago, ushering Disarmistan into a period of post-conflict transition. Civil society groups, including women's organizations, mobilized to support the formal peace agreement.

A newly appointed Prime Minister is now charged with design and implementation of a disarmament, demobilization, and reintegration (DDR) program to fully disarm pro-government and rebel militias. The international community is financially supporting the process, which will be overseen by UN peacekeeping forces. They will work alongside a national DDR commission that will lead implementation once the UN withdraws.

During the conflict, children were recruited and abducted in large numbers by both sides. Women served as fighters and supporters of the armed groups. They were also commanders' wives, victims of abuse and rape, and advocates for peace and reconciliation. The United Nations estimates that 20% of the rebels are women and children, although the number reported is lower since commanders fear legal repercussions for their use of children in the conflict. About one-third of the women associated with the rebel group carried weapons and were combatants; the other two-thirds played roles as porters, cooks, messengers, healers, and guards. Most of the women involved simultaneously performed several duties.

Several women were commanders with loyal followings among the combatants. Some women benefited from the group's ideology, which defied traditional gender roles and allowed for equality of service in the armed group. Many women gave birth during their time as combatants, often as result of rape.

Despite playing a significant role in the conflict, women were not included in the peace negotiations. At times, the rebel group was based in countries surrounding Disarmistan and there are still women and children who are widely dispersed and difficult to access. The DDR process designed during the peace process currently targets formal rebel and military bases; as a result, neither women nor children have been effectively incorporated into the DDR system.

Assignment:

You are part of a team of international consultants tasked to make recommendations to the UN peacekeeping force on design and implementation of its DDR program. You must promote participation of women (ex-combatants and members of conflict-affected communities) in the program.

There will be three groups, one for each of the phases of DDR: disarmament, demobilization, and reintegration.

UN experts have asked you to address the UN peacekeeping representatives, presenting your recommendations for specific programs to ensure women's priorities are incorporated into various aspects of DDR. The UN experts may ask you several questions about your recommendations. Be prepared to answer the following questions:

Disarmament, Demobilization, and Reintegration

Appendix B (continued)

Disarmament:

1. What special needs do women have in disarmament?
2. What types of media programs would encourage women's participation in disarmament?
3. How can we anticipate accurately the number of women reporting for disarmament?
4. What staff would you recommend having to encourage women to participate in the disarmament program (e.g., psychologists, counselors, sociologists, teachers, women police officers)?
5. What programs could mobilize women in communities to help collect small arms and encourage people to turn in small arms and light weapons in Disarmistan?

Demobilization:

1. What special needs do women have in the demobilization phase?
2. How would you ensure women who played supporting combatant roles apply for benefits?
3. How would you address the needs of women commanders in demobilization and ensure that skills developed in combat carry over into reintegration?
4. How can women commanders assist with the demobilization of other female combatants in Disarmistan?
5. How should cantonment camps be designed to take women and children's health and safety needs into consideration?

Reintegration:

1. What special needs do women have in reintegration?
2. How would you ensure that women are able to participate in training, employment, and other income-generating efforts? How would you measure the success of those programs?
3. How would you assist female combatants' return to communities in a way that helps them benefit from the role transformations they have experienced?
4. What kind of programs would you include to facilitate the return of mothers with children born during their time as fighters? (Consider the needs women might have such as childcare, child rearing assistance, psychosocial assistance, and education.)
5. How would you measure the long-term success of reintegration programs?