



**African Union**  
**Disarmament, Demobilisation**  
*and*  
**Reintegration Capacity Program**

**Operational Guideline on**  
**DDR for Women**

**African Union Commission**  
**Addis Ababa, Ethiopia**







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# Abbreviations and Acronyms

AU	African Union
DDR	Disarmament, Demobilisation and Reintegration
DPKO	Department of Peacekeeping Operations
DFS	Department of Field Support
GBV	Gender-Based Violence
ICRC	International Committee of the Red Cross
IDDRS	Integration Disarmament, Demobilisation and Reintegration Standards
NEPAD	New Partnership for Africa's Development
PSO	Peace Support Operation
REC	Regional Economic Community
RM	Regional Mechanism for Conflict Prevention, Management and Resolution
SOPs	Standard Operating Procedures
SSR	Security Sector Reform
UNSC	United Nations Security Council
WAAFAG	Woman/Women Associated with Armed Force or Group

## A. Purpose of Guideline

This guideline aims to provide African stakeholders including the African Union (AU), AU personnel, AU member states, Regional Economic Communities (RECs), Regional Mechanisms for Conflict Prevention, Management and Resolution (RMs), and Peace Support Operations (PSOs) with operational guidelines to assist in the planning for, and implementation of, disarmament, demobilisation and reintegration (DDR) programmes that respond to the needs of women. This is in recognition of the fact that many DDR programmes do not respond to the distinct needs of women, do not consult them, and end up excluding them.<sup>1</sup> The guideline is compliant with international legal standards and norms, and is complementary to other existing DDR frameworks such as the United Nations Integrated Disarmament, Demobilisation and Reintegration Standards (IDDRS) (2006). At the same time, it reflects the particular needs of, and priorities within, Africa. It guides member states handling women both within and outside the framework of traditional armed conflict. Although it is not a comprehensive guideline, it includes the most essential elements that need to be considered by national authorities.

While the focus of the guideline is on women, much of its content is also relevant to girls engaging in DDR processes and should be read in conjunction with the **AU Operational Guideline on DDR for Children**.

## B. Legal Framework and General Principles

The United Nations Security Council (UNSC) has issued an array of resolutions providing guidance on how to include gender considerations into both peace processes and DDR. UNSC Resolution 1325 (2000) recognises that women are an asset to both peace and DDR processes and must be afforded their right to participate fully. It encourages all those involved in the planning for DDR “to consider the different needs of female and male ex-combatants and to take into account the needs of their dependents”.<sup>ii</sup> It calls on parties to armed conflict to take special measures to protect women and girls from gender-based violence (GBV), particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict.<sup>iii</sup> It also recommends that member states ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management and resolution of conflict.<sup>iv</sup> These calls have been

reiterated in resolutions 1820 (2008), 1888 (2009), 1889 (2009), 2106 (2013)<sup>v</sup> and 2122 (2013). Resolution 2122 calls for the full participation and protection of women as part of DDR and other post-conflict processes, encourages troop-contributing countries to increase the numbers of women in peace support operations, and stresses the need to provide access to justice for women, including through gender-responsive legal, judicial and security sector reforms.<sup>vi</sup> The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003) reiterates the call for women's participation in conflict prevention, management and resolution, as well as post-conflict rehabilitation.<sup>vii</sup>

In keeping with African and international human rights law, including the Convention on the Elimination of Discrimination Against Women (1979), the AU has developed a body of regulatory frameworks that outline its long-standing commitment to gender equality. These include the following:

- Constitutive Act of the AU (2000).
- Solemn Declaration on Gender Equality in Africa (2004).
- Solemn Declaration on a Common African Defence and Security Policy (2004).
- Policy on Post-Conflict Reconstruction and Development (2006).
- AU Gender Policy (2008).
- African Women's Decade: 2010-2020.
- Roadmap for the African Women's Decade: 2010-2020.
- Fund for African Women (2011).
- The New Partnership for Africa's Development (NEPAD) Spanish Fund for African Women's Empowerment (2007).
- AU assembly decisions on gender equality and women's empowerment.

The above framework and commitments have been developed into several operational principles that should guide DDR programming by Member States:

- **Non-discrimination.** Participants should not be discriminated against on any basis as part of DDR. Discrimination against women is any distinction, exclusion or restriction or any differential treatment based on sex whose objectives or effects compromise or destroy the recognition, enjoyment or the exercise by women, regardless of their marital status, of human rights and fundamental freedoms.<sup>viii</sup>

- **Gender equality and women's full participation.** Encouraging gender equality as part of DDR programming means recognising and supporting the equal rights of women and men to participate. The different experiences, roles and responsibilities of both sexes during and after conflict should be recognised and reflected in the design and implementation of DDR programmes. This extends to creating equal opportunities for women and men during the post-conflict reintegration phase. Furthermore, gender equality should be supported by those planning and implementing DDR programmes, including by employing equal numbers of qualified male and female staff to the extent possible, and affording both sexes equal opportunities in relation to training, promotions and senior positions in national authorities.
- **Voluntary participation and informed consent.** Women must be provided with the information and support needed to meaningfully participate in decisions affecting them as part of DDR. Participation in the programme must be voluntary, and based on informed explanation, in language that they understand, that enables them to comprehend the implications of any agreement into which they enter. Details of the consent given should accompany information gathered throughout the DDR process.
- **Confidentiality and transparency.** Information related to violations of women's rights must be treated as confidential<sup>x</sup> by authorities soliciting the information. The very act of collecting information can endanger individuals or groups, especially if they are singled out in the process. There are a number of associated risks: of retaliation by perpetrators; that disclosure of information may cause stigmatization; of data being misused; and that a DDR authority may be obliged to disclose information to another authority, for which informed consent was not obtained. Having identified and analysed potential risks, procedural mechanisms must be put in place to minimize adverse outcomes, including by guarding against theft or leakage of data and clarifying issues over data ownership. Details of the level of confidentiality required should accompany the information gathered throughout the DDR process. At the same time, information regarding the manner in which women are handled by authorities involved in DDR should be made as open and accessible as possible to maximize accountability and transparency.



- **Respect for women’s human rights.** Programming should be informed and guided by global and African human rights norms.<sup>x</sup>

## C. Operationalising DDR for Women

### C.1 DDR Planning for Women

It is widely recognised that if women’s representatives do not participate in peace negotiations, processes designed to move countries from war to peace, including DDR, will not pay adequate attention to their needs.<sup>xi</sup> It is essential that peace process facilitators and mediators have an explicit mandate to cater for the needs and interests of women and that negotiating parties have sufficient-30 percent is the internationally agreed minimum figure for any democratic decision-making forum-representation by women.<sup>xii</sup>

Planning for DDR programmes for women should commence as soon as it becomes apparent that there is a need for an adult programme. Planning should begin well in advance of when actual disarmament takes place and be intricately linked with other post-conflict processes that are relevant to women such as justice, reconciliation and healing, security sector reform (SSR), economic recovery, and development.

Planning should be based on a solid understanding of the legal, political, economic, social and security context of the DDR programme and how it affects women and men in different ways (**see Box 1**).<sup>xiii</sup> It should incorporate the following:

- **Gender-aware interventions:** These deal with both men’s and women’s issues e.g. assessing the different life choices made by women as opposed to men, or general security concerns;
- **Female-specific interventions:** These deal with the specific needs of women so that they benefit from DDR programmes to the same extent as men e.g. providing child care for mothers and trauma counselling for survivors of sexual violence.<sup>xiv</sup>

Independently-assessed numbers and percentages of women in armed forces and groups, including their rank, category and roles, should be ascertained to the extent possible before planning begins. Gender-disaggregated data is

essential and may be gathered by interviewing women (and girls) associated with armed forces or groups.<sup>xv</sup>

The following steps will help to ensure that women's interests and needs are included in national DDR programmes:

- Establish quotas for women participating in peace negotiations and decision-making bodies on DDR, including in peace accords.<sup>xvi</sup>
- Support women to participate in these processes by providing training, education and the necessary resources.
- Ensure that a range of women's views - e.g. leaders representing different social, political, geographical, and economic groups, including disadvantaged groups - are taken into consideration during DDR planning and implementation.
- Ensure that the views of female participants in the DDR programme are taken into consideration.
- Hire gender experts to inform all stages of planning and implementation.
- Ensure that the national DDR authority has an explicit mandate and legal framework governing DDR programming for women.

It is essential for national authorities to recognise that even when women are included in DDR programmes, the support offered to them is often inadequate and gender stereotyped.<sup>xvii</sup> Practitioners should seek to counter this by addressing women's distinct needs throughout the programme, including the specific needs of young mothers and their children without targeting them excessively or exposing them to stigma.<sup>xviii</sup>

National ownership is essential to the success and sustainability of DDR programming (**see AU Operational Guideline on National Frameworks for guidance**). While international partners with a protection mandate may be called upon to provide strategic, technical, operational or financial support to programmes for women, national actors should always coordinate and lead the process. In the absence of a legitimised government authority, AU PSOs may initiate or lead the DDR process temporarily but have a responsibility to hand back authority to national authorities as the necessary conditions and capacities develop.

National DDR authorities have responsibility for designing and implementing timely DDR programmes that seek to meet women's needs. Programming

involves an array of national and international partners - including women's groups, women's leaders and community-based organisations - and ministries whose activities must be well coordinated. Fundraising should be adequate to cover all three components of DDR, ideally from one basket, as well as elements that are specific to women. To increase national ownership and buy-in, national authorities are encouraged to use their national budget to at least partially fund the programme, including elements that are specific to women. Beyond the end date of the programme, sustainable development programmes and social protection schemes that incorporate the needs of women should be prioritised.

Commanders may deliberately hold back women from DDR programmes. Strategies must, therefore, be developed and adopted by national authorities to identify women associated with particular armed forces or groups. The unconditional release of all abducted women from within the ranks of an armed force or group must be made a condition of any peace agreement.<sup>xix</sup> Independent oversight of lists of women, both combatants and those providing support roles, prepared by armed forces or groups is essential.<sup>xx</sup> Negotiations should include an agreement on how women will be released and transported



### Box 1. Elements of gender-responsive DDR<sup>xxi</sup>

1. *Gender-responsive needs assessment and programme design. Analysis is essential on the social and cultural context (e.g. gender roles, divisions of labour, practices that violate women's rights); political context (e.g. political participation of women at the national and local levels); economic context (e.g. socio-economic status of women, economic opportunities); capacity of DDR beneficiaries, women's and other support groups; vulnerability of DDR beneficiaries; security context (e.g. ongoing threats, extent of participation in the security sector); and specific needs of different groups of beneficiaries (e.g. women of varied ages, women with disabilities, women with children).*
2. *Gender-responsive programme design. Gender dimensions should be included in the following components: programme goals, objectives, outputs, activities, inputs, indicators.*
3. *Gender-responsive budgeting. This ensures that female-specific interventions will be sufficiently funded.*
4. *Gender-responsive monitoring and evaluation. This aims to establish whether DDR programmes are, in fact, meeting women's needs and should include*



### Box 1. Elements of gender-responsive DDR -- *Continued*

*monitoring of programme performance, process, and evaluations of outcome/ results, impact, and budget.*

5. *Adequate donor support, gender training for staff, appropriate service delivery to female beneficiaries, and coordination among women's organisations and community members.*

safely away from the conflict zone. Contact with armed forces and groups should be maintained by DDR authorities, subject to national laws. This is in an effort to ensure that all women entitled to DDR and other complementary assistance are released in a timely manner.

National authorities and AU PSOs involved in DDR for women should provide training to those who implement the programme. Standard Operating Procedures (SOPS) should guide different agencies' activities. Planning must include opportunities for women to register for DDR separately from their husbands or male counterparts.

#### **Eligibility criteria**

The adoption of broad eligibility criteria for DDR and complementary programmes that cater to women's needs is advisable for the following reasons:

- i) Women make up at least half the population and in some post-conflict situations head a majority of households. They are parties to armed conflicts, just as they are agents for peace. Their involvement in DDR is an important factor in achieving sustainable peace.
- ii) Women may play multiple roles in conflicts over a period of time that are not easily separated. The adoption of narrow criteria risks excluding most of them.
- iii) Favouring armed (mostly male) combatants over unarmed (mostly female) participants in armed conflict ignores the fact that the latter are in need of assistance, perhaps even more than their male counterparts. This is due to fewer educational and economic opportunities in many member states, combined with their roles as care givers and mothers.
- iv) By providing an alternative to armed conflict and the war economy, programmes can act as a deterrent to re-recruitment of women.

Eligibility criteria should be clearly laid down by national DDR authorities and widely communicated:

- **Combatants.** Women who participated in an armed conflict as active combatants, possibly with a weapon, are eligible for DDR. A time-frame needs to be clearly specified, particularly for conflicts that took place over many years, e.g. women combatants at the time of a peace agreement, or at any time during a conflict.
- **Women Associated with an Armed Force or Group (WAAFAG).** National DDR authorities may determine that WAAFAG are also eligible for DDR. WAAFAG are women who participated in a conflict in a support role(s), whether by force or voluntarily. Rather than being members of a civilian community, they are economically and socially dependent on the armed force or group for their income and social support, e.g. porters, cooks, health care providers, messengers, spies, translators, radio operators, camp leaders, sex workers/slaves.<sup>xxii</sup> This group includes women who were abducted by an armed force or group and may have been forced to provide services.

WAAFAG can usefully be considered eligible for demobilisation and reintegration programming if women fall neatly into this category (e.g. women living in or around a barracks). In many contexts, however, their inclusion in DDR programmes is challenging due to their large numbers or difficulty in identifying them. In this instance, alternative support for WAAFAG should be provided alongside support for other vulnerable women (e.g. women dependents of combatants, women combatants who miss out on DDR programming, women caring for disabled ex-combatants, war widows) in separate but complementary community-based development and social protection programmes. Confidential interviews undertaken by trained female field workers in affected communities, in consultation with women's leaders and groups, can help to identify WAAFAG.

It is essential to have a clear division of labour, but also clear linkages, between DDR programmes, and parallel, nationally owned, community-based programmes targeting war-affected communities. It is important for national authorities to ensure adequate funding for such programmes and to plan and implement them alongside DDR. This has the added

advantage of ensuring that women who require additional support after the DDR programme ends continue to receive it based on needs rather than former status.

### **DDR and security forces**

PSOs and national militaries are often the first point of contact with DDR programmes. It is essential that they are perceived to be protectors of women, not predators or threats. Negative perceptions of militaries, including resulting from the (sexual) exploitation of women living around their camps, may act as an obstacle to women coming forward for DDR. With this in mind, PSOs and militaries may take a number of steps<sup>xxiii</sup> to improve relations with local communities in areas in which they operate, including by undertaking the following:<sup>xxiv</sup>

- Appointing gender focal points to ensure that women's rights are respected.
- Using mixed teams to consult with communities during information-gathering on DDR.
- Deploying mixed teams to support outreach to women about DDR.
- Escorting women engaging in household activities that may place them at risk of violence, (re)recruitment, or abduction e.g. water or firewood collection.
- Ensuring the presence of female staff to interact with women.
- Adhering to strict codes of conduct regarding interactions with women.
- Ensuring safety of, and medical attention for, survivors of sexual and other GBV.
- Respecting the confidentiality of survivors of sexual and other GBV and their dignity.
- Fast-tracking qualified women for deployment in PSOs.

National militaries and PSOs should ensure that gender is mainstreamed in all DDR-related activities, including through Gender Units and explicitly commit to, and implement, strategies on the prevention of, and response to, sexual exploitation and abuse of women as part of DDR, including rape and other forms of sexual violence (**see Box 2**).<sup>xxv</sup> Impunity for such acts should not be tolerated, with clear mechanisms and procedures in place to ensure accountability.



### Box 2. Actions for AU PSOs to prevent and respond to sexual exploitation and abuse of women as part of DDR

- ✓ *Develop organisation-specific strategies to prevent and respond to sexual exploitation and abuse of women.*
- ✓ *Incorporate standards on sexual exploitation and abuse of women in induction materials and training courses for personnel.*
- ✓ *Prevent perpetrators of sexual exploitation and abuse of women from being (re)hired or (re)deployed.*
- ✓ *Ensure that complaints mechanisms for reporting cases of sexual exploitation and abuse of women are accessible and that focal points for receiving complaints understand how to discharge their duties.*
- ✓ *Take appropriate action to the best of abilities to protect persons from retaliation where allegations are reported involving personnel.*
- ✓ *Investigate allegations of sexual exploitation and abuse of women in a timely and professional manner and take swift action against perpetrators, e.g. through disciplinary action and/or referral to relevant authorities for criminal prosecution.*
- ✓ *Regularly inform personnel and communities on measures taken to prevent and respond to sexual exploitation and abuse of women.*

## C.2 Entry into the DDR process

Women are less likely than men to come forward for DDR programmes, including because of the failure to adequately assess their numbers such that they are neither expected nor catered for; due to having poor access to news and information sources; due to the stigma of being associated with an armed force or group; and the mistaken perception that a weapon may be needed in order to participate.<sup>xxvi</sup>

Recognising this, national authorities and AU PSOs should engage in public information campaigns targeting national militaries, male and female members of armed forces and groups, the public, and women's and other leaders to educate them on the technical and procedural aspects of DDR. This aims to ensure a broad understanding of women's entitlement to DDR, to counter any misinformation, and to ensure that referrals are made to relevant authorities.

Innovative methods of communication must be used to target women independently of male counterparts, e.g. through (air dropped) leaflets, community meetings, women's organisations, community health centres. Women must be assured of their right to DDR (subject to eligibility criteria set out by national authorities), be guaranteed physical safety for themselves and their dependents, and be assured that separate accommodation, facilities and services will be provided for them.

Women may enter a DDR programme through a variety of channels, including: spontaneous reporting to a community leader, PSO or DDR authority; extraction from an armed force or group; escape from an armed force or group; or release following a negotiated peace process. National militaries and PSOs involved in disarming and transporting women to a national DDR authority must create collection points that are physically accessible, e.g. within a reasonable distance of their areas of operation. It is the responsibility of national militaries and PSOs to make information available immediately to DDR authorities on women in their custody. SOPs should govern these arrangements and include clear responsibilities and timelines. All referrals to DDR authorities should be undertaken within 48 hours. If no protection staff are in place (e.g. in Gender Units), or no facilities exist to accommodate women, it is advisable to transfer women to DDR authorities in Transit Sites immediately after disarmament and screening, i.e. within hours of coming into contact. This acts as a safeguard against possible mistreatment by army personnel.

Participation in DDR must be voluntary and based on informed consent. Women who are found to be involuntary participants at any stage of the process must be released immediately.

### C.3 Processing in the Reception Unit

The Reception Unit, normally located within a national army or AU PSO, is where the DDR process begins. They may also be located within another agency with a protection mandate such as a United Nations peacekeeping operation. Reception Units may be mobile and should be located in a secure area. Duties to be performed by the military in the unit include the following:

#### **Step 1: Search and Disarmament**

Disarmament involves military personnel searching women for arms, ammunition, weapons, explosives and any other item that may cause harm or



damage to property and retrieving them. Searches should be conducted by two female persons. The purpose of the search must be communicated clearly and consent sought. Male personnel should never search females except for imperative security reasons and when no female staff are available. Any harmful substances must be confiscated and weapons registered and stored in a safe location. Searches should not humiliate women and respect gender and cultural practices. Strip searches should not be permitted except in exceptional circumstances, and then only by order of a commanding officer. Any other items taken from women for safe keeping should be registered and returned to them when they are transferred to the DDR authority. Cash incentives for weapons should not be offered, as they incentivise weapons possession.<sup>xxvii</sup>

Gender balance should be a priority in among staff in Reception Units.<sup>xxviii</sup> When female peace support personnel are present and visible at DDR sites, with female interpreters (as necessary), women are more likely to come forward.

### **Step 2: Orientation and Briefing**

After disarmament, women should be given an immediate orientation, including general information on the DDR process and timelines, in addition to their rights as part of DDR, e.g. rights to humane treatment, services, and to report any exploitation or abuse. Physical and medical needs should be addressed, including of dependents, and a change of clothing (appropriate to size and culture) provided.

### **Step 3: Initial Screening and Sorting**

Initial screening should seek to categorize the individual as a national combatant, foreign combatant, WAAFAG, dependent of national combatant (women who are part of a male or female ex-combatant's household, e.g. wives, war wives, children, parents, siblings, extended family), or dependent of foreign combatant. No force or intimidation should be used during the interview, which should be undertaken in a sensitive manner by personnel trained in protection.

### **Step 4: Reporting**

Information gathered in the Reception Unit should be forwarded to the relevant national authority, normally a DDR Commission, while respecting the principles of informed consent and confidentiality. A secure and centralized database managed by the DDR authority must establish the location of every participant, and their dependents, while in the custody of a national military, PSO, DDR

authority or any other actor at all times. The record must also indicate who is responsible for each participant to ensure transparency and accountability. This helps to ensure women are not entering the programme more than once, except when an individual has been re-recruited. Handover forms must be signed every time an individual is moved from one authority to another. Access to the database must be severely restricted to prevent theft or leakage.

### **Step 5: Accommodation and Separation**

In allocating accommodation, women must be separated from men, and mothers (including de facto mothers) kept with their children (older Children Associated with Armed Forces or Armed Groups may need to be separated and transferred to a programme for children - **See AU Guideline on DDR for Children**). Violent protests from boys or men separated from “wives” should be expected and planned for.<sup>xxix</sup> Any opposing armed group members or individuals who may be a source of conflict should also be given separate accommodation. Relatives and friends should be kept together wherever possible.

### **Step 6: Transfer to the DDR authority**

Women determined eligible for the DDR programme or other complementary assistance (e.g. WAAFAG, adult dependents) should be transferred to a civilian-run Transit Site. Prime responsibility for transfers lies with national armies and PSOs. Routes must be secured, monitored and guarded. Those who are ineligible for DDR or other complementary assistance should be released immediately.

To increase accountability, authorities running Reception Units should permit access to agencies with a protection mandate to allow for oversight systems to function. If women are deprived of their liberty at any stage of DDR, international, regional and national detention rules and norms apply. Similarly, the use of force in Reception Units should only be applied as a last resort, when strictly necessary, and in strict accordance with international standards (see **AU Operational Guideline on Detention**).

## **C4. Transit Sites**

Transit Sites are civilian-run centers or camps where each participant is categorized, given interim care, and prepared for reintegration. The Transit Site

should encourage a regime of daily activities, including sports and leisure, and have facilities to ensure hygiene, washing, cooking and cleaning. These routines are important in preparing women for civilian life. A multi-purpose facility should be created to allow for social interaction and group activities, including space for mothers and babies. Participation of women in the running of the site is recommended, while ensuring that they do not organise themselves according to rank or the organisation of any armed force or group. Tasks should be divided equally between women and men participating in DDR, so that women may take equal advantage of the site's facilities. Child care facilities must be provided for mothers.<sup>xxx</sup>

Regular, gender-sensitive medical screening and treatment should be offered to women, and a confidential file kept on each individual (**see Box 3**). Pharmaceutical drugs must be used. Medical checks should include voluntary and confidential HIV testing accompanied by counselling based on up to date medical knowledge and conducted by professional medical staff. Women living with HIV/AIDS should receive appropriate treatment, care and support in privacy and confidentiality. Referral systems must be in place to hospitals and other medical facilities for women with particular needs.

National authorities must ensure that women are protected from rape and other forms of sexual violence, abuse, and exploitation throughout the DDR process, with a focus on those undertaking procedures or controlling access to food, water, medical and other services. Clear, accessible and confidential reporting procedures are essential for cases that do occur, in addition to referrals of serious complaints to national police.

Male and female staff in Transit Sites must be fully vetted and trained, and offer a range of expertise in areas including medical care, protection, psychosocial support, logistics, catering and security. Small teams of (female to the extent possible) care workers working together with responsibility for groups of women often yield positive results. An individualised case management plan should be developed for each individual that seeks to assess their short, medium and long-term needs, plan responses to those needs, implement responses, and review the case regularly in consultation with the individual concerned.

Recognising that transit sites may bring together male combatants who may be perpetrators of sexual and other GBV and female survivors of violence, they must provide a secure environment, with specific measures in place to

ensure the safety and protection of women and their dependents. Duties to be performed by the DDR authority in the Transit Site include the following:

### **Step 1: Registration for DDR programme**

Personal details including names, sex, age, parent's names, names of dependents at the site, date of birth, age, nationality, origin and immediate (and other) medical needs must be recorded as part of registration. Biometric details, such as finger prints, and a photograph may also be sought. The details of child dependents (present and not present) should be captured including custody/guardianship status. Child dependents who are present should be given name tags, where necessary. An inventory of items removed from each person and the date, time and location of the reception must be recorded.

### **Step 2: Orientation and Briefing**

After registration, women should be given an immediate orientation and informed of their rights as part of DDR. Bedding and hygiene kits should be distributed to each participant, including dependents. These should be based on standards in participants' communities and include items that are specific to women's needs (e.g. sanitary pads, hair combs, vaseline, at least two full sets of women's clothing, several sets of underwear, other clothing that is culturally determined e.g. headscarves). Birthing kits, baby clothing, and nappies must be available. While women and children must be given separate accommodation from men, they must also be given frequent opportunities for contact as families may have decisions to make about their futures.

### **Step 3: In-Depth Screening**

The purpose of in-depth screening, which must be conducted on a voluntary basis, is to verify the eligibility of each female participant for DDR and to identify their capacities and vulnerabilities. In-depth screening forms serve as an official record of all persons passing through the Transit Site and should build upon, and verify, information gathered at the Reception Unit and during registration. Interviews should be undertaken on an individual basis, conducted by qualified civilian protection staff, and undertaken on the basis of informed consent. Questions should focus on categorising the participant and facilitating successful reintegration. Questions already asked in Reception Units and during registration should not be repeated. Furthermore, women should not be required to repeat potentially traumatic information. The identity of the person

conducting the screening, as well as the time and place, must be recorded. Child dependents above a specified age may be interviewed separately to triangulate information.

#### Step 4: Reporting

All information gathered must be recorded in a centralized database with due regard for the principles of informed consent and confidentiality.

#### Step 5: Process According to Category

- i) **National combatant:** Eligible for DDR and must be fully processed.
- ii) **WAAFAG:** May be eligible for DDR, depending on criteria developed by national DDR authority.
- iii) **Foreign combatant:** Should be referred to UNHCR for repatriation, or the International Committee of the Red Cross (ICRC). Before repatriation, the transferring authority should contact the relevant counter-part within the country of origin and agree on the procedure. Women should not be repatriated to areas where there is a real risk of abduction or unlawful recruitment by armed forces or groups. If an individual is detained and transferred against their wishes, such transfers must at a minimum respect international law, in particular the principle of non-refoulement<sup>xxxii</sup> (see **AU Operational Guideline on Detention and DDR**).
- iv) **Adult dependent of national combatant:** Should be transferred to community of origin, ideally with material assistance (e.g. food, non-food items, subsistence allowance), and a referral to government agencies with a mandate to assist them. Child dependents should remain with their mothers, provided this is in their best interests.
- v) **Dependent of foreign combatant:** Ideally should be given the option of repatriating to country of origin of foreign combatant.

Upon completion of the demobilisation process, DDR authorities should permit participants to keep hygiene kits and bedding, and may assist them further with a national ID, including for dependents, and a demobilisation card. No reference should be made in discharge papers to any particular armed group or role played. In the event of women having been separated from their children, DDR authorities and child protection coordination groups should agree on a strategy for family tracing, reunification and follow-up.<sup>xxxiii</sup> They should give due



### Box 3. Checklist of women's physical and medical needs in transit sites

- ✓ Adequate, nutritional, culturally-appropriate food, including for babies, with a special focus on pregnant and lactating girls
- ✓ Safe drinking water
- ✓ Separate shelter from adults with adequate privacy and space
- ✓ Separate latrines, showers and washing facilities for boys and girls
- ✓ Security, including protection from sexual violence and regulated access
- ✓ Regular surveillance, patrolling by civilian security personnel, proper lighting
- ✓ Regular medical screening
- ✓ Comprehensive medical treatment
- ✓ Reproductive health care and counselling, including on preventing the spread of sexually transmitted diseases such as HIV/AIDS, prophylaxis and contraception
- ✓ Voluntary testing and counselling for HIV (women and their children)
- ✓ Anti-retroviral treatment (women and their children)
- ✓ Specialist screening, treatment and care for babies/toddlers, including therapeutic feeding for malnourished and vaccinations
- ✓ Specialist care for children with disabilities, e.g. mobility aids, prosthetic limbs
- ✓ Psychosocial screening and treatment

consideration to the mandate and experience of the ICRC with regard to tracing and re-establishing family links, in cooperation with national Red Cross and Red Crescent societies.

## C.5. Preparation of Communities and Transport to Location of Choice

Women have a right to choose where to settle following demobilisation and must be counselled on this right.<sup>xxxiii</sup> Some may not wish to return to communities with male ex-combatants due to fear of violence, intimidation or stigmatisation. During the demobilisation phase contact between women and their families should be facilitated using email, photographs, video, letters and family visits encouraged. Choices must be made based on informed consent, with full knowledge of their rights and social safety nets put in place for them when they

arrive. Safe transport must be provided that minimizes exposure to sexual and other GBV, re-recruitment and abduction.

Irrespective of where women choose to settle, it is important for national authorities to engage communities in public awareness sessions to receive them. The focus should be on: sensitising communities about women's conflict-related experiences; community-based preparation and support; healing and reconciliation; and building trust among civilians, ex-combatants and WAAFAG.

It is essential that women are provided with immediate transitional economic support to ensure that their basic needs - including food, non-food items, clothing, shelter - and those of their dependents may be met when they arrive.<sup>xxxiv</sup> They also require assistance to place children in schools. Care should be taken to discuss and pay the financial portion of the demobilization package to women in private, away from male family members but discreetly so as not to arouse suspicion or a potentially hostile and violent reaction.<sup>xxxv</sup>

Programmes should always seek to support mothers in caring for their children, including those born as a result of rape. They must also recognise that some children may be at risk of violence, injury or even death due to rejection or lack of appropriate care from families, communities and traumatised mothers, however. Alternative family-based care arrangements may be required (**see Operational Guideline on DDR for Children for guidance**).


Male ex-combatants are highly likely to be involved in domestic violence, sexual abuse and other anti-social behaviour that often characterise a post-conflict community.<sup>xxxvi</sup> To deal with such problems, communities should be sensitized and encouraged to work with the national police service, or other recognised bodies, to protect returning women and their dependents.

### **Risk of stigmatisation**

Women participants in DDR may suffer stigmatisation due to their association with violence, as war widows or as women who have children from different fathers.<sup>xxxvii</sup> Female survivors of sexual violence and their dependents, in particular, may face stigmatisation, ostracism and health problems, making them more vulnerable to renewed acts of exploitation, including prostitution, domestic and sexual violence. Women living with HIV/AIDS and their dependents may be at risk of "double" stigmatisation. Programming should seek to prevent and minimize this, while also addressing it when it does occur. Intensive community

sensitisation may be needed that includes counselling and family mediation. Communities must be sensitised to accept women-headed households, to grant them access to housing, land and communally owned resources, and to accept shifts in social structures. Returning women may have adopted different behavioural norms and may find it difficult to readjust to traditional structures. Protection networks should be established using existing structures such as community leaders and women's groups to provide ongoing support.

## D. Reintegration Process



*The overall aim of gender-sensitive reintegration should be to ensure that the distribution of benefits enables women to have the same economic choices as men, regardless of the roles they performed during the war, and that women and men are able to engage constructively in reintegration activities that contribute to overall security in their communities<sup>xxxviii</sup>*

Effective reintegration of both men and women is essential to ensuring durable peace and security. The success of reintegration depends on the individual capacities of each participant in DDR as well as the contextualized, age and gender-sensitive support and care they receive, and the opportunities made available to them. Investing in holistic DDR programmes that address the specific and complex needs of women is an investment in a nation's future stability.

Reintegration of women must be seen as part of a broad post-conflict reconstruction, stabilisation and transformation process and not a stand-alone programme. Recognising that effective reintegration is often hindered by discriminatory laws, policies and practices that act as obstacles to women's social and economic reintegration, the post-conflict period should be viewed as an opportunity to create a level playing field for both men and women.<sup>xxxix</sup> Lack of access to land, inheritance, justice and employment due to discriminatory laws and practices deserves particular attention as it may act as an obstacle to reintegration for women participating in DDR. Preventing and prosecuting



sexual and other GBV should also be a priority. See **AU Operation Guideline on Reintegration** for general guidance on planning for, and implementation of, reintegration programmes for adults.

## D.1 Community-Based Approach

Reintegration assistance for women should be community-based, limited in time, and linked to longer-term programmes, policies and initiatives benefiting war-affected women. All training and education opportunities should be supplied as part of the wider provision of services for adults, including women, bringing together DDR participants and other civilians, ideally in a 1:1 ratio. All activities should be informed by communities' views and cultural norms, and involve their participation, while not being discriminatory towards women. Options made available should include the following:

- Education, including accelerated or catch-up education.
- Employment-oriented vocational training or apprenticeship for a profession, e.g. food production, carpentry, tailoring, plumbing, welding, driving, transport, mechanics, brick making, masonry, hair-dressing, hotel work, catering, crafts, agriculture, private security.
- Income-generating activities, e.g. crop farming, petty trade, small businesses, animal husbandry, urban gardening.

Programming must be flexible (e.g. evenings, part-time) and geographically accessible as women are likely to be overwhelmed with household responsibilities and will otherwise be unable to attend.<sup>xi</sup> Crucially, reintegration options should not be confined to stereotypical roles for women, which may limit their economic and social prospects. Preventable obstacles to women's reintegration, such as employers refusing to train or hire women, education institutions refusing to educate them or their children, or narrow expectations of the work women are permitted to undertake, must be identified and addressed before the reintegration process begins.<sup>xii</sup>

Matching women to reintegration opportunities must be undertaken by suitably qualified social workers on a case-by-case basis using pre-determined criteria, e.g. wishes of individual, strengths, labour market prospects, socio-economic profile, proximity, and special needs and vulnerabilities. Counselling must be deeply informed and realistic about economic prospects in different sectors

and communities. Participants should not be treated as a homogenous group. Vetting of all training and education providers is essential. This should include a focus on institutional capacity to cater to the needs of women (e.g. basic sanitation, safety precautions, space for breast feeding mothers). Assisting mothers with child care is essential in order to make education and training opportunities accessible; extended families are best placed to provide this. Incentives may also be provided to women to engage in reintegration activities with their children. These include the provision of medical care while mothers are attending training or educational facilities.

## D.2 Economic Reintegration

In the absence of a well planned and executed economic reintegration component for women, the entire DDR process will be compromised. When planning reintegration, market research must be undertaken by qualified personnel and focused specifically on women's needs. Comprehensive mapping at micro-level is needed to determine the quality, quantity and geographical location of educational facilities, training institutions, potential employers, microcredit opportunities, business opportunities and support services available to women, e.g. services for women living with HIV/AIDS, drug counselling, psychosocial support and disability rehabilitation. Disaggregated data on labour supply and demand should inform all programming.

Following vocational or income-generation training, funds for basic upkeep, business development funds, and all the necessary tools to practice a trade must be provided by DDR programmes. It is essential to provide ongoing support for women and their dependents in a holistic manner, by ensuring that immediate (and other) medical and physical needs are met. This avoids business start-up funds being used for emergencies and tools from being sold. Lack of equal access to capital and credit, in particular, acts as a significant obstacle to women being able to engage in business in a sustained manner. DDR programmes should be linked with micro-credit institutions to facilitate access, including by acting as guarantors for loans. In the absence of this kind of sustained support, women going through DDR processes run the risk of living on the fringes of the economy. Innovative approaches to economic reintegration are required, including through the following:

- Employing technology to create economic opportunities.

- Employing women in typically male-dominated domains that are nevertheless suited to their skills (e.g. private security guards, driving, construction).
- Taking advantage of scientific advances (e.g. improved agricultural practices and diversification, agricultural machinery).
- Linking with SSR programmes so that reintegration opportunities are created for women as part of reforms. As one of the few formal employers in many post-conflict societies, security forces - e.g. police, prisons, wildlife, traffic - have a vital role to play and are often overlooked (see **AU Operational Guidance Note on Gender and Security Sector Reform**).
- Co-opting private sector entities to employ small numbers of women from DDR programmes, in joint public-private partnerships, e.g. hotels or other service providers. Reintegration training can usefully focus on helping women to take up these opportunities.

Particular care must be taken to ensure that all training or apprenticeships for women are connected to job opportunities.

Limited entrepreneurship programmes can be successful with small groups of women using shared equipment that provides a service, e.g. generators, sewing machines, sorghum mills, solar powered equipment. Small groups may be given equipment and trained to maintain it with ongoing business support from a mentor. Support structures such as cooperatives or collectives are important for women involved in income-generation activities. By pooling resources and combining expertise these have a higher chance of success than individual schemes.

Each participant must be tracked and monitored until reintegration activities are completed and individuals are not considered at risk of resuming armed opposition. Each stage of the DDR programme must be monitored, evaluated and flexibly adapted to ensure gender-responsive programming throughout.<sup>xliii</sup>

### D.3 Mentoring and Life Skills

Life skills education and mentoring is an additional essential component of reintegration. This can be undertaken by suitable qualified social workers and mentors from the local community. Mentoring and life skills education may

include guidance on:

- Career opportunities.
- Business skills training, e.g. planning, money management, basic accountancy, business development, accessing credit.
- Family planning and reproductive health.
- Parenting support, including basic nutrition.
- Living with disabilities.

Sustained training on gender issues for both female and male ex-combatants is important to bring about a better understanding of sexual and other GBV. It is also an opportunity to discuss and redefine masculine identities and roles based on violence in both the private and public spheres.

A lack of access to land and shelter is recognised as being one of the greatest obstacles to reintegration of women and their dependents.<sup>xiv</sup> Programmes should proactively seek to overcome this, including by providing shelter and legal assistance, as required, to ensure that women are able to claim their rights in their communities.

## E. Cross-Cutting Components

### E.1 Social Reorientation and Psychosocial Care

Many women combatants and WAAFAG experience sexual and other forms of GBV, high levels of sexually transmitted diseases, rejection by families, stigmatisation and other trauma. DDR programmes often fail to address their experiences and the psychological trauma they have experienced, leaving them unable to reintegrate into family and community life.<sup>xiv</sup>

Psychosocial services should start during demobilisation and continue through, and in some cases beyond, the reintegration process. Social workers and others working with resettled women should identify and address any obstacles to their ability to develop an appropriate social role and engage in culturally-expected social relationships in their communities, as well as engage in sustainable economic activities. The following principles should inform approaches to psychosocial support:

- **Role of support networks.** The development of strong networks of peer support through community-based and other self-help groups

may allow women to work together to solve problems, develop social competencies and define their roles and responsibilities in society. DDR programmes should seek to build and support these.

- **Culturally appropriate assistance.** Culturally appropriate approaches to assisting women with emotional and behavioural problems should be identified and used.
- **Supportive environment.** The provision of a supportive environment where women are kept informed about what is happening, feel safe, and have their health and other basic needs met is fundamental to psychosocial well-being.

Particular attention should be paid to post-conflict trauma and mental health issues, which in combination with alcohol or drug abuse, will affect reintegration. As long as women remain traumatised, their productivity, self-esteem and commitment to self-help and recovery will remain limited. They may also present a threat to security.

Programming should allow women the opportunity to talk individually and in groups about their future and past experiences, but only if they wish to do so. Programmes should acknowledge that women's and men's experiences may be very different and that their psychosocial needs will reflect this. There should not be an expectation of opening up, and counselling - which should only be conducted by qualified professionals - should not be forced. Programming should focus on women's strengths, recognising that some will cope better than others with their experiences. Indeed, women may emerge from conflicts with new skills and strengths to build on. Likewise, care workers should avoid assumptions about which women may be most traumatised.

Psychosocial counselling should be offered on a group and individualised basis to those who need it. Counselling may be needed on a variety of areas, including: coping with stigma, unwanted pregnancy, traumatised children and domestic violence; rejection of children born as a result of rape; substance abuse; correcting violent behaviour; strategies to prevent suicide and self-harm; living with HIV/AIDS; and confidence-building and raising low self-esteem. Women must be given the opportunity to make informed decisions about the status of relationships and supported to separate from "husbands" where desired. Forced marriages have no basis in law, either formal or customary. Women should never be encouraged to remain in such relationships for economic or social reasons. At the same time, reintegration programmes should

seek to provide for, and protect, their dependents. Communities may provide traditional or cleansing ceremonies to welcome returning women. These should be encouraged while also recognising their limitations. They should not be an alternative to group and individualised counselling and support.

Reintegration programmes may need to include specialised, civilian-run re-education programmes for women who have been radicalised as part of religious or political struggles. Family and community engagement is an important part of the process and should be encouraged.

## F. Justice

Transitional justice mechanisms may assist post-conflict healing and reconciliation. Provided informed consent is obtained, allegations of violence against women, including women who go through DDR programmes, should be promptly, thoroughly, and independently investigated and prosecuted. Survivors of violence should be informed about ways of taking legal action against perpetrators and supported to pursue these cases. Where truth seeking or reconciliation mechanisms are established, national authorities should promote women's involvement and ensure special procedures for them (e.g. in-camera hearings for survivors of sexual violence). Transitional justice mechanisms and DDR have an opportunity to work together towards a better understanding of the motivations, roles and experiences of women ex-combatants and WAAFAG, as well as the root causes of conflict.

National authorities should also consider establishing reparations funds for women affected by conflict, including abductees and other women forced to play a role, to provide restitution and compensation. Reparations can help to reduce resentment among victims of violence and to foster reconciliation. Reform of security sector institutions (e.g. national armies) that engaged in abuses of women's human rights during a conflict is also essential.

Links may be developed between DDR programmes, security sector reform programmes, and the justice system - including locally-based justice mechanisms and a truth and reconciliation programme if it exists - to ensure that violations of women's rights are acknowledged and violators prosecuted. DDR practitioners should consider setting up discreet reporting mechanisms for human rights violations,<sup>xvii</sup> while respecting the principles of confidentiality and informed consent. It is essential that information is gathered on a voluntary

basis by fully trained professionals and that the purpose of the exercise is clearly stated from the outset. Any such exercise must ensure the safety of participants and provide appropriate medical care and counselling.

Member states may wish to consider granting immunity from prosecution or amnesty for acts of participation in hostilities, as a means of fostering national healing.<sup>xlvii</sup> There should be no amnesty or other form of immunity from criminal process for women who commit alleged war crimes or other international crimes. Clear and transparent guidelines indicating which cases will be prosecuted and which will be dealt with in an alternative manner should be disseminated as part of DDR. Within this context, it is advisable for CPUs in PSOs and national militaries and DDR authorities to develop a system, governed by SOPs, for handling requests to hand over women to a member state's authorities for alleged crimes (**see Operational Guidelines on Detention and DDR**). This system should seek to protect their rights, including to prevent arbitrary arrests and ill-treatment by law enforcement agencies. Finally, when prosecution of women takes place, it is important that it conforms to international law and standards,<sup>xlviii</sup> and respects women's human rights and dignity.

## G. Preventing Further Recruitment

In countries experiencing conflict, prevailing social conditions - including chronic poverty and high unemployment - may increase the risk of women being re-recruited into armed forces or groups. National authorities can help to prevent re-recruitment by investing in social protection schemes and the creation of economic opportunities, thereby reducing vulnerability and providing meaningful alternatives to joining armed struggles. They should seek to destigmatise ex-combatants, where stigma exists, and to provide security, to the extent possible, in communities affected by abductions to armed groups and sexual and other GBV.

## Overview of needs and rights of women as part of DDR

### A. Checklist of particular needs of women as part of DDR

- ✓ *Physical needs, e.g. women's clothing, combs, vaseline, sanitary pads, birthing kits, nutritional food for pregnant and lactating girls*
- ✓ *Medical needs, e.g. reproductive health, sexually transmitted diseases, gender-sensitive voluntary counselling and testing for HIV, contraception*
- ✓ *Psychosocial needs, e.g. counselling on coping with stigma, unwanted pregnancy, traumatised children, domestic violence; rejection of children born as a result of rape, substance abuse, correcting violent behaviour*
- ✓ *Physical security, e.g. physical protection, separation from males, separate accommodation and facilities*
- ✓ *Life skills, e.g. careers, business skills, family planning, parenting, accessing credit*
- ✓ *Support to separate from forced marriage, as needed*
- ✓ *Child care support during demobilisation and reintegration activities*
- ✓ *Support to care for child dependents, e.g. paediatric medical screening and treatment, therapeutic feeding, baby clothes, nappies, assistance to place children in schools*
- ✓ *Transitional reinsertion support, e.g. food and non-food items, allowance, shelter*
- ✓ *Community support, e.g. women's groups, self-help groups, cooperatives*
- ✓ *Equal access to micro-credit*
- ✓ *Legal support, e.g. equal access to land, inheritance, shelter, employment*
- ✓ *Alternative care options for women unable to parent*

### B. Checklist of particular rights of women as part of DDR

- ✓ *Equal right of men and women to participate in DDR, and to have their needs included and funded from outset*
- ✓ *Right to meaningfully participate in all decisions affecting them*
- ✓ *Right to settle in location of their choice after demobilisation*
- ✓ *Right to separate from husbands in context of forced marriage*
- ✓ *Right to equal access to information, services, opportunities*
- ✓ *Right to choose occupation/income-generation activity of their choice, on the basis of equality*





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<sup>i</sup> UN (2010), *Operational Guide to the Integrated Disarmament, Demobilisation and Reintegration Standards*, p 194 (<http://www.iddrtg.org/wp-content/uploads/2013/05/Operational-Guide-REV-2010-WEB.pdf>); Committee on the Elimination of Discrimination against Women (2013), *General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations*, 18 October, para 69 (b), p. 18

(<http://www.ohchr.org/Documents/HRBodies/CEDAW/GComments/CEDAW.C.CG.30.pdf>).

<sup>ii</sup> UNSCR 1325 (2000), Art. 13.

<sup>iii</sup> UNSCR 1325 (2000), Art. 10.

<sup>iv</sup> UNSCR 1325 (2000), Art. 1.

<sup>v</sup> Articles 10, 17, 13 and 16 respectively.

<sup>vi</sup> Articles 4, 9, 10.

<sup>vii</sup> Articles 10.2 (b) and (e).

<sup>viii</sup> Protocol on the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003), Art. 1 (f).

<sup>ix</sup> For more on the principle of confidentiality, see ICRC (2013), *Professional Standards for Protection Work*, p. 92. <http://www.icrc.org/eng/assets/files/other/icrc-002-0999.pdf>

<sup>x</sup> See, in particular, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003) and the Convention on the Elimination of Discrimination Against Women (1979).

<sup>xi</sup> UNIFEM (2003), *Gender-aware Disarmament, Demobilization and Reintegration (DDR): A Checklist*, p. 3.

[http://www.unifem.org/attachments/gender\\_issues/women\\_war\\_peace/GenderAwareDDR\\_AChecklist.pdf](http://www.unifem.org/attachments/gender_issues/women_war_peace/GenderAwareDDR_AChecklist.pdf)

<sup>xii</sup> Department for the Advancement of Women (2005), *Equal Participation of Women and Men in Decision-Making Processes, with Particular Emphasis on Political Participation and Leadership, Report of the Expert Group Meeting*, Addis-Ababa, 24 – 27 October, para. 29, p. 9.

<http://www.un.org/womenwatch/daw/egm/eql-men/FinalReport.pdf>

<sup>xiii</sup> UN (2006), *IDDRS*, Module 5.10, Introduction, p.3.

<http://fba.php.ciber.se/wp-content/uploads/2013/05/IDDRS-5.10-Women-Gender-and-DDR.pdf>

<sup>xiv</sup> UN (2010), *Operational Guide to the Integrated Disarmament, Demobilisation and Reintegration Standards*, p 196.

<sup>xv</sup> UNIFEM (2004), *Getting it Right, Doing it Right: Gender and Disarmament, Demobilisation and Reintegration*, p. 4.

<http://www.unwomen.org/~media/Headquarters/Media/Publications/UNIFEM/GettingitRightDoingitRight.pdf>

<sup>xvi</sup> UNIFEM (2004), *Getting it Right, Doing it Right: Gender and Disarmament, Demobilisation and Reintegration*, p. 30.

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<sup>xxvii</sup> Committee on the Elimination of Discrimination against Women (2013), *General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations*, 18 October, para 68, p. 18.

<sup>xxviii</sup> Committee on the Elimination of Discrimination against Women (2013), *General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations*, 18 October, para 69 (f), p. 19,

<sup>xxix</sup> UNIFEM (2004), *Getting it Right, Doing it Right: Gender and Disarmament, Demobilisation and Reintegration*, p.30.

<sup>xxx</sup> UNIFEM (2004), *Getting it Right, Doing it Right: Gender and Disarmament, Demobilisation and Reintegration*, p. 15.

<sup>xxxi</sup> Based on UN IDDRS (2006), *Module 5.10*, Annex D, p. 29-38.

<sup>xxxii</sup> Based on UN IDDRS (2006), *Module 5.10*, Box 2, p. 8.

<sup>xxxiii</sup> See Department of Peacekeeping Operations/Department of Field Support (DPKO/DFS) (2008), *DPKO/DFS Guidelines for Integrating Gender Perspectives into the Work of United Nations Police and Peacekeeping Missions* for background.

[http://www.endvawnow.org/uploads/browser/files/Police%20guidelines\\_web-%20DPKO-2008.pdf.pdf](http://www.endvawnow.org/uploads/browser/files/Police%20guidelines_web-%20DPKO-2008.pdf.pdf)

<sup>xxxiv</sup> See DPKO/DFS (2010), *DPKO/DFS Guidelines: Integrating a Gender Perspective into the Work of the United Nations Military in Peacekeeping Operations*, p. 36.

[http://www.un.org/en/peacekeeping/documents/dpko\\_dfs\\_gender\\_military\\_perspective.p](http://www.un.org/en/peacekeeping/documents/dpko_dfs_gender_military_perspective.pdf)  
[df](http://www.un.org/en/peacekeeping/documents/dpko_dfs_gender_military_perspective.pdf)

<sup>xxxv</sup> Based on Statement of Commitment on Eliminating Sexual Exploitation and Abuse by UN And Non-UN Personnel (2006).

<sup>xxxvi</sup> UNIFEM (2004), *Standard Operation Procedures on Gender and DDR*, p. 6.

[http://www.peacewomen.org/assets/file/Resources/UN/unifem\\_genderddr\\_2004.pdf](http://www.peacewomen.org/assets/file/Resources/UN/unifem_genderddr_2004.pdf)

<sup>xxxvii</sup> UNIFEM (2004), *Getting it Right, Doing it Right: Gender and Disarmament, Demobilisation and Reintegration*, p. 7.

<sup>xxxviii</sup> UN IDDRS (2006), *Module 5.10*, Section 6.5.1, p. 15.

<sup>xxxix</sup> UN IDDRS (2006), *Module 5.30*, Section 8.2. p. 18.

<sup>xxxx</sup> UNIFEM (2004), *Getting it Right, Doing it Right: Gender and Disarmament, Demobilisation and Reintegration*, p. 35.

<sup>xxxxi</sup> International law prohibits transfers of detainees to the authorities of any state in violation of the principle of “non-refoulement”. This includes situations where there are real risks that an individual will be subjected to torture or cruel, inhumane or degrading treatment or punishment; arbitrary deprivation of life (including the death penalty after a trial not respecting internationally recognized judicial guarantees); enforced disappearance or persecution on grounds of race, religion, nationality or membership of a particular social group or political opinion; or underage recruitment to an armed force or group or participation in hostilities {see Convention Against Torture (1984) Art. 3; General Comments 20 and 31 of the UN Human Rights Committee (paragraphs 9 and 12 respectively); International Convention for the Protection of All Persons from Enforced

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Disappearance (2006), Art. 16(1); Refugee Convention (1951), Art. 33(1); and General Comment 6 (2005) of the UN Committee on the Rights of the Child (paragraph 28)).

<sup>xxxii</sup> UN IDDRS (2006), *Module 5.10*, Section 6.8.1, p. 19.

<sup>xxxiii</sup> UN IDDRS (2006), *Module 5.10*, Section 6.8.1, p. 19.

<sup>xxxiv</sup> UN IDDRS (2006), *Module 5.10*, Section 6.8.1, p. 19.

<sup>xxxv</sup> UNIFEM (2004), *Standard Operation Procedures on Gender and DDR*, p. 6.

<sup>xxxvi</sup> UN (2010), *Operational Guide to the Integrated Disarmament, Demobilisation and Reintegration Standards*, p. 168.

<sup>xxxvii</sup> UNIFEM (2005), *Workshop Report: Taking a Gender Perspective to Strengthen the Multi-Country Demobilisation and Reintegration Program (MDRP) in the greater Great Lakes Region*, p.4

[http://www.mdrp.org/PDFs/MDRP\\_UNIFEM\\_Gender\\_DDR\\_010207\\_en.pdf](http://www.mdrp.org/PDFs/MDRP_UNIFEM_Gender_DDR_010207_en.pdf)

<sup>xxxviii</sup> Based on UN IDDRS (2006), *Module 5.10*, Section 6.4, p. 13.

<sup>xxxix</sup> African Union (2006), *Policy on Post-Conflict Reconstruction and Development*, p. 28-29. <http://www.peaceau.org/uploads/pcrd-policy-framwork-eng.pdf>

<sup>xl</sup> UNIFEM (2004), *Getting it Right, Doing it Right: Gender and Disarmament, Demobilisation and Reintegration*, p. 34.

<sup>xli</sup> UNIFEM (2004), *Standard Operation Procedures on Gender and DDR*, p. 12.

<sup>xlii</sup> International Labour Organisation (2010), *Economic Reintegration of Children Formerly Associated with Armed Forces and Armed Groups: Background Paper*, p. 7.

<http://unesdoc.unesco.org/images/0019/001907/190780e.pdf>

<sup>xliii</sup> UNDP Bureau for Crisis Prevention and Recovery (2009), *How to Guide: Monitoring and Evaluation for DDR Programmes*, p. 3-4.

[http://www.undp.org/content/dam/undp/documents/cpr/documents/DDR/DDR\\_How\\_to\\_Guide.pdf](http://www.undp.org/content/dam/undp/documents/cpr/documents/DDR/DDR_How_to_Guide.pdf)

<sup>xliiv</sup> UNIFEM (2004), *Standard Operation Procedures on Gender and DDR*, p. 12.

<sup>xliv</sup> Committee on the Elimination of Discrimination against Women (2013), *General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations*, 18 October, para 67, p. 18.

<sup>xlvi</sup> UN IDDRS (2006), *Module 5.10*, Section 6.5.2, p. 16.

<sup>xlvii</sup> ICRC (2004), *Improving compliance with international humanitarian law: Background Paper prepared for Informal High-Level Expert Meeting on Current Challenges to International Humanitarian Law*, Cambridge, p.4-5.

[http://www.icrc.org/eng/assets/files/other/improving\\_compliance\\_with\\_international\\_humanitarian\\_law.pdf](http://www.icrc.org/eng/assets/files/other/improving_compliance_with_international_humanitarian_law.pdf)

<sup>xlviii</sup> The right to a fair trial is enshrined in Articles 3, 7 and 26 of the African Charter on Human and Peoples' Rights (1981).

