

This updated WPS Policy builds on the 2019 WPS Policy and references DPPA’s 2021 WPS Indicators, new focus areas such as climate security and digital inclusion, and additional proposed actions in the annex to implement the Policy. The five priorities outlined in the original Policy remain valid.

1. Purpose

The Department of Political and Peacebuilding Affairs’ (DPPA) Women, Peace and Security Policy (hereafter the Policy) outlines the Department’s approach and commitment to the implementation of Security Council resolution 1325 (2000) and nine subsequent resolutions on women, peace and security (WPS) as well as the gendered dimensions of the General Assembly’s resolutions on mediation and conflict prevention, financing for peacebuilding and the twin resolutions from the two entities on sustaining peace. The Policy seeks to ensure that gender relevant issues and perspectives are integrated into all the Department’s activities to promote inclusive conflict prevention, mediation and peacebuilding.

2. Scope

The Policy identifies principles and parameters for the implementation of the WPS agenda and gender mainstreaming. It applies to Special Representatives of the Secretary-General (SRSGs), Special Envoys, management and staff, including those within the joint Department of Political and Peacebuilding Affairs – Department of Peace Operations (DPO) regional structure working on or within special political missions (SPMs) or non-mission settings, as well as Liaison presences. It is complementary to the 2018 Department of Peacekeeping Operations (DPKO), now DPO, policy on Gender Responsive United Nations Peacekeeping and should be implemented in close cooperation with relevant UN partners, in particular UN Women and the Development Coordination Office (DCO), the Office of Counter Terrorism (OCT), the Office of the High Commissioner for Human Rights (OHCHR,) and the United Nations Development Programme (UNDP).

3. Priorities for DPPA’s implementation of the women, peace and security agenda

The Policy builds on experiences and good practices from across the Department’s divisions, offices and SPMs. Annex I outlines actions to ensure that the following priorities are integrated into the daily work of the Department.

a) Gender sensitive political and conflict analysis

Gender-sensitive political and conflict analysis is a first and essential step towards gender-sensitive and inclusive conflict prevention, mediation and peacebuilding and should be integrated into written and other outputs as a matter of course. Gender perspectives should be applied throughout any political and conflict analysis undertaken to address gendered triggers of violence and responses to conflict, as well as to ensure attention to the gendered impact of armed conflict and the (different) gendered roles of women, men, girls, boys, and LGBTI people. This should include the recognition of the specific challenges and exclusion of young women, both in online and

offline spaces. This includes identification of challenges, such as practices of gendered violence, discrimination and exclusion, as well as opportunities for the direct and meaningful participation of women in political, peace and reconciliation processes. It also includes identification of efforts to engage with and address the priorities of women human rights defenders, women peacebuilders and women civil society groups as key stakeholders for gender equality and peace. As a general practice, opportunities should be pursued to include implementation of the WPS agenda in the formulation of mandates for missions, including through advocacy efforts with relevant Member States/Security Council members.

DPPA staff in HQ and within SPMs, including SRSGs and Envoys, should include gendered analysis, including sex-disaggregated data and information on women's participation, sexual violence, or gendered aspects of conflict in substantive products. In addition to reports of the Secretary-General to the Security Council and to the General Assembly, including oral briefings, this also includes: written materials for senior officials; internal learning documents; external documents; internal guidelines, policies and procedures; and PBSO-specific products.

Gender-sensitive conflict analysis should also guide the design and implementation of all projects of the Peacebuilding Fund (PBF) and be made available to the Peacebuilding Commission (PBC) for it to include in all its substantive documents updates and advice, consistent with its Gender Strategy. For the identified actions, see objectives 1 and 2 in Annex I.

b) Promoting inclusion and women's meaningful participation in all peacemaking and peacebuilding efforts

The full, equal and meaningful participation of women in conflict prevention, mediation and peacebuilding processes is fundamental to the full realization of their human rights, and has been affirmed through the Secretary-General's (2020) 5 Goals for the Decade ([S/2020/946](#), para 113), and (2019) 10 UN Directives on women, peace and security ([S/2019/800](#), para 120). Peacemaking strategies that systematically include women and civil society are more likely to generate national ownership and support for a negotiated settlement and to lead to more sustainable peace. This is in part due to collaboration and knowledge building between women in formal processes and diverse women's groups, which results in better substance of peace agreements and higher rates of implementation. Inclusive conflict prevention, peacemaking and peacebuilding efforts can help identify alternative entry points and solutions. Broader constituencies can also increase the potential to identify and address the root causes of conflict and meet the needs of those it affects. DPPA works to promote multi-track approaches that consistently advocate for the active and meaningful participation of women in peace and dialogue processes, including through identifying and implementing targeted measures (i.e., bold targets, inclusive selection measures, independent delegations) to advance women's direct participation, as well as by ensuring SRSGs and Special Envoys consistently engage women's rights constituencies to help shape their peacemaking work. For the identified actions, see objective 3 under Annex I.

c) Women's participation in electoral and political processes

The participation of women in electoral and political processes, including at the sub-national level, and women's leadership in decision-making have been globally acknowledged, including in the 2030 Agenda for Sustainable Development, as vital contributors to more stable and prosperous societies. The Under-Secretary-General of DPPA, as the UN system-wide focal point for electoral assistance, has an important responsibility to ensure that gender will continue to be mainstreamed in all UN electoral assistance activities. The focal point coordinates the provision of UN technical support and advice to Member States, upon request, in their efforts to promote women's participation in

electoral processes as voters, candidates and electoral officials, including through adopting temporary special measures, such as quota. These efforts are based on existing electoral policies issued by the focal point. For the identified actions, see objective 4 under Annex I.

d) Preventing and addressing conflict-related sexual violence as a priority for peace

Conflict-related sexual violence (CRSV) can be a tactic of war and terrorism. Beyond the serious consequences for survivors, their families and communities, and the need to ensure accountability for violations, CRSV risks triggering acts of vengeance and renewed violence that can undermine conflict prevention, peacemaking and peacebuilding efforts. The threat of CRSV can have a chilling effect on women's political participation, including in peace and electoral processes. In order to achieve sustainable peace, DPPA shall take steps to strengthen prevention, deterrence and response to CRSV throughout its work, in accordance with international law and relevant Security Council resolutions. For the identified actions, see objective 6 under Annex I.

e) Programmatic – ensuring gender mainstreaming in all projects through resource allocations, gender markers and tracking

The inclusion of gender analysis is a requirement for DPPA's proposals for extra-budgetary funding under the Multi-Year Appeal. In addition to a revised and strengthened gender marker, project managers must clearly demonstrate how gendered analysis has informed the design of the project, and how efforts will be made to ensure women and civil society's participation and involvement throughout the project's implementation. The same principle applies to the reporting and possible evaluation of the projects. DPPA has established an 18 % benchmark for its annual multi-year appeal, as well as a new dedicated window for WPS, to strengthen activities to implement and operationalize the WPS policy and agenda. All PBF funded peacebuilding interventions should consider gender issues as part of the conflict analysis, priority setting, budget allocation, and implementation, as well as in monitoring and evaluation. The PBF will continue to allocate at least 30 per cent of its investment towards gender equality and women's empowerment, exceeding the 15 per cent target included in the Secretary-General's Seven Point Action Plan on Gender Responsive Peacebuilding. The Support Branch of the PBC, located within DPPA's Peacebuilding Support Office (PBSO), will continue to support the PBC in the implementation of its Gender Strategy adopted in 2016 and its Gender Action Plan of 2021, consistent with the principles outlined in this Policy, to ensure the substantive, cross-cutting integration of gender perspectives in all country specific thematic and strategic engagement. For the identified actions, see objective 7 in Annex I.

4. Roles and Responsibilities

The implementation of this Policy and the WPS agenda more broadly is both a key leadership responsibility, including for all SRSGs and Envoys as reflected in their compacts with the Secretary-General, as well as the responsibility of all DPPA managers and staff at Headquarters and in SPMs and Liaison presences as included under the leadership competency and required for all individual workplans, performance evaluations and office workplans. The Under-Secretary-General and senior management at Headquarters and in SPMs are responsible for providing leadership and guidance and for ensuring accountability for implementation of the institutional commitment to gender equality and WPS mandates. For the identified actions, see objective 8 under Annex I.

5. Accountability, monitoring and tracking of progress

To monitor the implementation of SCR 1325 (2000), at its 10th anniversary 26 UN system-wide global indicators were developed at the request of the Security Council. DP(P)A pledged to monitor and report on six indicators that pertain to its conflict prevention and mediation mandate; establish a 2010 baseline; and set realistic WPS targets for 2015 and 2020. The UN Strategic Framework was adopted in 2011 to track implementation of SCR 1325 (2000). In 2011, DP(P)A also took on fifteen concrete WPS-related commitments, which have been continually updated since then. These commitments were strategically chosen to contribute to a range of DP(P)A workstreams and deliverables and to build department-wide capacity.

In 2022, DPPA finalized the revision of its 2010 WPS indicators. The revised set of 22 indicators covers a broader range of DPPA's mandate, including peace processes, peace agreements, electoral support, Security Council work, peacebuilding, collaboration with regional organizations, and extra-budgetary funding. The new indicators are used to measure DPPA's progress on WPS for internal analysis, planning, and accountability, and for DPPA's reporting to the Security Council. Some of the new DPPA indicators are also integrated into the UN system-wide Monitoring Framework on WPS, led by UN Women.

Compliance with the Policy is mandatory, as is annual monitoring and reporting. This includes annual reporting on DPPA's Results Framework, the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (SWAP), the Secretary-General's Seven Point Action Plan on Gender Responsive Peacebuilding and the Women, Peace and Security and Humanitarian Action (WPS-HA) Compact. DPPA will also continue to report annually to the Security Council on progress made against these commitments by SPMs and at Headquarters. The Policy and its implementation will be reviewed in 2026.

6. Contact and Support

Within DPPA, the Gender Peace and Security (GPS) Unit in the Policy and Mediation Division will continue to support implementation of the WPS mandate through technical support, policy advice, capacity building and monitoring and reporting, and serve as the Department's focal point. PBSO's Gender Adviser will continue to strengthen the gender responsiveness of the PBC, the PBF, and its partnership work under the sustaining peace mandate. Annex I contains more information on the specific commitments, tools and support available to implement this Policy. Annex II lists our 22 WPS Indicators.

Contact email address for the GPS Unit: DPPA-GPS-unhq@un.org

Annex I: Actions to Implement the DPPA Women, Peace and Security Policy

Objective	Required action by DPPA	Accountable:	Available support
<p>1. Prioritize the gender/WPS agenda in DPPA's work.</p>	<ul style="list-style-type: none"> - Ensure timely gendered conflict and political analysis is undertaken to inform conflict prevention, peacemaking and peacebuilding efforts; - Ensure women leaders and civil society, including women's groups, are consistently engaged to inform peacemaking, conflict prevention, and peacebuilding efforts across different tracks by Mission leadership as well as during field visits, including high level visits, strategic and other assessments to peace operations, Liaison presences or non-mission settings, and at Headquarters when feasible. - Reinforce the importance of women's participation and rights, at all levels, including in formal negotiations, in public messaging and engagement with stakeholders by all USGs/ SRSGs Special Envoys' briefings to the Security Council, and in other speeches and remarks, including those outlining the UN's strategic priorities. 	<p>SRSGs and Special Envoys in mission settings</p> <p>USG, ASGs and Division Directors at Headquarters</p>	<ul style="list-style-type: none"> - GPS Unit to provide guidance on the integration of the WPS agenda in ToRs for assessment missions, policies on mission transitions, guidelines for project proposals, all DPPA guidance, training material and knowledge products as relevant etc. - GPS Unit to review and conduct the DPPA Gender/WPS staff training bi-annually, and one annual UN High-Level Seminar on Gender and Inclusive Mediation Strategies for senior mediation actors from the UN, Member States, regional organizations and (I)NGOs. - Mission-based Gender Advisers and gender focal points to be consulted in the planning of senior-level visits.
	<ul style="list-style-type: none"> - Include information on trends in gender-based hate speech and violence (both on – and off-line), and risks and acts of conflict-related sexual violence (CRSV) in all relevant materials (including talking points, background notes, analysis, and briefings) to UN leadership and the Security Council; 	<p>All staff</p>	
	<ul style="list-style-type: none"> - Facilitate women civil society briefers to the Security Council on country-specific 	<p>Division Directors at</p>	

	<p>situations to brief alongside SRSGs and Envoys (when appropriate and take measures to prevent and address any risks of reprisals against briefers).</p>	<p>Headquarters Offices of the SRSG/ Special Envoy in Missions</p>	
	<ul style="list-style-type: none"> - Ensure that DPPA-led mediation teams and DPPA delegations to high-level meetings are gender balanced - Ensure DPPA-led events include a gender balance on panels, and decline to participate in all-male panels 	<p>SRSGs/ Special Envoys</p> <p>All Staff</p>	
	<ul style="list-style-type: none"> - Mainstream gender/WPS in all capacity building initiatives led by DPPA and in engagements with regional organizations. 	<p>All staff</p>	
<p>2. Written products to include gender dimensions.</p>	<ul style="list-style-type: none"> - Ensure all political and conflict analysis is gender-sensitive. This includes: background notes, notes to the USG/SG, EC/DC checklists and background papers, RMRs, SG reports, as well as other products to senior UN officials, internal learning products, external products, and PBSO-specific documents. - Ensure conflict and political analysis includes inputs from gender focal points/teams, addresses key WPS priorities for the particular area, includes WPS in any recommendations or decision points, disaggregates data by gender (and age, ethnicity, disability, etc.), and – for longer products – includes a dedicated section on gender as well as mainstreaming gender throughout. 	<p>Team Leaders and Directors</p>	<ul style="list-style-type: none"> - In consultation with the regional pillar, and the DPO Gender Unit, GPS Unit to roll out tailored trainings for regional divisions – including managers and gender focal points – in line with new guidance on gender sensitive analysis, upon request. - GPS Unit to offer managers and gender focal points, as needed, targeted division-wide meetings to help address more specific gender-inclusion inquiries from colleagues.
	<ul style="list-style-type: none"> - Prioritize the inclusion of gender-relevant issues, such as the gendered dimensions of conflict, climate and security considerations; women’s participation in peace and political 	<p>All staff</p>	

	<p>other peace agreements; and multi-stakeholder consultations).</p> <p>- Support the implementation of the PBC Gender Strategy through the substantive, cross cutting integration of gender perspectives in all PBC country-specific thematic and strategic engagements.</p>		
<p>4. Promote women’s political participation in electoral processes.</p>	<p>- Provide technical advice and support to Member States, upon request, in their efforts to promote women’s participation in electoral processes, including through advice on the design or reform of electoral systems and frameworks as well as on temporary special measures (TSMs).</p>	EAD, SPMs	<p>- EAD’s gender focal points continuously support gender mainstreaming of DPPA’s electoral work.</p>
	<p>- Mainstream gender in all UN electoral assistance activities, including in all aspects of Needs Assessment Missions (NAMs).</p>	EAD, SPMs	
	<p>- Include gender expertise in all UN Electoral Needs Assessment Mission teams.</p>	EAD, SPMs	
	<p>- Coordinate with relevant UN entities to effectively implement the UN Policy Directive on “promoting women’s participation in electoral and political processes through UN electoral assistance”.</p>	EAD, SPMs	
	<p>- Increase focus on issues related to violence against women (as voters and political candidates) in elections including through incorporating relevant aspects in trainings on elections and violence.</p>	EAD	
	<p>- Ensure gender is a key component in providing electoral capacity (development) and training support to regional organizations.</p>	EAD, SPMs	

	<ul style="list-style-type: none"> - Include gender advisers in senior management meetings in missions in HQ to provide strategic and political advice to mission leadership on increasing women's political participation and gender sensitive approaches to conflict prevention and resolution efforts. - Include gender advisers in meetings with UN Country Teams and other relevant coordination mechanisms, to ensure gender advisers have a strategic overview and can align their work with relevant partners 	SRSGs/Envoys/ RCs, and HQ	
6. Prevent and address conflict-related sexual violence	<ul style="list-style-type: none"> - Implement the UN's Policy on Prevention and Response by United Nations Peace Operations to Conflict-related Sexual Violence; 	All staff	<ul style="list-style-type: none"> - The GPS Unit to provide technical support to desks and SPMs on request, including on early-warning indicators of CRSV for prevention and analysis; good practices in incorporating CRSV considerations in ceasefire and peace agreements; liaising with CRSV survivors on a do-no-harm basis; and coordination with UN entities and agencies working on CRSV at HQ and on the ground.
	<ul style="list-style-type: none"> - Include early consideration of risks regarding CRSV, and perpetration of acts, in all relevant conflict analysis and reporting, including to the UN Security Council, senior leadership and sanctions panels; 	All staff	
	<ul style="list-style-type: none"> - Consult regularly with CRSV experts including Women Protection Advisers, GPS, OSRSG-SVC, OHCHR, UN Women, and local women and civil society organizations - Support the recruitment of Women Protection Advisers in all relevant SPMs and push for them to be located in the Office of the SRSRSG in SPMs or within the Office of the DSRSG Political, as appropriate, to ensure they have access to information, and are able to advise senior leadership on CRSV prevention and 	All staff	

	<p>response advocacy and strategies.</p> <ul style="list-style-type: none"> - Work with relevant UN entities to raise CRSV concerns with conflict parties, sensitize parties to the CRSV normative framework, and work to secure commitments to halt CRSV violations, including as early confidence-building measures, through unilateral or joint communiques.; 	All staff working with conflict parties	
	<ul style="list-style-type: none"> - Address CRSV issues in relevant mediation and peacebuilding efforts, including prohibition of CRSV acts in ceasefires and peace agreements, protection of civilians, transitional justice, remedies and reparations for survivors. 	All staff	
7. Gendered analysis to inform budget and project proposals	<ul style="list-style-type: none"> - Design and implement project interventions of the Peacebuilding Fund (PBF) guided by gender sensitive conflict analysis and make use of the gender marker system and guidance to track its financial allocation to projects that promote gender equality and women's empowerment. 	All staff involved in PBF funding	- PBSO's Gender Adviser to provide technical support to the PBF.
	<ul style="list-style-type: none"> - Explicitly state how gendered analysis has informed the design of the XB project, including through consulting the gender advisor in those missions that have one, and how women's participation and civil society consultations will be promoted in addition to completing the gender marker. 	All staff involved in seeking DPPA XB funding	- The GPS Unit to develop guidance on integrating gender/WPS in XB budget proposals, including the proper use of the gender marker, and dedicated projects to promote the implementation of the WPS agenda.
8. Accountability and compliance	<ul style="list-style-type: none"> - Include at least one gender/WPS deliverable in all individual and team workplans and performance reporting documents (E-Pas). - Ensure that in SPMs all section chiefs mainstream gender/ WPS in their section's annual planning and reporting 	Directors, Team Leaders, Section Chiefs, Chiefs of Staff	- GPS, EO and ODCSS to offer support as needed.

	- Include at least one question related to prior gender/WPS work undertaken when interviewing candidates and consider past track record on gender/WPS in hiring decisions. Ensure women staff are represented on all panels.	Hiring managers	
	- Require the inclusion of at least one gender/WPS deliverable in their annual performance goals and/or workplans.	PDAs	
	- Report on the implementation of this Policy, in connection with the annual reporting on DPPA's commitments on WPS to the Security Council.	SRSG / Envoy and all staff	

Annex II: 2021 DPPA Women, Peace and Security Agenda Indicators

Peace Processes	
1	# and % of women appointed as Deputy or Head of Mission in Special Political Missions.
2	# and % of women, and their individual level of seniority, on UN mediation support teams in UN-(co)-led peace or constitution making processes.
3	# and % of UN-supported peace or constitution making processes in which gender expertise was provided. <i>To be included in reporting: Narrative description of where gender expertise was provided and the specific issues that gender expertise was intended to address. Please describe the impact the inclusion of gender expertise might have had on the peace process. Please also provide the seniority of the gender expert(s) involved using sex-disaggregated data.</i>
4	# of women and % of total participants included in formal/Track 1 negotiations of peace processes (co-)led/supported by UN and description of roles (1) delegate, (2) signatory, (3) expert, observer, and/or (4) mediator.
5	# and % of UN(co)-led or supported peace or constitution making processes with a strategy for women's inclusion.
6	# and % of UN-led or co-led peace or constitution making processes where women civil society was regularly consulted # and % of UN-led or co-led peace or constitution making processes where the UN supported consultations/meetings/other exchanges between the conflict parties and women civil society. <i>To be included in reporting: Narrative description of these consultations/meetings/exchanges, including the stage of the process when they took place, the frequency and if they are ongoing.</i>
7	# of peace and ceasefire agreements that resulted from UN-led or co-led negotiations with provisions that reference women or gender equality and # of these provisions. In contexts where verified cases of CRSV have been found, # and % of ceasefire and/or peace agreements resulting from UN-led or co-led negotiations that include CRSV provisions. <i>To be included in reporting: Copy-paste the provisions in ceasefire/peace agreements that relate to women, gender equality or CRSV or GBV violations.</i>
Elections	
8	% of cases where Electoral Needs Assessment Missions (NAM) included gender expertise.
9	# and % of trainings for UN staff on electoral violence that address violence against women.
10	# (and %) of electoral capacity-building initiatives (including trainings, workshops and seminars) conducted with/for/in partnership with Member States and regional organizations, where gender is a key component.

Peacebuilding	
11	# and % of PBC relevant outcome documents which include country and region-specific gender analysis based on sex-disaggregated data.
12	# and % of women peacebuilders invited to brief the PBC.
13	Amount of PBF funding per annum dedicated to the Gender Promotion Initiative.
14	# and % of country eligibility packages based on conflict analysis that is gender-responsive.
	% of total PBF funds per annum allocated towards advancing gender equality and/or women's empowerment.
15	<i>(Optional) Narrative description of 1-3 especially representative projects funded in most recent year.</i>
Security Council	
	# (and %) of relevant SPM reports to the Security Council that include gender analysis/information on the gendered dimensions of conflict, women's political participation or the gendered dimensions of conflict prevention, mediation or peacebuilding efforts per year.
16	# (and %) of recommendations in relevant reports to the Security Council on the gendered dimensions of conflict, women's political participation, or the gender dimensions of conflict prevention, mediation, or peacebuilding efforts per year.
17	Breakdown of the Security Council Panel of Experts by gender, nationality, and area of expertise, (noting which panel(s) each expert attended).
Regional organization	
18	# of joint WPS strategies or engagements with regional organizations <i>To be included in reporting: Narrative description of work undertaken with regional organizations. Outline key priorities developed together, and outcomes and impact of work with regional organizations.</i>
Gender capacity	
19	# of gender advisors and gender focal points in SPMs, disaggregated by sex, seniority and placement within the office/mission
XB financing	
20	% of XB projects with gender marker 2 or higher.
Joint programme	
21	% of PDAs engaged with women groups on conflict prevention
22	% of the Joint Programme's seed funding for catalytic initiatives allocated towards advancing gender equality and/or women's empowerment.