

New Zealand's National Action Plan on Women, Peace and Security 2015 – 2019 Implementation Report January 2021



New Zealand's National Action Plan on Women, Peace and Security 2015 – 2019 Implementation Report

Table of Contents

I. Executive Summary	3
II. Introduction	4
III. Background	4
Table 1. UNSC WPS resolutions, 2008-2019.....	5
The Four Women, Peace and Security Pillars.....	6
Figure 1. Breakdown of actions under the four WPS pillars.....	7
1.0 Prevention.....	8
Case study: NZDF Strategic Plan 2019 – 2025.....	14
2.0 Participation.....	15
Table 2. Number of New Zealand Defence Force deployed personnel	19
Table 3. Percentage change in Females deployed by NZ Police	20
Table 4. Percentage change in Females in NZ Police Constabulary Staff by rank	20
Figure 2. Number of Female NZ Police Staff by rank	21
Case study: WPS Summit.....	24
Case study: NZDF launches Pacific Defence Gender Network	25
Case study: NZ Embassy Baghdad	25
Case study: Women in the NZDF Report.....	26
3.0 Protection	27
Case study: NZ's International Human Rights Action Plan 2019 – 2023	31
4.0 Peacebuilding, Relief and Recovery	32
Case study: NZ's first WPS-specific deployment.....	34
5.0 Perspectives from Civil Society	35
Reflections on the NAP 2015 – 2019	36
Table 5. Summary of CSG proposals for the next NAP	41
Case study: WPS NAP Leadership and Transparency and Accountability	42
Annex 1. Examples of in-country projects that support the WPS agenda	43

I. Executive Summary

This inter-agency report examines the progress on New Zealand's 2015 to 2019 National Action Plan (NAP) for the implementation of United Nations Security Council Resolution 1325 on Women, Peace and Security (WPS). Lead agencies for the NAP's implementation are the Ministry of Foreign Affairs and Trade (MFAT), New Zealand Defence (which includes the Ministry of Defence and the New Zealand Defence Force) and the New Zealand Police (NZ Police). The report is centred around the four 'pillars' of WPS: Prevention, participation, protection, and peacebuilding, relief and recovery. It also examines reflections from civil society on the NAP's implementation.

Prevention: Preventing conflict requires both a short-term approach which includes women's participation, as well as longer term structural approaches to address root causes of conflict including inequality. This report reveals the extensive nature of New Zealand's advocacy and engagement on WPS issues at an international level towards the prevention of conflict. The report also demonstrates the progress that lead agencies have made towards integrating the WPS agenda into their organisations by reviewing their doctrines, policy, directives and deployment framework to include reference to WPS responsibilities, and through increased training and reporting.

Participation: Increased participation of women strengthens the protection efforts of peacekeepers, contributes to the conclusion of peace talks and the achievement of sustainable peace, and accelerates post-conflict economic recovery¹. Under the NAP, New Zealand actively advocated at international fora to increase the participation of women across peace processes. The report details how gender inclusion is a key feature of New Zealand's peace operations, and outlines the strategies taken by both NZDF and NZ Police to promote opportunities for gender-balanced deployment. It further demonstrates a number of ways that MFAT, NZDF and NZ Police have worked to promote women's meaningful participation in decision-making.

Protection: Strengthening and amplifying efforts to protect the human rights of women and girls is a core aspect of the WPS agenda. Informed by our commitments under the International Human Rights Action Plan, New Zealand is a strong advocate of women's rights in various international fora. WPS issues are regularly on the agenda for discussions with partners and our Aid Programme delivers on specific activities that work to protect the rights of women and girls.

Peacebuilding, Relief and Recovery: The peacebuilding, relief and recovery pillar of WPS ensures that a gender lens is incorporated in post-conflict efforts, including through ensuring equality of access to resources, justice and basic services, and investment in economic and social security for women and girls. A focus on gender equality and women's empowerment is

¹ 2015. *Preventing Conflict, Transforming Justice, Securing the Peace: a Global Study on the Implementation of United Nations Security Council resolution 1325*.

a key element of New Zealand's approach to sustainable development, as is providing assistance to fragile and conflict affected areas.

Reflections from Civil Society: Working with and alongside civil society organizations is critical to achieving the goals laid out in the WPS agenda. The final chapter of this report comprises reflections from a number of civil society groups and individuals on the NAP's implementation. We are deeply grateful for the submissions received. Whilst diverse in their perspectives, common themes in the submissions included the need for a deeper focus on structural transformation in the NAP, meaningful engagement with civil society at all stages of implementation, dedicated resources and regular reporting on progress. Various suggestions were made for the next NAP, such as incorporating reference to Te Tiriti and including the Ministry for Women as a lead agency. We look forward to continuing to work closely with civil society as we progress towards our shared goal of full implementation of the WPS agenda.

II. Introduction

In October 2015, New Zealand adopted a National Action Plan (NAP) for the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS). This followed 18 months of development and consultation with government agencies, together with input from a range of civil society representatives. The NAP identified how New Zealand will implement UNSCR 1325 for the period 2015 – 2019. The Ministry of Foreign Affairs and Trade (MFAT), New Zealand Defence (which includes the Ministry of Defence and the New Zealand Defence Force) and the New Zealand Police (NZ Police) are the lead agencies for implementing the NAP.

This summary report covers October 2015 to December 2019 and sets out the New Zealand Government's progress on implementing the NAP drawing on reporting by the relevant agencies. The report also considers perspectives from civil society groups and other stakeholders and identifies key learnings in implementing the NAP during this period.

III. Background

UNSCR 1325 was adopted in 2000 in recognition of the specific needs of women in situations of conflict. This resolution, which established the 'WPS Agenda', highlighted the importance of the full participation of women in conflict resolution, during peace processes, and in building gender response capability in peacekeeping missions.

Since the adoption of UNSCR 1325, the United Nations Security Council (UNSC) adopted nine additional resolutions on WPS (Table 1), which highlighted associated issues relating to WPS and the need for sustained action to address these. They also provide guidance on implementing specific aspects of the WPS agenda, such as monitoring and reporting on progress by Member States. Studies have shown that "women's meaningful participation in

all aspects of peace and security is critical to effectiveness” and has a “direct impact on the sustainability of agreements reached”².

The UNSC encourages Member States to develop National Action Plans to implement UNSCR 1325 and the broader WPS agenda. New Zealand is one of 83 countries³ (as of December 2019) that has developed a NAP.

Table 1. UNSC WPS resolutions, 2008-2019

Security Resolution	Council	Description
UNSCR 2493 29 OCTOBER 2019		Requested further information on the progress and setbacks in the WPS agenda as well as recommendations to address new and emerging challenges.
UNSCR 2467 23 APRIL 2019		A resolution on sexual violence in conflict that calls for national ownership of the root causes of sexual exploitation and abuse and urges Member States to strengthen access to justice for victims.
UNSCR 2242 13 OCTOBER 2015		A resolution that addressed women’s roles in countering violent extremism and terrorism, improving the UNSC’s own working methods in relation to WPS and taking up gender recommendations made by the High-Level Independent Panel on Peace Operations and the Global Study.
UNSCR 2122 18 OCTOBER 2013		A resolution that addressed the persistent gaps in the implementation of the WPS agenda.
UNSCR 2106 24 JUNE 2013		A resolution focusing on accountability for perpetrators of sexual violence in conflict and stressing women’s political and economic empowerment.
UNSCR 1960 16 DECEMBER 2010		A resolution that established a monitoring, analysis and reporting mechanism on conflict-related sexual violence in situations on the Council’s agenda. It also called upon parties to armed conflict to make specific, time-bound commitments to prohibit and punish sexual violence and asked the Secretary-General to monitor those commitments.
UNSCR 1889 5 OCTOBER 2009		A resolution that urged member states, UN bodies, donors and civil society to ensure that women’s protection and empowerment is taken into account during post-conflict needs assessment and planning.
UNSCR 1888 30 SEPTEMBER 2009		A resolution that strengthened efforts to end sexual violence against women and children in armed conflict.
UNSCR 1820 19 JUNE 2008		A resolution that addressed sexual violence in conflict and post-conflict situations and asked the Secretary-General for a report on the systematic use of sexual violence in conflict areas and proposals for strategies to minimize the prevalence of such acts with benchmarks for measuring progress.

Source: United Nations Security Council Report.

² United Nations and World Bank. 2018. “Pathways for Peace: Inclusive Approaches to Preventing Violent Conflict.” Executive Summary booklet.

³ <http://peacewomen.org/member-states>.

The Four Women, Peace and Security Pillars

- **Prevention:** Incorporating women's perspectives into early warning systems, public education and training guidelines and prosecution of violators of women's rights, including sexual and gender-based violence, are all measures that are essential to conflict prevention efforts.

Key UNSC Resolution (UNSCR) Operative Paragraphs: OP10 of UNSCR 1325 (2010); OP3 of UNSCR 1820 (2008); OP3 of UNSCR 1888 (2009) and OP5 of UNSCR 1960 (2010).

- **Participation:** Recognising the positive impact on conflict prevention and lasting resolution, this relates to increasing the quantity and seniority of women's representation in national and United Nations led peace processes, and empowering local women at all levels to be involved at all decision-making levels in formal and community led conflict and post-conflict peace processes.

Key UNSC Resolution Operative Paragraph: OP12 of UNSCR 1820 (2008).

- **Protection:** Strengthening and amplifying efforts to protect the human rights of women and girls, and ensure their physical and economic wellbeing, with particular regard to sexual and gender-based violence. In the context of the Pacific, this includes institutional strengthening of local police and judiciary in order to protect the rights of victims and reducing sexual and gender-based violence.

Key UNSCR Operative Paragraphs: OP8 of UNSCR 1325 (2000); OP6 of UNSCR 1888 (2009); OP10 of UNSCR 120 (2009) and OP12 of UNSCR 1889 (2009).

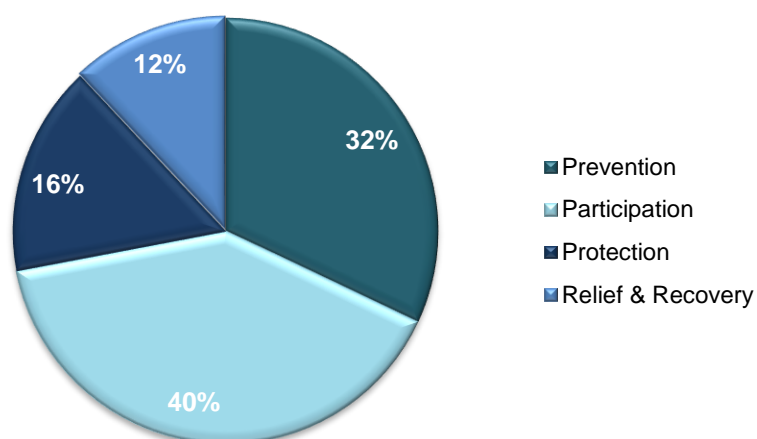
- **Peacebuilding, relief and recovery:** This includes equality of access to resources, justice and basic services, and investment in economic and social security for women and girls.

Key UNSCR Operative Paragraphs: OP11, OP13 of UNSCR 1325 (2000); OP13 of UNSCR 1888 (2009) and OP13 of UNSCR 1889 (2009).

Source: New Zealand National Action Plan 2015-2019.

Almost half of these actions are related to increasing women’s meaningful participation in the different phases of conflict and peacebuilding while a third consists of actions to include gender considerations in our multilateral advocacy and staff deployment processes (Figure 1).

Figure 1. Breakdown of actions under the four WPS pillars



1.0 Prevention

Incorporating women's perspectives into early warning systems, public education and training guidelines, and prosecution of violators of women's rights, including sexual and gender-based violence are all measures that are essential to conflict prevention efforts.

At a glance:

- New Zealand is an advocate of WPS issues at the UNSC Open Debates, both during and after our term as a non-permanent member of the UNSC.
- We advocated in other UN fora, particularly during the annual meeting of the Commission on the Status of Women and the various Committees of the United Nations General Assembly.
- **563** NZDF personnel have received introductory WPS training during the reporting period and approximately **70** personnel per year receive advanced WPS training in the NZ Defence College Intermediate and Advanced Command and Staff courses.
- In 2019, the NZDF increased the number of trained gender advisors from **1 to 11**.
- There were no cases of sexual exploitation and abuse, alleged or otherwise, perpetrated by deployed NZDF individuals that were referred, investigated or acted upon, during the reporting period.
- NZDF personnel must complete the Sexual Ethics and Responsible Relationships training before being deployed.
- The Ministry of Defence (MoD) is leading an assessment on Gender and Security, which will provide strategic direction to integrate the core principles of WPS in New Zealand Defence (MoD and NZDF) policies and doctrine.
- **114** Police personnel have received a gender brief as part of their Pre-Deployment Training. This represents **100%** of deployed staff from 2015 to 2019.
- NZ Police has reviewed several regional programmes to strengthen references to WPS and gender awareness.

1.1 New Zealand will advocate at international fora for women, peace and security issues to be included in political and security discussions, in particular for peacekeeping operations and conflict prevention responses, including up to the level of the UN Security Council. This will include consideration of supporting domestic research into WPS issues, as well as considering the role of men and boys in the overall women, peace and security agenda.

New Zealand actively participated in UNSC meetings under agenda items that relate to WPS, both during and after our term as a non-permanent member of the UNSC (2015-2016). This included a statement on the 15th Anniversary of UNSCR 1325. During the annual UNSC Open Debates on WPS, New Zealand promoted the meaningful participation of women in efforts to prevent and resolve conflict, noting the higher success rate when women are involved in peace agreements. Our statements emphasised the need to incorporate gender perspectives across UN activities, including in the representation of women at senior levels. New Zealand has also

condemned the use of sexual violence as a weapon of war and has reiterated our support for zero tolerance for sexual exploitation and abuse by peacekeepers.

In addition to public statements, New Zealand used its Security Council term (2015-2016) to promote the inclusion of WPS language in Security Council resolutions, the appropriate consideration of WPS in UN Peacekeeping mandates, and active participation in the UNSC's Informal Experts Group on WPS.

International fora where New Zealand has advocated on WPS include:

- Commission on the Status of Women (CSW) – New Zealand has worked with others to include or strengthen WPS-related language in the annual sessions of the CSW.
- The Open Debate on the Maintenance of International Peace and Security – New Zealand called on the Council to ensure that the effects of trafficking and sexual violence against women are appropriately reflected in its consideration of specific mandates and country situations.
- UN General Assembly Committees – New Zealand has worked with partners to include or strengthen language on women's empowerment and participation in negotiated texts in Third Committee resolutions.
- United Nations Population Fund (UNFPA) – New Zealand spoke in support of UNFPA's ongoing work to protect women and girls in humanitarian crises.
- United Nations Special Committee on Peacekeeping Operations (C-34) – New Zealand worked with partners to advocate for inclusion of comprehensive language on the WPS agenda in the Committee's annual report.

In our international engagement, we have also consistently reaffirmed New Zealand's strong commitment to conventions relating to the protection and participation of women, such as the:

- Beijing Declaration and Platform for Action;
- Convention on the Elimination of All Forms of Discrimination Against Women; and
- Vienna Declaration and Programme of Action.

1.2 New Zealand Defence Force (NZDF) and NZ Police (Police) will review their doctrine, policy, directives and deployment planning frameworks relevant to UNSC-mandated missions, international assistance missions and other peacekeeping operations, to ensure effective adoption of WPS commitments.

New Zealand Defence Force

1.2.i For NZDF, this review will take into consideration other domestic reviews, for example the Defence White Paper and include a consideration of whether gender training should be made mandatory in all training, rather than just pre-deployment. The Commander Joint Forces New Zealand, as the NZDF senior responsible officer for UNSCR 1325 and WPS, issued an instruction that all new doctrine, policy, directives and deployment frameworks produced by the Joint Force Headquarters would be drafted to ensure adoption of WPS commitments. A number of annual directives and planning frameworks have since included WPS considerations and referenced UNSCR 1325 and

the New Zealand NAP. This includes the recognition and inclusion of a gender perspective within the Joint Operational Planning process and the within the Joint Intelligence Preparation of the Operational Environment.

MoD is currently developing an assessment on *Gender and Security*, which will provide strategic guidance on how New Zealand Defence (MoD and the NZDF) should incorporate the core principles of WPS in its policies and doctrine. This work will contribute to the next Defence White Paper, ensuring that gender is incorporated at both strategic and operational levels.

The Defence White Paper 2016 referenced New Zealand's support for United Nations-led WPS initiatives in the context of discussing gender equity in the NZDF. UNSCR 1325 components were discussed in the broader context of domestic, regional and international defence and security.

The NZDF began a review of its overarching 2025 Strategy in 2019. This review selected the UNSCR 1325 implementation project for allocation of resourcing and governance. While the final published document does not mention UNSCR 1325 specifically, the review included the need for diversity of skill and thought in our workforce, ensuring the right mix of people with the right skills and experience.

In 2017, the NZDF People Capability Portfolio initiated and developed a new Diversity and Inclusion (D&I) strategy or "blueprint for success", which included gender perspective awareness in the NZDF. In 2019, an all-of-government Positive Workplace Cultures Programme (PWCP) was initiated, which covered several NZDF initiatives and programmes including D&I, Integrated Wellness⁴, Wahine Toa⁵, OP RESPECT⁶, and OP STAND⁷. The NZDF created an internal working group comprised of members from across these areas to support our work relating to the PWCP. The D&I strategy and the work of OP RESPECT, in particular, have prompted a review of all training that includes equity, diversity, inclusion or gender.

New Zealand Police

During the reporting period, the International Service Group (ISG) standardised the job descriptions for the three common deployment positions - Advisor, Senior Advisor and Team Leader, to include references to gender and the NAP. These descriptions state that:

- Advisor and Senior Advisor: *'Applies a gender perspective to activity delivery in accordance with the New Zealand Action Plan.'*

⁴ Integrated Wellness connects wellness systems across the NZDF and provides education tools, resources and support.

⁵ Wahine Toa aims to increase the gender diversity within NZDF with a focus on attraction, recruitment, retention and advancement.

⁶ OP RESPECT is the programme for eliminating harmful and inappropriate behaviour (including sexual violence) within NZDF and creating a positive, safe environment for all NZDF personnel.

⁷ OP STAND is the programme for addressing substance and alcohol harm.

- Team Leader: *‘Understands the NZP responsibilities to Women, Peace and Security (UNSCR 1325) and leads the application of a gender perspective to activity delivery in accordance with the New Zealand Action Plan.’*

From 2016 to 2019, the NZ Police reviewed the design of a number of programmes to strengthen references to WPS and gender awareness. These include:

- Papua New Guinea APEC Support Programme
- Solomon Islands Police Support Programme
- Vanuatu Policing Programme
- Pacific Island Policing Prevention Programme.

NZ Police is developing an overarching Gender Strategy, which aims to ensure increased coordination and strategic oversight of WPS work and gender consideration across the ISG. The Gender Strategy is intended to sit under a wider NZ Police International Engagement Strategy, which is nearing completion.

1.3 New Zealand government agencies engaged in the prevention of conflict will formalise the inclusion of women, peace and security into NZDF and NZ Police pre-deployment (PDT) and other training through:

1.3.i Incorporating guidelines, materials and training modules on the protection, rights and needs of women and girls in their pre-deployment preparation, with reference to international humanitarian law, international human rights law and other international guidance.

1.3.ii Developing a common module with reference to the New Zealand’s National Action Plan on Women, Peace and Security to be used as part of pre-deployment training on NZ Police, diplomatic, civilian and NZDF personnel.

1.3.iii Developing a Commander’s Handbook Guide on women, peace and security with supporting advice and training to assist in deployment setting.

Pre-deployment training (PDT)

New Zealand Defence Force

Early in the reporting period, the NZDF Collective Training Centre developed a training module for UNSCR 1325 that has since been refined and amended. This is incorporated in PDT training for United Nations missions. In this training, the NZDF Commander’s Guide to Women, Peace and Security (Commander’s Guide) is introduced and explained. The NZDF also developed an aide memoire in the form of a pocket-sized card for use by personnel on exercises, operations and missions. It provides an easy reference of ‘what to do’ in response to an incident of combat-related sexual and gender-based violence, and explains New Zealand’s NAP reporting requirements.

From 2016 to 2019, the NZDF:

- conducted seven PDT for personnel joining international missions. During this time, **52 personnel, including five international personnel** have undergone PDT that includes a WPS module. Mission leaders attended PDT training with their contingent and received more detailed briefs based on the expected socio-cultural environment of the deployment area.
- attended UN Military Expert on Mission courses that include a presentation on WPS to meet the UN Department of Peacekeeping guidelines. **Forty-five personnel** have attended this training.
- held introductory training modules on UNSCR 1325, the NAP and incorporating gender perspectives in conjunction with the Law of Armed Conflict/International Humanitarian Law training. These modules are delivered to all new recruits, lateral recruits and officer cadets in the NZDF. To date, **563 personnel** have received this training.
- advanced training modules on UNSCR 1325 and the NAP in the NZ Defence College Intermediate/Advanced Command and Staff Courses. Approximately **70 personnel per annum** receive the training, which includes **eight to ten officers from other countries**.
- included a UNSCR 1325 module on the NZDF Joint Operations Planning Course to ensure gender perspectives are included in the planning and execution of NZDF operations and exercises. The first of these updated courses was delivered in January 2020 to **approximately 60 personnel** who hold significant operational planning roles in the NZDF and will continue to be delivered bi-annually.

In 2019, the NZDF increased the number of trained gender advisors from 1 to 11 through attendance at courses run by international training centres and partner militaries.

NZ Police

All of the PDT courses delivered during the reporting period had a gender module, which included:

- a gender brief on UNSCR 1325 and the NAP that was delivered to all personnel deployed to NZ Police Programmes. **Twenty-three personnel** were deployed to Timor-Leste, Solomon Islands, Tonga and Bougainville.
- a gender brief prior to deployment that was delivered to the **three team leaders** (1 female) for these programmes.

Work has also begun on a Commander's handbook (or equivalent) for NZ Police deployments.

1.4 NZDF and NZ Police will include information on violations of women's and girls' human rights that occur during participation in UNSC-mandated peacekeeping missions, international assistance missions and other peacekeeping operations in their periodic reporting according to mandate.

1.5 NZDF and NZ Police will be responsive to and investigate any violations of the rights of women and girls that occur during participation in UNSC-mandated peacekeeping

missions, international assistance missions and other peace keeping operations, in line with relevant international standards.

1.6 Where a credible allegation of the commission of a crime during a peacekeeping operation is raised by the United Nations against a New Zealander, New Zealand will inform the United Nations of the progress of the investigation and prosecution process.

Prior to NZDF personnel deploying on UN missions, the pre-deployment WPS brief includes clear direction that NZDF personnel must report any human right violations against women and girls as required by UNSCR 1960 and UNSCR 1612 through the mission reporting structure.

Within the NZDF, reports on violations and atrocities of some description were contained in Situation Reports and Post Activity Reporting. However this was generically reported and there was no sex-disaggregated data on specific violations of women's and girls' human rights that occurred in UNSC-mandated peacekeeping missions, international assistance missions and other peacekeeping operations during the reporting period. Specific reporting on Human Rights violations of women and girls in those locations was likely reported by the mission lead nation.

There were no cases or other allegations of crime/s during peacekeeping operations raised by the UN against deployed NZDF personnel. NZ Police was not part of any UN peacekeeping missions during the reporting period.

Case study:

New Zealand Defence Force Strategic Plan 2019 – 2025 (Plan25)

New Zealand Government policy reinforces the requirement for the NZDF to be combat-capable, flexible, able to lead combined operations in the South Pacific, to operate in a more integrated way with partners, and to be ready to respond with more frequency to events in the region.

To achieve this, the Government confirmed several new major capability enhancements out to 2025 and beyond. Plan25 details how the continued targeted investments in people, information systems, information management and use, and the strengthening of relationships with partners – domestic and international – will enable the NZDF to operate these enhanced capabilities to deliver military effect. Plan25 is a medium-term outlook but a significant milestone in a longer, on-going, journey, as outlined in the Strategic Defence Policy Statement 2018 and the Defence Capability Plan 2019, which identify New Zealand's defence and security requirements into the future.

Plan25 includes a number of WPS components and focuses on the need to invest in these areas.

The particular WPS components of Plan25 include, but are not limited to, the following:

- Attraction, retention and advancement of a more diverse range of personnel in the NZDF, with specific reference to gender diversity and inclusion of women.
- Development of a greater understanding of the NZDF operating environments with direct reference to the human terrain of such environments.
- Support to Pacific partners to strengthen their defence capacity and security systems with a specific reference to enhanced leadership capabilities and gender equality.
- An improved ability and capacity for the NZDF to provide combat ready multi-domain force elements to meet output requirements.
- Military relationships that enable success on complex, joint and interagency operations in New Zealand, in the wider Pacific region and around the world.

2.0 Participation

Recognising the positive impact on conflict prevention and lasting resolution, this relates to increasing the quantity and seniority of women's representation in national and United Nations led peace processes, and empowering local women at all levels to be involved at all decision-making levels in formal and community led conflict and post-conflict peace processes.

At a glance:

- New Zealand has actively participated in the annual sessions of the Commission on the Status of Women in New York to promote women's participation in decision making and economic empowerment.
- Under the MFAT-funded Fiji Parliament Support Project, female Clerks and Deputies from Fiji, Samoa, Federated States of Micronesia, Tonga, Nauru and Cook Islands attended a dialogue to discuss, amongst others, the gender elements of their work including working in a highly male-dominated field. One hundred women from the island communities of Lau, Kadavu, Lomaiviti and Rotuma were provided a briefing on the functions of Parliament to increase their awareness and promote their participation in political affairs.
- The MFAT-funded Pacific Parliamentary Effectiveness Initiative brought together 50 women from the Solomon Islands' eight provinces for the *Practice Parliament for Women* event that provided training on good governance practices and parliamentary procedures.
- From 2015 to 2019, the proportion of deployed female NZDF personnel ranged from 13% to 17% with 2019 figures sitting at 16%.
- As at June 2019, women were 21.8% of constabulary staff in the NZ Police, which is a 2.9% increase from 18.9% in 2015/2016.
- During the reporting period, NZ Police had two females deployed in a senior role in-country, including the deployment of the first female Team Leader.
- There was a 12.4% increase in the proportion of females in the NZ Police with a rank of Assistant Commissioner and above from 2016/17 to 2018/19.

2.1 New Zealand will advocate at international fora to increase the quantity and seniority of women's representation in national and UN led peace processes.

2.2 New Zealand will advocate at international fora for empowerment of local women to be involved in all decision making levels in formal and informal conflict and post-conflict peace processes.

UNSC Open Debates on Women, Peace and Security is the primary forum where New Zealand advocates for women's participation and empowerment in line with UNSCR 1325. National statements at the UNSC Open Debates that New Zealand delivered have highlighted:

- the need to support and empower women and women's groups who have played a key role in de-escalating crises and advocating for an end to conflict in various African countries;
- how essential it is to have meaningful participation of women at all stages of the conflict spectrum to achieve sustainable peace;
- the need for UN appointments to take into account of women's representation, including in peacekeeping;
- our continued commitment to greater participation of women in peacekeeping operations; and
- women's rights to have full control and freely decide on matters relating to their sexual and reproductive health and rights.

Other fora in the UN that New Zealand has promoted women's participation include:

- UN General Assembly Fourth Committee – a joint statement with Australia and Canada on improving the effectiveness of UN peace operations through women's participation in peacekeeping.
- UN Women Executive Board – expressed our strong support for the work of UN Women on UNSCR 1325
- UNSC Open Debate on UN Peacekeeping Operations – recognised the importance of capacity-building and the need to recruit suitably qualified female personnel, given their unique contribution to conflict resolution.
- United Nations Special Committee on Peacekeeping Operations (C-34) – New Zealand worked with partners to advocate for inclusion of comprehensive language on the WPS agenda in the Committee's annual report.
- Active participation in the New York-based Group of Friends of Women, Peace and Security, which is a grouping of countries dedicated to discussing ways to advance the WPS agenda.

2.3 To ensure nominations for international candidatures and positions are merit-based, New Zealand will actively identify and nominate appropriately qualified New Zealand women as candidates for:

2.3.i UN Special Representative and Envoy roles;

2.3.ii Mediators and gender advisors on international rosters.

MFAT continues to look at ways to increase the placement of female candidates in international roles through better identifying and nominating key New Zealanders to relevant posts.

During the reporting period, New Zealand supported Helen Clark's candidature for the position of United Nations Secretary-General. While unsuccessful, the candidature drew attention to the need for women's representation at all levels of the UN system.

2.4 New Zealand will strengthen recruitment, promotion, deployment and other human resource support programmes within NZ government agencies responsible for

participation in UNSC-mandated peacekeeping missions, international assistance missions and other peace keeping operations, including through:

2.4.i Training New Zealand personnel on appointment and selection panels for international deployment on women, peace and security issues;

2.4.ii Researching, identifying and addressing roadblocks to women deploying overseas, including organisational culture, family, ethnic cultures.

New Zealand Defence Force

Gender inclusion is a key feature of NZDF's peace operations. NZDF intends that both women and men are deployed according to their capability and suitability for that mission. Service women are deploying at a rate nearly equal to the percentage of women in the Regular Force. Fluctuations in both the number of missions and the size of NZDF contributions to missions in recent years are reflected in the number of women deployed, resulting in a slight reduction (1%) in the percentage of women deployed in the reporting period. However, New Zealand remains one of the top nations in terms of percentage of women deploying with the UN.

Initiatives to strengthen recruitment, promotion and increase the presence of deployed NZDF women, including senior women include:

- Initiatives developed in the NZDF Diversity and Inclusion portfolio to address recruiting, progression, retention and the wellbeing of women serving in the NZDF, including the adoption of the UN Women's Empowerment Principles. These strategic initiatives and the results to date are outlined in the 2019 Directorate of Diversity and Inclusion Report "Women in the NZDF" (Annex 1).
- Nominations and funding provided for three NZDF women to attend UN Women-sponsored courses at regional Peace Training Centres in China, India and Ghana. The course purpose is to prepare and encourage women to deploy on UN operations.
- The NZDF was also part of the inaugural Halifax Peace with Women Fellowship. Formed by the Halifax Security Forum in 2018, the fellowship aimed at bringing senior female military leaders together to discuss important international security issues. Senior NZDF women attended the fellowship in 2018 and 2019 and will attend again in 2020.
- The NZDF Female Engagement Team (FET) was established in 2017 as a pilot and in its current form has up to 6 uniformed positions for women to support the work of Special Forces or Land outputs. The role of the FET includes engaging with local women and adolescents in the deployed areas (particularly where it would be inappropriate for male personnel to do so), enhancing the understanding of gender issues, and deepening cultural knowledge.

Representation of women at senior level (within NZDF and deployed)

The NZDF has a number of strategies in place to increase the numbers of women to provide cognitive and gender diversity in the Defence Force. This is to meet the future needs of complex operations and ensure that a suitable balance of women and men are available for WPS deployments and other military tasks. The NZDF implements a number of ad hoc

initiatives to improve women's readiness and competitiveness for promotion and is working towards removing barriers to women's participation in senior leadership including discussions on unconscious bias on promotion boards.

As the overall number of women reaching Lieutenant Colonel rank increases, more women are being appointed to command roles as part of the natural merit progression.

The People Capability Portfolio (PCP) of the NZDF implements an ongoing programme to strengthen recruitment, promotion, retention and deployment for uniformed women. PCP analyses personnel survey data quarterly to better understand their views on serving in the NZDF. Research and analysis is ongoing to ensure the best possible career settings for women and men.

International deployment process

Although there are currently no formal selection and appointment panels for international deployments at the NZDF, personnel responsible for appointments are aware of the objectives of WPS. The Headquarters Joint Forces and single Service Career Managers consider a gender balance for deployments as allowed by the gender and number of nominated applicants, and their trade skills. Those nominated for deployment are placed by capability, qualifications and mission requirements, in the first instance, and are assessed against operational criteria set by the single Service (Navy, Army, Air Force) or the designated Headquarters.

The number of female personnel deployed overseas increased from 58 in 2015/16 to 96 in 2018/19. However, the percentage of deployed female personnel remained fairly constant ranging from 13 to 17 percent during this period (Table 2).

NZ Police deployment and personnel statistics

Although NZ Police did not have specific activities to increase deployment of women during the reporting period, it has adopted a more collaborative approach through regular meetings between the International Service Group and the Senior Adviser, Women's Development. This has raised awareness, particularly to the Women's Advisory Network (WAN) and promoted opportunities for gender-balanced deployment. Tables 3 and 4, and Figure 2 show gender-related staffing data from 2015/16 to 2018/19.

Table 2. Number of New Zealand Defence Force deployed personnel by gender and rank, 2015/16 to 2018/19⁸

Rank	2015/16		2016/17		2017/18		2018/19	
	Female	Male	Female	Male	Female	Male	Female	Male
MAJOR GENERAL								
BRIGADIER				1		1		1
COLONEL			2	3	2	5		4
LIEUTENANT COLONEL	3	12	2	17	3	18	2	20
MAJOR	4	14	8	32	2	38	6	36
CAPTAIN	10	27	16	75	18	69	16	61
LIEUTENANT SECOND LIEUTENANT	1	12	6	19	6	19	4	16
OFFICER CADET				1		11		6
WARRANT OFFICER	3	16	2	24	3	24	2	21
STAFF SERGEANT	2	19	4	40	1	47	6	41
SERGEANT	7	27	19	81	18	58	11	55
CORPORAL	11	42	15	102	15	102	17	91
LANCE CORPORAL	13	41	23	77	15	89	20	66
PRIVATE	4	73	14	97	7	105	12	76
CHAPLAIN CLASS 2								
CHAPLAIN CLASS 3						1		1
CHAPLAIN CLASS 4						1		1
MASTER AIRCREW								
CIVIL MILITARY			1			4		
Grand Total	58	283	112	569	92	593	96	495
Percentage	17%		16%		13%		16%	

Source: NZDF

⁸ Deployed figures show those deployed on missions and operations and does not include crews of Navy ships at sea (not on operations), or attendance at overseas exercises.

Table 3. Percentage change in Females deployed by NZ Police, 2015/2016 to 2018/19

Role	2016	2017	2018	2019
In Country ⁹	19.6%	26.2% (+6.6)	25.6% (-0.7)	35.2% (+9.6)
Fly in fly out	13%	26.1% (+13.1)	0 ¹⁰	100% (+100)
Total ¹¹	17.7%	26.2% (+8.5)	25.6% (-0.7)	36.4% (+10.8)

Source: NZ Police

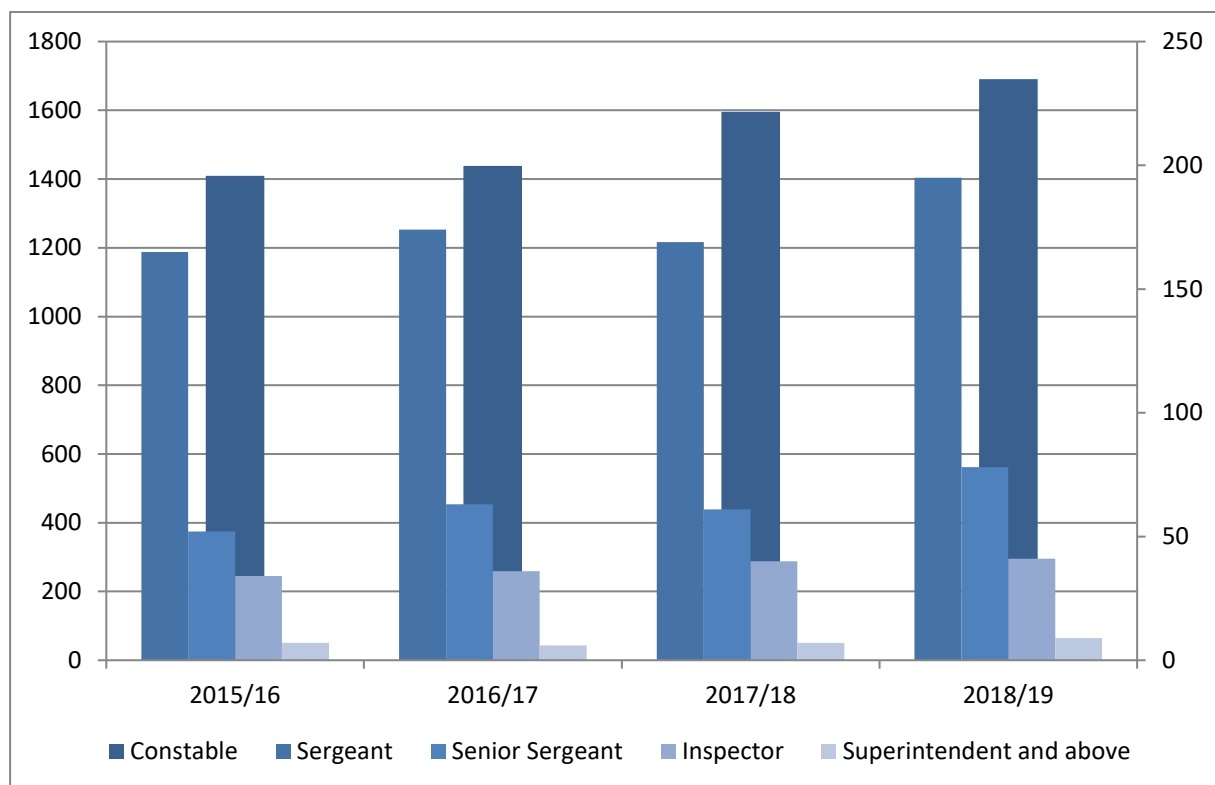
Table 4. Percentage change in Females in NZ Polic Constabulary Staff by rank (2015/16 to 2018/19

Rank	2016 ¹²	2017	2018	2019
Constable	21.4%	22% (+0.6)	23.5 (+1.5)	24.7 (+1.2)
Sergeant	11.6%	12% (+0.4)	11.9 (-0.1)	13.3 (+1.4)
Senior Sergeant	11.4%	13% (+1.6)	12.8 (-0.2)	14.0 (+1.2)
Inspector	12.3%	12.5% (+0.2)	13.8 (+1.3)	14.0 (+0.2)
Superintendent	14.0%	14.3% (+0.3)	16.2 (+1.9)	15.0 (-1.2)
Assistant Commissioner and above	(new measure 2017)	9%	7.7 (-1.3)	21.4 (+13.7)
Overall	18.9%	19.5% (+0.6)	20.7% (+1.2)	21.8 (+1.1)

Source: NZ Police

⁹ Long term advisor living in country¹⁰ No NZ Police staff were deployed in the reporting period in fly in fly out capacity¹¹ These figures include all personnel in country during the reporting period and anyone deployed overseas during the reporting period.¹² 2016 statistics are also publicly available on the NZ Police website.

Figure 2. Number of Female NZ Police Staff by rank, 2015/16 to 2018/19



Source: NZ Police.

2.5 Where New Zealand has in-country diplomatic missions in conflict or post-conflict countries, New Zealand will support women's effective participation and decision-making through:

2.5.i Engaging and advocating with relevant international institutions and diplomatic missions in-country for the participation of local women in conflict resolution and peacebuilding processes;

2.5.ii Engaging with in-country authorities or partner government for greater participation of local women in decision making and appointment to positions of authority;

2.5.iii. Looking for opportunities to strengthen the representation of women in positions of authority and in decision making processes through its development activities (in countries where an aid programme exists).

MFAT Divisions have worked closely with diplomatic posts on a number of projects that promote the WPS agenda. Examples of these projects are shown in Annex 1. MFAT's Global Security Fund, which is dedicated to support peace and security-related projects with a focus in the ASEAN region, has funded a number of these projects.

MFAT provided funding to various UN organisations and have partnered with different non-governmental organisations on projects that promote women's meaningful participation in

decision-making. An example is funding the United Nations Development Programme (UNDP) to deliver parliamentary strengthening support in six Pacific Island countries through these two projects:

- The Fiji Parliament Support Project (2017 to 2021) seeks to address limited capacities in Parliament, which includes promoting increased participation by women through legislation and policies that advance women's leadership at all levels.
- The Pacific Parliamentary Effectiveness Initiative (2016-2018) aimed to increase the effectiveness of Pacific Parliaments and increase the number of women participating in politics in Tonga, Cook Islands, Papua New Guinea, Solomon Islands and Vanuatu. Activities included providing training and capacity development for potential women political candidates.

New Zealand's diplomatic posts in New York, Geneva and Brussels have actively participated in WPS groups at post, which include:

- Active membership in the Group of Friends of WPS, a cross-regional group chaired by Canada comprising 56 Member States (operating both in New York and Geneva). The group primarily advocates the WPS agenda through the delivery of joint statements at the UNSC's annual debate on WPS, other UNSC or General Assembly meetings, and through the Human Rights Council, as relevant. In 2019, the Group worked to draft WPS language for UNSCR 2493.
- Participation in ad hoc meetings with various United Nations groups to discuss WPS in line with related workstreams. These included meetings with the:
 - UN Alliance of Civilisation
 - UN Institute for Disarmament Research
 - UN Office of Counter-Terrorism
 - UN Peacebuilding Fund
 - Group of Friends of Peacebuilding
 - Network of Focal Points for WPS
- Active membership in the Geneva-based Gender Champions Disarmament Impact Group which was founded by Ireland and Namibia and has expanded to include Canada as a co-chair. The Group aims to expand the disarmament community's:
 - knowledge of gender issues identify opportunities to bring gender perspectives to specific disarmament discussions/frameworks;
 - facilitate information sharing and engagement among interested stakeholders on gender and disarmament issues; and
 - support practical engagement and action in disarmament forums.
- Engagement with NATO on WPS, which is recognised as a key element of New Zealand's current NATO partnership. New Zealand, through MFAT's Brussels post, provides input and expertise into a range of NATO policy documents and processes through the Partnerships and Cooperative Security Committee, the Group of Friends of 1325 and via direct engagement with the NATO WPS office. We also directly contribute to WPS work in Afghanistan through the three positions specifically dedicated to WPS in our deployment to NATO's Resolute Support Mission.

The New Zealand Ministry of Defence and Samoan Ministry of Foreign Affairs and Trade co-hosted a Women, Peace and Security (WPS) Summit, 22-23 August 2019 in Apia, Samoa. The Summit was convened to support the promotion and implementation of UNSC Resolution 1325 and complementary resolutions, as well as action under the Boe Declaration on Regional Security, endorsed by Pacific Islands Forum Leaders in 2018.

2.6 New Zealand will clearly communicate and monitor an expectation to multilateral partners working in fragile, conflict and post-conflict situations that they have systems and processes in place to ensure operations enable and support the participation of women in decision-making processes and positions when working in fragile, conflict or post-conflict situations.

New Zealand's expectations are conveyed to multilateral partners through regular consultation and reporting. Where judged necessary, New Zealand's expectations have been conveyed formally through grant letters.

2.7 New Zealand agencies will facilitate discussions with New Zealand-based partners, including NGOs, working in fragile, conflict or post-conflict situations aimed at sharing lessons and best practice to increase women's participation in decision-making processes.

The NZDF, NZ Police and MFAT have participated in International Women's Caucus Meetings, hosted by the Ministry for Women. Meetings are held bi-annually and periodic agency briefings to caucus members were provided on UNSCR 1325 and progress on the NAP.

The NZDF organised and hosted the Cooperation Spirit Exercise in August 2016 and 2019. It included a WPS segment focussing on the WPS pillars not only during conflict but during natural disaster events. Representatives from the Australian Defence Force, New Caledonian Armed Forces, People's Liberation Army (China) and the United States Armed Forces together with organisations such as the International Red Cross and the Australian Civil-Military Centre participated in the event. A number of New Zealand-based partners, agencies, and academics were also in attendance. NGOs shared case studies on their work covering various conflict and humanitarian situations and table top scenarios and discussions highlighted best practice and learnings from past programmes.

During the reporting period, key agencies had ad hoc meetings with the New Zealand Red Cross, New Zealand Women's Refuge Wellington branch, UN Association of New Zealand and UN Women to discuss the WPS agenda. The NZDF was invited to present to the UN Association of New Zealand's annual conference on how the NZDF were meeting the Sustainable Development Goals relating to WPS (SDG 5 and 16).

Case studies:



A Women Peace and Security Summit was co-hosted by New Zealand's Ministry of Defence and Samoa's Ministry of Foreign Affairs and Trade in Apia, Samoa, 22-23 August 2019. The Summit was convened to support the promotion and implementation of UNSC Resolution 1325 and complementary resolutions, as well as action under the Boe Declaration on Regional Security, endorsed by Pacific Islands Forum Leaders in 2018.

The Summit opened with key note addresses from co-hosts, Samoan Prime Minister Hon Tuilaepa Sailele Malielegaoi and Hon Carmel Sepuloni, New Zealand Minister for Social Development and Disability Issues and Associate Minister for Pacific Peoples and Arts, Culture and Heritage, on behalf of Hon Ron Mark, New Zealand's Minister of Defence. Approximately 150 participants attended, representing 24 countries, including 16 Pacific Island countries.

The United Nations, the Pacific Islands Forum Secretariat and the Pacific Community were also represented. The participants were a diverse group of political and community leaders, civilians, police and military personnel (air force, army, navy), civil society organisations and youth representatives.

A key outcome of the Summit was a commitment from the Pacific Islands Forum Secretary General Dame Meg Taylor to refresh the Regional Action Plan on Women, Peace and Security, which expired in 2015. This work is now underway and will inform the development of Pacific Island countries' National Action Plans.

The Summit Report can be found on the Ministry of Defence website¹³.

¹³ <https://defence.govt.nz/publications/publication/women-peace-and-security-summit-report-2019>.

New Zealand Defence launches the Pacific Defence Gender Network (PDGN)

The Pacific Defence Gender Network (the Network) was launched in Apia by New Zealand's Vice Chief of Defence Force, Air Vice-Marshal Tony Davies, during the Women, Peace and Security Summit in 2019. The Network promotes the meaningful participation of women in Pacific defence forces through annual seminars and increased collaboration.

With a foundation of inclusion and collaboration, this Network will work to empower women within Pacific defence forces. Their collective effort aims to remove the recruitment and retention barriers that limit the potential of women in our regions' defence forces. The Network will promote gender equality in regional defence forces while encouraging men to become champions and advocates.

The Network will work in parallel with, and complement the existing police-led Women's Advisory Network, established in 2003 by the Pacific Islands Chiefs of Police to support the empowerment of women in policing in the Pacific.

Current members of the PDGN are the Republic of Fiji Military Forces, His Majesty's Armed Forces of Tonga, the Papua New Guinea Defence Force, the Vanuatu Mobile Force, the Australian Defence Force and the NZDF.

New Zealand Embassy Baghdad – Gender perspectives in mine clearing operations

New Zealand's Embassy in Baghdad, led by Ambassador Tredene Dobson, has worked closely with the Senior Gender Adviser of the United Nations Mine Action Service (UNMAS) based in Iraq to actively support various projects that increase women's participation in mine clearing, risk education, advocacy and victim support.

UNMAS aims to build an inclusive and gender-balanced workforce for all their programmes, including high-risk roles such as mine clearing. Gender mainstreaming activities in Iraq have shown how women's participation has a significant impact in achieving sustainable peace in post-conflict and peacebuilding environments.

In December 2019, MFAT organised a remote video presentation for UNMAS to share their gender mainstreaming experiences with key WPS stakeholders in New Zealand.

Women in the New Zealand Defence Force Report

In 2019, the NZDF's Diversity and Inclusion Directorate completed the first Women in the NZDF Report, which is intended to henceforth be an annual report. It contains gender-related statistics that will support the evaluation of strategic gender initiatives, identify areas requiring further effort and feed into the development of future gender programmes.

The key areas reported on include:

- attraction of female recruits;
- the recruitment process;
- retention of female staff; and
- career and talent management.

The report can be found on the NZDF website¹⁴.

¹⁴ <https://www.nzdf.mil.nz/assets/publication/Women-in-the-NZDFReport-to-30-June-2019.pdf>

3.0 Protection

Strengthening and amplifying efforts to protect the human rights of women and girls, and ensure their physical and economic wellbeing, with particular regard to sexual and gender-based violence.

At a glance:

- In July 2019, MFAT published New Zealand's International Human Rights Action Plan (IHRAP), which identifies gender equality and women's empowerment as an area that we will assume a leadership role in our multilateral, regional and bilateral engagement.
- New Zealand has consistently made recommendations to promote the protection of women and girls' rights through the Universal Periodic Review process.
- During the reporting period, New Zealand has negotiated to protect and strengthen gender-related language in resolutions at the Human Rights Council (HRC), and delivered national and joint statements relating to women's empowerment and the protection of women and girls.
- The NZDF assigned a Military Adviser in New York whose role includes supporting the New Zealand Mission to the UN in engaging more effectively with various military gender groups.
- NZ Police held annual bilateral discussions with the Australian Federal Police where Women, Peace and Security is a key discussion topic.
- NZ Police's executive members attended the Pacific Islands Chiefs of Police (PICP) annual conference and PICP Executive Leadership Meetings where WPS issues were discussed.

3.1 New Zealand will advocate at international fora to strengthen and amplify efforts to protect the human rights of women and girls, and ensure their physical and economic well-being, particularly their protection from sexual and gender-based violence in fragile, conflict and post-conflict situations, their protection as civilians under international law and recognition of the impact on women and girls when family members go missing as a result of hostilities.

New Zealand is a strong women's rights advocate in international fora. At the Human Rights Council (HRC), New Zealand's engagement is largely through negotiations to protect or strengthen gender-related language, and co-sponsorship of resolutions on women's empowerment, gender equality and protection against sexual and gender-based violence. We engaged in HRC resolutions with these key themes:

- preventing maternal mortality and morbidity in conflict situations and humanitarian emergencies;
- supporting the mandate renewal of the Special Rapporteur on violence against women and the Working Group on discrimination against women;
- urging States to take action to prevent the use of sexual and gender-based violence as a weapon of war in various conflict areas;
- promoting effective and meaningful participation of women in peace building;
- promoting legislation and policies that facilitate women's economic empowerment and equal pay for equal work; and

- promoting constitutional provisions that facilitate the equal representation, participation and inclusion of women in leadership and decision-making roles.

Since its release in July 2019, the IHRAP has driven New Zealand's international human rights advocacy and engagement, particularly at the Human Rights Council and during the Universal Periodic Review of Member States. Gender equality and women's empowerment is identified as an area where New Zealand will take a leadership role in our multilateral, regional and bilateral engagement.

In international fora, MFAT ensures our WPS positions represent a whole-of-government view, including coordinating content with the NZDF, NZ Police and the Ministry for Women to accurately capture work being done on and offshore. The NZDF has assigned a Military Adviser to the New Zealand Permanent Mission to the United Nations based in New York to provide support on a number of areas, including WPS. The Military Adviser shared expertise to a Canadian-UN Office of Military Affairs working group tasked with drafting the initial concept of operations for a mixed female/male engagement platoon. This platoon will become a mandated component for all countries providing troops to UN peace operations. The NZDF's Military Adviser also attended the Washington DC-based Warsaw Process in October 2019. During this meeting, the Working Group on Human Rights convened to discuss Women, Peace and Security. The Working Group aimed to support ongoing national and regional efforts that promote the importance of the meaningful participation of women in all phases of conflict prevention, resolution and recovery. New Zealand participated in the plenary discussion, speaking on the Government's engagement on WPS and our National Action Plan.

During the reporting period, the NZDF's WPS Implementation Officer attended the North Atlantic Treaty Organization (NATO) Gender Perspective conference in Brussels, presenting on New Zealand's and the NZDF's strategies to advance the WPS agenda.

3.2 New Zealand will ensure that women, peace and security issues are on the agenda of Pacific regional security activities including counter-terrorism and transnational crime, arms trade, munitions disposal activities.

NZ Police is a member of the Pacific Islands Chiefs of Police (PICP) and is also part of the PICP Women's Advisory Network (WAN). The new PICP Strategic Plan recognises that their capacity and capabilities must continue to be developed. Policing workforces that are diverse and reflect the communities they police are essential to gain and maintain the trust and confidence of Pacific communities. The recruitment, promotion and retention of women in policing are priorities that the PICP are focussed on. A workforce cannot remain highly capable if the physical, emotional and spiritual wellbeing of members is not considered and nurtured.

One of the PICP's thematic workstreams is the Gender and Family Harm Programme (GFHP). The PICP has a strong engagement with the Pacific Island Forum Secretariat (PIC-S), and identified three areas of opportunity to work in partnership with the GFHP going forward:

- The PIC-S is in the early stages of setting up a mentor/leadership programme which will involve leaders at the national and regional levels. The focus will be on taking a prevention approach that involves Family / Gender Harm policing leads.

- There is opportunity for improved communication between the Secretariat and the PICP in the Family and Gender Harm area. This can be supported with regular reports to PICP and through the Secretariat for the Boe Declaration Action Plan. There is also opportunity for information on Ministerial-level declarations to be made available to Pacific Island Police Chiefs.
- There are opportunities to increase Police attendance to various regional forums.

The new WAN Strategic Plan was also developed in 2019, which feeds into the PICP Strategic Plan. It seeks to achieve the following goals:

- support a network of police women;
- strengthen productive partnerships between Chiefs and their WAN; and
- advance and reform Pacific policing for women, with women.

In addition to work undertaken by NZ Police, the NZDF launched the Pacific Defence Gender Network (PDGN) at the Women, Peace and Security Summit in Apia in August 2019. The Network promotes gender equality in regional defence forces and increased engagement of men as advocates and champions. The PDGN will work alongside the PICP WAN and support its activities. A recent example of the PDGN's work is the five-day Gender Advisor's Course in Fiji (November 2019), which was facilitated and hosted by the NZDF alongside contributions from the Japanese MoD, the US Indo-Pacific Command, Australian Defence Force and civil society groups.

3.3 Where New Zealand Aid Programme is active in fragile, conflict and post-conflict countries, activities support human rights of women and girls, and ensure their physical and economic well-being, particularly their protection from sexual and gender-based violence.

The key programmes funded through the New Zealand Aid Programme include:

- NZ\$2.5 million per annum as core funding to UN Women to be used in their global programmes to implement UN Women's strategic plan. Women Peace and Security is one of UN Women's flagships programmes.
- NZ\$6 million annual funding to the United Nations Population Fund (UNFPA) as core funding to enable it to implement its global strategic plan. UNFPA provides sexual and reproductive health services to women in conflict situations including health services for victims of sexual and physical abuse.
- NZ\$3 million annual core funding to the UN Peacebuilding Fund (PBF) since 2019, which funds a significant body of work supporting inclusion of women in peace processes. The PBF is only one of three UN instruments that have achieved the 15% investment target to support projects that have gender equality and women's empowerment as a main objective.
- NZ\$2.4 million to the Asia Pacific Forum of National Human Rights Institutions (2019 to 2022). We have provided an earlier \$400K contribution from 2017-2019. A key event

hosted by the Asia Pacific Forum was the Pacific Roundtable on the Human Rights of Women and Girls (September 2018), which resulted in the Apia Statement¹⁵.

- \$2.5million in un-earmarked core funding to the International Committee of the Red Cross (ICRC) in 2016/17 and contributed a further \$6.5 million in humanitarian funding to support ICRC's humanitarian activities in Syria, Iraq, Nigeria and Yemen. In line with its humanitarian mandate, the ICRC responds to the needs of victims of violence, including sexual violence, through its protection and prevention programmes. This includes activities that provided appropriate health services, facilitated access to other essential services, and engaged in community-based protection activities.
- In 2017, New Zealand provided a NZ\$20,000 contribution to Reaching Critical Will (RCW), an off-shoot of the Women's International League for Peace and Freedom, which is the oldest women's peace organisation in the world.

New Zealand has also funded a number of projects in the Pacific to protect women's rights, particularly those that help reduce sexual and gender-based violence and provide victim support. Examples of these projects include:

- **Fiji Women's Crisis Centre (FWCC):** New Zealand has a long running partnership with the FWCC, aimed at reducing gender based violence. The FWCC provides education, crisis counselling, and legal and practical support to sufferers and survivors.
- **ChildFund New Zealand:** MFAT funding supports a gender-based violence counselling service in Papua New Guinea, which has received over 27,000 calls from survivors, witnesses and perpetrators and currently averages 1,000 calls per month. The "*1-Tok Kaunselin Helpim Lain*" was launched in 2015 by ChildFund NZ, in collaboration with the Papua New Guinea Family Sexual Violence Action Committee. MFAT has invested in training a pool of human resources to staff the Helpline and in developing nationally accredited counselling training.
- **UN Women and Vanuatu Department of Women's Affairs:** New Zealand provides support to UN Women and the Vanuatu Department of Women's Affairs to improve current approaches to changing harmful social norms in Vanuatu which contribute to violence against women, and improve essential services for women and girls.

3.4 Facilitate discussions with New Zealand based partners who are funded for work in fragile, conflict and post-conflict situations aimed at sharing lessons learned and best practice to protect women and girls from sexual and gender-based violence.

New Zealand's expectations are conveyed to New Zealand-based partners through regular consultations and reporting. Where judged necessary, New Zealand's expectations have been conveyed formally through grant letters.

¹⁵ https://www.asiapacificforum.net/media/resource_file/Apia_Statement.pdf

Case study:

New Zealand's International Human Rights Action Plan (2019-2023) (IHRAP)¹⁶

"New Zealand stands for a fair, safe and just world, where diversity is valued, human dignity is respected and human rights are protected"

Prime Minister Jacinda Ardern, IHRAP launch¹⁷

Resolution 1325 is a human rights mandate. It must not be forgotten that resolution 1325 was conceived of and lobbied for as a human rights resolution that would promote the rights of women in conflict situations.¹⁸

Since its release in July 2019, the IHRAP has guided New Zealand's multilateral, regional and bilateral advocacy on human rights. Gender equality and women's empowerment is one of the four priorities identified where New Zealand will take a leadership role.

The Human Rights Council, the Universal Periodic Review (UPR) process and the UN General Assembly are the main forums that we directly implement the IHRAP. This has resulted in targeted and strategic engagement on gender-related resolutions, a focus on UPR country recommendations that highlight the protection of women's rights and a continued commitment to leading on resolutions that protect maternal morality and promote equal pay for equal work.

¹⁶ <https://www.mfat.govt.nz/assets/Peace-Rights-and-Security/Human-rights/NZ-Human-Rights-Action-Plan.pdf>

¹⁷ The Prime Minister's video can be found at https://youtu.be/ABvT_2XslMs.

¹⁸ UN Women. 2015. "Preventing Conflict, Transforming Justice, Securing the Peace: A Global Study on the Implementation of United Nations Security Council resolution 1325".

4.0 Peacebuilding, Relief and Recovery

Equality of access to resources, justice and basic services, and investment in economic and social security for women and girls.

At a glance:

- New Zealand's International Cooperation for Effective Sustainable Development Policy (ICESD) promotes inclusive development that "leaves no one behind", which includes a focus on promoting gender equality and women's empowerment.
- In 2018, New Zealand Defence hosted the International Association of Peacekeeping Training Centres (IAPTC) Conference in Auckland, which included WPS topics and promoted empowering local women in peacekeeping theatres.
- Colonel Helen Cooper (NZDF), held the Presidency of the IAPTC from October 2018 to October 2019. She is the first female president of the IAPTC in its 24-year history.
- The NZDF's Chief of Defence Force led a joint NZ-African Union discussion on peacekeeping capacity building. WPS was a significant component of these discussions. New Zealand delivered a statement on the Plight of Women and Children in Conflict Situations.
- For the fifth consecutive year, through funding from the Global Security Fund, New Zealand instructors have collaborated with the Kofi Annan International Peacekeeping Training Centre (KAIPTC) in Ghana by delivering a course on "Operationalising Gender for Peace and Security Operations: A New Zealand Perspective". The course focused on UNSCR 1325 and the NZDF's practical experience in female deployment. The KAIPTC is one of three West African Training Centres of Excellence, focused on the training of West African peacekeepers as well as peacebuilding education.

4.1 New Zealand will advocate at international fora for equality of access to resources, justice at the domestic and international level, and basic services for women and girls in peacebuilding, relief and recovery phases in conflicted affected countries. This may include access to gender specific medical, psychological and other assistance required by women and girls affected in armed conflict.

Refer to Sections 1.1, 2.1, 2.2 and 3.1.

4.2 New Zealand will incorporate women, peace and security considerations into relevant business processes for the Official Development and Humanitarian Assistance programme, and the design and monitoring of activities in conflict-affected countries.

New Zealand supports gender equality and women's empowerment through a range of modalities, including multilateral, regional, and bilateral. As well as targeted expenditure, gender equality is mainstreamed throughout our development programme.

MFAT's New Zealand Aid Programme Strategic Plan (NZAPSP) outlined our intentions and priorities from 2015 to 2019. Investment priorities during this period included strengthening law and justice systems in the Pacific by strengthening policing, corrections, border management and preventing violence against women. Improving the health of people in the Pacific includes

a focus on enhancing maternal health, increasing access to modern contraception and reproductive health services, and better nutrition for pregnant women¹⁹.

Following on from the NZAPSP was the release of New Zealand's International Cooperation for Effective Sustainable Development (ICESD) policy, which was approved by Cabinet in 2019. The ICESD continues the principle of a "Pacific focus, global reach" by having a primary geographic focus in the Pacific, a secondary focus in South-East Asia, and global reach through a range of multilateral programmes (e.g., strong multilateral engagement, humanitarian assistance). The ICESD aims to contribute to a "more peaceful world, in which all people live in dignity and safety, all countries can prosper, and our shared environment is protected"²⁰.

New Zealand will continue to value, invest in and seek real progress across the main pillars of sustainable development. We will pursue impact through development outcomes that are effective, inclusive, resilient and sustained. Inclusive development aims to promote equality that 'leaves no one behind'. A primary focus area under this pillar is promoting gender equality and women's empowerment, together with child and youth well-being. Examples of gender-related projects include:

- New Zealand Family Planning - funding for sexual and reproductive health and rights strengthening in Kiribati.
- UN Women - support for market re-development in Papua New Guinea as part of UN Women's Safe Cities programme.
- UN Women and UN Population Fund – funding to support the reliable and ethical collection of data on violence against women across the Pacific region.
- Sexual Reproductive Health in Emergencies – aimed to improve access to life-saving sexual and reproductive health and rights services for crisis-affected populations in Kiribati, Cook Islands and Tuvalu.
- Partnership with HAFOTI – a network of community-based women's groups, to improve the economic well-being of 420 rural Timorese women and their families.

Colonel Helen Cooper (NZDF) held the Presidency of the IAPTC from October 2018 – October 2019, as its first female president. To support her presidency and demonstrate New Zealand's commitment to peacekeeping, Colonel Cooper was funded, through MFAT's Global Security Fund, to attend key peacekeeping conferences during her term. This includes, among others, the annual conferences of the European Association of Peace Operations Training Centres and the Association of Asia-Pacific Peace Operations Training Centres.

The Strategic Commitments and Engagement Directorate of the NZDF considers WPS opportunities in its aid programmes, such as the Military Assistance Programme. The

¹⁹ New Zealand Aid Programme Strategic Plan (2015-19), <https://www.mfat.govt.nz/assets/Aid-Prog-docs/New-Zealand-Aid-Programme-Strategic-Plan-2015-19.pdf>

²⁰ New Zealand International Cooperation for Effective Sustainable Development Policy, <https://www.mfat.govt.nz/en/aid-and-development/our-approach-to-aid/>

business processes of other elements of the NZDF will be reviewed as strategies and policies are reviewed and updated.

4.3 NZDF will take women, peace and security considerations into account in their responses in support of conflict prevention, resolution and peacebuilding.

The NZDF continues to integrate WPS considerations into all planning activities, and operational and readiness training at Joint Forces Command. This includes citing aspects of WPS in the Standing Operating Procedures for Headquarters' processes. The NZDF and NZ Police are actively engaging with MFAT and the Ministry for Women to address how to include WPS considerations in a range of conflict prevention responses.

NZ Police has attended a number of forums and formal events relating to WPS and built relationships with other agencies working in this space, including the NAP Interagency Working Group. NZ Police has pledged to include WPS in developing relevant processes and reviewing established processes. An example is NZ Police's work to incorporate WPS into all new business processes, throughout PDT and in new overseas programme designs. The gender component of PDT was bolstered by the inclusion of WPS, in collaboration with MFAT's gender adviser.

New Zealand Defence and MFAT, highlighted WPS considerations in the review of our multinational NATO mission in Afghanistan, resulting in New Zealand's first WPS-specific deployment (September 2019).

Case study:

New Zealand's first WPS-specific deployment

In June 2019, the Government refocused New Zealand's participation in the NATO Resolute Support Mission (Afghanistan) to include the deployment of two NZDF personnel into WPS positions. This is the first WPS-specific deployment of NZDF personnel, which allows New Zealand to make direct contributions to the protection of women and girls in conflict and peacebuilding, and reinforces New Zealand's commitment as an advocate for WPS. These WPS positions contribute to three main pillars: increasing the role of women in the security forces, increasing the role of women in the peace process, and protecting women in conflict zones.

The deployment highlights the benefits and opportunities that come from training Gender Advisors within the NZDF. New Zealand Defence is exploring these opportunities, analysing this deployment and engaging with likeminded partners on best practice.

5.0 Perspectives from Civil Society

Ensuring full and meaningful participation of diverse civil society organizations and representatives requires timely, systematic, transparent, inclusive, and substantive consultation in formal and informal processes in order to ensure that any action addresses clearly identified gaps and delivers real change to communities affected by conflict.²¹

At a glance:

- Key themes on the 2015-19 NAP raised by majority of the responses included the need for:
 - a greater focus on the structural or long-term effectiveness of measures in the NAP that highlight its projected impacts and outcomes to achieve transformational change in the lives of women;
 - an inclusive, meaningful and participatory approach to engaging with civil society in all phases of development and implementation of the NAP;
 - the allocation of dedicated resources to implement the WPS agenda across government;
 - regular reporting on progress by responsible agencies on the implementation of the NAP.
- The main proposals for the next NAP include:
 - developing SMART²² indicators that specify the impact we would like to achieve and enable an analysis of the scale of impact over time;
 - having a more structured and inclusive engagement approach in developing and implementing the next NAP through an Inter-agency Working Group that includes a broad range of agencies and at least two civil society representatives;
 - establishing clear lines of responsibility for the delivery of the NAP and how the different agencies can best work together to advance the WPS agenda;
 - including a budget/resource plan for implementing the measures in the NAP;
 - substantively integrating Te Tiriti o Waitangi in the NAP and having an increased domestic focus;
 - integrating New Zealand's human rights and international humanitarian law, and CEDAW commitments related to WPS in the NAP;
 - having a clear monitoring mechanism to consistently track activities and investments relevant to the NAP, together with an established reporting process; and
 - integration of the WPS agenda into relevant government policies.
- The Participation pillar was the area where most improvements were shown and where there is strongest evidence of positive change, particularly in New Zealand's engagement in international fora, increases in the number of women in the military and

²¹ 2020. NGO Working Group on Women, Peace and Security. *2020 Civil Society Roadmap on Women, Peace and Security*.

²² Refers to Specific, Measurable, Achievable, Relevant, Time-bound (SMART) indicators.

the police and those in senior roles, and increases in the number of women deployed abroad.

Civil society groups²³ (CSGs) play a valuable role in supporting the implementation of the National Action Plan (NAP), promoting the WPS agenda, and monitoring progress against the NAP.

This chapter contains the feedback received from 11 CSGs and 5 separate responses with additional feedback from organizations and individuals included in the group and one individual response. These include their perspectives on the following areas:

- **reflections on the NAP 2015-2019** – identifying key themes on what worked well, how it can be improved, and themes on the implementation of the NAP;
- **civil society's role to advance the WPS agenda** – both in the development of the next NAP and during its implementation; and
- **proposals for the next NAP** – suggested approaches for developing the next iteration of the NAP.

New Zealand civil society around WPS includes a diverse range of non-government organisations, academics and individuals. Their perspectives on the WPS agenda, the NAP and its progress, do vary but common themes emerged and are summarised in this chapter.

Reflections on the NAP 2015-2019

The various agencies responsible for measures in the NAP have undertaken a range of WPS and gender-related programmes over the reporting period. The CSGs are encouraged to see these developments but noted the activity/output-focused approach of the 2015-19 NAP and the resulting reporting. They consider that the NAP did not clearly articulate the outcomes and the transformational change it sought to achieve to enable these to guide the development of WPS activities and programmes. The CSGs have identified this as a fundamental gap that makes meaningful measurements of effectiveness difficult despite the cross-agency initiatives and investment, at home and abroad, towards achieving WPS objectives.

Civil society feedback indicated a need for consistent, structured and effective engagement with civil society in all the NAP phases: design and development, implementation, monitoring and evaluation.

CSGs noted the absence of reference to Te Tiriti o Waitangi, and integration of the principles at its heart (i.e., Participation, Partnership and Protection) in the NAP, which align closely with the WPS pillars. They consider that for New Zealand to have credibility on the WPS agenda internationally, the NAP needs to ensure it is introspective on the relevance of the agenda domestically. Consideration of the protection of Māori and other women from violence in New Zealand, together with the role of Māori women in conflict prevention is a vital step towards

²³ In this report, 'civil society groups' refer to the non-governmental organisations, academics and individuals involved in WPS who provided their feedback for this chapter.

incorporating Te Tiriti o Waitangi principles in the NAP. This also applies to the inclusion of Pacific communities and women in New Zealand's programmes in the Pacific.

The need to allocate funding and dedicated resourcing to implement the NAP measures was another key theme from CSG responses. They note the vulnerability of WPS funding to competing priorities and sees a need to address this in the next NAP.

CSGs highlighted the importance of regular monitoring and reporting on progress towards achieving the NAP measures. It was noted that civil society is 'exceptionally valuable in shaping and achieving WPS objectives, particularly in terms of ensuring commitment and accountability in the implementation phases'²⁴. Lack of periodic reporting and limited access to information hindered CSGs' ability to play a role in providing independent monitoring and evaluation of the NAP.

Internationally, it was cited that the NAP/WPS is located in foreign affairs departments, particularly in developed countries. It was noted that this approach recognises the various aspects covered in the WPS agenda and avoids identifying it as a '*women's issue rather than a peace and security issue*'²⁵. The human rights mandate of UNSCR 1325, which was at the heart of its conception, was also raised as a key component of the WPS agenda. It was recommended that greater reference to assessing the NAP in conjunction with New Zealand's human rights obligations be made in the next NAP. With gender issues being a central theme in WPS, CSGs also highlighted that the NAP would have benefitted from the inclusion of the Ministry for Women (MfW) in the core agencies responsible for measures in the NAP. They note the significant role MfW plays in WPS, particularly in the domestic application of the NAP, its gender expertise and civil society networks.

Implementation of the NAP

Almost all feedback noted that the Participation pillar was the area where most improvements were shown and where there is strongest evidence of positive change.

Achievements during the reporting period that were specifically highlighted in one or more responses included:

- WPS advocacy in various multilateral fora and participation in the Group of Friends of WPS;
- increased number of female personnel and women holding senior roles in the military and police;
- increased number of female personnel deployed overseas;
- protection and promotion to strengthen gender/WPS resolution texts, particularly on sexual reproduction health and rights;
- the WPS Summit, which had tangible outcomes and commitment to develop a new regional NAP for the Pacific;
- establishment of the Pacific Defence Gender Network;

²⁴ Miller et al. 2014.

²⁵ George, Lee-Koo and Shepherd, 2018.

- work programmes in the Pacific, including the Fiji Parliament Support Project and Pacific Parliamentary Effectiveness Initiative;
- core funding to United Nations (UN) Women, UN Population Fund and the UN Peace Building Fund;
- capacity and awareness raising across relevant agencies and creating a domestic platform to build on for more effective programmes and interventions in the next NAP; and
- promotion of WPS and the NAP by MfW.

The aspects of implementation that could be further improved included a greater emphasis on conflict prevention and peacebuilding. Proposed actions highlight the need to have both a domestic and international focus for programmes that prevent sexual and gender-based violence and conflicts, particularly as non-military threats to peace and security increase. It was cited that: “*Structural or longer-term approaches to preventing armed conflict that address the underlying causes of war and violence*”²⁶ was missing in the NAP.

A CSG considered that the NZDF and Police had put much effort into addressing gender inequalities within their respective agencies, but did not see this as a priority for the NAP but as part and parcel of developing security agencies in a democracy in the 21st century. They noted that areas for improvement could include how agencies prioritise support for local women and organisations working on gender relations as well as how women are supported in situations of armed conflict.

The ‘Proposals to the next NAP’ section includes the other areas for further action raised by CSGs that are related to increased effectiveness, resourcing and monitoring.

The approaches that CSGs considered worked well can be grouped into three main themes:

- **Localised/Community approaches** – programmes that support in-country priorities, promote the inclusion of women in decision-making, and working with faith leaders and influencers, have a community focus and consider local/Pacific realities were seen to bring about effective change.
- **Recruitment efforts in the security sector** – increases in the number of women in this sector reflect success in attracting women to join this traditionally masculine field. It was noted, however, that these gains need to be supported with programmes that focus on retention (e.g. institutional re-gendering programmes).
- **Multilateral engagement and funding** – consistent and on-going support of the WPS agenda in multilateral fora (e.g., UN General Assembly, Commission on the Status of Women), negotiated texts in the UN and continued funding of various UN programmes have maintained and strengthened New Zealand’s reputation and influence as an advocate for WPS. A number of CSGs raised that there is a need to better track the

²⁶ 2015. *Preventing Conflict, Transforming Justice, Securing the Peace: a Global Study on the Implementation of United Nations Security Council resolution 1325*.

allocation of funding by these organisations for projects aligned with the WPS agenda (e.g. gender programmes in fragile or conflict-affected areas).

Civil Society Groups' roles in advancing the WPS agenda

The overwhelming feedback received highlighted the crucial role CSGs, and those involved in WPS, play in furthering gender equality, and in particular the WPS agenda, both in New Zealand and overseas. As a collective, civil society have significant WPS expertise, domestic and international networks and experience working within communities. They indicated their strong desire to share this wealth of experience in regular and structured engagement at all stages of the NAP from design to implementation, monitoring and evaluation. The call for government to establish meaningful pathways of engagement for the next NAP was considered of utmost importance to CSGs.

Partnerships with CSGs in a number of localised programmes has resulted in positive changes for communities that have lasting, multigenerational impacts. An example cited in one of the responses is the Bougainville Bridges Savings Programme²⁷, which has directly benefitted approximately 2,400 households (6,100 men and 5,880 women) and actively encouraged women's leadership and financial independence.

CSGs further highlighted that they would like to see greater engagement from government to enhance how initiatives and policies can better serve the communities they endeavour to support. This could include, greater visibility and alignment with the WPS agenda within the government agencies responsible for this work, including in domestic policies, building on established structures and processes for civil society engagement, as well as engagement around joint diplomacy efforts concerning the WPS agenda in regional and multilateral fora.

Proposals for the next National Action Plan

Learnings from the 2015-19 NAP informed CSG proposals for the next WPS NAP. Those included in the joint response from 11 CSGs is featured as a case study in this chapter. A summary of the CSG proposals are shown in Table 5.

A number of CSGs noted the need for a broader approach to achieving the WPS agenda that recognises the impact of natural disasters, pandemics (e.g. COVID-19) and economic pressures on peace and security. This approach was articulated in the Boe Declaration during the Pacific Island Forum meeting in 2019. Examples cited in one or more responses that illustrate this link include:

- Global poverty is predicted to increase from 632 million people living on less than \$1.90 per day to 665 million in just one year²⁸. This is foreseen to result in a corresponding increase in domestic and sexual violence.

²⁷ A joint MFAT and World Vision NZ programme that seeks to improve the capacities of households to withstand, respond to, and recover from shocks in conflict-affected and conflict-prone areas of Bougainville.

²⁸ <https://www.politico.com/news/2020/04/20/world-bank-first-global-poverty-increase-196645>

- COVID-19 and measures related to manage its transmission have significant effects particularly for children²⁹ and women. This can include more children being forced to engage in high-risk jobs or being married off early. The UN Population Fund expects 15 million more cases of domestic violence around the world, which is a 20 percent increase from the previous year, as a result of pandemic restrictions (e.g. lockdowns).
- Communities affected by conflict and the effects of climate change are exposed to compounded impacts on food security, livelihoods social cohesion and security and consequent migration/displacement³⁰.

²⁹ *Unmasking the Impact of COVID-19 on Asia's Most Vulnerable Children*. World Vision.

³⁰ <https://www.undp.org/content/undp/en/home/news-centre/news/2020/Gender-lens-essential-to-addressing-linked-climate-change-and-security-crises.html>

Table 5. Summary of CSG proposals for the next NAP

Impact driven	<ul style="list-style-type: none"> • Need to select SMART indicators, gender/conflict sensitivity frameworks as basis for proposed initiatives. • It would be useful to include indicators that provide the anticipated result with changes sought articulated in the NAP. • Structuring the NAP by focusing on strategic areas of substantive change (e.g., <i>increase gender perspectives in humanitarian assistance and disaster relief</i>) instead of the four WPS pillars since “<i>many activities overlap and intersect</i>”. • Broadening the scope of the NAP from a narrow focus on militarised security/securitising issues to include consideration of broader peace, conflict and security challenges in civilian life (e.g. COVID-19/pandemics, climate change, economic pressures). • Referencing New Zealand’s human rights/international humanitarian law obligations in the NAP. • Adopting a transformative approach focused on structural or long-term effectiveness for sustainable peace and security. • Integration of the WPS agenda into relevant government policy areas (e.g., immigration, refugees and asylum seekers, disarmament, combat deployments, trade policies and practices).
Inclusiveness	<ul style="list-style-type: none"> • Enhanced support and connection with CSGs in the various areas of the WPS agenda, particularly representation in the Inter-agency Working Group (IAWG), or equivalent, and through regular consultation (at least twice per year). • Wider government participation in the IAWG, whole of government approach to the next NAP and shared ownership of WPS at MFAT. • Include targets and indicators for domestic application that substantively integrates the principles of Te Tiriti o Waitangi and how indigenous communities can be engaged in the various phases of the NAP process. • Connection of NAP measures with the most vulnerable women and girls, including those living with disabilities. • Inclusion of communities at all stages of programmes funded through multilateral grants.
Resourcing	<ul style="list-style-type: none"> • Allocation of sufficient resourcing for the WPS agenda as reflected in the 2018 CEDAW Concluding Observations. • Dedicated staff allocation to implement and monitor the NAP. • Clarity on roles and responsibilities for the delivery of the NAP and how various agencies work together to achieve goals.
Monitoring	<ul style="list-style-type: none"> • Establish a clear, independent mechanism for regular monitoring of progress towards achieving the NAP measures and financial tracking of WPS investment (e.g. costing and budget for programmes in the NAP, aid programme funding). • Publicly-accessible reporting.
Localisation	<ul style="list-style-type: none"> • Advocate localisation where possible, making use of field offices with local staff and focusing on capacity building.

Case study:

Eleven domestic and international CSGs involved in WPS came together to put forward their recommendations for the next NAP. They highlighted the need to ensure substantive integration of Te Tiriti o Waitangi as critical for the realisation of New Zealand's WPS objectives, both at home and abroad. Their collective feedback, which covered two main themes involving WPS NAP leadership and Transparency and Accountability includes the following proposals:

WPS NAP Leadership

- Inclusion of at least two civil society representatives in the Inter-agency working group (IAWG), or equivalent;
- increased involvement of the Ministry for Women (i.e. being IAWG co-chair, facilitating civil society engagement); and
- shared ownership for the WPS agenda across relevant MFAT divisions and increased involvement of agencies across government who are responsible for the range of issues relevant to the WPS agenda.

Transparency and Accountability

- Transparent and publicly-accessible annual reporting that allows civil society review and evaluation of the implementation of the NAP; and
- convening at least two civil society consultation events annually, in addition to the IAWG meetings, to provide a forum for further civil society and government dialogue on implementing the NAP.

Annex 1. Examples of in-country projects that support the WPS agenda

MFAT Division/NZ Post	Asia Regional Division/ Jakarta, Indonesia
Project Description	<p>ASEAN Women Interfaith Dialogue</p> <p>The ASEAN Institute of Peace and Reconciliation and NZ's Jakarta post organised a dialogue that focused on finding ways to manage security challenges by promoting understanding and inclusivity. This is in recognition of the important role that women play in preventing conflict and building a culture of peace.</p>
MFAT Division/NZ Post	Jakarta, Indonesia
Project Description	<p>The Role of Women in Jihad Movements</p> <p>The research project examined the factors that bring women to radicalism. It was based on a series of in-depth interviews with women with various levels of involvement in radicalism. The outcome of this research will assist civil society groups and government stakeholders to develop interventions and programmes to prevent women's participation in violent extremism.</p>
MFAT Division/NZ Post	South East Asia Division/ Jakarta, Indonesia
Project Description	<p>Defence Policymakers Course for South East Asian partners</p> <p>This course aims to improve participants' understanding of, and ability to contribute to, defence policy-making in the contemporary security environment. The course is tailored to a SEA audience and includes a WPS component.</p>
MFAT Division/NZ Post	Manila, Philippines
Project Description	<p>Literacy for Peace and Development (LIPAD)</p> <p>LIPAD was delivered for Maranao women, who are Internally Displaced Persons in camps near Marawi, Western Mindanao. Over 200 adults successfully participated in literacy classes for more than four months at ten hours per week.</p>

MFAT Division/Post	Manila, Philippines
Project Description	<p>Entrepreneurial Training Single Mothers in Cebu City</p> <p>Implemented by the Cebu Chamber of Commerce and Industry, the project equipped solo mothers with the skills to enable them to carry out information technology-enabled home-based work.</p>
MFAT Division/Post	Manila, Philippines
Project Description	<p>Aspiring Women Entrepreneurs Bootcamp (AWEB)</p> <p>This project aims to bring the information and tools necessary to establish a business for aspiring women entrepreneurs in three different cities in the Philippines to assist with providing lasting financial independence. Aside from the skills and needs-based training, the project will also give seed funding which will serve as the aspirants' initial capital to realise their business ideas. The seed money will be given in tranches to encourage the entrepreneurs to achieve the project's milestone indicators.</p>