**2014 SECOND ANNUAL
CIVIL SOCIETY REPORT CARD**

AUSTRALIA'S NATIONAL ACTION PLAN ON

WOMEN, PEACE & SECURITY

AUSTRALIAN COUNCIL FOR INTERNATIONAL DEVELOPMENT

UN WOMEN NATIONAL COMMITTEE AUSTRALIA
United Nations Entity for Gender Equality and the Empowerment of Women

Australian National University
GENDER INSTITUTE

WILPF

ACKNOWLEDGMENTS

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TABLE OF CONTENTS

EXECUTIVE SUMMARY

Significant advancements have been taken in Australia's implementation of the Women, Peace and Security (WPS) agenda since the release in August 2013 of the first Annual Civil-Society Report Card on Australia's National Action Plan on Women, Peace and Security. Internationally Australia has promoted the WPS agenda during its term on the UN Security Council and at the Global Summit on Ending Sexual Violence in Conflict, while at home Government departments have taken measures to mainstream the WPS agenda into their policy and programs. Many of these achievements have been detailed in the Government's 2014 Progress Report.

However there remain opportunities for the Australian Government to more fully implement its National Action Plan in the lead-up to the 2015 Interim Review and prior to the 2018 end of the current Plan. In particular, the Government should:

- **Create consistency within and across departments** of WPS implementation. This requires ensuring each department appoint an operational senior level WPS focal point and develop an adequately resourced and publicly available WPS implementation plan.
- **Ensure the intentionality of NAP activities in meeting WPS goals.** This acknowledges the specific focus of WPS work (as opposed to broader gender or peace and security work) and targets activities towards NAP obligations and WPS values.
- Ensure that reviews offer a **qualitative analysis of outcomes of NAP activities** rather than only listing quantitative outputs. This will ensure activities can be continually refined and outcomes are measured against goals.
- Continue the development of an open, productive and directed **partnership with civil society** that takes advantage of its skills, experience and community engagement.

To this end, the purpose of this second Annual Civil-Society Report Card is twofold. It provides an analysis of the Government's WPS activities for the past year against the NAP's obligations and last year's civil society recommendations. These recommendations draw from the expert perceptions of civil society. They are designed to further discussion between Government and civil society, and frame best practice regarding WPS activities. Second, the Report Card provides recommendations on how the Government can progress the NAP in the next twelve months. The Report Card begins with an overview of the key recommendations, followed by a summary report card. It then moves into detailed analysis firstly of each strategy, then of each Government department, and concludes with recommendations for the upcoming Interim Review. The goal of the Report Card is to promote an ongoing collaborative Government-civil society culture that is committed to mainstreaming the values of the WPS agenda into all of Australia's peace and security activities.

Like the first one, this Report Card is based upon publicly available WPS documents and, importantly, discussions that took place at the Annual Civil Society Dialogue on Women, Peace and Security held at the Australian National University on 23 September 2014. This event was co-hosted by the ANU Gender Institute, Women's International League for Peace and Freedom - Australian Section, Australian Council for International Development, and the Australian National Committee for UN Women. It brought senior leaders from Government and civil society together to review each Government department's WPS activities, to share experiences of regional and global best practice, and to highlight priorities and pathways for the WPS agenda.

2014 saw new and ongoing crises in Syria, Iraq, Central African Republic, Israel-Palestine, Eastern Ukraine, Mexico and elsewhere with devastating impacts upon women and girls. Australia has committed to playing its role in addressing these crises and supporting women's rights. Consequently Australia's implementation of its NAP, and civil society's role in monitoring and supporting this implementation, is as important as ever.

Photo: UN Photo/ Albert Gonzalez Farran

CONSOLIDATED RECOMMENDATIONS

OVERALL RECOMMENDATIONS

- **Create consistency within and across departments** of WPS implementation. This requires ensuring each department appoint an operational senior level WPS focal point and develop an adequately resourced and publicly available WPS implementation plan.
- **Ensure the intentionality of NAP activities in meeting WPS goals.** This acknowledges the specific focus of WPS work (as opposed to broader gender or peace and security work) and targets activities towards NAP obligations and WPS values.
- Ensure that reviews offer a **qualitative analysis of outcomes of NAP activities** rather than only listing quantitative outputs. This will ensure activities can be continually refined and outcomes are measured against goals.
- Continue the development of an open, productive and directed **partnership with civil society** that takes advantage of its skills, experience and community engagement.

STRATEGY RECOMMENDATIONS

STRATEGY 1:
INTEGRATE A GENDER PERSPECTIVE INTO AUSTRALIA'S POLICIES ON PEACE AND SECURITY

1.1 Appoint a senior level operational focal point for implementation of the NAP within each department.
1.2 Develop publicly available departmental implementation plans to ensure responsibilities to the NAP are met in an accountable and transparent manner.
1.3 Ensure all decision making and strategic policy development processes include senior women.
1.4 Ensure all strategic policies and outcomes mainstream WPS considerations.

STRATEGY 2:
EMBED THE WPS AGENDA IN THE AUSTRALIAN GOVERNMENT'S APPROACH TO HUMAN RESOURCE MANAGEMENT OF DEFENCE, AUSTRALIAN FEDERAL POLICE AND DEPLOYED PERSONNEL

2.1 Set targets for the promotion of women into senior leadership roles.
2.2 Continue to expand training on WPS to include men and women in all relevant areas, focusing upon consistent and cohesive training packages across departments.
2.3 Establish a qualitative review process to measure the effectiveness of training and incorporate this into the NAP review process.

STRATEGY 3:

SUPPORT CIVIL SOCIETY ORGANISATIONS TO PROMOTE EQUALITY AND INCREASE WOMEN'S PARTICIPATION IN CONFLICT PREVENTION, PEACE-BUILDING, CONFLICT RESOLUTION AND RELIEF AND RECOVERY

3.1 In partnership with civil society, design a program for regular and structured consultation between Government and civil society.

3.2 Identify opportunities for engagement between civil society and the Government in the areas of NAP implementation and review, training and community engagement.

3.3 Ensure continued resourcing for civil society operating in conflict-affected areas.

3.4 Engage with civil society to design approaches to WPS that maximise resources.

STRATEGY 4:

PROMOTE WPS IMPLEMENTATION INTERNATIONALLY

4.1 Mainstream WPS considerations into all of Australia's relevant bilateral and international discussions, agreements, and actions.

4.2 Support the development and implementation of NAPs across the Indo-Pacific region.

4.3 Assist the review of the Pacific Regional Action Plan including actions to ensure Pacific civil society is part of Reference Group meetings.

4.4 Prioritise WPS implementation at the UN and in other global forums, including supporting New Zealand's term on the UNSC.

4.5 Take actions to enable women's meaningful participation in peace and reconciliation processes.

STRATEGY 5:

TAKE A COORDINATED AND HOLISTIC APPROACH DOMESTICALLY AND INTERNATIONALLY TO WPS.

5.1 Operationalise and integrate the major global advances in WPS into relevant Australian policy, doctrine and standard operating procedures.

5.2 Mainstream WPS obligations into high-level peace and security Inter-Departmental Committees (IDC).

5.3 Position the WPS IDWG at the forefront of a consistent and co-ordinated strategy across departments to share WPS information.

Photo: UN Photo/ Martine Perret

BACKGROUND TO THE SECOND CIVIL SOCIETY REPORT CARD & METHODOLOGY

Australia's National Action Plan on Women, Peace and Security (hereafter NAP) provides guidelines for Australia's implementation of United Nations Security Council Resolution 1325 (2000) and its associated resolutions – UNSCR1820 (2008), UNSCR1888 (2009), UNSCR1889 (2009), UNSCR1960 (2010), UNSCR2106 (2013), UNSCR2122 (2013). Collectively known as the UN's Women, Peace and Security (WPS) agenda, the purpose of these resolutions is to ensure that all of the international community's peace and security work understand and account for the unique impact of armed conflict and disaster on women and girls and to ensure women's roles as agents of peace and conflict prevention. To this end, the agenda requires that all peace and security activities ensure a gender perspective is considered when planning policy and operations. This requires taking special measures to ensure the protection of women and girls from violence, facilitating their participation in peace and security activities and working towards the overall prevention of armed conflict.

Through its NAP, Australia has committed to embedding these values into both its domestic and international peace and security work. The current Plan, released in 2012, is active until the end of 2018 and provides a framework for a whole-of-government approach to implementation. It is organised around the five strategies listed below with

relevant Government departments having specific responsibilities under each:

1. Integrate a gender perspective into Australia's policies on peace and security.

2. Embed the Women, Peace and Security agenda in the Australian Government's approach to human resource management of Defence, Australian Federal Police and deployed personnel.

3. Support civil society organisations to promote equality and increase women's participation in conflict prevention, peace-building, conflict resolution, and relief and recovery.

4. Promote Women, Peace and Security implementation internationally.

5. Take a co-ordinated and holistic approach domestically and internationally to Women, Peace and Security.

A number of Government mechanisms are in place to monitor the NAP's implementation. In 2014 the Government tabled its first Progress Report in Parliament (with two more due in 2016 and 2018), and in 2015 it will conduct an Interim Review. A Final Review will take place in late 2018 prior to the development of a second NAP. Furthermore, constituted by high-level Government representatives, the Women, Peace and Security Inter-Departmental Working Group meets annually with civil society representatives to review and discuss progress regarding implementation of the NAP.

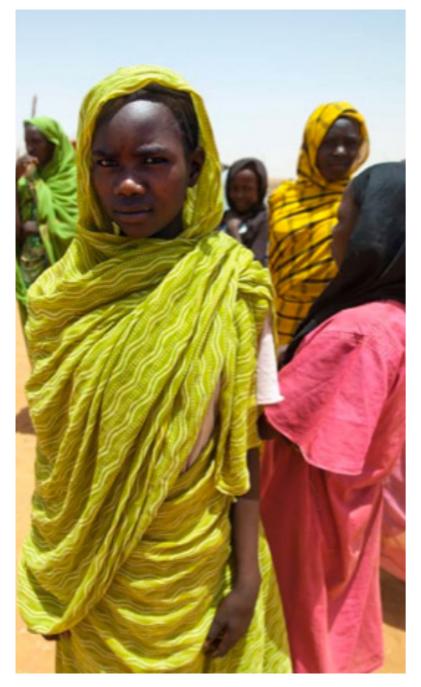*Photo: Captain Jennifer Wittwer in discussion with Dialogue Participants*

representatives speaking on their department's contribution to implementing the NAP. This was followed by three sessions of facilitated small group discussion on the implementation of the NAP and its future. Participants were allocated to institutionally diverse tables comprising both Government and civil society members. In total, there were fourteen groups of approximately eight people. Participants in the Dialogue were asked to ensure they were familiar with the NAP, the first Report Card, and the Progress Report prior to the event. Access to these documents was provided when participants registered to attend the event, and copies of these documents were available on each table on the day. These documents supported the presentations given by Government representatives on the day, and led to lively and engaged discussions. With the support of a facilitator, participants at each table were asked to provide written assessment of the Government's work against each of the NAP's action points, using the information provided by Government. Participants were also asked for their views on the strengths and opportunities for Government implementation. These views are collated in the Summary Report Card that appears on pages 7-9 and reflected in the civil society recommendations made throughout the Report.

Civil society is also committed to monitoring and enhancing Government implementation of the NAP. Importantly, this is done through the Annual Civil Society Dialogue on Women, Peace and Security and the subsequent annual report card. The annual Dialogue brings together Government representatives with civil society and community members to qualitatively review the Government's implementation of the NAP, analyse current crises affecting women and girls, highlight global best practice with regard to WPS implementation, and discuss priorities and strategies to enhance the WPS agenda.

This year, the Dialogue opened with a panel discussion from high-level Government

The Report Card's analysis is based upon the information that has been publicly available and provided by Government departments. As mentioned, this primarily includes the NAP itself, and the first Progress Report, but also strategy papers, documents, and information provided on Department websites and in the formal presentations of Government representatives to the Dialogue. These documents are hyperlinked throughout the online version of the Report to direct the reader to the relevant documents and sites.

This Report Card begins with the Summary Report Card. It is then structured into three areas: the first offers a strategy-by-strategy analysis and set of recommendations of Government's implementation of the NAP in the past twelve months; the second section examines briefly each implementing department, while the final section looks to the future of the NAP with particular focus on the Interim Review.

SUMMARY REPORT CARD AGAINST NATIONAL ACTION PLAN STRATEGIES

This summary provides an overview of the Government's progress in implementing the NAP over a two-year period (2013 and 2014) as assessed by the delegates to the Civil Society Workshop (in 2013) and Dialogue (in 2014).

CRITERIA FOR GRADING:

- **Insufficient information** – insufficient information has been communicated with civil society to ascertain if this action is being implemented
- **No action** – insufficient action is being undertaken to implement this action by 2018
- **Some action** – some, not necessarily all agencies, demonstrated and communicated activities that support the implementation of this action by 2018
- **Extensive action** – all responsible agencies demonstrated and communicated activities that support the implementation of this by 2018

	RESPONSIBLE AGENCIES	INSUFFICIENT INFORMATION	NO ACTION	SOME ACTION	EXTENSIVE ACTION
STRATEGY 1: Integrate a gender perspective into Australia's policies on peace and security.					
1.1 Policy frameworks of relevant Government departments are consistent with the objectives and intent of UNSCR 1325.	AFP, AGD Defence, DFAT, PM&C	2013		2014	
1.2 Develop guidelines for the protection of civilians, including women and girls	ACMC, AFP, Defence			2014 / 2013	
STRATEGY 2: Embed the Women, Peace and Security agenda in the Australian Government's approach to human resource management of Defence, Australian Federal Police and deployed personnel					
2.1 Assess and further build on training programs for Australian defence, police and civilian personnel to enhance staff competence and understanding of Women, Peace and Security.	ACMC, AFP, Defence, DFAT			2013	2014
2.2 Ensure women have opportunities to participate in the AFP, Defence and ADF and in deployments overseas, including in decision-making positions	AFP, Defence, DFAT,			2013	2014

	RESPONSIBLE AGENCIES	INSUFFICIENT INFORMATION	NO ACTION	SOME ACTION	EXTENSIVE ACTION
2.3 Ensure formalised complaints mechanisms for the safe reporting of allegations of gender-based violence and harassment in Australian peace and security institutions are established and supported.	AFP, Defence, DFAT,	2013		2014	
2.4 Investigate all reports and allegations of gender-based violence involving Australian defence, police, civilian or contracted personnel.	AFP, Defence, DFAT	2013		2014	
STRATEGY 3: Support civil society organisations to promote equality and increase women's participation in conflict prevention, peace-building, conflict resolution and relief and recovery.					
3.1 Support domestic non-government organisations, such as the National Women's Alliances, and international civil society organisations to engage in peace and security initiatives, including by raising awareness of UNSCR 1325.	DFAT, PM&C			2014 / 2013	
3.2 Support Australian and international civil society organisations to promote the roles and address the needs of women in the prevention, management and resolution of conflict.	DFAT, PM&C			2014 / 2013	
3.3 Invite Australian non-government organisations to nominate a selection of representatives to meet with the Women, Peace and Security Inter-departmental Working Group once a year.	ACMC, AFP, AGD, Defence, DFAT, PM&C				2014 / 2013
3.4 Encourage an understanding of Women, Peace and Security amongst the Australian public.	PM&C			2014 / 2013	
STRATEGY 4: Promote Women, Peace and Security implementation internationally					
4.1 Support capacity building for women in fragile, conflict and/or post-conflict settings through promoting opportunities for women's leadership and participation in decision-making at a country level.	AFP, Defence, DFAT			2014 / 2013	
4.2 Ensure that Australia's humanitarian assistance and recovery programs in conflict and post-conflict situations respect applicable international human rights and refugee law in regards to women and girls, and can be accessed by and benefit diverse groups of vulnerable women and girls.	DFAT	2013		2014	
4.3 Support humanitarian action that responds to gender-based violence in crisis situations, with particular regard to health.	DFAT			2013	2014
4.4 Consider the use of specific strategies to promote the participation and protection of women and girls in fragile, conflict and/ or post-conflict settings, for example ADF Female Engagement Teams and the use of gender advisers.	AFP, Defence	2013		2014	

	RESPONSIBLE AGENCIES	INSUFFICIENT INFORMATION	NO ACTION	SOME ACTION	EXTENSIVE ACTION
4.5 Ensure peace processes in which Australia plays a prominent role promote the meaningful participation of women, and consider local women's needs, rights and capacity.	DFAT	2013		2014	
4.6 Promote women's involvement in the development of institutions, including national judiciary, security and governance structures in fragile, conflict and/or post-conflict settings so that women can access and benefit from these structures.	AFP, Defence, DFAT			2014 / 2013	
4.7 Encourage the promotion of women's involvement and leadership in the prevention, management and resolution of conflicts through engagement with the UN and other multilateral fora, including in the development of best practice guidance.	Defence, DFAT, PM&C			2014 / 2013	
4.8 Support women experts, special envoys, commanders and high- ranking officials to promote a high level consideration of gender issues in fragile, conflict and /or post-conflict settings.	AFP, Defence, DFAT			2014 / 2013	
4.9 Promote the global advancement of gender equality through international engagement, including through the UN and other multi-lateral fora.	DFAT, PM&C			2014 / 2013	
4.10 Incorporate the protection of the rights of women and girls in bilateral and multilateral discussions on the protection of civilians in conflict and post-conflict situations, particularly with regard to gender-based violence	ACMC , Defence, DFAT			2014 / 2013	
4.11 Promote formalised complaints mechanisms for the safe reporting of allegations of gender-based violence and harassment in fragile, conflict and post-conflict settings.	AFP, Defence, DFAT,	2013		2014	
4.12 Support efforts by local or international authorities to prosecute perpetrators of gender based violence during conflict and/or in post-conflict settings.	AFP, Defence, DFAT	2013		2014	
STRATEGY 5: Take a co-ordinated and holistic approach domestically and internationally to Women, Peace and Security					
5.1 Foster ongoing civil-military cooperation and information sharing in operations, to protect women and girls.	ACMC, AFP, Defence, DFAT	2013		2014	
5.2 Continue to promote information sharing on UNSCR 1325 and women's participation within and between Australian Government agencies.	ACMC, AFP, AGD, DFAT, Defence, PM&C			2014 / 2013	

Photo: UN Photo/
Albert Gonzalez Farran

STRATEGY SPECIFIC ANALYSIS

STRATEGY 1:

INTEGRATE A GENDER PERSPECTIVE INTO AUSTRALIA'S POLICIES ON PEACE AND SECURITY.

CIVIL SOCIETY RECOMMENDATIONS AND ACTIONS FROM LAST YEAR

2013 RECOMMENDED ACTIONS	EXAMPLES OF PROGRESS	INDICATIVE FURTHER ACTION
Develop publicly available departmental implementation plans.	Defence and ACMC have both fulfilled this action.	The following agencies need to develop and/or make available their implementation plans: DFAT, AGD, AFP, and PM&C.
Identify a senior level operational focal point for the NAP within each department.	Defence has an identified focal point.	ACMC, AFP, AGD, DFAT, PM&C need to identify a focal point to manage NAP implementation within their department.
Expand training in WPS across whole-of-government	AFP, Defence & DFAT have expanded their WPS training.	Training should continue to be expanded and qualitatively reviewed for effectiveness.

ANALYSIS AND FURTHER RECOMMENDATIONS

The Australian Government has demonstrated a growing awareness of the need to integrate a gender perspective in all areas of Australia's peace and security work. Such a gender perspective recognises the impact that decision-making regarding peace and security has upon women. It therefore requires that all peace and security policies give consideration to the protection of women in conflict-affected areas, and the facilitation of women's participation in all decision-making forums.

In the past year the Australian Civil-Military Centre along with the Australian Federal Police (AFP) and the Australian Defence Force (ADF) have developed Guidelines for the Protection of Civilians, including women and girls. The implementation of such guidelines across departments, consistent with WPS principles, has the potential to promote a whole-of-government approach to understanding and ensuring the protection of civilians with particular reference to women and girls. Furthermore, the ADF and AFP have made commendable efforts to integrate a gender perspective into their corporate plans and international engagement strategies, with the AFP recently releasing its own International Deployment Group Gender Strategy. Similarly, WPS is also discussed as part of the approach to pursuing gender equality in Australia's new aid policy. These efforts reflect an integration of a gender perspective into key peace and security policies.

However, there has been an inconsistent response to the recommendations against Strategy 1 that were made in last year's Civil Society Report Card. A number of departments have yet to develop publicly available **implementation plans.** Implementation plans encourage proactive, consistent and intentional approaches to ensuring activities are purposefully designed to meet WPS goals. They should be accompanied by adequate resourcing and measurable targets and provide departments with a goal-orientated method to ensure timely and effective implementation of NAP responsibilities. Members of civil society present at the Dialogue also argued that this remained an important means by which the WPS agenda could be integrated into all aspects of Australia's peace and security work. At the time of writing this Report, several Government departments still need to develop an implementation plan. Furthermore, this plan should be driven by a **senior level operational focal point** who, as part of their job description, is responsible for co-ordinating action across their department. This involves awareness raising within the department, reporting, accountability, and liaising with other departments and civil society on WPS activities. This focal point should be identified on department websites and work to ensure websites are updated with WPS information and activities. Finally, the focal point should attend the Inter-Departmental Working Group meetings. Consistency and quality of participation in this group is an important foundation for whole-of-government coordination.

In addition to renewing last year's recommendations, this Report Card also reiterates the importance of **including senior women in all decision-making** and strategic policy development processes. Participants in the 2014 Dialogue demonstrated concern, for example, that the expert panel appointed to develop Australia's next Defence White Paper does not include any women nor has it demonstrated an intention to include the Government's commitments to WPS. As a policy paper that is central to Australia's peace and security activities, it is imperative that it incorporate a gender perspective, facilitate the participation of appropriate senior women, and ensure that the strategies developed incorporate WPS responsibilities. Indeed, as required by Strategy 1, such an approach should be consistently taken in the development of all policy documents.

RECOMMENDED OUTCOMES
1.1 Appoint a senior level operational focal point for implementation of the NAP within each department.
1.2 Develop publicly available departmental implementation plans to ensure responsibilities to the NAP are met in an accountable and transparent manner.
1.3 Ensure all decision making and strategic policy development processes include senior women.
1.4 Ensure all strategic policies and outcomes mainstream WPS considerations.

STRATEGY 2:

EMBED THE WOMEN, PEACE AND SECURITY AGENDA IN THE AUSTRALIAN GOVERNMENT'S APPROACH TO HUMAN RESOURCE MANAGEMENT OF DEFENCE, AUSTRALIAN FEDERAL POLICE AND DEPLOYED PERSONNEL.

CIVIL SOCIETY RECOMMENDATIONS AND ACTIONS FROM LAST YEAR

2013 RECOMMENDED ACTIONS	EXAMPLES OF PROGRESS	INDICATIVE FURTHER ACTION
Strengthen WPS training with the support of CSOs.	AFP, Defence and DFAT have increased their WPS training. DFAT included WPS training for its graduate program. Defence has engaged CSOs in training.	Review the quality and outcomes of training against WPS actions. Continue to expand WPS training.
Engage senior men and women in promoting training.	Defence, DFAT and AFP have reported progress on this.	Develop and support 'male champions of change'.
Ensure strong reporting mechanisms for allegations of misconduct.	The implementation of the Broderick Review in the Department of Defence has addressed elements of this.	Clarify reporting and complaints mechanisms in the Interim Report.
Mainstream WPS at all levels: staff messages, annual reports, human resources and promotion, selecting civilian contractors.	The ADF has made progress, highlighting WPS in operational orders, military doctrine, corporate plans and the Chief of Defence Force conference. AFP has also made progress.	Include a WPS section in the annual reports of all relevant departments, and ensure WPS values are reflected in all HR decisions.

ANALYSIS AND FURTHER RECOMMENDATIONS

Elements of the WPS agenda have been actively pursued in departments responsible for peace and security through the appointment, promotion, deployment and retention of women, as well as through staff training. Embedding WPS values into all areas of human resource management assists to develop an 'everyday culture' of WPS values. This process of mainstreaming ensures that all Government departments consistently and routinely consider WPS in relevant areas of their work.

Engagement with this strategy in the past twelve months is evident in a number of areas. In terms of the number of women participating in peace and security activities, the AFP, for example, have set ambitious targets for the promotion of women and their employment in operational roles. Similarly the expansion of training, particularly pre-deployment training, in many Government departments demonstrates the spreading of WPS values. While only 54.3% of deployed personnel in operations have received any form of WPS training, current policies have the potential to expand this.

Despite these promising moves forward, there is still a great deal of work to be done to ensure the WPS agenda is reflected in the make-up and activities of Australia's peace and security departments. **The promotion of women to senior leadership** roles will help increase the number of women deployed to conflict-affected countries, particularly in central roles such as chief negotiators where women are rarely represented.

Participants at the Dialogue recommended **competency in WPS as a threshold for promotion and appointment** to relevant positions. This will ensure that there is WPS leadership by men and women in all peace and security sectors. On this point, participants at the Dialogue lamented the lack of male presence at the Dialogue and indeed male leaders in the WPS agenda within both Government and civil society. Inspired by leadership shown of this issue by individuals such as the current Chief of Army, participants recommended that efforts be made to identify and support **'male champions of change'** who can promote the WPS agenda.

Participants in the Dialogue had significant concerns about the nature and quality of **WPS training.** While there is evidence of widespread training, Dialogue participants discussed two issues. First, there is concern that training lacks co-ordination and consistency (particularly across departments). This results in different levels of competency and understanding of the WPS agenda. Related to this there is concern that gender training is being conflated with WPS training in the reporting frameworks. While they are inter-related, the latter refers specifically to the UN's WPS agenda and Australia's obligations to it. In this sense, it should be offered in addition to gender training. There was also concern that WPS training was directed primarily towards women. Indeed the Progress Report noted that 70.6% of deployed women received WPS training while only 50.7% of deployed men did. Given that only 18.2% of deployed personnel are women, this constitutes a clear disparity. Therefore, **a consistent and systematic approach to gender and WPS training across all key Government agencies** would address this and could be facilitated by the significant expertise that exist in Australian universities and civil society.

Second, Dialogue participants questioned **the quality of the training** and in particular the methods used to **evaluate training programs.**

Noting that the Progress Report offered only a list of training that took place and the number of personnel that undertook the training, participants argued that it was difficult to know whether the training was provided by qualified personnel, delivered in an appropriate manner and tailored specifically to ensuring a complete understanding of Australia's WPS responsibilities. In this sense, it is important to understand whether and how WPS training ensured that personnel were effectively embedding the WPS agenda into their work. In short, does WPS training work and how might it be improved? Dialogue participants suggested a number of approaches to answering this question: ensure participants evaluate the training they have received and build the evaluation into reporting processes; post-deployment de-briefings and discussion sessions could be used to match outcomes to NAP responsibilities; include the practical experiences of deployed personnel in future training to provide examples of WPS in action; ensure that the Interim Report and subsequent Progress Reports require an analysis of the effectiveness of training; and establish a whole-of-government training program to ensure a standardised baseline from which specialised department-based training might take place.

Photo: UN Photo/ Martine Perret

RECOMMENDED OUTCOMES
2.1 Set targets for the promotion of women into senior leadership roles.
2.2 Continue to expand training on WPS to include men and women in all relevant areas, focusing upon consistent and cohesive training packages across departments.
2.3 Establish a qualitative review process to measure the effectiveness of training and incorporate this into the NAP review process.

Photo: DFAT /
Rob Macoll

STRATEGY 3:
SUPPORT CIVIL SOCIETY ORGANISATIONS TO PROMOTE EQUALITY AND INCREASE WOMEN'S PARTICIPATION IN CONFLICT PREVENTION, PEACE-BUILDING, CONFLICT RESOLUTION AND RELIEF AND RECOVERY.

CIVIL SOCIETY RECOMMENDATIONS AND ACTIONS FROM LAST YEAR

2013 RECOMMENDED ACTIONS	EXAMPLES OF PROGRESS	INDICATIVE FURTHER ACTION
Review department budgets for implementation.	Insufficient information. The Progress Report does not include any financial reporting.	Provide publicly available resource commitments on NAP implementation for each department.
Shift civil society's role from beneficiary to participant and partner.	Ongoing commitment to the Dialogue.	Use the Interim Review process to clearly outline civil society's role in NAP implementation and review.
Use civil society's skills and expertise to assist NAP implementation, eg. Training, community engagement.	Consultation with civil society on WPS issues during Security Council consultations by DFAT. ACMC consulted civil society regarding civil-military activities.	Ensure civil society participation in the Interim Review, and consult with civil society on the next progress report.
Build communication between the IDWG and civil society.	Organisers of the Dialogue provided a brief on the 2013 Report Card to the IDWG.	Expand IDWG engagement beyond annual report card briefing to include regular meetings to discuss progress and activities.
Resource and undertake a stakeholder mapping exercise for both Government and civil society.	Insufficient information.	Undertake a mapping exercise to develop data for accurate monitoring, evaluation and reporting.

ANALYSIS AND FURTHER RECOMMENDATIONS

Strategy three requires two kinds of support for civil society: the first is support for domestic civil society; the second is support for civil society organisations operating internationally. Australia has a vibrant and committed civil society with extensive experience working in the WPS space. Its knowledge, networks, and skill set is an important resource that can be used to enhance Government implementation of the NAP. Training of Government personnel, Government supported community education of WPS values, and implementation of WPS programs in conflict-affected areas are just some of the activities that civil society performs which make them valuable partners to Government.

The Government has engaged civil society in several peace and security forums in the past twelve months. For instance, DFAT's Security Council Taskforce and members of civil society workshopped WPS issues throughout DFAT's consultation processes, and ACMC have sought civil society input on the development of civil-military activities such as training and education. In June 2014 the Australian Dialogue on Preventing Sexual Violence in Conflict was held to workshop with civil society Government approaches to addressing this important issue. Importantly, high-level representation at the Dialogue on 23rd September 2014 also demonstrated the Government's commitment to engaging with civil society on WPS issues. Regionally and internationally, Australia has provided some support to local NGOs to facilitate the protection and participation of women in conflict-affected areas.

The opportunity exists, however, to move this consultation towards **a genuine partnership between Government and civil society** that is jointly committed to promoting the WPS agenda. The establishment in 2013 of The Australian Civil Society Coalition for Women, Peace and Security provides a co-ordinating structure through which Government can access the expertise of civil society. This Coalition can assist in establishing **a**

framework for regular and structured consultation between Government and civil society. Individual departments can use this access point to **identify highly qualified WPS scholars and practitioners who can offer training, workshops, consultation, networks and advice.** This is also a portal through which civil society and Government can promote and publicise their WPS activities in ways that **encourage an open exchange of ideas and information.**

These activities should seek to **include the general public in WPS education** as part of broader educating for peace programs across Australia. Workshops run in partnership between the ACMC and the Australian National Committee for UN Women made a valuable contribution in this regard and should be continued and expanded. Similarly, civil society is cognisant of the fact that there are a large number of diaspora groups within the general community wishing to engage on WPS issues. One way to engage the diaspora would be to **provide scholarships for new Australian women from conflict-affected countries to travel to, and participate in the Dialogue.**

Support for civil society's work internationally has been affected by changes to the aid program. Participants at the Dialogue demonstrated concern regarding the impact these changes would have upon commitments to address the needs of women in conflict-affected areas. Many participants reminded Government representatives that promoting women's roles in the prevention and resolution of conflict requires a stable, long-term investment. Moreover, they noted that the dividends of this investment include greater prospects for sustainable peace. Therefore participants urged Government to **continue resourcing for civil society activities in conflict-affected areas.** They highlighted the importance of **working with experienced members of civil society to identify the best, and most consistent means of maximising resources to leverage WPS outcomes.**

RECOMMENDED OUTCOMES
3.1 In partnership with civil society, design a program for regular and structured consultation between Government and civil society.
3.2 Identify opportunities for engagement between civil society and the Government in the areas of NAP implementation and review, training and community engagement.
3.3 Ensure continued resourcing for civil society operating in conflict-affected areas.
3.4 Engage with civil society to design approaches to WPS that maximise resources

STRATEGY 4:
PROMOTE WOMEN, PEACE AND SECURITY IMPLEMENTATION INTERNATIONALLY.

CIVIL SOCIETY RECOMMENDATIONS AND ACTIONS FROM LAST YEAR

2013 RECOMMENDED ACTIONS	EXAMPLES OF PROGRESS	INDICATIVE FURTHER ACTION
Ensure meaningful participation of local women in peace and reconciliation.	DFAT reported that no formal peace processes took place necessitating their assistance.	This action remains important and requires facilitating women's participation in formal and informal peace processes.
Support the implementation of the Pacific Regional Action Plan.	This recommendation was not progressed.	Respond to requests from Pacific government and civil society actors for WPS support in the Pacific.
Support the Gender Advisor to the Pacific Islands Forum.	This recommendation was not progressed.	Provide opportunities for training and resource support for this role.
Use women's agency and leadership as the theme of Australia's presidency of the Security Council.	Australia did not pursue this as the theme of either of their Security Council presidencies.	Australia should continue to support WPS at the UN, and work with New Zealand and other colleagues on the UNSC to progress WPS.
Continue to promote WPS as a core element of UNSC work.	WPS was included in thematic debates such as the protection of civilians and strengthening the rule of law. Strengthened gender language, including requirements for Women's Protection Advisors, was used in peacekeeping mandates for missions in Mali, Somalia and Afghanistan.	Consolidate gains made at the Security Council by prioritising WPS implementation in Australia's negotiations in the C-34, the 2015 UN Strategic Review of Peacekeeping, the Strategic Review of Peacebuilding Architecture and in relevant UNGA Committees.

ANALYSIS AND FURTHER RECOMMENDATIONS
Australia has both the international reputation and experience to be an effective global advocate for WPS values. Through its own activities in conflict-affected regions, its bilateral and multilateral work with other states, and its performance in international forums such as the UN, Australia can play an important role in ensuring a constant and consistent inclusion of WPS values in all global peace and security arrangements.

Australia's seat on the UN Security Council provided Australia with a unique opportunity to promote WPS internationally. During its term on the Security Council two new WPS Resolutions were passed - UNSCRs 2106 (2013) and 2122 (2103) and Australia supported the inclusion of WPS concerns in the Council's thematic debates. Similarly, the inclusion of gender-related language, such as requirements for Women's Protection Advisors in peacekeeping mandates for missions in Mali, Somalia and Afghanistan contributed to momentum for the promotion of WPS issues globally. Regionally, Australia leads by example with the development of the AFP's International Deployment Group Gender Strategy that promotes the importance of both the protection and participation of women within policing contexts.

Australia can continue this momentum in two areas. The first is by promoting WPS implementation through its **regional engagements in the Indo-Pacific.** This involves **providing advocacy and support to increase women's participation** in conflict resolution and formal and informal peace processes in conflict-affected regions such as Burma. There are also opportunities to **support the development and implementation of NAPs** throughout the region including the Pacific Regional Action Plan and plans in the Solomon Islands and Japan. The Pacific in particular has made significant advances in the WPS agenda. The Pacific Islands Forum has appointed a woman as its head for the first time. In addition, the Deputy Secretary General responsible for the Political Division as well as the Director of the Political Division are both women. Moreover, the Pacific Islands Forum has appointed civil society representatives from FemLINKPACIFIC and Leitana Nehan Women's Development Agency as members of their Reference Group on Women, Peace and Security. Australia should demonstrate its support for these initiatives by **assisting the final 2015 review of the Pacific Regional Action Plan and supporting the development of a second plan.** This could involve facilitating a face-to-face meeting of the Reference Group on Women, Peace and Security, ensuring participation of the civil society representatives, and supporting the training of relevant officials from the Forum Regional Security Committee.

The second priority is to **promote implementation of WPS in all global peace and security activities** that Australia participates in. Strategies ensuring **the protection of women must be integrated into all of Australia's overseas operations.** For instance, the Islamic State movement has wilfully attacked women and girls in Syria and Iraq. Operations mounted in response to this must consider the impact that the activities of IS and any subsequent violence has upon vulnerable civilian populations. Similarly, **the participation of women in all peace and security processes** is central to ongoing peace. As an example of a failure in this regard, the delegations that met at the Geneva II talks in January 2014 to end the Syrian civil war did not include any women. As the Minister noted in a 22 January media release both independently and through the UN Australia offered strong rhetorical and financial support to bring about an end to the conflict and support its victims, including women. In order to fully support the international implementation of WPS, greater representation by all parties is necessary to ensure that WPS considerations are mainstreamed into programs designed to transition states out of conflict.

Photo: UN Photo/ Amjad Jamal

RECOMMENDED OUTCOMES
4.1 Mainstream WPS considerations into all of Australia's relevant bilateral and international discussions, agreements, and actions.
4.2 Support the development and implementation of NAPs across the Indo-Pacific region.
4.3 Assist the review of the Pacific Regional Action Plan including actions to ensure Pacific civil society is part of Reference Group meetings.
4.4 Prioritise WPS implementation at the UN and in other global forums, including supporting New Zealand's term on the UNSC.
4.5 Take actions to enable women's meaningful participation in peace and reconciliation processes.

STRATEGY 5:
TAKE A COORDINATED AND HOLISTIC APPROACH DOMESTICALLY AND INTERNATIONALLY TO WOMEN, PEACE AND SECURITY.

CIVIL SOCIETY RECOMMENDATIONS AND ACTIONS FROM LAST YEAR

2013 RECOMMENDED ACTIONS	EXAMPLES OF PROGRESS	INDICATIVE FURTHER ACTION
In the mid-term review (2014) provide a case study to review NAP actions in a specific country in order to explore whether the NAP has a meaningful impact for local women – e.g. Afghanistan.	The Progress Report did include case studies of particular projects that support WPS. However, the intent with this recommended action was to consider the holistic impact of the NAP in places where Australia has whole-of-government commitments. The current case studies do not fill this purpose.	The Interim Report should provide a case study to review NAP actions in a specific country. This case study should focus on whether Government actions have successfully achieved WPS goals.
Strengthen the IDWG to ensure the implementation of the NAP in each department and its coordination across Government.	Insufficient information.	The IDWG should meet more regularly, with a consistent membership, to report on each department's activities and goals.

ANALYSIS AND FURTHER RECOMMENDATIONS
Co-ordination on WPS activities between Government departments and in Australia's international activities has improved over the past twelve months. This whole-of-government co-ordination ensures a consistent and cohesive approach to WPS implementation across the five strategies and thematic areas of the NAP.

The success of this approach was demonstrated in Australia's contribution to the Global Summit to End Sexual Violence in Conflict, held in London in June 2014. Led by Australia's Ambassador for Women and Girls, Australia's contribution involved military, police and diplomatic personnel as well as pre-meetings with civil society. The Summit closed with a powerful plenary address by the Chief of Army who spoke of the responsibility of us all to work together to end violence against women in conflict. Similarly, Australia's capacity to work holistically on WPS issues was enabled by its participation in the UN Women, Global Technical Review Meeting, 5-7 November 2013.

This holistic approach flows in both directions. A co-ordinated domestic approach ensures a successful contribution to achieving internationally agreed outcomes; these outcomes then require further domestic co-ordination to **integrate global agreements into the relevant Australian policy, doctrine and standard operating procedures.** For example, the 'International Protocol on the Documentation and Investigation of Sexual Violence in Conflict' launched at the Global Summit requires the commitment of several Government departments and its implementation should be co-ordinated across relevant areas. Similarly, the outcomes document from the Global Technical Review Meeting should be shared with civil society.

Participants at the Dialogue suggested that consistency in the whole-of-government approach should be pursued in at least three areas. First, it was recommended that **responsibility for WPS implementation be integrated into higher, strategic and operational levels of Government.** In this sense, WPS needs to be considered in the initial conceptual development stages of military and whole-of-government operations. This might involve considering WPS as a standing item on the agenda of the National Security Committee, and inter-departmental committees working on international peace and security operations. The consequence of this is that WPS considerations will be automatically mainstreamed into Australian military commitments such as the August 2014 military operation to support the international effort to combat the IS threat.

Secondly, this high-level co-ordination should also occur at the Inter-Departmental Working Group (IDWG) meetings. As noted in the 2013 Report Card, the IDWG provides a platform for consistent, structured, and frequent information sharing. To reiterate Strategy 1's recommendation, **the IDWG should have high-level representation and a structured program of meetings and review.** Finally, this speaks to the importance of strong and appropriately resourced **leadership for the whole-of-government** approach to NAP implementation. This leadership should have the resources and authority to ensure each individual department is fulfilling its NAP obligations and is co-operating consistently across government to ensure a collective approach.

RECOMMENDED OUTCOMES
5.1 Operationalise and integrate the major global advances in WPS into relevant Australian policy, doctrine and standard operating procedures.
5.2 Mainstream WPS obligations into high-level peace and security inter-departmental committees.
5.3 Position the WPS IDWG at the forefront of a consistent and co-ordinated strategy across departments to share WPS information.
5.4 Support and appropriately resource strong leadership and co-ordination for the whole-of-government approach.

DEPARTMENT SPECIFIC ANALYSIS

AUSTRALIAN CIVIL-MILITARY CENTRE

The Australian Civil Military Centre (ACMC) is responsible for working across government departments and with civil society to improve Australia's effectiveness in civil-military collaboration for conflict and disaster management overseas. This role positions ACMC as an important actor with the capacity to assist in training, information-sharing, and co-ordinating activities on WPS within Government, in relationships with regional partners, and with civil society.

ACMC has demonstrated a strong commitment to WPS through its contributions in these

key areas. For example, ACMC has recently launched the *2014 Women, Peace and Security Introductory Training Manual,* it has produced several research papers on WPS-related issues, and co-ordinated the development of *Protection of Civilians* guidelines for the Department of Defence and Australian Federal Police. Its role in enabling the expansion of WPS training has been particularly important. Moreover, it has provided essential funding and ongoing support for the annual Civil Society Dialogue. These activities have seen ACMC engage all of its responsibilities under the NAP.

Opportunities for continued engagement exist in the following areas:
1. Ensure that the *Protection of Civilians* guidelines are effectively rolled out and supported by training and education programs across the Department of Defence and Australian Federal Police, ensuring the visibility of WPS issues as central to POC.
2. Continue to promote the expansion of high quality training across relevant government agencies.
3. Take advantage of opportunities to engage with WPS experts in academia and civil society for collaborative research on WPS issues.
4. Engage WPS experts for comment and collaboration on training and information packages.
5. Continue ongoing support for the Annual Civil Society Dialogue.

ATTORNEY-GENERAL'S DEPARTMENT

The Attorney-General's Department has an important role in the National Action Plan. They have responsibility for implementing three of the twenty-four actions in the NAP in the areas of mainstreaming WPS into relevant policy, engaging with civil society, and participating in a co-ordinated approach to WPS.

The Attorney-General's Department has had little engagement with the WPS agenda and there has been little or no engagement with civil society actors on the agenda. This is despite WPS being relevant to several core areas of its

work. The Department undertakes valuable conflict prevention and peace-building work that, among other things, will shape discussions on the post-2015 program replacing the Millennium Development Goals. The international capacity building undertaken by the Attorney-General's Department in governance, law and justice also relate to the NAP. The Department's international disaster relief work provided through Emergency Management Australia and through the Crisis Coordination Centre similarly has WPS considerations under the 'Relief and Recovery' thematic area.

Panel 1 - AC Mandy Newton (AFP), Ewen McDonald (DFAT), Air Chief Marshal Mark Binskin AC (Chief of Defence)

To fulfil responsibilities under the NAP, this Report recommends the Attorney-General's Department:
1. Identify a senior level operational WPS focal point with responsibilities to manage implementation of NAP responsibilities within the Department.
2. Develop an internal implementation plan for its NAP responsibilities.
3. Engage with civil society – this could include participation at the Dialogue and outreach to WPS focal points.
4. Ensure all international WPS agreements are mainstreamed into Australian policy.

AUSTRALIAN FEDERAL POLICE

The Australian Federal Police (AFP) have significant responsibilities under the NAP. With obligations for over half of the actions, the AFP has the capacity to develop Australia's WPS profile in its overseas deployments, as well as in its own gender profile at home. Its work with local men and women in conflict-affected areas provides an important opportunity to advance both the protection, and the participation of local women.

The AFP has been active in the WPS space. Its support to partner country policing organisations to progress gender equality, its regional programs in Papua New Guinea, Solomon Islands and

Timor-Leste and its involvement with United Nations peace operations all reflect a growing commitment to WPS values in its programs and operations. Importantly, the 2014 release of the International Deployment Group's (IDG) *Gender Strategy* promises a co-ordinated and sustained approach to pursuing gender equality. Its three objectives – to integrate a gender perspective in its policy and practices; to promote equality in partner country policing organisations; and to ensure equal access to police services in partner countries, including on gender-based violence – speak to a majority of its NAP commitments and shows strong leadership in these important areas.

However, opportunities exist for a stronger engagement with WPS in Australia. These include:
1. Appoint an operational senior level WPS focal point to manage implementation of NAP responsibilities within the agency.
2. Increase the number of sworn and unsworn members participating in the Annual Civil Society Dialogue on Women, Peace and Security.
3. Ensure a qualitative analysis of the impact of WPS training on deployed personnel and include such analysis in NAP reviews.
4. Include competency in WPS in job criteria for relevant positions.
5. Ensure strong accountability and reporting mechanisms for implementation of the IDG *Gender Strategy.*
6. Continue to expand WPS training, particularly as part of pre-deployment training.

DEPARTMENT OF DEFENCE

The Department of Defence has responsibilities under each of the NAP strategies. As a large organisation with significant roles in maintaining peace and security, its actions play an important part in Australia's overall capacity to implement the NAP. Some of these responsibilities lie primarily with the Australian Defence Force (ADF) while other actions must be driven by the Department as a whole. However the organisation must work co-operatively to ensure the seamless implementation of the NAP. The implementation of gender strategies within the organisation as a whole, mainstreaming WPS into all policy and operations, and engagement to ensure the protection and participation of local women in conflict-affected areas are all essential to fulfil its WPS obligations.

The ADF has made significant progress in the implementation of its NAP responsibilities. The appointment of a Director, National Action Plan

for Women, Peace and Security for the ADF and the development of a Defence Implementation Plan provide opportunities to ensure a systematic incorporation of WPS into internal policies including planning directives, operational orders, and corporate plans. Furthermore, the employment of Gender Advisors at the Command level across the ADF promises high-level leadership on WPS issues. The leadership shown by individuals such as the Chief of Army raise the profile of the WPS agenda and demonstrate its relevance to the ADF's core business. Similarly, the Department has engaged with civil society through participation of personnel at the Dialogue, including a presentation from the Chief of the Defence Force and through civil society membership on the NAP Working Group. These activities demonstrate a strong commitment towards mainstreaming WPS values into the everyday culture of the organisation.

There remain opportunities for the Department to solidify its WPS commitments. Importantly, these include efforts to:
1. Ensure a consistent approach to WPS across the breadth of the Department's military and public service work.
2. Ensure that WPS values and NAP obligations are explicitly addressed in the forthcoming Defence White Paper (see Strategy 1).
3. Ensure that all future high-level expert panels include women and are cognisant of WPS obligations.
4. Continue to expand WPS training across military and public service elements of the Department.
5. Engage with civil society in areas of open-sourced information sharing, training and education.
6. Support the implementation of the Pacific Regional Action Plan as requested by Pacific partners and civil society.

DEPARTMENT OF FOREIGN AFFAIRS AND TRADE

The Department of Foreign Affairs and Trade is responsible for the most number of actions under the NAP. Its role in developing and implementing Australia's foreign policy and delivering Australia's aid program positions it as a central actor in ensuring Australia fulfils its WPS obligations.

In the past twelve months, the Department of Foreign Affairs and Trade has made significant progress in implementing the NAP. This includes attention to WPS during Australia's Security Council term, contributions to the Global Summit on Ending Sexual Violence in Conflict, including a dialogue with civil society on the issue, the appointment of a second Global Ambassador for Women and Girls, recognition of WPS in the new aid policy framework, and engagement with civil society by the Security Council Task Force and other working groups.

Opportunities to strengthen the Department's implementation lie in the following areas:
1. Appoint an operational senior level focal point for WPS to manage implementation of NAP responsibilities within the Department.
2. Develop an internal WPS implementation plan for the Department.
3. Continue resourcing for the role of the Global Ambassador for Women and Girls.
4. Provide adequate and directed resourcing for WPS activities (distinguished from gender activities) within the aid budget.
5. Ensure follow-up activities that fulfil commitments made at the Global Summit to End Sexual Violence.
6. Follow-up with civil society on the impact of consultations regarding WPS activities.
7. Continue diplomatic efforts to ensure women's participation in all formal and informal peace processes, particularly in the Indo-Pacific.
8. Continue support and engagement with civil society in Australia and in overseas operations.

DEPARTMENT OF PRIME MINISTER AND CABINET

The Office for Women (within the Department of Prime Minister and Cabinet) is tasked with an essential co-ordinating and leadership role for the NAP that includes chairing the Inter-Departmental Working Group, developing the Progress Reports, organising the independent reviews, and engaging with civil society.

The Office for Women provided vital funding for the 2013 and 2014 Annual Civil Society Dialogue, co-ordinated the delivery of the 2014 Progress Report, and has engaged with civil society over a number of issues including the 2013 launch of the first Annual Civil Society Report Card by the Minister Assisting the Prime Minister for Women, Senator Michaelia Cash.

Further opportunities to strengthen the Department's central oversight of the NAP include:
1. Appoint an operational senior level focal point for WPS to manage implementation of NAP responsibilities within the Department.
2. Develop an internal implementation plan for the Department.
3. Co-ordinate the focal points and implementation plans of all relevant departments.
4. Continue development of a structured partnership with civil society.
5. Continue support for the Annual Civil-Society Dialogue.
6. Ensure an independent, timely and adequately resourced Interim Review (as outlined below).
7. Strengthen and distinguish between the roles of the Inter-Departmental Committee and Working Group.
8. Ensure the implementation of a strong and accountable Monitoring and Evaluation Framework.
9. Continue to develop strong leadership on the whole-of-government approach to NAP implementation.

MOVING FORWARD: INTERIM REVIEW

The 2015 Interim Review marks the half-life of the current NAP. As noted in the 2014 Progress Report, implementation of this NAP has led to important outcomes for women and girls around the world. However, there are always opportunities to enhance performance, and the Interim Review provides the platform for a critical analysis of where those opportunities lie. Participants at the Dialogue highlighted a number of areas that would maximise the Interim Review process and enhance implementation of the current NAP.

Dialogue participants provided the following recommendations for the Interim Review:
1. Analyse outcomes of NAP activities rather than outputs.
2. Undertake an independent, timely and adequately resourced review.
3. Acknowledge the role of civil society within the Review's 'Terms of Reference'.
4. Balance NAP activities against its thematic areas, and
5. Use baseline data to structure activities towards WPS goals.

OUTCOMES AND OUTPUTS

Participants at the Dialogue noted that the primary methodology of the Progress Report was to list activities against NAP obligations. While such lists demonstrate the breadth of activity around gender issues, it does not provide a consistent analysis of the quality, effectiveness, or impact of these activities against NAP responsibilities or WPS values. For instance the Progress Report provides descriptions of the programmes that the Government has supported in Burma, Papua New Guinea and the Philippines. However, there is no analysis of the impact that these activities have had on conflict-affected women in the region. Qualitative reviews may have been undertaken elsewhere, however without an analysis of them as part of the NAP review structure, it is difficult to determine 'lessons learned' for future NAP activities. In another example, the continued expansion of WPS training (as noted in Strategy 2) is the foundation of WPS implementation. However, without an analysis of the quality, effectiveness and impact of this training, it is difficult to ensure that NAP obligations are being met. Participants at the Dialogue therefore requested that the Interim Review provide significant **qualitative analysis of how WPS activities fulfil NAP obligations, reflect the intent of UNSCR1325, and how, if necessary, they might be improved.**

Photo: UN Women/ Shaista Chishty

AN INDEPENDENT REVIEW

Participants at the Dialogue highlighted the importance of an i**ndependent, timely and adequately resourced review.** Terms of Reference and the timeframe for the Review should be publicly available to allow community involvement. Moreover, the review process needs to begin soon to ensure a 2015 publication date. The reviewer(s) should have exceptional knowledge and experience in the WPS space and the Australian NAP. They should also have access to the necessary documents and personnel to provide a comprehensive and useful report that will build further momentum for effective NAP implementation. They should also engage with civil society as outlined in the next point.

A ROLE FOR CIVIL SOCIETY

The Interim Review needs to comprehensively engage with civil society. As noted throughout this document, civil society can play a significant role in ensuring and enhancing NAP implementation. Civil society should be consulted on the Terms of Reference, consultation with civil society should be explicitly written into the Terms of Reference, and the review panel should contain a member of civil society. The Interim Review should consider the Civil Society Report Cards and the reviewer(s) should meet with the organisations responsible for the Dialogue. The Steering Committee have been responsible for collating and analysing civil society views on NAP implementation. They should also engage the Australian Civil Society Coalition on Women, Peace and Security and interview experts and key leaders from civil society and academia who work in the Australian WPS/NAP space. There should also be consultations with diaspora groups, religious, cultural and women's organisations. The organisers of the Dialogue should have the opportunity to read the review's draft report.

A BALANCED APPROACH

None of the pillars of the NAP are of higher importance than the others. However, participants at the Dialogue demonstrated concern that Australia's WPS efforts have focussed primarily upon the protection of women and girls. This follows a global trend, as demonstrated in the important high profile campaigns against sexual violence, and the fact that four of the six WPS UN Security Council Resolutions focus upon this issue. This high profile focus on addressing sexual violence against women and girls in conflict should be supported and continued.

However, there is an opportunity here for Australia to raise the profile of the other thematic areas of the NAP: prevention, participation, relief and recovery, and establishing a normative WPS framework. In particular, Australia could build on its work in the area by **supporting women's participation** in both formal and informal efforts towards conflict prevention, mitigation and resolution. Australia has already made significant steps forward in promoting the participation of Australian women in peace and security activities, including its support for UNSCR 2122 which refocuses global attention on women's leadership and participation. This momentum should be continued. As such, the Interim Review should examine the balance of the five pillars and **make appropriate recommendations for reweighting towards under-achieving themes.**

DIRECTING BASELINE DATA TOWARDS WPS GOALS

Effective monitoring and evaluation requires baseline data. The Progress Report plays an important role in providing baseline data for the breadth of the Government's gender activities. Analysis of this data will be useful in directing future NAP activities. In particular, analysis of this data will ensure a better understanding of best practice with regards to ensuring activities fulfil NAP obligations and WPS values, and effectively build upon the work undertaken so far. Participants at the Dialogue therefore recommended that the Interim Review use an analysis of the data gathered in the Progress Report to **ensure that activities reported under NAP actions are proactive and intentionally and effectively designed to achieve NAP obligations and WPS values.**

CONCLUSION

The overwhelming message from participants in the 2014 Annual Civil Society Dialogue was their desire to see the acceptance of WPS as core business in all of Australia's peace and security activities. Once WPS values are embedded in the everyday thinking, action and culture of Government departments and their personnel, Australia can make a sustained difference to the lives of women and girls around the world, and a lasting contribution to global peace and security.

The NAP is a vehicle through which this can be achieved. However in order for this to occur, there needs to be a concerted, co-ordinated and sustained commitment to implementation from departments and their senior leadership. This requires consistency within and across Government departments, and an approach to monitoring and evaluation that considers the impact of NAP activities against WPS goals. Finally, it involves a directed partnership with civil society.

Australia's National Action Plan is a living document that evolves as domestic and global events unfold. Continued engagement with it by Government and civil society can serve to strengthen and sharpen it as a policy framework thereby ensuring Australia fulfils its obligations under UNSCR1325 and makes a genuine and sustained contribution to women, peace, and security.

Photo: UN Women/ Karim Selmaoui

Photo: UN Photo/
Sebastian Rich

ANNEX 1
ANNUAL CIVIL SOCIETY DIALOGUE FACILITATORS

Special acknowledgement is due of the individuals who volunteered their skills as facilitators on 23 September 2014 at the Annual Civil Society Dialogue on Women, Peace and Security. These individuals were:

Erin-Claire Barrow	Young Women's International League for Peace and Freedom
Philippa Nicholson	Australian Civil-Military Centre
Natalie Mobini	Australian Baha'i Community
Laura Shepherd	Women, Peace and Security Academic Collective
Fiona Jenkins	Australian National University
Katrina Lee-Koo	Australian National University
Sarah Boyd	The Gender Agency
Stephanie Cousins	Oxfam Australia
Carole Shaw	JERA International
Judith Van Unen	JERA International
Jennifer Wittwer	Australian Defence Force
Jo Lindner-Pradela	Australian Council for International Development
Priyanka Sunder	Australian Council for International Development
Beth Hall	Department of Prime Minister and Cabinet

ANNEX 2
ANNUAL CIVIL SOCIETY DIALOGUE ON WOMEN, PEACE AND SECURITY - PROGRAM

SEPTEMBER 23, 2014

INTRODUCTIONS	Start time: 09:00
Welcome, Acknowledgement of Country & Introduction to the Minister Julie McKay, Executive Director, Australian National Committee for UN Women	:05
Opening address Senator The Honourable Michaelia Cash, Minister Assisting the Prime Minister for Women	:10
Thank you to the Minister and Context Julie McKay, Executive Director, Australian National Committee for UN Women	:15
Outline of the day Jacky Sutton, Policy and Advocacy Manager, Australian National Committee for UN Women	:10

SESSION 1	Start time: 09:40
Purpose: clarify departmental responses to key recommendations in the Civil Society Report Card **Structure:** reporting **Chair:** Sam Mostyn (ACFID)(:05)	
Ewen McDonald, Deputy Secretary, Department of Foreign Affairs and Trade	:15
Air Chief Marshal Mark Binskin AC, Chief of Defence Force, Australian Defence Force	:15
Assistant Commissioner Mandy Newton, National Manager -International Deployment Group, Australian Federal Police	:15

Questions	All	:20
Break		10:45

SESSION 2		Start time: 11:05
Purpose: civil society reflections and examples of good practice **Structure:** Q & A **Chair:** Katrina Lee-Koo, ANU Gender Institute		
Regional perspective	Helen Hakena**, Executive Director, Leitana Nehan Women's Development Agency Due to unforeseeable circumstances Helen was unable to attend the Dialogue and was replaced on the day with **Jo Crawford, Research & Policy Advisor, International Women's Development Agency	
International perspective	Laura Shepherd, Convenor, Women, Peace and Security Academic Collective	
NGO perspective	Steph Cousins, Humanitarian Advocacy Lead, Oxfam Australia	
Questions	All	:30
Lunch		12:55

SESSION 3				Start time: 14:05
Purpose: participants review government implementation of the NAP **Structure:** small group discussion				
Introduction/brief	Susan Hutchinson, Facilitator			:10
Small group discussion	All			:60
Break				15:15
SESSION 4				Start time: 15:30
Purpose: participant discussion on the future of the NAP **Structure:** small group discussion and plenary **Chair:** Archie Law (ActionAid)				
Small group discussions	All			:25
Plenary	All			:20
SESSION 5				Start time: 16:15
Purpose: conclusions **Chair:** Barbara O'Dwyer (WILPF) (:05)				
Moving forward with the Report Card	Susan Hutchinson, Facilitator			:05
	Alan Ryan, Executive Director, Australian Civil Military Centre			:05
	Kate Wallace, Acting Branch Manager, Office for Women.			:05
Concluding remarks	Senator Claire Moore, Shadow Minister for Women			:15
Vote of Thanks	Fiona Jenkins, Convenor, ANU Gender Institute			:05

AUSTRALIA'S NATIONAL ACTION PLAN ON WOMEN, PEACE & SECURITY

AUSTRALIAN COUNCIL FOR INTERNATIONAL DEVELOPMENT

UN WOMEN — United Nations Entity for Gender Equality and the Empowerment of Women — NATIONAL COMMITTEE AUSTRALIA

Australian National University — GENDER INSTITUTE

WILPF