

GAP/1994/1
9 December 1994

EXPERT GROUP MEETING

GENDER AND THE AGENDA FOR PEACE

United Nations Headquarters, New York
5 - 9 December 1994

REPORT *

Division for the Advancement of Women\ Secretariat for the Fourth World
Conference on Women Department for Policy Coordination and Sustainable
Development United Nations, New York

I. INTRODUCTION

1. In the Annex to resolution 1990/15, containing the Recommendations and conclusions arising from the First Review and Appraisal of the Implementation of the Nairobi Forward Looking strategies for the Advancement of Women, the Economic and Social Council, in recommendation XX, encouraged the United Nations to increase the participation of women at decision-making levels in conflict resolution and peace processes, including women as part of delegations to negotiate international agreements relating to peace and disarmament and establishing specific targets for the number of women participation in such delegations. An Expert Group Meeting to explore the topic was accordingly convened by the Division for the Advancement of Women, Department of Policy Coordination and Sustainable Development, and hosted at the United Nations headquarters in New York from 5 - 9 December 1994.

2. The Expert Group Meeting pursued the goal of defining strategies to increase the participation of women in all aspects related to conflict resolution and peace within the United Nations and at national, regional and international levels. Specific measures were proposed to incorporate more women into conflict resolution mechanisms and to increase women's representation in decision-making in peace-keeping, peace-making and peace-building. The Expert Group Meeting' made specific recommendations establishing targets for the percentage of women in United Nations peace-keeping missions, decision and policy-making within the United Nations secretariat, innovative ways to create a Culture of Peace as well as creating the 'means whereby women's unique perspectives on peace can be incorporated into international negotiation and conflict resolution processes in order to create a more peaceful world.

3. The Secretary General of the Fourth World Conference on Women, Mrs. Gertrude Mongella, opened the Expert Group Meeting and stressed the particular significance of this meeting in view of the critical importance of the decisions in the areas of peace, security, and conflict resolution for the future of the world. They result in choices which humankind makes concerning war and peace; public policy decisions on spending for military or a civilian purposes; decisions leading to the proliferation of weapons and arms trade, or disarmament and conversion of military resources for peaceful purposes. The gross under-representation of women in these areas contributes significantly to the perpetuation of the status quo in which tremendous resources are spent on militarization; and war related destruction and violence escalates. Although men almost exclusively make these decisions, women continue to suffer their deadly consequences. It is time to change this situation through women's full and equal participation in the decision-making in these areas and integration of women's views and perspectives in all peace and security related activities.

II. PROBLEMS AND ISSUES

4. Women's participation in international peace and security processes is a prerequisite for achieving an enduring and authentic peace. Their absence has led to a distortion of concepts related to peace and security and to a narrowing of the processes for achieving peace and security. Women support the spirit of the UN Charter and the Agenda for Peace but we insist that in order for any peace process to be legitimate the fulfillment of the criteria of gender balance is essential. The use of force must be understood as a demonstration of failure. Resorting to violence is a mere tactic which can provide only a temporary respite; it is not a basis for peace.

5. It is critical that immediate action be taken at all levels to include women in the decision-making process and in all aspects of efforts for peace and security. Among the many reasons for doing this, two are the most compelling: 1) basic principles of equality and non-discrimination and 2) the distinct perspectives women bring to resolving problems in the areas of international peace and security.

6. Regarding the first of these reasons, it should be noted that the preamble of the United Nations Charter reaffirms faith in "the equal rights of men and women...". The Convention on the Elimination of all Forms of Discrimination Against Women makes upholding the norm of equality an obligation for its states parties, and the norm has been incorporated by many states into their constitutions and laws.

7. It is evident that men's efforts have not been sufficient, that belief in the efficacy of violence is misplaced and that women's participation provides breadth and makes a qualitative difference in the nature and the effectiveness of policies related to peace and security. It is also evident that new approaches are urgently needed in many areas of the globe.

8. Peace is a complex, multifaceted set of circumstances that provides human security. Authentic security and comprehensive peace require that the security of people takes priority over the security of states which have traditionally been defended by citizens and the force of arms. Arms are not only inadequate to the provision of authentic human security, but, in fact, present the most serious threat to its achievement. We believe that the interests of human security can best be served by an intentional transition from the culture of war, which now prevails, to a culture of peace.

9. Comprehensive peace from a woman's perspective is holistically understood to be the result of an integrated approach overcoming the varied and multiple forms of violence which plague human society and erode the bases of human security.

10. The central problem and issue of peace is violence and violation of rights. violence is a multi-level problem manifest in a wide ranging but interrelated set of social circumstances. The violence against women in their homes, the abuse of children, the violence of economic deprivation, of political repression, of the demeaning of any human identity, of the degradation of the environment and nuclear weapons, the arms trade and violent conflict are' all interrelated characteristics of the culture of war.

11. Peace is also comprised of interrelated components which must be considered both in their specificity and in their interrelationship. Thus, preventive diplomacy and measures, peace-keeping, peace-making and peace-building must include assessment of their effect on all aspects of security, including armed conflict and social violence, development and the economic capacities to fulfill human needs, human dignity and identity, and the sustainability and integrity of the environment. Policies and actions that have negative effects on any of these elements cannot be considered authentic peace policies.

12. The core of all peace processes is disarmament and demilitarization which is both transparent and even-handed; also, essential is the development of alternatives to violent conflicts. Moving from a culture of war to a culture of peace requires a comprehensive, precisely planned, carefully monitored process of disarmament at all levels of society and the demilitarization of all aspects of culture, together with the development of conflict resolution and a wide variety of methods for constructive conflict and for managing conflict in less violent and coercive ways.

13. We insist that lethal weaponry has no place in a culture of peace, not in its systems for protection, modes of dispute settlement, entertainment media, and, most especially, not in the toys that help to socialize children. The disarmament we call for encompasses the weapons systems that both threaten and actually take human life on a massive scale, the symbolic weapons that idealize historic events resulting in destruction of human life that are celebrated as military victories, those weapons used to subdue popular dissent and impede democracy, those acquired by insecure householders, and the weapons replicas with which our children play. Comprehensive peace requires comprehensive disarmament.

III. AGENDA FOR PEACE: WOMEN'S PERSPECTIVE

14. We examine women's participation in decision-making on peace and security and their participation in the peace process first in the light of prescriptions put forward in the Agenda for Peace, but also utilizing women's definitions of security as involving a preference

for constructive rather than destructive power. This entails a conception in which power is used for the benefit of all in order to achieve common goals. This depends upon a bottom-up rather than a top-down understanding of power.

15. The Secretary General's 1992 Agenda for Peace equates conflict with violent conflict, yet many social scientists believe that while violent conflict is, indeed, destructive and dangerous, conflict itself may be useful and even essential as society moves toward justice and adapts to change.

16. The Secretary-General's An Agenda for Peace is organized around four concepts: Preventive diplomacy, Peacemaking, Peace-keeping, and Post-conflict Peace-building. The enumerated mechanisms tend to emphasize Chapter VII activities. We believe the primary emphasis and priority should be given to the peaceful settlement procedures of Chapter VI, and that increased energy and resources should be given to peace building which averts violent conflict as well as to post-conflict peace building. Further post- conflict peace building must not be experienced as merely a reward for the cessation of violence.

17. Approaches derived from the Agenda have led to two distinct and contradictory trends. On the one hand, is the approach to achieving human and environmental security through comprehensive means rather than through military threat and force. This approach has been widely accepted as the UN mandate' has broadened into agendas for development, human rights and ecology. On the other hand, the Security Council's definition of security in the post cold war period has also began to move in the direction of achieving collective security through military means and towards greater reliance on peace enforcement. Again, peace-keeping has both expanded into activities such as election monitoring, and humanitarian relief, but the use of military force has also increased in peace-keeping operations. The peace enforcement trend represents a turning away from actions encompassed in chapter VI to those permitted under chapter VII of the Charter~

18. It is also important to be clear about the distinction between peace-keeping and peace enforcement. Peace-keeping requires the consent of the parties- involved while enforcement does not. In peace-keeping, force is minimal and used only for self-defense; peace-enforcement employs coercive force. Peace-keepers remain impartial; peace enforcement does not require impartiality.

19. We believe that primary emphasis and priority should be given to the peaceful settlement procedures of ,Chapter VI, and that increased energy and resources should be given to peace-building which averts violent conflict as well as to post conflict peace- building. Further, post-conflict peace-building must not be seen as a reward for the cessation of violence.

20. Peace-making is described as encompassing a wide range of activities from use of the World Court, through amelioration through humane assistance, third party mediation, economic sanctions and military force. Even if it may be true that peace-making can include the use of force, without an equitable resolution of the issues underlying a conflict, any peace will be temporary at best.

21. The post-conflict peace-building section of the Agenda includes activities that create mutual dependence and benefit in areas like transportation, the use of natural resources and programmes which break down barriers between nations such as cultural exchanges, youth and educational projects. These are significant actions that appropriately' link crisis action with longer-term approaches. They build on solid conflict resolution literature which suggests that creating overarching goals is one of the best ways of resolving conflict.

22. Linking post-conflict peace-building to sustainable development is essential. Most important, though, is broadening the peace-building approach so that it averts the outbreak of the conflict. Peace building must not be limited to post-conflict situations.

23. Any agenda for peace and security must take advantage of new techniques for both the constructive escalation of conflict and for the deescalation of conflict. A variety of consensually-based third party methods of conflict resolution techniques have been developed and have already begun to show success, for example the techniques of non-violent struggle, demonstrated in the case of "people power" in the Philippines, in the 1989 revolutions in

Eastern Europe, and in the resistance to the coup d'etat against the democratization process in Russia in 1992.

24. Finally, it is time for women and others to take on the myth of the efficacy of violence. There is an assumption about the division of what is appropriate for men and women that women should not act violently and that violence should be reserved for men, while non-violence is said to be female and ineffective. This myth is one of the obstacles to the participation of women in peace and security affairs. If women are to participate equally in decision-making for peace and security, this myth must be laid to rest and the efficacy of non-violence validated.

RECOMMENDATIONS

a. Principles and criteria for Action

1. The equal rights of women and men enshrined in the United Nations Charter must be implemented by Governments, throughout the UN system, by other intergovernmental organizations, and by other institutions taking initiatives related to peace and security.
2. Individuals, Governments, the UN system, intergovernmental institutions and other institutions must be held both responsible and accountable for upholding international standards for the promotion of human rights, including women's rights.
3. The purpose of all peace and security activities by all actors must be the avoidance, the reduction, and the elimination of violence in all its forms, including violence against women and all other violations of human rights, the violation of civil and political, economic, social and cultural rights, the degradation of the environment and armed conflict.
4. The creation of a culture of peace must be based on the principles of equality, participation, democracy and justice.
5. Indigenous initiatives and processes for conflict resolution and peace-building, especially those initiated by women, must be supported and integrated in the peace process. The persons who are most directly affected and involved must be the major interpreters and resolvers of problems of peace and security.
6. Global citizenship must apply to both women and men and represents a human identity that complements other identities such as ethnicity and nationality, which provides individuals with the capacity to work together across national borders.

26. b. Actions

We draw our action recommendations from four principal sources: 1) Women's visions, competencies and experiences; 2) International standards of human rights and equality; 3) the United Nations Charter; and 4) The Agenda for Peace. The latter we deem to be only a starting point toward a more comprehensive view of peace. We see it as but one view which contributes to an enlarged conception of peace-keeping and peace building. Specifically, implementation of the Agenda for Peace must be strengthened and extended by a focus on those aspects of the Charter that provide for non-violent peace-keeping and conflict resolution.

27. From its inception, the United Nations system has defined respect for human rights as essential to peace and has defined equality between men and women as constituting a major index of that respect. Thus, our recommendations are largely grounded on the standards of the human rights of women. Finally, the newest element of international decision-making related to peace is the special contributions made by women's participation.

28. The recommendations are formulated in terms of specific actions, the actors who should undertake them and the time frame in which the actions should be taken. They are set forth in the following categories:

1. Women's Participation.
2. The Mitigation of Violence: Alternatives to Force and Military Action.

3. Fulfilling the Principles of Indigenous Legitimization
4. The elimination of sexual discrimination, harassment and abuse.
5. Including the gender dimension in research and training.
6. Call for Action.

1. Women's Participation.

1.1 The fulfillment of the secretary General's pledge to achieve a gender balance in the Secretariat and to achieve 50% men and 50% women in the United Nations in political posts by 1995 is essential to true maintenance of the United Nations moral authority and legitimacy. Therefore;

1.1.1 The Secretary General should require that all lists of candidates for any post be comprised of equal numbers of men and women. For all political posts/ the Secretary General should request Governments to submit one male and one female candidate;

1.1.2. The Secretary General, heads of divisions and directors of operations should request rosters of qualified women for every personnel search.' Requests should be extended to member States, other intergovernmental organizations, women's groups of all kinds and professional associations.

1.1.3. The post of the Secretary General should next be held by a woman. It is our belief that the post should alternately be held by a woman and man.

1.2 Gender balance in all UN peace-related activities and the adequate representation of women's perspectives should be assured by:

1.2.1. Including at least 40% women in all peace-keeping, peace-making, peace-building, preventive diplomacy, and preventive activities including fact-finding and observer missions and in all stages of peace negotiations.

1.2.2. Constituting all female fact-finding and assistance teams when the situation can best be handled by women, such as instances in which there are cultural constraints, or there is a need to deal with problems related to violence against women, especially rape.

1.2.3. states should increase the percentage of women participating in all UN fora and activities concerned with peace and security. By 1996 delegations should be 30% women, by 1998 40% women, and by the year 2000 50%

1.2.4. Women should be represented at all levels, especially the highest levels.

30. 2. Mitigation of Violence: Alternatives to Force and Military Action.

Demilitarization should be pursued through a variety of strategies and actions including reduction of military expenditures, qualitative and quantitative disarmament and expansion of the range of possibilities for non-violent peace keeping and conflict resolution.

2.1 The imbalance between short-term and long-term approaches to peace and security, between military and non-violent approaches and methods, and between Chapter VI and Chapter VII approaches must be redressed by:

2.1.1 Increasing the budget and institutional capacity for nonviolent conflict resolution.

2.1.2 Creating a special unit for third party conflict resolution.

2.1.3 Increasing the use of peace observation and non-violent interposition by the UN and regional organizations.

2.2 Military spending of national states and by the UN system should be decreased by a spending cap of 5% of GDP each year, for five years. The funds saved should be applied to

peace activities which should include gender sensitivity training, conflict resolution training, documenting women's non-violent strategies for change, and spending for human needs.

2.3 . No member state should spend more than 1% of GDP on its military, and no member state should have more than 0.5 percent of its population under arms.

2.4 Weapons development, production, deployment and sales should be registered and ultimately eliminated. As a first step the United Nations Register of Arms Transfers should be expanded to include production, should be made obligatory and should include all types of weapons.

2.5 Determined efforts should be made to strengthen the disarmament process through initiatives including the destruction of nuclear and other weapons of mass destruction.

2.6 states should be held accountable for all weapons productions, sales and distribution conducted by their citizens, including illegal arms sales and transfers.

2.7 National and local Governments should impose regulations on hand guns and personal weapons.

2.8 Parents, teachers, child advocacy groups and similar organizations should undertake a public education campaign to call attention to the connection between violent play, toy weapons and the culture of violence.

2.9 UN Volunteers and volunteers from non-governmental organizations worldwide have made exceptional contributions to the establishment of peace. This is especially true at the community level and in situations in which military men could not have success e.g. counseling rape victims. We call for women's increased participation in recognized volunteer roles.

2.10 The implementation of international humanitarian law should have intergovernmental oversight and women should be more involved in the implementation of humanitarian law.

31. 3. Fulfilling the Principles of Indigenous Legitimization.

3.1 Gender sensitive traditional practices of conflict resolution and reconciliation such as those cited in the Kampala Action Plan on Women and Peace should be added to the repertoire of peace-making procedures available to the UN.

3.2 Indigenous analysis of problems and approaches to solutions which incorporate gender equalities should be the starting point and basis of peace making and peace building processes.

3.3 Priority should be given to local and regional responses to the settlement of disputes, resolution of conflicts, and efforts to contain violence. Such recognition and support should be given to indigenous women's initiatives and creative local actions for peace, which are undertaken at great risk and in areas of extremely violent conflict.

3.4 Conflict resolution and peace negotiations must be planned and conducted together with those affected. All settlements and agreements must be evaluated in terms of the effect on "people on the ground" in a conflict area. Fundamental causes of conflicts, imbalances and inequities must be addressed in any settlement if it is to be authentically peaceful and enduring. In the same way post-conflict reconciliation must be genuine if peace is to endure.

3.5 Creative ways of disrupting the cycle of violence may include 1) war crimes trials (of victors as well as losers), 2) the use of Truth Commissions with or without accompanying amnesty or exile, 3) National Peace Commissions which provide for active participation by all citizens in the formulation of steps toward national reconciliation and 4) the use of elections.

3.6 Military demobilizations must provide for the integration of military members in civilian society without creating an adverse impact on women in areas including employment, education and housing.

3.7 An early warning system is required within the UN that would emphasize the link between human rights and security with specific focus on women in crisis areas, particularly the violations of their rights. The Division for the Advancement of Women and the UN Centre for Human Rights should be strengthened with an early warning capacity for this purpose.

3.8 Moral responsibility for turning society from a culture of war to a culture of peace frequently requires us to dissent from prevailing policy. Men should be taught what many women have already learned: an individual always has the right and capacity to say "no".

32. 4. Elimination of sexual discrimination, harassment and abuse.

4.1 Rape in the conduct of war should be defined as a serious war crime comparable to terrorism or torture and thus added to Article 75 of the Fourth Geneva Protocol.

4.2 Gender sensitivity training should be compulsory for all personnel (male and female) in peace and security related activities. Such training is the primary responsibility of troop contributing countries, but should be re-enforced and augmented by the United Nations for all peacekeeping operations.

4.3 Cultural specific aspects of such training should be included at the site of an operation. Women in UN operations should be bound by UN principles but should not be bound by discriminatory local restrictions.

4.4 Compliance with gender balance' requirements and achievement of guidelines and goals should be considered in all job performance reviews and should weigh heavily in the evaluation that determines tenure and promotion throughout the UN system.

4.5 Because the legitimacy and efficiency of missions is diminished if women are not included, all training programs for peace activities whether organized by the United Nations, states, other intergovernmental organizations, NGO/s or private groups should involve the equal participation of men and women.

33. 5. The need to include the gender dimension in research and training.

5.1 In any peace process the UN must support and integrate indigenous initiatives and processes for conflict resolution and peace-building, especially those initiated by women. The persons who are most directly involved and affected must be the major interpreters and resolvers of problems related to peace and security.

5.2 The gender dimension of peace and security issues must be considered in the analysis/diagnosis and in the prescription/resolution of policy formulation.

5.3 Peace research, whether it is conducted by individuals, by private agencies, by academic institutions or by non-, inter- or governmental institutions should address gender issues and mainstream those issues.

5.4 In providing governmental and intergovernmental support to research institutions and agencies priority should be given to those institutions which implement 5.3. .

5.5 Peace education should be part of literacy training and should be implemented by member states and by local communities from early childhood education through university.

5.6 The Decade for Human Rights Education should place special emphasis on the various issues related to the human rights of women and to the integral and essential relationship between those rights and peace.

5.7 Research should be conducted by the United Nations, NGO's and peace research institutes to reveal 1) the extent, nature and effectiveness of women's participation in international, national and local peace processes and movements, 2) traditional mechanisms for the

containment of violence and resolution of conflict, and 3) grass-roots concepts of peace and security. .

5.8 A report should be prepared on the best organization, the best technology, and the financial support required for a worldwide women's TV channel and radio band. This will assist in the prevention of violence by serving as an early warning system.

5.9 Women and peace should be designated as a specific area of research within the UN, and in particular in the UN organs specifically mandated to conduct research in the area of the Advancement of Women.

34. 6. Call for Action:

The experts gathered at this meeting are committed to the implementation of these recommendations and the realization of the goals stated here.

They urge the United Nations to take the following actions:

6.1 To disseminate this report and its recommendations to community action groups, grass-roots movements and concerned citizen and professional associations.

6.2 To create rosters of women, to design strategy guidelines and to conduct training sessions to facilitate the implementation of these recommendations by states, appropriate organs of the United Nations and others concerned.

6.3 To make this report available to the NGO Forum to be held in conjunction with the Fourth World Conference on Women in 1995 in Beijing.

6.4 To arrange for the review and assessment of the implementation of these recommendations including the reconvening of the expert group in the latter quarter of 1996.

V. INPUT TO THE PLATFORM FOR ACTION

35. The expert group meeting recommended the following text for input into the Platform for Action:

A) Objective:

36. To achieve comprehensive peace and authentic security in all areas of human life. The lack of peace in the world makes it evident that belief in the myth of the efficacy of violence is misplaced. New approaches to peace and security are urgently needed. Women's participation in these approaches is a prerequisite for achieving an enduring and authentic peace.

B) Gender balanced participation in peace and security activities:

37. The absence of women in peace and security decision and policy making and action has severely limited the capacity of the United Nations in peace and security activities. We call for the

immediate redress of the gross gender imbalance by specific action to ensure equal participation of women numerically and qualitatively in all UN fora and peace activities. To fulfill this imperative we propose:

1. The next Secretary General should be a woman.

2. All lists of candidates for any political posts, particularly those in the areas of peace and security, should comprise an equal number of women and men, and governments should be requested to submit one female and one male candidate.

3. states should increase the percentage of women participating in all UN fora and activities concerned with peace and security. By 1996 delegations should include 30% women; by 1998 40% women; and by the year 2000 50% women.

4. Women should comprise at least 40% of personnel in all preventive diplomacy, peacemaking, peace-keeping and post-conflict peace building, including fact-finding and observer missions, and in all stages of peace negotiations.

C) Elimination of Violence:

38. The central problem and issue of peace is violence and violation of rights. To counteract violence in all its forms, we propose that:

1. states should decrease their military spending by 5% of GDP each year for five years to release resources for peace activities.

2. No states should spend more than 1% of GDP on its military, and no state should have more than 0.5% of its population under arms.

3. Weapons development, production, deployment and sales should be registered and ultimately eliminated. As a first step, the UN Register of Arms Transfers should be expanded to include production, should be made obligatory, and should include all types of weapons.

4. states should be held accountable for all weapons production, sales and distribution conducted by their citizens, including illegal arms sales and transfers.

5. A special UN unit for third party conflict resolution should be created.

6. Rape in the conduct of war should be considered a serious war crime comparable to terrorism and torture and should be included in the 1977 additional protocol to the Geneva Convention (Article 75, Fourth Protocol).

7. The UN should use creative ways of disrupting the cycle of violence, including:

a. War crimes trials (of victors as well as losers).

b. Truth commissions.

c. National Peace Commissions which includes the participation of all citizens in the steps toward national reconciliation.

d. The use of election as a substitute for continued violence.

D) Fostering a Culture of Peace:

39. In fostering a culture of peace women are indispensable. Teaching peace must be as important as teaching reading, writing and mathematics, and should be available to all members of society, particularly children and young people. We consider this to be an important element for transforming the global culture of war to a culture of peace. We propose:

1. Gender sensitive traditional practices of conflict resolution and reconciliation such as those in the Kampala Action Plan on Women and Peace should be added to the repertoire of peace making procedures utilized by the UN.

2. Gender sensitivity training should be compulsory for all personnel (male and female) working in peace and security related areas. This should be the responsibility of troop contributing countries, augmented by the United Nations for all peace-keeping operations.

3. Support to research institutions and agencies should take into account the degree to which their programmes and projects include gender aspects of peace and security issues.

4. UN organs with specific mandates in research and training for the Advancement of Women should designate Women and Peace as a specific area for ongoing research.
5. A specific programme on women's human rights and their relation to peace should be included in the programme of action of the Decade for Human Rights Education.
6. The establishment of a world-wide women's TV channel and radio band should be explored, including the organization, technology and financial resources that would be required to put this into effect as part of an early warning system to prevent violence.
7. Research by the UN and peace research institutes should focus on:
 - a. The extent nature and effectiveness of women's participation in international, national and local peace process movements.
 - b. Traditional mechanisms for the containment of violence and resolution of conflict.
 - c. Women's concepts of peace and security, particularly at the grass roots level.
8. Grass roots and other volunteers make a significant contribution to peace and security activities which has to be recognized and supported.

ORGANIZATION OF WORK AND ATTENDANCE

A. Election of Officers

The following officers were elected:

Chairperson: Maj Britt Theorin

Vice-Chairperson: Missouri Sherman-Peter

Rapporteur: Betty Reardon

B. Organization of Presentations

41. The consultant to the Meeting presented her working paper on "Peace-keeping: Men's and Women's Work", giving a feminist perspective on the history and main obstacles to women's participation and decision-making in peace-keeping within the United Nations.
42. A paper on "Women in International Decision-making: Peace and Security Areas", prepared by the Division for the Advancement of Women, was presented by Ms. Dorota Gierycz, representing the United Nations Secretariat. The paper presented background information on women in decision-making in government worldwide, peace and security areas, including peace-keeping at the international as well as the difference which women make to the decisions and activities in these areas if they are represented in adequate numbers.
43. The eight experts presented summaries of their papers which were distributed to all participants.
44. A decision was taken not to break-up into working groups but rather to work collectively as a group on the main issues and topics.
45. Given the inter-relatedness of these issues, participants decided to group their final recommendations under actions to be taken in five substantive areas: Women's participation, The Mitigation of Violence, Alternatives to Force and Military Action, Fulfilling the principles of Indigenous Legitimation, Elimination of Sexual Discrimination, Harassment and Abuse and The Need to Include the Gender Dimension in Research and Training.

C. Attendance

46. The Meeting was attended by 1 consultant, 8 experts, 31 observers from organizations of the United Nations system, 9 from research and academic institutions and non-governmental organizations. A list of participants is given in Annex 1 to the present report.

D. Documentation

47. Documents issued for the Expert Group Meeting are listed in Annex 2 to the present report.

E. Adoption of the Report

48. The Report of the Meeting, including the recommendations of the working groups, was adopted in plenary on Friday, 9 December 1994.