

# WOMEN, PEACE & SECURITY AND HUMANITARIAN ACTION COMPACT

FRAMEWORK



# PREAMBLE

Decades after the adoption of the Beijing Declaration and Platform for Action (1995) and UN Security Council Resolution 1325 (2000), and in the context of the Generation Equality Forum, we are called to act on long-standing commitments on gender equality, including in all efforts to build sustainable peace.

The Women, Peace and Security and Humanitarian Action (WPS-HA) Compact seeks to drive a global inter-generational movement to implement our existing commitments on Women, Peace and Security and Humanitarian Action. The Compact will do this by developing a voluntary monitoring and accountability process, based whenever possible on existing reporting, to realize existing WPS-HA commitments, strengthening coordination across existing WPS-HA mechanisms, and promoting financing for and visibility of the Women, Peace and Security agenda and on Humanitarian Action

The mutually reinforcing work of Women, Peace and Security and gender equality in Humanitarian Action is built on feminist principles of transformation and inclusion and is rooted in international human rights and humanitarian law. The tenets of Women, Peace and Security and gender equality in Humanitarian Action hold that, in order to move from rhetoric to reality, all efforts to build sustainable peace must: elevate women's voices, expertise, rights and leadership, in all their diversity; constantly ensure that traditionally under-represented and marginalized voices guide decision-making; and take a gender-responsive approach

to funding, policy, and programming decisions.

Through the WPS-HA Compact, we are called to intentionally act to redesign peace, security, and humanitarian processes to systematically dismantle barriers and meaningfully include women and girls - including peacebuilders, refugees, other forcibly displaced and stateless women and girls - in the decisions that impact their lives and that shape their societies, without discrimination to their diverse and intersecting identities.

The WPS-HA Compact Framework, detailed below, provides a clear path for Member States, United Nations entities, regional organizations, private sector actors, and civil society – including women-led organizations, NGOs, and academic institutions – to take concerted action on Women, Peace and Security and Humanitarian Action. The WPS-HA Compact brings together the extensive normative framework already committed to on both these streams of work, and shows that by taking concerted and holistic action, transformative results are possible.

The urgent need for action is undeniable. Half a billion people in over 20 countries and territories are currently affected by protracted crises and conflicts, and many more face the ever-mounting threat of adverse climate change and its implications for increased frequency of disasters, conflict and development regression.

Over the last several decades, there has been increasing recognition that inclusive, gender-responsive efforts to prevent and resolve conflict, mitigate its ef-

fects, and build sustainable peace are more effective and durable. The humanitarian-development-peace nexus approach is a recognition of how integrated sustainable development can be a driver for mitigating humanitarian crises, conflict, disaster risks and complex emergencies.

And yet, despite the work women do to build peace and respond to humanitarian crises, despite the proven need for gender analyses and transformative approaches to effectively address the root causes of conflict, and despite the rights obligations that mandate inclusive peace efforts and just humanitarian action, women, gender, and youth considerations remain overwhelmingly excluded from these efforts.

As identified by Compact members and WPS-HA practitioners, transformative change can be achieved in five years if Member States, United Nations entities, regional organizations, and civil society – including NGOs, private sector actors, and academic institutions – take specific and urgent action on already-existing women, peace and security and humanitarian sector commitments. By prioritizing outcomes that address women’s participation and leadership parity at all levels, gender expertise, structural/institutional barriers and strengthening national/regional policy, protection, financing for change, and research, the international community can support the realization of the following aspirational impacts in five years, by 2026.

---

## **FINANCING THE WPS AGENDA AND GENDER EQUALITY IN HUMANITARIAN PROGRAMMING**

---

### **PROBLEM STATEMENTS**

A lack of adequate, sustained, and flexible funding has been a serious and persistent obstacle to the implementation of commitments to women, peace and security, gender equality, and the empowerment of women and girls in humanitarian action.

---

### **IMPACT STATEMENTS**

Member States prioritize gender-sensitive budgets, funding contributions to WPS and gender equality in humanitarian action in order to meet existing and agreed targets, including by the consistent inclusion of gender analysis and recommendations in all humanitarian appeals, and by a significant increase in funding to local women’s rights and women-led organizations. WPS-HA commitments have adequate, sustained, flexible funding and local women’s rights and women-led organizations have sustained, core funding.

---

## **WOMEN’S FULL, EQUAL AND MEANINGFUL PARTICIPATION AND INCLUSION OF GENDER-RELATED PROVISIONS IN PEACE PROCESSES**

---

### **PROBLEM STATEMENTS**

Women in all their diversity - including local women peacebuilders and young women - remain significantly excluded from formal and informal peace processes, their implementation, and broad efforts to build sustainable peace, despite their continued contributions to preventing crises and resolve conflicts, broker peace informally and formally, despite human rights-based obligations, and despite evidence that inclusive peace processes are more likely to be successful and lead to better and more durable agreements.

---

### **IMPACT STATEMENTS**

Peace processes at all levels reflect actions taken by UN, member states, regional organizations, and civil society, as outlined in the Compact Framework, to have women in all their diversity meaningfully and fully participating at all stages of the process, including through leadership roles and in shaping a protective environment and influencing political transitions. These processes lead to the systematic inclusion of gender provisions in peace agreements and peacebuilding policies and programs, including gender-responsive implementation and monitoring.

---

## **WOMEN'S ECONOMIC SECURITY, ACCESS TO RESOURCES AND OTHER ESSENTIAL SERVICES**

---

### **PROBLEM STATEMENTS**

Too often the economic needs and essential contributions of conflict and crisis affected women and girls are absent from peace processes, prioritized peacebuilding, and immediate and long-term response and recovery plans. This directly impacts the ability of affected communities to fully recover from crisis and conflict shocks, hindering sustained peace, recovery and achievement of the sustainable development goals.

---

### **IMPACT STATEMENTS**

Women and girls affected by conflict, crisis and displacement have attained increased economic security, autonomy and empowerment through improved access and control of the resources, skill sets, education and employment opportunities they need, breaking discriminatory social and legal normative barriers to women's economic empowerment and autonomy, as well as meaningful input into economic planning and recovery, across the conflict and crisis spectrum.

---

## **WOMEN'S LEADERSHIP AND FULL, EQUAL, AND MEANINGFUL PARTICIPATION ACROSS PEACE, SECURITY, AND HUMANITARIAN SECTORS**

---

### **PROBLEM STATEMENTS**

Harmful gender norms, lack of political will, shrinking civic space, reprisals against women peacebuilders and intersecting forms of discrimination create persistent barriers to the full, equal, and meaningful participation and leadership of women and girls - in all their diversity - in peace, security and humanitarian sectors and processes.

---

### **IMPACT STATEMENTS**

Women's representation, participation and leadership in all public institutions and consultations, including in peacekeeping, security sectors, peace building and humanitarian assessment, analysis, programming, planning, response and monitoring, is accelerated with parity as the end goal. Women's leadership at all levels, including political, and other forms of participation is enhanced through the adoption of temporary special measures, the dismantling of harmful gender norms, the implementation of protection measures, dedicated funding, implementation, and monitoring of gender transformative national and regional action plans on WPS and HA, security sector reforms, and electoral processes.

---

## **PROTECTING AND PROMOTING WOMEN'S HUMAN RIGHTS IN CONFLICT AND CRISIS CONTEXTS**

---

### **PROBLEM STATEMENTS**

Given existent structural gender inequalities, women and girls in conflict and crisis situations are at increased risk of human rights violations. This prevents them from fully benefitting from, meaningfully participating in, and leading efforts around peace and security, relief and recovery, and humanitarian action and assistance.

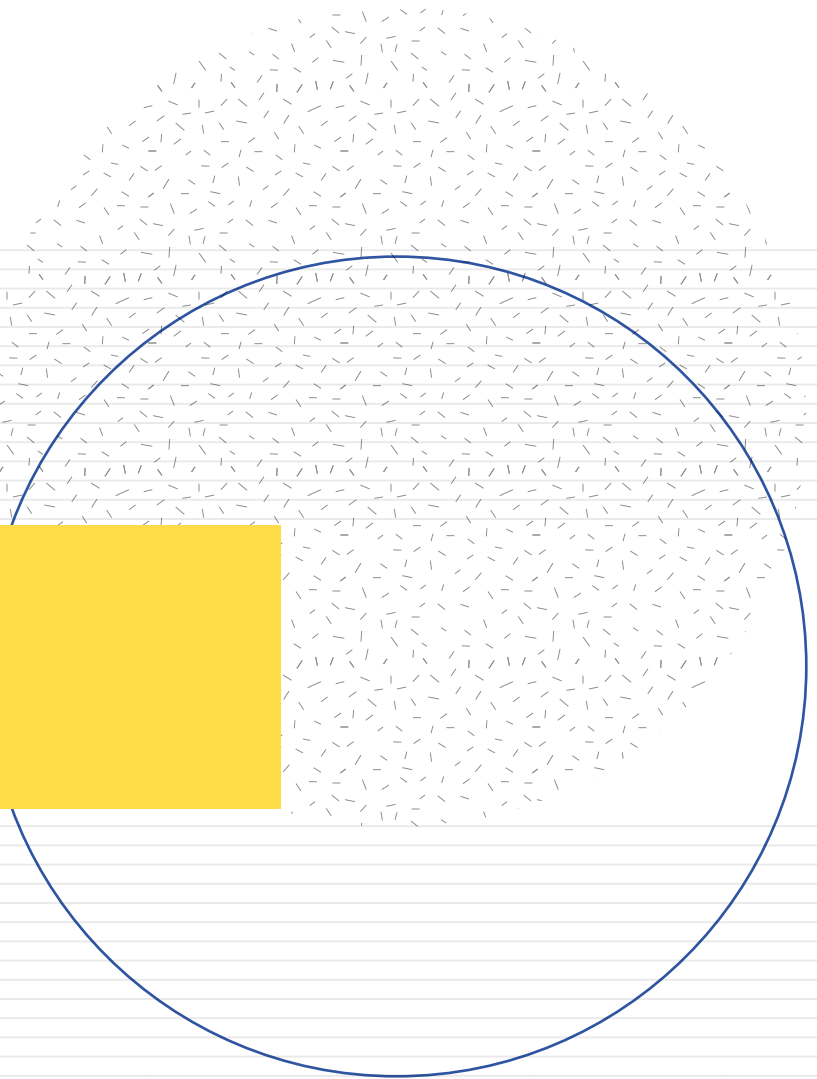
---

### **IMPACT STATEMENTS**

Women and girls in all their diversity in conflict and crisis-affected contexts experience significantly fewer violations of their human rights, and threats, attacks and reprisals against women and girls in these contexts are reduced and their consequences mitigated to the greatest possible extent. More survivors of these violations - including but not limited to GBV - have access to the full range of gender-responsive and comprehensive survivor-centered services and care, including sexual and reproductive health services, and to a holistic range of judicial redress. Women and girls are increasingly at the center of the design, implementation and evaluation of prevention and response efforts.

# ACTIONS

To attain impact in five years, the WPS-HA Compact members and WPS-HA practitioners have developed a number of actions that key stakeholders can commit to. These are detailed below, with actions delineated as policy, programming, financial, and advocacy. These actions should be implemented in synergy with the Generation Equality Action Coalitions' commitments. WPS-HA Compact members and Action Coalition leaders should work together to ensure that commitments made in the Action Coalitions include a WPS and humanitarian perspective and reach humanitarian populations.



ISSUE AREA:

# FINANCING THE WPS AGENDA AND GENDER EQUALITY IN HUMANITARIAN PROGRAMMING

TYPE OF ACTION:

**FINANCIAL**

FRAMEWORK AREA:<sup>1</sup>

**Allocate specific funds for the identified needs of affected women, and girls in all their diversity in conflict and crisis-affected settings.<sup>2</sup>**

SPECIFIC ACTIONS:

- |   |               |
|---|---------------|
| <b>MS:</b> Contribute to direct assistance to local women's organizations, <sup>3</sup> including through UN-led peacebuilding mechanisms such as the WPHF, UN Women Global Facility, and civil society led initiatives, and through the organization of a pledging conference to mobilize resources for existing initiatives.  | <b>A.1.1</b>  |
| <b>MS:</b> Adopt gender-responsive national budgets - designed in collaboration with women and civil society, including at local and grassroots levels - inter alia for national action plans on WPS and other relevant national mechanisms on WPS and HA.  | <b>A.1.2</b>  |
| <b>MS:</b> Engage with all supported humanitarian appeals and crisis/conflict recovery programmes to ensure that the specific needs of affected women and girls are addressed, and that response/recovery plans contributes to enhancing gender equality, including by basing them on inclusive consultations with women and women's groups, conducting gender based analyses, and using sex, age, and disability disaggregated data. | <b>A.1.3</b>  |
| <b>MS:</b> Create and allocate youth-friendly funding for organizations and networks led by youth - particularly young women - working on peacebuilding and humanitarian action, including by dismantling specific barriers that young people face when seeking funds from donors.  | <b>A.1.4</b>  |
| <b>UN:</b> Allocate at least 15% of peacebuilding funds and 15% of funds for preventing violent extremism to programmes that advance gender equality as a principal objective and ensure gender mainstreaming across all programming.   | <b>A.1.5</b>  |
| <b>UN:</b> Increase investment in pooled funding mechanisms to support national action plans and local women led peacebuilding and humanitarian action, and ensure allocation and transparent tracking of funding to gender equality within national multi-partner funds.   | <b>A.1.6</b>  |
| <b>RO:</b> Increase financial support to ensure inclusion of women's civil society in peace and humanitarian initiatives, including by addressing barriers to accessing funding.  | <b>A.1.7</b>  |
| <b>RO:</b> Increase funding to gender components in all regional approaches to peace and humanitarian initiatives.  | <b>A.1.8</b>  |
| <b>PS:</b> Invest in existing financing mechanisms and pooled funding to support women's rights organizations and women human rights defenders in conflict settings.  | <b>A.1.9</b>  |
| <b>Acad:</b> Fund and circulate research led by young women on topics relevant to the intersection of the WPS/YPS agendas and gender equality in Humanitarian Action.   | <b>A.1.10</b> |

<sup>1</sup> MS = Member States; UN = United Nations entities; RO = Regional Organizations; CSO = Civil Society Organizations; PS = Private Sector; Acad = Academic

<sup>2</sup> UN entities have committed to allocate 15% of peacebuilding funds and 15% of funds for countering violent extremism to programmes that advance gender equality as a principal objective. In addition, some donors have committed to earmarking a percentage of their Official Development Assistance to advancing gender equality in fragile settings (e.g. 15 percent as a principal objective and the remaining 85 percent to at least mainstream gender considerations). This Compact encourages more donors to set their own targets and earmarks. Over the next decade, one of the targets set by the Secretary-General is a five-fold increase in funding to diverse local women's rights organizations, representing the long-term needs of women and girls in protracted crisis and conflict setting, including young women-led groups and networks, and organizations representing different forms of marginalization, including indigenous, racially discriminated, LGBTQIA+ groups and women and girls with disabilities.

<sup>3</sup> In 2019, women's organizations and institutions in fragile contexts received USD 190 million, which represents only close to 1% of gender equality-focused aid to fragile contexts. Source: (OECD-DAC)

TYPE OF ACTION:

## ADVOCACY

FRAMEWORK AREA:

**Advocate to ensure inclusion of women's civil society in peace and humanitarian initiatives.**

SPECIFIC ACTIONS:

**RO:** Advocate to ensure inclusion of gender perspectives and of women's civil society in peace and humanitarian initiatives. **A.2.1**

**MS:** Advocate that all supported humanitarian appeals and crisis/conflict recovery programmes are based on inclusive consultations with women and women's groups, and on gender analysis and use of sex, age, and disability disaggregated data, to ensure the specific needs of affected women and girls are addressed and response/recovery plans contribute to enhancing gender equality. **A.2.2**

TYPE OF ACTION:

## POLICY

FRAMEWORK AREA:

**Enact policy that ensures financing and gender-responsive budgeting for national action plans on WPS and other relevant national mechanisms on WPS and HA.**

SPECIFIC ACTIONS:

**MS:** Strengthen south-south and triangular cooperation mechanisms with a specific focus on implementing WPS and HA national and regional mechanisms. **A.3.1**

TYPE OF ACTION:

## PROGRAMMATIC

FRAMEWORK AREA:

**Invest in system-wide gender capacity, including by addressing barriers for women's rights and women-led organizations to successfully apply for and use funds; by creating and coordinating tracking mechanisms for gender-focused funding, and by investing in gender advisory capacity.**

SPECIFIC ACTIONS:

**MS:** Improve coordination and standardized protocols - defined in consultation with women's organizations - amongst WPS/HA donors to address barriers for diverse women's rights and women-led organizations, especially from the local level, to successfully apply for and use funds. **A.4.1**

**MS:** Invest in and prioritize gender analysis and dedicated gender advisory capacity for humanitarian and refugee response and peace and security processes, including those that are UN led. **A.4.2**

**UN:** Support crisis-affected countries, donor countries, and international financial institutions to better coordinate their joint efforts to integrate gender equality. **A.4.3**

**UN:** Adapt existing tracking mechanisms (e.g. OCHA's FTS) and their gender-coding systems to more accurately and transparently track WPS and gender-focused humanitarian funding, and funding that is allocated to women's rights and women-led organizations. **A.4.4**

**RO:** Better use and support partners to use existing tracking mechanisms (e.g. OECD DAC) to more accurately and transparently track WPS and gender-focused humanitarian funding, and funding that is allocated to women's rights and women-led organizations. **A.4.5**

**CSO:** Establish and strengthen partnerships between international civil society organizations and national and local women's organizations to strengthen capacity and eligibility to receive and manage donor funding, and address barriers to that funding. **A.4.6**

**Acad:** Conduct and communicate research on levels and consequences of funding gaps for women in peace and security and gender in humanitarian action. **A.4.7**

ISSUE AREA:

# WOMEN'S FULL, EQUAL AND MEANINGFUL PARTICIPATION AND INCLUSION OF GENDER-RELATED PROVISIONS IN PEACE PROCESSES

TYPE OF ACTION:

**FINANCIAL**

FRAMEWORK AREA:

Incentivize all peace process actors to ensure the full, equal and meaningful participation of women in all their diversity, and the inclusion of gender-related provisions, in all ceasefire and peace agreements.

SPECIFIC ACTIONS:

**MS:** Consider incentives and apply pressure on all peace process actors to ensure women's full, equal and meaningful participation, and protect women's rights. **B.1.1**

**PS:** Increase financial resources allocated to developing and enhancing women-led social and economic enterprises to strengthen their contributions to peacebuilding and economic recovery. **B.1.2**

**PS:** Fund and commit to partnerships, mentorship opportunities relating to women's full, equal and meaningful participation in peace and political processes. **B.1.3**

**PS:** Finance research that focuses on closing data gaps on women, peace and security, and that is disseminated to the general public. **B.1.4**

**Acad:** Increase research grants on inclusive peace processes, extending these grants to and building equitable partnerships with researchers in/from the Global South, and in fragile and conflict-affected countries. **B.1.5**

TYPE OF ACTION:

**ADVOCACY**

FRAMEWORK AREA:

Employ all available tools to ensure the full, equal and meaningful participation of women in all their diversity, and the inclusion of gender-related provisions, in all ceasefire and peace agreements.

SPECIFIC ACTIONS:

**MS:** Advocate with conflict parties to ensure delegations include women and prioritize their rights. **B.2.1**

**MS:** Advocate for recognition and inclusion of independent delegations which prioritize the inclusion of women. **B.2.2**

**MS:** Encourage and support the nomination and appointment of women as mediators, special representatives, and special envoys. **B.2.3**

**UN:** Advocate with conflict parties to ensure delegations include women and prioritize their rights, to ensure that they recognize and include delegations which prioritize the inclusion of women. **B.2.4**

**UN:** Use good offices for political advocacy to advance women's full, equal and meaningful participation in peace and political processes, and ensure that advocacy efforts are informed by gender analysis and priorities of women's rights and women-led organizations. **B.2.5**

**UN:** Deepen financial and technical support for women-led community-based peacebuilding infrastructures and expand advocacy efforts to recognize, support and protect women and young women's role as mediators, community leaders, and peacebuilding advocates. **B.2.6**



<b>RO:</b> Conduct high-level political advocacy with parties to conflict to adhere to gender-specific provisions in the implementation of agreements.	<b>B.2.7</b>
<b>CSO:</b> Advocate for the adoption of special measures to increase women's participation in peace processes, and in implementation and monitoring mechanisms.	<b>B.2.8</b>
<b>CSO:</b> Promote the inclusion of gender-related provisions in all ceasefire and peace agreements, in humanitarian assistance and delivery plans.	<b>B.2.9</b>
<b>CSO:</b> Establish and strengthen partnerships with youth-led and young women-focused organizations and networks to embed their priorities in YPS and WPS advocacy.	<b>B.2.10</b>
<b>CSO:</b> Engage men and boys as allies and partners to support the work of women and girls on gender equality and human rights, without shifting support and resources away from women's rights advocacy and development.	<b>B.2.11</b>

TYPE OF ACTION:  
**POLICY**

FRAMEWORK AREA:  
**Develop and adopt commitments to ensure the full, equal and meaningful participation of women in all their diversity, and the inclusion of gender-related provisions, in all ceasefire and peace agreements.**

SPECIFIC ACTIONS:

<b>MS:</b> Nominate and appoint women as mediators, special representatives, and special envoys, and ensure male mediators are gender advocates who effectively facilitate women's full, equal and meaningful participation and the inclusion of gender-related provisions in peace processes.	<b>B.3.1</b>
<b>MS:</b> Appoint gender-balanced delegations that include diverse representatives to all peace processes and conferences.	<b>B.3.2</b>
<b>MS:</b> Advocate for and adopt specific tools to increase women's full, equal and meaningful participation, including through special measures and targets, codes of conduct that commit to women's inclusion, and inclusive selection measures.	<b>B.3.3</b>
<b>MS:</b> Take concrete action towards developing and implementing commitments to advocate for women's participation and the inclusion of gender-related provisions in peace processes in all fora, including the UN Security Council.	<b>B.3.4</b>
<b>UN:</b> Develop and adopt commitments to nominate and appoint women as mediators, special representatives, and special envoys, and ensure male mediators are gender allies who effectively advocate for women's participation and the inclusion of gender-related provisions in peace processes.	<b>B.3.5</b>
<b>UN:</b> Take concrete action to support women's full, equal, meaningful, and direct participation in UN-led processes, to realize the Secretary-General's goal of ensuring that women are fully involved as equal partners in each and every peace and political process that the United Nations supports.	<b>B.3.6</b>
<b>UN:</b> Agree on and use quantitative and qualitative standards to measure and track the full, equal and meaningful participation of women in UN-led or co-led peace processes.	<b>B.3.7</b>
<b>RO:</b> Develop and adopt commitments to nominate and appoint women as mediators, special representatives, and special envoys, and ensure male mediators effectively advocate for women's participation and the inclusion of gender-related provisions in peace processes.	<b>B.3.8</b>
<b>RO:</b> Monitor MS compliance with commitments to include women in regional led peace processes.	<b>B.3.9</b>
<b>Acad:</b> Support, undertake and/or fund research, including by local researchers, and develop policy recommendations on the impact of women's meaningful participation and the inclusion of gender-related provisions and its links to peacebuilding effectiveness and sustainability.	<b>B.3.10</b>

TYPE OF ACTION:

**PROGRAMMATIC**

FRAMEWORK AREA:

**Develop and employ plans to increase the full, equal and meaningful participation of women in all their diversity, and the inclusion of gender-related provisions, in all ceasefire and peace agreements.**

SPECIFIC ACTIONS:

**UN:** Conduct systematic and comprehensive gender- age- and disability- responsive conflict analysis, in line with entity-specific reporting, at all stages and all levels of peace processes to inform political strategies and strategic planning processes. **B.4.1**

**UN:** Take steps for women civil society organizations to influence peace processes from the outset, including through supporting cross-regional networks of women mediators and women peacebuilders, including those in forced displacement situations and who are stateless, and promote inclusive and gender-responsive processes. **B.4.2**

**RO:** Outline concrete steps to ensure that women peacebuilders can influence and shape the design of peace processes from the outset, including through supporting cross-regional networks of women mediators and women peacebuilders, and ensure inclusive and gender-responsive processes. **B.4.3**

**RO:** Facilitate the integration of gender provisions and WPS priorities in all ceasefire and peace agreements, and monitor the implementation of peace agreements to ensure attention to gender and women's issues. **B.4.4**

**CSO:** Provide financial, technical and advisory support to women mediators and women peacebuilders involved in peace processes, and support women participants all levels and at all stages of these processes, including through systematic links between formal and informal peace processes. **B.4.5**

**CSO:** Build feminist movements that harness women's leadership from the ground up and include traditionally marginalized women, as well as smaller CSOs representing diverse geographical regions and marginalized groups. **B.4.6**

**PS:** Support diverse groups of women peacebuilders by facilitating their access to digital technologies and cybersecurity protections. **B.4.7**

**PS:** Commit to ensuring protection of information and privacy of women and other human rights defenders, peacebuilders and activists. **B.4.8**

**Acad:** Undertake research, including by and with researchers in and from the Global South, that addresses the root causes of conflict, and emerging obstacles to peace and gender equality to contribute to long-term solutions within peace processes and the social, psychological, normative and other behavioral barriers against women's active participation in peace efforts. **B.4.9**

ISSUE AREA:

# WOMEN'S ECONOMIC SECURITY, ACCESS TO RESOURCES AND OTHER ESSENTIAL SERVICES

TYPE OF ACTION:

## FINANCIAL

FRAMEWORK AREA:

Expand inclusive social protection in collaboration with the UN system and multilateral development banks.

SPECIFIC ACTIONS:

- MS:** Expand and build inclusive adaptive social protection systems in collaboration with multilateral development banks and humanitarian cash providers to reach those at risk of exclusion, especially crisis- and displacement- affected women. **C.1.1**
- MS:** Add resourcing and/or include gender-responsive budgeting or feminist economic principles to National Action Plans on WPS, including by enhancing access to finance. **C.1.2**
- MS:** Apply gender markers to relevant instruments, including multi-partner trust funds for reconstruction and recovery. **C.1.3**
- UN:** work with men and boys on the familial and societal value of financial independence of women, in order to address harmful stereotypes and gender norms. **C.1.4**
- UN:** Address structural barriers to women's economic participation by investing in advancing their economic rights education, training, and access to credit. **C.1.5**
- UN:** Provide and ensure the integration of women's response and recovery initiatives, including cash and voucher assistance, into GBV prevention, mitigation and response, in partnership with women's organizations. **C.1.6**

TYPE OF ACTION:

## ADVOCACY

FRAMEWORK AREA:

Promote women-owned and women-led social enterprises, businesses and business associations.

SPECIFIC ACTIONS:

- CSO:** Share knowledge and evidence with diverse stakeholders on effective strategies and on existing/potential interventions for women's economic security. **C.2.1**
- CSO:** Document good practice examples of women-owned and women-led social enterprises and businesses taking part in post-conflict economic recovery and economic revitalization, and advocate for increased investment in these models. **C.2.2**
- CSO:** Raise awareness on systemic data gaps that need to be addressed, including on gender, environmental and fragility indicators, and the linkages between women's economic empowerment and women's participation in peace processes. **C.2.3**
- PS:** Use Business to Business principles to promote macro and micro level linkages, enabling women entrepreneurs to help cascade skills development. **C.2.4**
- PS:** Promote the participation of women-owned and women-led social enterprises, businesses and business associations, in local, national and board room discussions on post-conflict economic recovery and economic revitalization. Promote women's access to finance and other resources, including agricultural inputs. **C.2.5**

TYPE OF ACTION:

## POLICY

FRAMEWORK AREA:

Include women and women's organizations in decision-making on women's economic security, access to resources and decision-making related to peacebuilding, post-conflict and crisis response planning and economic recovery; and address discriminative legislative and institutional rules and practices hindering women's economic empowerment.

SPECIFIC ACTIONS:

**MS:** Include women and women's organizations in decision-making on women's economic security, access to resources and decision-making related to peacebuilding, post-conflict and crisis response planning and economic recovery. **C.3.1**

**MS:** Address discriminative legislative and institutional rules and practices hindering women's economic empowerment, including by promoting decent work and eliminating discriminatory legal and policy barriers, including for refugee and displaced women. **C.3.2**

**UN:** strengthen dialogue between private sector and other humanitarian, peace and security actors on gender, including by supporting local level peace and security networks. **C.3.3**

**RO:** Encourage host countries to develop policies on women's economic empowerment in support of refugee, forcibly displaced and other crisis and conflict-affected women, including by removing structural barriers and ensuring non-discriminatory normative policy frameworks. **C.3.4**

**PS:** Support legal reform and implement internal standard operating procedures that eliminate discrimination (e.g. in land and inheritance laws) and enhance conducive work environments for women in enterprises and business. **C.3.5**

**PS:** Adopt the Gender Dimensions of the UN Guiding Principles on Business and Human Rights for guidance on private sector involvement in conflict and post conflict situations, as well as the UN "Protect, Respect and Remedy" Framework for Business and Human Rights. **C.3.6**

TYPE OF ACTION:

## PROGRAMMATIC

FRAMEWORK AREA:

Ensure that gender equality and women's economic empowerment is a priority in national, regional, and global peace and development strategies.

SPECIFIC ACTIONS:

**MS:** In consultations with women's rights and women-led organizations, develop and support sustainable and dignified livelihood options that ensure women's equal access to and control of productive resources, technology, land, homes, and capital, including through equal access to citizenship and legal identity for women and their children and spouses. **C.4.1**

**UN:** UN engagements with international financial institutions address and prioritize women's full equal and meaningful participation in peacebuilding, response and recovery processes through collaborations based on gender-responsive joint planning, assessments and data collection. **C.4.2**

**RO:** Ensure that gender equality, preventing of discrimination and GBV, and women's empowerment are priorities in regional peace and development strategies, including mechanisms supporting opportunities for women's economic empowerment and equality in law and practice. **C.4.3**

**CSO:** Facilitate access to networks, services, support and tailored information about economic opportunities and rights paying attention to marginalized and vulnerable women, including those that are isolated and/or displaced. **C.4.4**

**PS:** Promote gender sensitive supply chains and include women-led enterprises in core business, including by ensuring non-discrimination. **C.4.5**

**PS:** Build links with women's organizations and engage to promote women's economic security and access to resources, financial services and decision-making related to peacebuilding and conflict prevention, post-conflict planning and economic recovery. **C.4.6**

**Acad:** Expand the evidence base on the effectiveness of and growth in women-led governments, enterprises and businesses; linkages between women and extractive industries; and the intersectional gender dimensions of security risks. **C.4.7**

**Acad:** Expand the evidence base on the linkages between women's economic empowerment and women's participation in peace processes. **C.4.8**

ISSUE AREA:

# WOMEN'S LEADERSHIP AND FULL, EQUAL, AND MEANINGFUL PARTICIPATION ACROSS PEACE, SECURITY, AND HUMANITARIAN SECTORS

TYPE OF ACTION:

## FINANCIAL

FRAMEWORK AREA:

Invest in and enhance coordination supporting women's leadership at all levels in all decision-making structures on peace, security, and humanitarian action.

SPECIFIC ACTIONS:

**MS:** Adopt specific financial commitments to increasing women's leadership across peace, security, and humanitarian sectors, including inter alia Local and National Action Plans on WPS, national DRR/resilience strategies, and support legislation that codifies these financial commitments. **D.1.1**

**UN:** Ensure that peace, security, and humanitarian coordination mechanisms have sustained senior gender advisory capacity, and consult women and women's organizations to ensure existing gender-and age-related standards, roles, and responsibilities are integrated into planning processes and response plans/mechanisms. **D.1.2**

**RO:** Allocate funding to develop, implement, and monitor regional action plans on women, peace and security, as well as regional resilience and refugee responses. **D.1.3**

**CSO:** Invest in inclusive sustainable approaches and equitable partnerships to increase the influence, visibility, and resource base of local women leaders - including young women - in humanitarian, political and peace processes and decision-making. **D.1.4**

**PS:** Support the establishment of inclusive micro-finance schemes for women-owned MSMEs as part of early recovery and livelihood interventions, including for young women. **D.1.5**

**Acad:** Invest in quantitative and qualitative research to evaluate integrated interventions on the humanitarian-development-peace and security nexus through a gender lens, as well as effective practice on digitally facilitated gender-based violence, and on women's role in armed groups, disarmament, early warning mechanisms and combatting violent extremism. **D.1.6**

**Acad:** Invest in increased knowledge generation on the contribution and impact of women and girls, women's organizations to community resilience, peace building and social cohesion and transformative humanitarian response and recovery. **D.1.7**

**Acad:** Provide grants to local women's organizations - including those run by young women - and networks to engage in research relating to role, contributions, quality and challenges of women's engagement in peace building, politics, security sector reform and humanitarian-refugee responses. **D.1.8**

TYPE OF ACTION:

## ADVOCACY

FRAMEWORK AREA:

Champion inclusive, sustainable approaches and equitable partnerships to increase the influence, visibility, and resource base of women leaders, in all their diversity.

SPECIFIC ACTIONS:

**MS:** Strive to ensure that perspectives from women's rights and women-led organizations inform all peace, security and humanitarian statements, policy briefs, and information-sharing, and are sensitive to protection issues faced by contributors. **D.2.1**

<b>UN:</b> Scale up advocacy and financial support, and continue to provide technical assistance where requested, to enhance the participation of women in appointed and elected public positions.	<b>D.2.2</b>
<b>RO:</b> Advocate for, implement and track specific actions for women's leadership and meaningful participation in regional processes on women peace and security, crisis preparedness and humanitarian/refugee response and recovery.	<b>D.2.3</b>
<b>CSO:</b> Design and implement campaigns that promote equitable progressive social norms, attitudes and behaviors towards women and girls, and inclusive leadership of women.	<b>D.2.4</b>
<b>Acad:</b> Facilitate the mutual exchange of knowledge between members of academia and practitioners in conflict and crisis contexts with Private Sector, Regional Organizations, UN Entities and Member States.	<b>D.2.5</b>

TYPE OF ACTION:  
**POLICY**

FRAMEWORK AREA:

**Adopt plans, policies, and targets to Increase the number of women in leadership roles, and dismantle barriers to women's leadership in politics, peacekeeping, security sector, peacebuilding and humanitarian/refugee planning and coordination entities.**

SPECIFIC ACTIONS:

<b>MS:</b> Adopt and regularly monitor targets to increase the number of women in leadership roles - with parity as the goal - in politics, peacekeeping, security sector, peacebuilding and humanitarian/refugee planning and coordination entities.	<b>D.3.1</b>
<b>MS:</b> Adopt strategies, e.g. through national action plans, policies, and/or legislation - including for example temporary special measures such as quotas, and programmes that address institutional barriers - that include targets for women's representation at leadership levels in the security sector	<b>D.3.2</b>
<b>MS:</b> Establish and operationalize accountability and disciplinary mechanisms in the security sector, to enforce zero tolerance for any form of abuse, bullying, harassment, or discrimination, including sexual exploitation and abuse (SEA).	<b>D.3.3</b>
<b>MS:</b> Develop and enact initiatives for intergenerational co-leadership in peacebuilding efforts and processes, mediation and negotiations, including documentation these initiatives at the national and international levels.	<b>D.3.4</b>
<b>UN:</b> Strengthen UN system actions and strategies to support the achievement of gender parity targets at all levels including in senior leadership roles.	<b>D.3.5</b>
<b>UN:</b> Promote coherence and coordination among UN entities on gender responsive security sector reform, including development of guidance and tools on increasing women's meaningful participation in the security sector.	<b>D.3.6</b>
<b>UN:</b> Ensure that peace, security, and humanitarian country teams adopt specific commitments and targets to advance inclusion and leadership of women, local women's organizations and networks in country level humanitarian decision-making processes, including through inclusive consultations, and at the global level, across field missions, UNCTs and HCTs.	<b>D.3.7</b>
<b>RO:</b> Facilitate exchange of good practices to enhance gender sensitive and human rights compliant institutional change that drives women's leadership and agency in security sector.	<b>D.3.8</b>
<b>PS:</b> Adopt corporate guidance and strengthen initiatives to promote gender-sensitive working conditions and to support gender-equal representation at all levels, meaningful access of women, including young women, to technology, second chance education, skills training, and livelihood opportunities.	<b>D.3.9</b>
<b>PS:</b> Ensure that corporate social responsibility strategies integrate emergency support to women leaders and gender-responsive interventions in crisis through advocacy, financial grants, security arrangements and reasonable accommodation.	<b>D.3.10</b>

TYPE OF ACTION:

**PROGRAMMATIC**

FRAMEWORK AREA:

**Design and implement strategies to support women leaders in all sectors and at all levels, and ensure protection strategies are implemented for women leaders, in all their diversity.**

SPECIFIC ACTIONS:

<b>MS:</b> Establish dedicated, senior gender expertise across Government, and adopt strategies for promoting women's leadership in electoral processes and throughout national security strategies and security operations.	<b>D.4.1</b>
<b>UN:</b> Scale up efforts, including through use of early warning indicators, to monitor, report on and address threats and violence against women in leadership positions, particularly in fragile settings.	<b>D.4.2</b>
<b>RO:</b> Scale up partnerships with women's networks, including young women's networks, to implement regional initiatives to advance women's leadership across the humanitarian-development-peace and security sectors.	<b>D.4.3</b>
<b>CSO:</b> Document and share knowledge, effective practices and lessons learned on women's and young women's leadership and contributions to peace and security, resilience and humanitarian/crisis response including through partnerships with media and academic institutions.	<b>D.4.4</b>
<b>CSO:</b> Commit to developing equitable and intergenerational partnerships, relationships between INGOs and grassroots organizations, and build partnerships with male advocates for women's rights.	<b>D.4.5</b>
<b>PS:</b> Increase partnerships with women-led associations and businesses that support women's leadership in the private sector across the humanitarian-development-peace nexus.	<b>D.4.6</b>

ISSUE AREA:

# PROTECTING AND PROMOTING WOMEN'S HUMAN RIGHTS IN CONFLICT AND CRISIS CONTEXTS

TYPE OF ACTION:

**FINANCIAL**

FRAMEWORK AREA:

Provide funding for comprehensive, non-discriminatory services and protection, as well as for gender capacity in investigation and accountability mechanisms.

SPECIFIC ACTIONS:

**MS:** Provide regular funding for comprehensive, gender sensitive, survivor-centered, non-discriminatory, trauma informed services - including sexual and reproductive health services - for survivors of GBV and other protection needs, e.g. through sustainable, flexible, core funding for women's organizations that provide these services. **E.1.1**

**MS:** Provide funding to ensure that all national and international investigations and accountability mechanisms have dedicated gender expertise, protection expertise, and child rights expertise to document/investigate/prosecute/redress GBV in line with international standards and to integrate a gender analysis of violations. **E.1.2**

**MS:** Facilitate emergency support - in the form of physical accompaniment, political advocacy, financial grants, and security arrangements, as needed - to women leaders under threat. **E.1.3**

**UN:** Seek and advocate approval for funding to provide emergency financial support for women human right defenders and peacebuilders who face reprisals. **E.1.4**

**UN:** Seek and advocate for approval for funding of senior gender advisers and senior women protection advisers in all relevant UN missions, with political and other requisite support to address specific gender considerations and human rights violations, e.g. participation, CRSV, GBV and SRHR. **E.1.5**

TYPE OF ACTION:

**ADVOCACY**

FRAMEWORK AREA:

Champion the ratification of relevant international and regional legal instruments, and domesticate provisions within national laws.

SPECIFIC ACTIONS:

**UN:** Support States to ratify the Rome Statute and other relevant international and regional legal instruments and domesticate their provisions within national law, in particular in relation to GBV and women's and girls' rights. **E.2.1**

**CSO:** Promote existing research linking savings in expenditure on militarized state security to investments in economic and social development. **E.2.2**

TYPE OF ACTION:

**POLICY**

FRAMEWORK AREA:

Using inclusive approaches, design and implement protection and accountability strategies.

SPECIFIC ACTIONS:

**MS:** Strengthen the capacity of national rule of law institutions, the security sector, and national human rights institutions in an inclusive and survivor-centered manner, including through women's meaningful participation in the design, implementation, monitoring and evaluation of these capacity measures. **E.3.1**



<b>MS:</b> Develop and implement national laws against online gender-based violence against women human rights defenders and women peacebuilders.	<b>E.3.2</b>
<b>MS:</b> Ratify and domesticate the Rome Statute, the Arms Trade Treaty (ATT), including the legally binding provision on gender in Article 7.4, and other relevant international and regional legal instruments, including provisions relating to sexual and gender-based crimes and human rights violations.	<b>E.3.3</b>
<b>MS:</b> Progressively and responsibly shift military expenditure to human security, conflict prevention and peacebuilding.	<b>E.3.4</b>
<b>RO:</b> Monitor and disseminate information on the situation of WHRDs in conflict and crisis affected contexts, including threats using digital technologies.	<b>E.3.5</b>
<b>PS:</b> Develop and implement corporate policies to ensure economic activities do not provide platforms that enable violence/conflict, including through illicit arms trafficking.	<b>E.3.6</b>

**TYPE OF ACTION:**

**PROGRAMMATIC**

**FRAMEWORK AREA:**

**Strengthen and better coordinate the protection of women participating in peace, justice and humanitarian assistance processes, including with the UN; in centers that provide comprehensive services; and by developing research and data.**

**SPECIFIC ACTIONS:**

<b>MS:</b> Develop and support protection mechanisms for young women leaders and their rights, including through the enforcement of policies and mechanisms to investigate and address the human rights violations young women face.	<b>E.4.1</b>
<b>MS:</b> In line with a needs-based approach to humanitarian assistance, promote access to humanitarian assistance for survivors of GBV and others in need of protection.	<b>E.4.2</b>
<b>MS:</b> Ensure access to the full range of comprehensive services, including sexual and reproductive healthcare, psychosocial support, legal services, access to justice, as well as support for livelihoods and lift any restrictions that impede women and girls' access to sexual and reproductive health care.	<b>E.4.3</b>
<b>UN:</b> Strengthen and coordinate the protection of women participating in peace, justice and humanitarian assistance processes, and women who engage with the UN, including through the UN Rapid Response Window.	<b>E.4.4</b>
<b>UN:</b> Ensure that all UN-led crisis and conflict response programmes provide adequate protection measures, including GBV prevention, mitigation and survivor-centered, trauma informed response services, including robust referral mechanisms, which recognize the differentiated needs of survivors, who are not a homogenous group.	<b>E.4.5</b>
<b>UN:</b> Ensure that all UN-mandated investigations have gender and protection, including child protection, expertise necessary to fulfill their mandates.	<b>E.4.6</b>
<b>CSO:</b> Collect evidence and engage in advocacy and litigation to hold duty bearers and individual perpetrators to account for women's and girls' rights violations, applying a survivor-centered approach.	<b>E.4.7</b>
<b>CSO:</b> Establish and operate centers providing comprehensive services for survivors of human rights violations, including SRHR services, and shelter for GBV survivors.	<b>E.4.8</b>
<b>CSO:</b> Recognize and engage men and boys as partners in addressing and reversing harmful gender norms.	<b>E.4.9</b>
<b>Acad:</b> In collaboration with or led by local women leaders, research and gather data on threats and attacks against women leaders in conflict and crisis-affected countries, and the impact of these threats and attacks on efforts to build sustainable peace, advance women's rights, and implement humanitarian action that is transformative and just.	<b>E.4.10</b>
<b>Acad:</b> Develop evidence-based analysis, policy recommendations and advocacy that links savings in military spending to investments in economic and social development.	<b>E.4.11</b>



# MONITORING FRAMEWORK



Compact Signatories will have an opportunity to showcase best practices in implementing the actions they select. The Compact is intended to foster collaboration among signatories and to highlight where increased investment is required on gender equality in peace and security and humanitarian action. The Monitoring Framework seeks to inform how the Compact contributes towards achieving impact in the five defined issue areas.

The Compact Framework will be monitored using existing accountability mechanisms and the coordinated data collection efforts on specific WPS and HA indicators. In the event no existing mechanism or coordinated data collection effort exists, the Compact Secretariat will make recommendations on efficient solutions that provide robust assessment.

To prevent duplication and maximize synergies, the Specific Actions outlined in the framework will be mapped against existing monitoring and accountability mechanisms. This will ensure that implementation and progress towards results of existing commitments are properly accounted for and are reflected in the baseline assessment and future monitoring of the Compact Framework.

The mapping exercise will also determine the Compact Framework Reporting Calendar, ensuring that monitoring of Specific Actions and indicators are coordinated and aligned with existing monitoring and accountability mechanisms reporting cycles. This will mitigate duplication and ensure that results achieved on the progress of Specific Actions are appropriately reflected and communicated.

Although the Monitoring Framework will rely heavily on quantitative data, every effort will be made to capture qualitative data. To ensure that qualitative data is captured, the Secretariat recommends conducting both a mid-term and final evaluation over the five-year timeframe of the Compact. These evaluations will build on the data and results captured in the Monitoring Framework, while also capturing those qualitative elements that provide additional insights to inform how the Compact can maximize its success.

# ANNEXES

## LIST OF WPS-HA COMPACT MEMBERS<sup>4</sup>

---

BOARD MEMBERS

---

CATALYTIC MEMBERS

---

\* UN Women serves as Secretariat of the Compact.

---

## GLOSSARY

---

<sup>4</sup> WPS-HA Compact members as of June 15, 2021.

## BOARD MEMBERS OF THE WPS-HA COMPACT

### UN MEMBER STATES

---

Ireland

---

Namibia

---

Norway

---

Sierra Leone

---

United Arab Emirates

---

### UN ENTITIES

---

Department of Peace Operations

---

United Nations High Commissioner for Refugees

---

### REGIONAL ORGANIZATIONS

---

Office of the African Union Commission Special Envoy on WPS

---

### CIVIL SOCIETY ORGANIZATIONS & NETWORKS

---

Afghan Youth Ambassadors for Peace Organization

---

African Centre for the Constructive Resolution of Disputes

---

Feminist Humanitarian Network

---

Global Network of Women Peacebuilders

---

Karama

---

Réseau Paix et Sécurité pour les Femmes de l'Espace CEDEAO

---

# CATALYTIC MEMBERS OF THE WPS-HA COMPACT

## UN MEMBER STATES

---

Canada

---

Estonia

---

Finland

---

Germany

---

Mexico

---

Spain

---

Sweden

---

Uruguay

---

## UN OBSERVER STATE

---

Palestine

---

## UN ENTITIES

---

Department of Political and Peacebuilding Affairs

---

United Nations Development Programme

---

## REGIONAL ORGANIZATIONS

---

Organization for Security and Co-operation in Europe

---

## GLOBAL PARTNERSHIP ENTITY

---

Women's Peace and Humanitarian Fund

---

## CIVIL SOCIETY ORGANIZATIONS & NETWORKS

---

Gender Action for Peace and Security

---

Global Partnership for the Prevention of Armed Conflict

---

International Civil Society Action Network

---

Our Generation for Inclusive Peace

---

People Beyond Borders

---

Women's International League for Peace and Freedom

---

Women's International Peace Centre

---

Women's Refugee Commission

---

WO=MEN Dutch Gender Platform

---

# GLOSSARY

**Diversity** refers to different values, attitudes, cultural perspectives, beliefs, ethnic backgrounds, nationalities, religions, sexual orientations, gender identities, abilities, health, social statuses, skills and other specific personal characteristics. Characteristics vary from person to person, and these differences must be recognized, understood and valued in each specific context and operation in order to ensure protection for all people. (UNHCR)

---

**Fragility** is characterized as the combination of exposure to risk and insufficient coping capacities of the state, system and/or communities to manage, absorb or mitigate those risks. In recognition of fragility's inherent complexity, the OECD introduced a multidimensional fragility framework. This framework captures the diversity of those contexts affected by fragility, measuring it on a spectrum of intensity across five dimensions: economic, environmental, political, security and societal. (OECD)

---

**Gender** refers to the socially-constructed differences between females and males – and the relationships between and among them – throughout their life cycle. They are context- and time-specific and change over time, within and across cultures. Gender, together with other characteristics including age, sexual orientation, gender identity, determines roles, responsibilities, power and access to resources. (ASC Gender Handbook in Humanitarian Action 2006)

---

**Gender analysis** is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys differently in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted. (UNICEF, UNFPA, UNDP, UNW. "Gender Equality, UN Coherence and You")

---

**Gender and conflict analysis:**

- » Sets evidence base to inform WPS prioritization in planning - Strategic Assessment Mission drawdown benchmarking; UNSDCF/CCA, PBF eligibility requests, WB Risk and Resilience Assessment)
- » Looks beyond impact and is crucial to mitigate conflict recurrence by examining gender norms (roles, expectations, structures and symbols) that trigger /can contribute to armed conflict /insecurity
- » In fragile environments; safeguard against gendered dimensions that can contribute to a relapse into armed conflict
- » Helps find opportunities that identify partnerships with women CSOs in peace and security related assessment and planning

(Joint UNW-DPO-DPPA-UNDP initiative on gender-responsive conflict analysis)

**Gender discrimination** is any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. [United Nations, 1979. 'Convention on the Elimination of all forms of Discrimination Against Women'. Article 1] Discrimination can stem from both law (de jure) or from practice (de facto). The CEDAW Convention recognizes and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice.

- » De jure discrimination: E.g. In some countries, the law states that women (citizens) who marry foreign men lose their citizenship and/or property rights. On the other hand, men (citizens) married to foreigners do not lose their citizenship and/or property rights. (CEDAW)
- » De facto discrimination: E.g. The practice of many immigration officials in various countries is to find a woman traveling alone with her minor children "suspicious" while men traveling with their children are seldom questioned. (CEDAW)

---

**Gender equality** refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development. (UN Women, OSAGI Gender Mainstreaming - Concepts and definitions)

---

**Gender mainstreaming** is a strategy for achieving gender equality. Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality. (ECOSOC agreed conclusions 1997/2)

---

**Impact** is defined as primary and secondary long-term effects produced by an intervention, directly or indirectly, intended or unintended. (OECD)

---

**Intersectionality:** An intersectional approach to promoting gender equality for women and girls in all their diversity includes a consideration of where gender intersects with other inequalities and oppressions including those experienced because of; sexual orientation, gender identity, race, sex, age, ethnicity, indigeneity, migrant status, disability, religion, urban or rural status, HIV status, geographic location and other dimensions to produce unique experiences of violence. An intersectional approach goes beyond an idea of multiple forms of discrimination or oppression. Intersectionality adds to this by insisting that these oppressions cannot be viewed as additive, and that experiences of inequality must be contextualized within an understanding of simultaneous, intersecting inequalities. (based on UNW, "The Value of Intersectionality in Understanding Violence Against Women and Girls (VAWG)," 2019)

---

**Temporary Special Measures**

"Adoption by States parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimina-

tion as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.” (CEDAW Convention (Article 4, paragraph 1))

Temporary special measures can include a wide range of legislative, executive, administrative and other regulatory instruments, policies and practices, such as outreach or support programmes; allocation and/or reallocation of resources, preferential treatment; targeted recruitment, hiring and promotion; numerical goals connected with timeframes; and quota systems. (CEDAW General Recommendation 25)

---

**Women Human Rights Defenders:** All women and girls working on any human rights issue, and anyone of any gender who promotes women’s rights and rights related to gender equality. Many WHRDs may not describe themselves as human rights defenders and do not necessarily belong to a formal organization. Defenders can be feminists and grassroots activists, community and indigenous leaders, students, civil society representatives, lawyers, journalists, parliamentarians, members of the judiciary, staff at UN agencies, doctors and health care providers. (OHCHR; UN Women)

[www.wpshacompact.org](http://www.wpshacompact.org)

 @WPSHACompact

