

2012

REPUBLIC OF THE GAMBIA



THE GAMBIA NATIONAL ACTION PLAN ON UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325

Table of Contents

LIST OF ABBREVIATIONS..... 2

EXECUTIVE SUMMARY..... 5

METHODOLOGY7

LIMITATIONS.....7

GENERAL INFORMATION..... 8

UNSCR 1325 – INTRODUCTION 9

GOOD PRACTICES 10

CHALLENGES..... 14

GAMBIA NATIONAL ACTION PLAN (GNAP) 16

 PILLAR 1: Prevention 16

 PILLAR 2: PROTECTION..... 24

 PILLAR 3: PARTICIPATION..... 30

Monitoring, Evaluation, and Control..... 35

LIST OF ABBREVIATIONS

ADRS	Alternative Dispute Resolution Secretariat
APRC	Alliance for Patriotic Re-orientation and Construction
AU	African Union
CAT	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRC	Convention on the Rights of the Child
CSO	Civil Society Organization
DCD	Department of Community Development
DOSW	Department of Social Welfare
ECOWAS	Economic Community of West African States
ECPF	ECOWAS Conflict Prevention Framework
GAF	Gambia Armed Forces
GAMCOTRAP	The Gambia Committee on Traditional Practices Affecting the Health of Women and Children
GBV	Gender based violence
GIPFZA	Gambia Investment Promotion and Free Zones Agency
GM	Gender Mainstreaming
GNAP	Gambia National Action Plan
GOTG	Government of The Gambia
GPF	Gambia Police Force
GPS	Gambia Prison Service
HDI	Human Development Index
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights

LGA	Local Government Authority
MOBSE	Ministry of Basic and Secondary Education
MDA	Ministries, Departments and Agencies
MOD	Ministry of Defence
MOFA	Ministry of Foreign Affairs
MOFEA	Ministry of Finance and Economic Affairs
MOH	Ministry of Health
MOHERST	Ministry of Higher Education, Research, Science and Technology
MOI	Ministry of Interior
MOJ	Ministry of Justice
MOLGL	Ministry of Local Government and Lands
MOT	Ministry of Trade
MOWCI	Ministry of Works, Construction and Infrastructure
NALA	National Agency for Legal Aid
NA	National Assembly
NAWEC	National Electricity and Water Company
NGO	Non-Governmental Organization
NRC	National Refugee Commission
NWC	National Women's Council
OP	Office of the President
OVP/MOWA	Office of the Vice President and Ministry of Women Affairs
PAGE	Programme for Accelerated Growth and Employment
PE	Public Enterprise
PMO	Personnel Management Office
PRSP	Programme for Sustained Development
PSC	Public Service Commission

SGBV	Sexual and Gender Based Violence
UN	United Nations
UNSCR	United Nations Security Council Resolution
UTG	University of The Gambia
VAW	Violence Against Women
VDC	Village Development Committee
WB	Women's Bureau

Executive Summary

UNSCR 1325 was adopted in 2000 to ensure that UN Member States provide greater participation and representation of women in decision-making processes within governance institutions and within national, regional and international conflict prevention, management and resolution mechanisms. It was against this backdrop that all UN member states were required to develop a National Action Plan for its implementation.

Despite the fact that the Gambia has not experienced any major conflict since 1981, it is situated within a region that has witnessed conflicts within the past decades. To continue to be a harbinger of peace, therefore, it is hoped that this Action Plan, amongst other measures, will serve as a guarantor of continuous peace and stability, particularly for women and girls in The Gambia.

A corollary to the Action Plan is the plethora of international conventions ratified by the GOTG and the enactment of various national laws and policies to ensure effective gender mainstreaming and the protection of the rights of women and girls. Such instruments include:

- a) International Covenant on Economic, Social and Cultural Rights (ICESCR);
- b) International Covenant on Civil and Political Rights (ICCPR);
- c) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW);
- d) Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT);
- e) Convention on the Rights of the Child (CRC);
- f) Optional Protocol to the CRC on the involvement of children in armed conflict;
- g) Convention relating to the Status of Refugees and the 1967 Protocol;
- h) Rome Statute of the International Criminal Court,
- i) Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children supplementing the United Nations Convention against Transnational Organized Crime;
- j) The Four Geneva Conventions and the 1977 Additional Protocols;
- k) African Charter on Human and Peoples' Rights;
- l) African Charter on the Rights and Welfare of the Child;
- m) Protocol to the African Charter on Human and Peoples' Rights on the Establishment of an African Court on Human and Peoples' Rights;
- n) Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa; and
- o) AU Convention Governing the Specific Aspects of Refugee Problems in Africa.

Another key initiative is the enactment of domestic laws protecting the rights of women, among others. These laws include the 1997 Constitution, the Women's Act, the Children's Act, the Criminal Code, the Trafficking in Persons Act, the Tourism Offences Act and the Refugee Act. The Government is also in the process of passing a Sexual Offences Bill and a Domestic Violence Bill into law. These measures have led to a considerable drop in reported cases of SGBV.

The Gambia National Action Plan has already been given a considerable boost in both its development and envisaged implementation in that there are already numerous agencies that have been established for the implementation of these laws, conventions and protocols.

The GNAP focuses on three main pillars: Prevention, Protection, and Participation. Under each of these pillars, strategic issues have been developed for the realization of each relevant article under the UNSCR 1325 as it affects the national context of The Gambia, viz:

Pillar 1: Prevention

Strategic Issues:

- a) Developing national programmes that promote peace and women's rights;
- b) Promote and support research on gender, peace and security;
- c) Strengthen women organizations and CSOs through capacity building on gender issues;
- d) Provide technical and financial support to national women initiatives;
- e) Adopt affirmative measures to involve more women in peace initiatives and indigenous conflict resolution processes;
- f) Develop measures that ensures collaboration between all actors working on gender and peace initiatives;
- g) Train more women as mediators and educators for peace ;
- h) Promote the development of a preventive culture of peace;
- i) Develop early warning mechanisms for conflict prevention;
- j) Ratify, disseminate and fully implement all regional and international humanitarian and human rights instruments on women, peace, and security.

Pillar 2 : Protection

Strategic issues

- a) Enhance the implementation of laws and policies that guarantee the rights of women;
- b) Respond to all types of violence against women and girls, including sexual and gender based violence;
- c) Protect the rights of women refugees and internally displaced women.

PILLAR 3: PARTICIPATION

Strategic issues

- a) Adopt affirmative measures that will ensure equitable representation and participation of women at all decision-making levels;
- b) Promote women participation in mediation and other conflict resolution processes;

- c) Adopt measures aimed at strengthening women's full participation in electoral processes;
- d) Incorporate a gender perspective in all peacemaking and peace building efforts particularly in peace keeping operations;
- e) Implement measures that would increase the number of women in the security sector.

For the ease of implementation of the pillars a logical framework was developed to highlight the key focused areas, outcome, indicators, and ownership or responsibility for their outcome.

Finally to be able to measure the results, outcome and impact of the GNAP the establishment of a national steering committee or observatory is recommended which should comprise of all stakeholders particularly Civil Society organizations (CSOs) to monitor, evaluate and control the implementation of the GNAP.

Methodology

The methodology of the development of the National action Plan involved reviewing of existing literature on UNSCR 1325, The Gambia's National Gender and Women's Empowerment Policy 2010-2020, other laws, conventions, bills and policies that affect the rights of women and girls internationally and nationally. Discussions were carried out with major stakeholders both at policy level and operational levels. The nature of these consultations were to tease out the ideas, challenges, and constraints faced by women and girls on various issues including SGBV, and the role women are currently playing and could further play in the realization of peace and the resolution of conflicts in The Gambia.

These consultations culminated in the development of a logical framework for the implementation of the relevant articles in the context of the Gambia bearing in mind their ease of understanding, coherence, and implementation on the ground. The action plan was then validated at a meeting attended by government institutions and civil society organizations dealing directly or indirectly with women, peace and security issues.

Limitations

Given that there is the need to develop an action plan that is participatory and inclusive the process was constrained by the availability of timely information from the various agencies and the time available to prepare the action plan. Despite this, it is envisaged that the proposed action plan will be widely circulated and time given for critical observations to be made and perhaps new suggestions given for incorporation in the final draft after a validation workshop.

GENERAL INFORMATION

Demographic, economic, social and cultural characteristics

Geographical description

The Republic of The Gambia lies on the western coast of tropical Africa, occupying an area of 11,295 sq. km (land: 10,000 sq. km and water: 1,295 sq. km), making it one of the smallest countries in Africa. It is a semi-enclave in Senegal. From north to south The Gambia extends to a maximum of 48 km, though the coastline, with its bays and promontories, is 80 km in length. Moving inland from west to east, the country roughly follows the route of the River Gambia inland for 480 km.

Demographic characteristics

The capital city is Banjul, with a population of about 34,828 excluding suburbs (2003 census), but is exceeded in size by both Brikama (42,480 inhabitants in 2003) and Serrekunda (151,450 inhabitants in 1993). According to UN estimates in 2009 the total population of The Gambia is 1.7 million. Along with the capital, the country is divided into seven administrative areas; five regions and two municipalities, the City of Banjul and Kanifing Municipality. The five regions are the West Coast Region, Lower River Region, Central River Region, Upper River Region and the North Bank Region.

The percentage distribution of the population by Local Government Area (LGA) and by sex in 2003 shows a higher concentration of the population in the peri-urban growth areas of Kanifing in the Kanifing Municipality, Brikama in the West Coast Region, Kerewan in the North Bank Region, Janjanbureh in the Central River Region and Basse, in the Upper Region. These towns are the centers of local government administration. The percentage of female population in 2003 was 50.7%.

The Gambia Multiple Indicator Cluster Survey 2005/2006 Report indicates that in the 6,071 household successfully interviewed in the survey, 44,877 household members were listed, and of those, 22,072 were males, and 22,805 were females.

Within households about 84% of the household heads are males. Rural settlements account for about 52% of household heads, and 25% of the household have 10 or more persons.

The Gambia has no commercially exploitable mineral resources, although deposits of petroleum have been identified. The per capita income in 2008 was US \$390, one of the lowest in the world. The Gambia heavily depends on peanut exports, however, tourism is also an important source of foreign exchange, contributing about 12% of the GDP, as are remittances sent home by Gambians living abroad.

The Gambia is among the poorest countries in the world, ranking 168 out of 187 in the United Nations Development Programmes Human Development Index (HDI) for 2011. However, there are indications of a slight decrease in poverty since 1994 when The Gambia launched its first strategy for Poverty Alleviation. In 1998, about 69 per cent of the population lived on less than US\$ 1 a day, decreasing in 2003 to 58 per cent, according to the Integrated

Household Survey. Poverty is higher in the rural than in the urban areas, with Banjul, Kanifing Municipality and the West Coast Region having the lowest poverty rates in 2003 that is, 7.6 per cent in Banjul, 37.6 per cent in the Kanifing Municipality and 56.7 per cent in the West Coast Region. The poverty rates in the Central River Region were higher in 2003, the north of the Region having 94.0 per cent and the south 75.7 per cent. The national average dropped from 69 per cent in 1998 to 58.0 per cent 2003 and further down to 55.5 per cent in 2008.

The Government of The Gambia is committed to reducing poverty and has formulated a development strategy and investment programme for 2012 to 2015, called the Programme for Accelerated Growth and Employment (PAGE), which is the successor to the Poverty Reduction Strategy Programme II (PSRP II). As indicated by its name, PAGE's main objective is to accelerate growth and employment, thereby reducing poverty and improving the well-being of the population.

UNSCR 1325 – Introduction

Resolution 1325 on Women, Peace and Security was unanimously passed by the UN Security Council in October 2000. The resolution refers to the disproportionate and unique impact of armed conflict on women and girls while at the same time acknowledging that women are not mere victims of conflict, but also active agents with an important role to play in conflict prevention, peacekeeping initiatives, conflict resolution and peace-building efforts. A key aspect of Resolution 1325 is that it recognizes the link between the impact of armed conflict on women and girls, and their participation in peace processes, with the promotion and maintenance of international peace and security. In this sense, Resolution 1325 provides a political framework to mainstream a gender perspective as well as to ensure women's participation in all aspects of conflict prevention, resolution and reconstruction.

The Resolution calls on UN Member States to ensure greater participation and representation of women in decision-making processes within governance institutions and within national, regional and international conflict prevention, management and resolution mechanisms. It further spells out actions States and governments need to take to improve the protection of women and girls from violence during war and conflict periods and to involve them in peace processes. It calls on all actors when negotiating and implementing peace agreements to adopt an approach which promotes gender equality while taking into account the special needs of women and girls during their repatriation and resettlement in the context of post-conflict rehabilitation and reconstruction. It also calls for the inclusion of civil society groups, especially women civil society groups in peace processes and the implementation of peace agreements. It constitutes three core inter-linking drives for building and sustaining peace, the "Three Ps,"¹ – prevention, protection and participation. It also addresses the need to ensure that women and girls' specific relief needs are met and women's capacities to act as agents in relief and recovery are reinforced in conflict and post-conflict situations.

¹ Security Council Working Roundtable, background paper, 2004

Even though The Gambia is not coming out of a conflict the Resolution is important for The Gambia because it outlines the role of women in building sustainable peace. The Resolution also calls for the elimination of SGBV and other human rights violations against women. For instance during the first and second quarters of 2011, 50 rape cases were reported around the country.² This, among others, justifies the need for an action plan aimed at combating SGBV against women and children. Furthermore, despite greater accessibility to the judicial system by the appointment itinerant Magistrates, especially in the provinces, victims continue to face victimization from their communities. This means many rape cases are reported, thus the need for the action plan aimed at stigmatization, among others. The Resolution is also important for The Gambia because it is vulnerable to conflict due to its location within a volatile sub region.

The action plan is based on the Gambia's experience and its local circumstances. Consequently, it outlines steps to be taken by The Gambia Government to ensure greater respect for women's right to participation in the decision-making processes on equal footing with men. The action plan also outlines mechanisms that the GOTG will continue to put in place to eliminate discrimination against women and to end SGBV perpetrated against women. It also outlines how women could be involved in the security sector, conflict resolution mechanisms and peace processes, including peace-keeping operations.

Good Practices

Recognizing the adverse effects of conflict on the development process of countries, the Government of The Gambia has not only brokered peace in many countries in the sub region and beyond but gives the highest priority to peace building and maintenance within its borders. Women have played in very active role in this process. In an effort to tap this natural potential of women, The Government of The Gambia has instituted several programmes and initiatives aimed at ensuring the full participation and representation of women in peace processes; including the prevention, resolution, management of conflicts and post conflict reconstruction. For instance the GOTG has supported women's quotas and affirmative in all public institutions. Security institutions in the country such as the Gambia Police Force also have several women at or above the Superintendent rank. The Immigration Department has had at least three high ranking women officers while the Prisons sector also boasts of two senior women Officers, including a female officer who ascended to the apex rank of Commissioner, in 2008. The Gambia National Army also has demonstrated gender sensitivity in the senior command echelons.

Over the decades, Gambian women have not been playing a significant role in peace-making, peace-keeping and security, which were regarded as a taboo role province or male "no-go" profession. Since the inception of the Second Republic, there has been a heightened perception of the important role that women can play in the peace and security arena. As a result, a growing number of women have been commissioned into the national armed forces at regular troop level and recently at the top echelons, up the Brigadier General cadre. Women soldiers have also been included in a series of peace-keeping national military contingents to serve in Liberia, Guinea Bissau, Darfur and Southern Sudan, who have served with distinction, without any loss of 'life or limb.'

² Data available at the Statistics Unit of the Gambia Police Force Headquarters

Amongst the key initiatives includes the adoption of a legal framework in the country for the promotion of human rights, gender-equality and women's rights. The Gambia has ratified an important number of international and regional human rights treaties including the International Covenant on Economic, Social and Cultural Rights (ICESCR), the International Covenant on Civil and Political Rights (ICCPR), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT), the Convention on the Rights of the Child (CRC), the Optional Protocol to the CRC on the involvement of children in armed conflict, the Convention relating to the Status of Refugees and the 1967 Protocol, the Rome Statute of the International Criminal Court, the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, the Four Geneva Conventions and the 1977 Additional Protocols, the African Charter on Human and Peoples' Rights, the African Charter on the Rights and Welfare of the Child; the Protocol to the African Charter on Human and Peoples' Rights on the Establishment of an African Court on Human and Peoples' Rights, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa and the AU Convention Governing the Specific Aspects of Refugee Problems in Africa.

At the national level, a legal framework to protect women's rights is in place. This includes the 1997 Constitution,, the Women's Act, the Children's Act, the Criminal Code, the Trafficking in Persons Act, Tourism Offences Act and the Refugee Act. The Government is also in the process of passing a Sexual Offences Bill and a Domestic Violence Bill into law. An institutional framework to promote and protect women's rights, among others, is also in place:. It includes the courts, the Office of the Ombudsman, the Gambia Police Office, the National Council for Civic Education, the National Women's Council, the Women's Bureau, the National Women's Federation, the Independent Electoral Commission, the Department of Social Welfare, the Alternative Dispute Resolution Secretariat, the National Agency for Legal Aid, the National Agency against Trafficking in Persons, the National Taskforce on Trafficking in Persons, the Child Sex Tourism Taskforce and the National Refugee Commission.

Recognizing gender equality and women empowerment as a key factor for the attainment of social and economic development, the GOTG, in addition to putting in place the said legal and institutional frameworks, decided to adopt the following policies and measures³:

Gender Mainstreaming in all Departments: Gender Mainstreaming (GM) policies and activities have been fully advocated and adopted by the OVP/MOWA and the Women's Bureau as an indispensable strategy for women's equality and empowerment assurance in all government and NGO sectors in The Gambia. The Women's Bureau spear-headed a national technical GM Protocol containing its vision and mission, by commissioning the designing of a GM Manual by the Gender Studies Unit of the University of The Gambia in 2006. This mile-stone document has provided the necessary guidelines on the principles, features and strategies for effective implementation of a sustainable GM programme.⁴

³ These measures are in line with the National Women's Policy for the Advancement of Gambian Women 1999-2009 and the Gambia National Gender Policy 2010 – 2020.

⁴ Ibid, page 141

Identification of a Gender Focal Point Network: this comprises members of the Senior Management Teams representing all government social, economic and financial sectors, key women's NGOs, UN Agencies and other Civil Society institutions. Through its comprehensive nature and the high level of operations of its membership, the Bureau has succeeded in ensuring that GM has a strategic relevance in the policy-making and planning agendas of those institutions. Regular meetings have been planned for planning, monitoring and evaluating the work achieved and challenges encountered in GM implementation within those sectors. Internal sectoral budgeting for GM activities is integrated in the main corporate financial provisions by each sector. Gender disaggregated information is generated and disseminated through this GM modality.⁵

Introduction of a compulsory course on GM at the University of The Gambia: For the past decade, UTG has continued to fulfill its partnership mission with the GM cause, by providing a compulsory, introductory module on GM principles, features and implementation methodology to a wide-cross-section of students. This has prepared them to work as potential Gender Focal Point specialists in different sectors, both public and private, in the country.⁶

Remedial Instruction for Teachers (RIFT) programme for women teachers: The MOBSE came up with the RIFT programme for women teachers of remedial "catching-up" facility to raise the academic entry qualifications of women teachers for entry into the Primary Teacher training Programme at the Gambia College. Also "second chance", re-entry facilities for victims of teenage pregnancy as well as the Girls' Trust Fund to finance the continued education of High School girls from poor family backgrounds. The University of the Gambia in its own small way, provides an ACCESS coaching facility, with tutorials in English and Mathematics to up-grade entry qualifications of girls, who cannot be admitted into the BA Degree Courses without them.⁷

Support for Women's Quotas and Affirmative Action: The government responded to the call to women's empowerment at decision making levels by setting up a Ministry for Women's Affairs and appointing the first female Vice President in West Africa. Seven out of the current seventeen members of the Cabinet are women. They include the Vice President and Minister for Women Affairs, the Ministers for Tourism and Culture, Forestry and the Environment, Basic and Secondary Education, Higher Education Research, Science and Technology and the Minister for Health and Social Welfare and the Deputy Minister of Petroleum. There also have been three female Speakers of the National Assembly in the last five years, a female Secretary General, Accountant General and Auditor General. Since the general election in 2006, five of the fifty-three members of the National Assembly are women, two of whom are elected members. There are also several top-ranking women in the justice sector. This is complemented by the sizeable number of female lawyers in private practice. In world politics The Gambia has three female ambassadors. The Chief Prosecutor of the International Criminal Court is also a former Attorney General and Minister of Justice of The Gambia. The GOTG has therefore made considerable effort in balancing gender in public service decision making.

⁵ Ibid, 141

⁶ Ibid, page 141

⁷ Ibid, page 142

Girls' education in The Gambia is also given attention through such interventions as the establishment of the renowned Girls' Scholarship Trust Fund to defray the cost of education for girls and ensure a safe environment for them in all schools. PAGEP, which provides financial support for girls at the upper basic and senior secondary levels, complements Government sponsorship of needy students. An important outcome of these interventions is that gender parity has now been attained at the basic level and enrolment for girls has soared at both the senior secondary and higher levels. This marks a reversal of previous trends.

Parastatal institutions in the country also practice a degree of gender sensitivity and parity. Institutions such as NAWEC and GIPFZA have a large number of top-level women in their management structure and board of directors.⁸

Creating the enabling environment for CSOs: The GOTG has created a conducive atmosphere within which CSOs working on women, peace and security have effectively operated by putting in place the necessary legislations. These organizations include a local Office of WANEP for advocacy and monitoring with a view to reducing the proliferation of Small Arms in West Africa. Organizations such as the Female Lawyers Association of The Gambia and GAMCOTRAP offer legal counseling and other services to women on a variety of matters relating to their statutory rights, gender violence, family maintenance and child custody. The contribution of the diverse services of all in the Gambian legal sorority is making an appreciable impact on women's civic, social and legal empowerment. The Association of Non-Governmental Organizations (TANGO), the Gambia National Olympic Committee and the Gambia Christian Council have enshrined in their Constitutions that where the President is a man, the Vice-President should be a woman.

The GOTG has also taken measures to address VAW. The Domestic Violence Bill and the Tourism Offences Act, for instance, are aimed at ensuring, among others, that women and girls who are victims of any form of violence have access to immediate means of redress and protection, as well as access to counseling services, and that perpetrators are prosecuted and punished. In December 2010, the GOTG concluded a study on gender based violence in The Gambia. The study covered the situation of gender based violence in The Gambia touching on the forms of GBV practised, causes and level of prevalence. The study also looked into the existence, adequacy and efficacy of the legal regime and strategies, case management and national responses, the different players and stakeholders and coordination mechanisms as well as existing gaps and challenges with a view to identify best practices. It made concrete recommendations to effectively deal with GBV in relation to its prevention, protection, legal regime, prosecution, advocacy, research and management of cases.

The GOTG also provides periodic training for law enforcement officials, the judiciary, health providers, and social workers. The Women's Bureau and many civil society organizations in the country have also been sensitizing the general public on forms of violence against women and how address them.

⁸ Ibid at page 51

CHALLENGES

Such a plan of action has been long overdue bearing in mind the number of women involved in decision making and conflict resolution processes in the country. Women constitute 58% of the electorates (2003 Integrated Housing Survey Result), but only 10% of representation in the National Assembly are found to be women, while in cabinet women representation is at 33 percent. Women are 29.4% percent of permanent secretaries and 20% of directors. All the eight local government administrations (Area Councils and Municipalities) headed by men. There is no female regional governor, but out of the five deputy governors one is a female. There are 39 District Chiefs and 1 paramount chief none of whom is female; and of the 1873 villages in the country, there are only 5 female Village Heads (*Alkalolu*) a notable change in traditional decision-making structure. In addition, to that, there are fewer female Deputy Permanent Secretaries and fewer female Principal Assistant Secretaries than men.⁹ The ADRS also has a total of 22 mediators around the country only three of whom are women.

Under the existing staff conditions of service both male and female employees in the civil service enjoy equality in pay and grading scales in work of equal quality and women benefit from limited maternity leave with pay; although there are some hidden nuances regarding ease of access to and benefiting from recruitment, promotion and training opportunities.¹⁰

In the area of public private sector management women representation is indeed minimal, although a lot has been achieved in this regard. Less than 32 percent of the formal private sector employees are female with less than 20 percent in managerial positions.¹¹

Although the Local Government Act calls for equal participation of male and female in village and ward development committees, the reality is that Area Councils are male dominated and the role of council is to address the social needs of the populace which is seen missing in local government administration, and this leads to a bottleneck for the effort of decentralization.¹²

This trend of excluding females from decision making positions is a reflection of the low status of women and other groups in Gambian society. Social stratification in Gambian society has resulted in a caste system which translates into specific jobs and functions for particular castes. Shoe making, gold and silver smiths are jobs for the low caste which the high caste do not undertake.¹³

Hierarchical structures exist in the family and the community and these structures have been transferred into the public arena of decision making. Social stratification in society is a serious barrier to the participation of women and other groups who are seen as belonging to the lower rung of society and must therefore be excluded from taking part in public discussions and decisions. This has serious implications for the development of society as it

⁹ Country Report on The Gambia: Africa Gender and Development Index Survey 2000-2011, page 47

¹⁰ Ibid, page 139

¹¹ Ibid, page 47

¹² Ibid, page 47

¹³ Ibid, page 48

leads to marginalization and a feeling of exclusion and society loses because it does not make adequate use of its human resources.¹⁴

Some laws and policies put in place to combat discrimination against women and SGBV, however, have limitations. Among the laws constituting the laws of The Gambia under Section 7 of the Constitution are customary law as far as concerns members of the communities to which it applies and the Sharia as regards matters of marriage, divorce and inheritance among members of the communities to which it applies. Customary and personal laws affect the lives of over 90% of women in The Gambia and place some limitations¹⁵ on the application of some of the provisions of the ICESCR, CEDAW and the Women's Act. For most Gambians (95% being Muslims) matters relating to marriage, divorce and inheritance are governed by personal or customary law, Sharia law for Muslims or customary law for a relatively few traditionalists.

The Gambia National Action Plan focuses on the three main pillars as outlined by the UNSCR as Participation, Prevention and Protection or the so-called 3Ps. However, the issue of Promotion concerning the overall popularization of the action plan is embedded within the 3Ps. The requisite articles of UNSCR 1325 have been delineated under each pillar for which strategic issues, key focused areas, outcomes, and performance indicators were developed to enable GOTG to implement to attain the goals on Gender Mainstreaming and greater participation of women in building a sustainable peace for the general populace, particularly women and girls.

¹⁵ These limitations include issues governing personal status, particularly with regard to adoption, marriage, divorce, burial and devolution of property on death

GAMBIA NATIONAL ACTION PLAN (GNAP)

PILLAR 1: Prevention

- 1. UNSCR 1325 (Article 7):** “ ... to increase ... voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes ...” ;

Strategic Issues:

- a) Developing national programmes that promote peace and women’s rights
- b) Promote and support research on gender peace and security
- c) Strengthen women organizations and CSOs working on conflict prevention (?) through capacity building on gender issues and women’s rights
- d) Provide technical and financial support national women initiatives

- 2. UNSCR 1325 (article 8(b)):** Measures that support local women’s peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;

Strategic Issues

- a) Adopt affirmative measures to ensure the participation of a higher percentage of women in peace initiatives and indigenous conflict resolution processes
- b) Develop measures that ensures collaboration between all actors working on gender peace initiatives
- c) Train more women as mediators and educators for peace

- 3. ECOWAS Plan of Action for UNSCR 1325:**

- a. Promote the development of a culture of peace by drawing on women’s traditional role as mediators and educators for peace so that future generations can be spared the scourge of war and violence; establishing a national network of peace clubs in secondary schools and tertiary institutions in the country
- b. Develop national early warning mechanisms in line with ECOWAS early warning mechanisms and making resources available to populate them with data

Strategic issues:

- a) Promote the development of a preventive culture of peace
- b) Develop early warning mechanisms for conflict prevention

4. **UNSCR 1325 (article 9):** “ ... to respect fully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court”

Strategic issue:

- a) Ratify, disseminate and implement fully all regional and international humanitarian and human rights instruments on women, peace, and security¹⁶

Pillar 1 Prevention

Strategic issue	Key Focus Area	Output	Indicator	Ownership	Budget
1. Developing national programmes that promote peace and women's rights	1.1 Carry out a national consultation on women , peace and security	National consultation conducted	Discussions on gender peace and security finalised	MOWA, WB, NWC	\$1, 000
	1. 2 Develop gender based policy on peace and women's rights	National policy developed	Policy put in place and functioning Increase in the gender partners for peace	MOWA	\$6, 750
	1.3 Review, revise, and harmonise all gender blind laws, policies,	Gender blind laws, policies, and systems review, revised, and	Discrimination, violence, and exploitation of women significantly	MOWA, MOJ, WB	\$6750

¹⁶ These include: the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights, Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, , the African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa (Kampala Convention) and the ECOWAS Convention on Small Arms and Light Weapons and Their Ammunition and Other Related Materials.

	and systems to make them conform to CEDAW and other relevant international and regional, human rights treaties	harmonised	reduced		
	1.4 Sensitise decision-makers and opinion leaders and stakeholders to appreciate women's rights generally and gender-equality	Capacity of decision-makers and opinion leaders strengthened	Greater understanding and appreciation of gender, peace, and security concepts	MOWA, WB, CSOs	\$1000
	1.5 Develop gender based peace programmes and identify and train gender partners for peace at the national level	Programmes and action plans developed	Number of programmes and number of women involved in the peace programmes	MOWA, WB, CSOs, MOD, MOI, GPF, GAF	\$5000
	1.6 Establish focal points on women peace and security at Ministries, departments, agencies, LGAs, PEs & Security and Law Enforcement Agencies	Focal points identified and trained	Number of personnel appointed and quality of training appointed and in place	MOWA, WB, LGAs, MOD, GAF, MOI, GPF, PMO	\$2,000
<i>Promote and support research on gender peace and security</i>	2.1 Develop a baseline study on women, peace and security	Baseline study carried out	Reliable and verifiable data collected	MOWA, WB, CSOs	\$1,000
	2.2 Documentation and dissemination of findings of	Findings of the baseline study documented and	Publication of findings Availability of findings	MOWA, WB, CSOs	\$2000

	baseline study	disseminated			
3. Provide technical and financial support to national women initiatives	3.1 Strengthening the capacity of all national institutions working on women, peace, and security	Capacity of national institutions on gender, peace, and security strengthened	Effectiveness of interventions of national institutions on gender peace and security Coordination between these institutions	MOFEA, MOWA, WB, MOHERST	\$10,000
	3.2 Increase funding for national women initiatives on peace and security	Funding for national women initiatives on peace and security increased	Budgets prepared and approved More funds provided for national women initiatives	MOWA, WB, NA, MOFEA	\$80,000
4. Strengthen women organizations and CSOs through capacity building on gender, peace and security issues	4.1 Build strategic partnerships with CSOs and donors working on peace and security	Meaningful, productive partnerships between government, donors, and CSOs developed	Number of strategic partnerships and linkages between government and CSOs developed Database of donors and CSOs working on peace and security established	MOWA, WB	\$5000
	4.2 Collaborate with donors to build capacity for CSOs and women organizations on women peace and security	Capacity of CSOs and women organizations on women peace and security built	Number of CSOs and women organization that have acquired skills on gender peace and security	MOWA, WB, CSOs	\$10,000

5. Adopt affirmative measures to ensure women's participation in peace initiatives and indigenous conflict resolution processes	5.1 Identify local mechanisms and instruments for peace initiatives and indigenous conflict resolution processes	Local mechanisms and instruments for peace identified	Adequacy of these mechanisms and instruments measured and tested	MOWA, WB, CSOs	\$6750
	5.2 Develop a codification process of these initiatives	Peace initiatives and indigenous conflict resolution processes documented	Number of processes and mechanisms identified Level of usage of these processes and initiatives	MOWA, WB, CSOs	\$4500
	5.3 Identify women peace leaders at national, regional, district, and community levels and strengthen their capacity in peace initiatives using indigenous processes	Women peace leaders and their capacity strengthened	Number of women peace leaders identified and trained on peace initiatives using indigenous processes	MOWA, WB, CSOs, ADRS, MOI	\$10,000
	5.4 Local leaders, opinion leaders and youth groups are sensitized on the important roles women play in peace and conflict resolution	Awareness of the role women play in peace and conflict resolution created	Increase awareness and knowledge of role women play in peace and conflict resolution	MOWA, WB, CSOs, MOI, VDCs	\$5,000
6. Develop measures that ensure collaboration between all actors working on women peace	6.1 Establish a national forum for information sharing and alignment of	National forum for information sharing and created	Alignment of intervention Measures by relevant stakeholders	MOWA, WB, CSOs	\$5,000

initiatives	intervention measures on peace initiatives				
7. Train more women as educators for peace	7.1 Select women at national and community levels for training on peace building	More Women trained on peace building and conflict prevention	Number of women particularly at the community level trained	MOWA, WB, CSOs, NCCE	\$10,000
8. Promote the development of a preventive culture of peace	8.1 Advocate for the inclusion of peace studies in the national curriculum at all levels	Peace studies included in curriculum at all levels	Quality of the content Number of women trained in peace studies Number of women advocates involved in national peace initiatives	MOWA, MOBSE, MOHE, WB, CSOs	\$5,000
	8.2 Develop outreach programmes on women, peace and security at community level	Outreach programmes developed at the community level	Number of men and women participating in such programmes	MOWA, NCCE, Public and Private media, CSOs	\$5,000
	8.3 Identify women peace champions to mentor girls in peace and conflict prevention resolution	Women peace champions identified	Number of women peace champions identified Number of girls mentored	MOWA, WB	\$0
9. Develop early warning mechanisms for conflict prevention	9.1 Popularise the ECOWAS Conflict Prevention Framework (ECPF)	ECPF simplified and disseminated around the country	More people, especially women, involved in conflict prevention and early	MOWA, WB, MOI, MOD, CSOs	\$5,000

			warning mechanisms at the regional level.		
	9.2 Provide training in gender sensitive conflict early warning reportage for media practitioners	Media practitioners trained and sensitized on gender sensitive early warning reportage	Early warning systems given a gender dimension Better understanding by media practitioners of how early warning systems should be given a gender perspective	MOWA, WB, the Private and Public media and CSOs	\$5,000
	9.3 Train, support and encourage the participation of women and girls at national, regional, district, and community level on conflict prevention and early warning issues	Women's and girls' trained and involved in conflict prevention and early warning issues at the regional, national and community level	Greater number of women involved in conflict prevention and early warning issues	MOWA, WB, CSOs, VDC, ADRS, NALA and DOSW	\$10,000
	9.4 Revitalise the Senegalo-Gambian Permanent Secretariat and ensure the inclusion of conflict prevention and early warning mechanisms as part of its mandate	Senegalo-Gambian Secretariat revitalized and reconstituted with a conflict prevention and early warning system mandate	Disputes between the two countries reduced to a barest minimum	OP, MOFA	\$0

10. Ratify, disseminate and implement fully all regional and international humanitarian and human rights instruments on women, peace, and security	10.1 Sensitisation on NAMs on all regional and international humanitarian and human rights instruments on women, peace, and security	NAMs sensitized on the regional and international human rights law and humanitarian law instruments The Gambia should ratify	A greater understanding by NAMs of how relevant these instruments are in the Gambian context	MOJ, MOWA, WB, NA, CSOs	\$1000
	10.2 Ensure complete ratification of all regional and international humanitarian and human rights instruments on women, peace, and security	All regional and international human rights and humanitarian law instruments applicable to The Gambia are ratified	Better protection of women's rights at the national, regional and international level	MOJ, MOWA, WB, NA	\$0
	10.3 Domestication and implementation of all humanitarian and human rights instruments on women's rights and elimination of all forms of discrimination and violence against women.	Humanitarian and human rights instruments on women, peace, and security are all domesticated and implemented	Greater protection of women at the national level. Reduction in discrimination and violence against women	NA, MOJ, MOWA, WB	\$0
	10.4 Translate and disseminate humanitarian and human rights	Humanitarian and human rights instruments on women, peace, and	Greater awareness of these instruments around the country	MOWA, WB, MOBSE, CSOs	\$10,000

	instruments on women, peace, and security	security are all translated into the local languages. Dissemination all over the country of the translated versions of these instruments	Greater advocacy around the instruments Greater enforcement of the provisions of these instruments		
--	---	---	---	--	--

PILLAR 2: PROTECTION

- UNSCR 1325 (article 8(c)):** Adoption of “ measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary”;
- ECOWAS Plan of Action for UNSCR 1325:** Strengthen measures to combat Sexual and Gender Based Violence (SGBV): political and security measures will be strengthened to protect women and girls from sexual and gender based violence during and after conflict; existing measures will be strengthened and new measures put in place where necessary to punish perpetrators of sexual and gender based violence. Furthermore, trainings, including pre-deployment trainings, on the prevention of sexual and gender based violence will be harmonized and conducted targeting civil and military personnel in peace keeping operations.
- Refugees:** protection and integration [see national, regional, and international laws on refugee protection]

Strategic issues:

- Enhance the implementation of laws and policies that guarantees the rights of women
- Responding to all types of violence against women and girls, including sexual and gender based violence
- Protect the rights of women refugees and internally displaced women

Pillar 2: Protection

Strategic issues	Key focus areas	Output	Indicator	Ownership	Budget
1. Enhance the implementation of laws and policies that	1.1 Sensitisation and dissemination	The general public sensitized on laws and	Greater usage of these laws and policies	MOWA, WB, CSOs, Public/Private Media	\$3,000

guarantee the rights of women	of laws and policies guaranteeing the right of women	policies protecting the rights of women	Degree of sensitization of the general public on these laws		
	1.2 Capacity building for all security agencies and public prosecutors on laws and policies that guarantee the rights of women	Capacity of all security agencies and public prosecutors built	Number and quality of training programmes conducted for the security sector and public prosecutors Security agencies in the country understand how to protect the rights of women better and how best to react to violations of their rights	MOI, MOD, MOJ, Judiciary, MOWA, WB	\$20,000
	1.3 Introduction of a paralegal system and training of paralegals to support women and girl Victims of SGBV	Paralegal system introduced and paralegals trained	Number of paralegals trained The quality of their service delivery	NALA, Judiciary, UTG, MOJ, CSOs	\$5,000
	1.4 Strengthening NALA and the introduction of legal aid clinics for women and girl victims of SGBV	NALA strengthened and legal aid clinics introduced	NALA fully equipped with resources and well trained gender sensitive staff Number of legal aid clinics established around the country	NALA, MOJ, DOSW, Judiciary, UTG, GTB, CSOs	\$60,000

	1.5 Increase technical and logistical support for the child welfare unit of the GPF	Competent and well equipped gender sensitive Child Welfare Unit	The Child Welfare Unit of the GPF is fully equipped and staffed by gender sensitive police officer trained on how to deal with child offenders and victims of SGBV	MOI, MOFEA, CSOs, UNDP, DOSW, WB	\$10,000
	1.6 Introduction of the concept of community policing and the involvement of more women in the concept	Community policing introduced in all regions of the country More women involved in community policing	Reduction in crimes, especially crimes against women and girls Members of the general public more involved in the maintenance of peace and security	MOI, WB, VDCs and Media	\$5,000
2. Responding to all types of violence against women and girls, including sexual and gender based violence	2.1 Enactment of the Sexual Offences Bill and the Domestic Violence Bill	Sexual Offences Act and Domestic Violence Act enacted	Number of cases reported and dealt with Reduction of SGBV cases	WB, MOJ, NA	\$0
	2.2 Training and sensitisation of security and law enforcement agencies on the Sexual Offences Bill and Domestic Violence Bill	Capacity of security agencies on application and relevance the Sexual Offences Bill and the Domestic Violence Bill built	Greater protection of women against SGBV	WB, MOJ, MOI, MOD, DOSW, NA, Judiciary	\$12,500
	2.3 Sensitisation	The general public,	Greater awareness of	WB, MOI, DOSW, MOD,	\$3,000

	and Dissemination of all laws protecting women and girls from all types of violence including sexual and gender based violence, human trafficking and sexual exploitation of women and girls, especially in the tourism sector	particularly women, sensitized	these laws Reduction in SGBV, trafficking in women and girls and sexual exploitation	media, GTB, ,CSOs,	
	2.4 Capacity building for security, law enforcement and public prosecutors on how to respond to all types SGBV and sexual exploitation of women and girls	Capacity of security, law enforcement agencies and public prosecutors built	Number of security, law enforcement agents and public prosecutors trained and the quality of training	MOI, MOJ, Judiciary, DOSW, WB, GTB, MOD, CSOs	\$10,000
	2.5 Prosecuting all perpetrators of violence against women and girls, particularly sexual and gender base violence	Perpetrators of SGBV prosecuted and punished	Number of cases prosecuted Number of perpetrators punished Reduction in SGBV and SE offences	MOJ, DOSW, WB, Judiciary, NALA	\$0
	2.6 Build local capacities and support community structures	Local capacities built Support for	Number of persons trained on how to eliminate	WB, VDCs, MOLGL, DCD, MOI, MOJ, NALA	\$2,000

	aimed at eliminating all types of violence against women including SGBV	community structures provided	SGBV Increase in community structures aimed at eliminating SGBV		
	2.7 Develop national initiatives that would ensure the rehabilitation of SGBV victims through aid and assistance, including legal, medical, economic psycho-social support	SGBV victims rehabilitated and reintegrated	Number of SGBV victims provided with assistance and/or rehabilitated	MOI, DOSW, CSOs, MOH,	\$5,000
	2.8 Provide training on juvenile justice for all security agencies including correction personnel on how to protect children, particularly the girl child offender	Security and law enforcement agencies trained	Number of security and law enforcement agents trained Quality of training	MOJ, DOSW, MOD, MOI, Judiciary, CSOs	\$7,000
	2.9 Construct more children courts, safe homes, and rehabilitation facilities in all five regions two municipalities in the country	Children's Court, safe homes and rehabilitation centres built	More Children's Courts, rehabilitation centres and safe homes provided.	MOWCI, MOJ, DOSW, MOFEA, Judiciary, MOI	\$150,000
	2.10 Set up a fund to	Funds set up	Greater financial	MOFEA, MOI, DOSW, WB,	\$10,000

	support SGBV victims		support for SGBV victims	MOJ, Judiciary	
	2.11 Establish programmes aimed at rehabilitating perpetrators of SGBV	Programmes developed	Decrease the number of re-offenders	MOI, DOSW, MOJ, WB, CSOs	\$2,000
3. Protect the rights of women refugees	3.1 Amending the Refugee Act 2008 to conform to the definition of refugees in the AU Convention Governing the Specific Aspects of Refugee Problems in Africa	Refugee Act amended	Greater protection for refugees, particularly women refugees, fleeing to The Gambia from armed conflicts or civil strife	MOI, NRC, MOJ, NA	\$0
	3.2 Ratify and domesticate African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa (Kampala Convention)	Convention ratified and domesticated	Greater protection for internally displaced persons in the country	MOJ, MOI, NA	\$0
	3.3 Training and sensitization of security and enforcement agencies on protection of women refugees and internally displaced	Security and law enforcement agencies trained and sensitized	Greater understanding and appreciation of refugee and IDP issues Greater protection of refugees and IDPs	MOI, NRC, WB, CSOs	\$2,500

	women				
	3.4 Fully implement the Gambia National Gender Policy 2010 – 2020	Gambia Gender Policy 2010 – 2020 fully implemented	Greater protection of women	MOWA,WB	\$0

PILLAR 3: PARTICIPATION

1. UNSCR 1325 article 1); UNSCR 1325 Paragraph 5; ECOWAS Plan of Action for UNSCR 1325

- **Reaffirming** the important role of women in the prevention and resolution of conflicts and in peace-building, and *stressing* the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution,
- Promote women’s participation in mediation: more women will be trained as mediators and a community of practice of women mediators will be established at the national level; database of female mediators will be created; measures will be strengthened to encourage women’s full participation in electoral process ..,

Strategic issues:

- a) Adopting affirmative measures that will ensure equitable representation and participation of women at all decision-making levels
 - b) Promote women participation in mediation and other conflict resolution processes
 - c) Adopting measures aimed at strengthening women’s full participation in electoral process...
- **UNSCR 1325 (article 5):** Expresses its willingness to incorporate a gender perspective into peacekeeping operations, and *urges* the Secretary-General to ensure that, where appropriate, field operations include a gender component;

Strategic issues :

- Incorporating a gender perspective in all peace-making and peacebuilding efforts, particularly in peace keeping operations
- Implementing measures that would increase the number of women in the security sector

- Popularise Resolution 1325: through translations in local languages, training, sensitization, and awareness campaigns targeted at decision makers, police and military, judicial sector, CSOs, schools, youth, local women as well as men groups. In addition the 'Open Day' will be institutionalized as a means for Minister for Women' Affairs to meet with women's representatives regularly and be briefed on women's issues in the region as well as an opportunity for sensitisation on the Resolution at national level,

Pillar 3: Participation

Strategic issue	Key Focus Area	Output	Indicator	Ownership	Budget
1. Adopting affirmative measures that will ensure equitable representation and participation of women at all decision-making levels	1.1 Develop a national framework (laws, policies etc.) that will increase the number of women appointed to all decision-making levels	National framework to increase number of women appointed to decision-making levels developed	Number of mechanisms created	OP, OVP/MOWA, PMO, PEs, NA	\$6,750
	1.2 Proactively recruit and promote more women to increase their quotas in decision making particularly with regard to conflict prevention and decision making	More women recruited and promoted to decision making positions	Number of women in decision making	OP, OVP/MOWA, PMO, PSC, PEs, ADRS	\$0
	1.3 Encourage the use of women in decision-making at the community level by appointing more women Alkalolu, chiefs and councillors.	Women at decision making at the community level increased	Number of women in decision making at the community level	OP, MOWA, MOLGL, CSOs	\$0

2. Promote women participation in mediation and other conflict resolution processes	2.1 Proactively increase the number of women mediators at the community, district and national level.	Women mediators recruited and trained.	Number of women mediators recruited and trained Quality of training	ADRS, WB, CSOs	\$10,000
	2.2 Establish a community of practice and data base of women mediators at national and community level	Community of practice and database of women mediators set up	Number of women in the database	ADRS, WB, CSOs, LGAs	\$2,000
3. Adopting measures aimed at strengthening women's full participation in electoral process.	3.1 Sensitise the general populace, opinion leaders, and all political parties on the need to involve more women in the electoral process	General public, opinion leaders and political parties sensitized	Number of women involved in the electoral process	IEC, WB, Political Parties, CSOs, NCCE, private and public media	\$5,000
	3.2 Adopt legislative measures that ensure quota systems and gender parity in the electoral and political processes.	More women candidates vying for elective office	More women elected as NAMs and councillors	IEC, WB, Political Parties, NA, LGAs, MOLGL	\$0
4. Incorporating a gender perspective in all peacemaking and peace	4.1 Develop a baseline on women participation in peace keeping operations	Baseline study developed	Outcome and quality of study	WB, MOI, MOD, CSOs	\$0

building efforts, particularly in peace keeping operations					
	4.2 Ensure a gender balance in all peace keeping operations	Peacekeeping operations gender mainstreamed	Greater number of women peacekeepers	MOI, MOD, MOWA	\$0
	4.3 Organize a pre-deployment gender based training on HIV/AIDS and the rights of women and girls in conflict situations	Pre-deployment training conducted	Greater number of security personnel trained on HIV/AIDS Better protection of persons with HIV/AIDS during peacekeeping operations	MOI, MOD, MOH	\$2,000
5. Implementing measures that would increase the number of women in the security sector	5.1 Promote the recruitment, retention, and promotion of women within the security sector by introducing a quota system	Security sector gender mainstreamed to attain gender parity	Number of women recruited, retained and promoted in all security and law enforcement agencies Gender parity is attained within all security and law enforcement agencies	OP, MOI, MOD, MOWA,	\$0
	5.2 Sensitise the general populace, using the private and public media, on the need to have more women	Public sensitized on having more women in the security sector	Greater awareness of importance of having more women in the security sector	MOI, MOD, MOWA, WB, CSOs, Public/Private media	\$3,000

	involvement in the security sector				
	5.3 Showcase the contribution of women in the security sector	Women's contribution in security sector showcased	More women joining the security and law enforcement agencies	MOI, MOD, WB	\$1,000
6. Popularise UNSCR 1325	6.1 Sensitisation and awareness campaign targeted at decision-makers, security sector, justice sector, CSOs, schools, the youth, and local women and men groups on the importance of UNSR 1325	The general public and all relevant stakeholders sensitized	Level of awareness of the UNSCR 1325	MOWA, WB, MOI, MOD, MOJ, MOBSE, MOLGL, CSOs, the private and public media, school networks, traditional communicators ("kanyalengs")	\$5,000
	6.2 Translate resolution 1325 in all local languages	Resolution translated in all local languages	Number of translations Greater awareness of the resolution	MOWA, WB, CSOs, MOBSE, Public/Private media, DCD	\$5,000
	6.3 Periodic meetings and briefings on women in the country between the Minister for Women Affairs and women representatives	Meetings and briefings held	Number of meetings and briefings	MOWA, WB, CSOs	\$2,000

Monitoring, Evaluation, and Control

The implementation of the GNAP is the responsibility of all the Ministries, Departments, and Agencies (MDAs) of the GOTG. However, the primary driver of the action rests with the OVP/MOWA and its implementation arm, Women's Bureau. It is envisaged that a national steering committee or an observatory will be created through which coordination, partnerships, and strategic linkages will not only be further cemented for all stakeholders including civil society organization, private sector, UN Agencies and donors, but also reporting guidelines will be developed and mechanisms adopted to evaluate and measure the results and impact of the action plan.