
Introduction


The UNSC Resolution 1325 on women, peace and security, was a ground-breaking resolution passed in 2000. It stands as a base point for all successor resolutions, and hence the broader Women, Peace and Security Agenda within the United Nations. In the specific context of the Security Council, this agenda is referred to in shorthand as “1325”, and refers to women, peace and security issues primarily in the context of conflict-affected countries, and to some extent post- and preventative conflict situations.

The suite of resolutions, discussed in more detail below, is intended to help secure durable peace by promoting an equal role for women in conflict resolution and peace-building, and by addressing particular concerns around the protection of women. In doing so, the resolutions focus on:

Women’s leadership in peace-making and conflict prevention, by:

- Increasing the number of women in peace and security decision making both nationally and within the UN
- Increasing women’s participation in peace talks and peacekeeping missions
- Improving the capability of peacekeeping missions to respond to men’s and women’s needs and gender training for all actors involved in the maintenance of peace and security

And the protection needs of women in conflict-related situations, by:

- Advocating at appropriate fora to strengthen and amplify efforts to ensure respect for women’s human rights, and ensure their physical and economic well-being
- Raising the issue of sexual violence, intimate partner violence and violence against women in dialogue with parties to armed conflict, provide training to troops and establish policies of zero tolerance
- More rigorous investigation and prosecution of sexual violence, intimate partner violence and violence against women perpetrated by international, national or non-state security actors
Addressing root causes of sexual violence and violence against women to counter perceptions of an inevitability of sexual violence and violence against women in conflict

- Improving services for survivors
- Ensuring women’s input into conflict prevention planning and policies

**New Zealand’s approach to implementing UN Security Council resolutions on women, peace and security will focus on five key areas:**

- Creating and maintaining political pressure in international fora to ensure women’s involvement in decision making within conflict and post-conflict situations
- Promoting New Zealand women as mediators and negotiators in international forums
- Increasing the number of New Zealand women deployed in police and military roles in UN-mandated peacekeeping missions, improving the capability of peacekeeping missions to respond to women’s needs
- Ensuring gender analysis informs New Zealand’s peace support responses, and development assistance to countries affected by conflict
- Promoting efforts to combat sexual violence, intimate partner violence and violence against women in conflict affected countries where we have a development programme or post.

These five key focus areas reflect current commitments and policies in the key agencies involved in this National Action Plan: New Zealand Police, New Zealand Defence Force and the Ministry of Foreign Affairs and Trade (which includes the New Zealand Aid Programme).

**Background**

Women’s and girls’ empowerment and gender equality are critical to efforts to maintain international peace and security. In contemporary conflicts, the vast majority of casualties are civilians, and most of these are women and children. Women and girls disproportionately suffer the effects of displacement from stable communities and societies. They are increasingly directly targeted by combatants and women may also be combatants themselves. Sexual violence and violence against women continues to be used as a widespread and systemic tool of war.

At the same time, women have an important role to play as leaders and decision-makers in the prevention and durable resolution of conflict, a role which is recognised, but still not consistently respected and embedded within international peace-building practice. Addressing these issues is crucial to sustainable peace, economic recovery, social
cohesion and political legitimacy, and the impact on operational effectiveness in conflict and post-conflict situations.

Progress is being made in addressing many of these areas, but it is slow, it tends towards rhetoric as opposed to action, and women continue to face specific and devastating forms of sexual violence. Even after conflict has ended the impacts of sexual violence and violence against women persist, and insecurity, impunity and social stigmatisation can prevent women from accessing education, from becoming financially independent and from participating in governance and peace-building.

Moreover, women continue to be poorly represented in formal peace processes. In recent peace negotiations women have represented fewer than eight per cent of participants and fewer than three per cent of signatories, and no woman has ever been appointed chief or lead mediator for the host-country side in UN-sponsored peace talks. The benefits of women’s participation go beyond straightforward concerns of equity. Women bring a perspective to peace talks beyond that of the often small and unrepresentative group of active combatants, and they represent a broader base of society that would otherwise be excluded from durable peace-building plans. An inclusive peace process is more likely to lead to lasting peace.

Within the UN, the numbers of women appointed to senior roles is slowly increasing in direct response to the 1325 agenda. At the most recent review (end 2012) women headed 15% of UN peacekeeping, political and peacebuilding missions. The majority of field missions now include gender advisers, but at around 60%, there is some way to go to meet the target of all such missions incorporating dedicated gender expertise. The UN Department of Political Affairs’ eight-member Standby Team of Mediation Experts currently includes three women. In 2013 the Secretary-General appointed the UN’s first woman lead mediator, Mary Robinson, as special envoy to the African Great Lakes region. Progress on women’s representation in international fora is welcome, but further advancements in this area require the combined efforts of the UN, individual states and civil society.

New Zealand is proud to be able to join more than 40 other countries in responding to Security Council Resolution 1325 by committing to a National Action Plan for Women Peace and Security.

The Resolutions

UN Security Council Resolutions

In recognition of the specific protection needs of women in situations of conflict, the ground-breaking United Nations Security Council Resolution 1325 (SCR1325) was adopted in 2000. 1325 affirmed the importance of the full participation of women in conflict resolution, at decision-making levels of durable peace processes and the build-up

Together these six resolutions reaffirm SCR1325, drawing particular attention to the prevalence of sexual violence against women and girls, calling for more rigorous investigation and prosecution, and noting the continued and persistent underrepresentation of women at all stages of peace processes, their very low participation in formal mediation roles and limited participation in many facets of post-conflict public life. These fundamental human rights issues are crucial to sustainable peace, economic recovery, social cohesion and political legitimacy.

**Actions and measurements for Women Peace and Security**

The United Nations has identified four complementary and overlapping thematic areas for conceptualising actions and measuring progress in the women, peace and security agenda.

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

*Key UNSCR Operative Paragraphs: OP10 of SCR1325 (2010); OP3 of SCR 1820 (2008); OP3 of SCR 1888 (2009); OP5 of SCR 1960 (2010)*

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

*Key UNSCR Operative Paragraphs: OP12 of SCR 1820 (2008)*

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

*Key UNSCR Operative Paragraphs: OP6 of SCR 1888 (2009); OP10 of SCR 1820 (2009); Op12 of SCR 1889 (2009); OP8 of SCR 1325*

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

*Key UNSCR Operative Paragraphs: OP13, OP11 of 1325 (2000); OP13 of 1888 (2009); OP13 or SCR 1889 (2009)*
New Zealand policy framework

New Zealand has a long history of international leadership in promoting the rights of women to participate equally in all aspects of society. In 1893 New Zealand became the first self-governing country in the world to grant universal suffrage to women. Today New Zealand has a comprehensive set of legislation to protect human rights and eliminate discrimination against women, and consistently ranks at the top of global indices measuring equality of opportunity for women.

**Multilateral diplomacy**

New Zealand is a founding member of the United Nations, and is signatory to all the core treaties, guidelines and standards that underpin the women, peace and security agenda. New Zealand is active in international fora that oversee the continued development and implementation of these treaties.

The Ministry of Foreign Affairs and Trade is the primary focal point for engagement with the United Nations on post-conflict and conflict policy settings, notably with the UN Security Council and other regional security organisations. Within these fora New Zealand continues to push for improved efforts to encourage women’s participation in conflict prevention measures and for a gender-sensitive response to peace and security issues. The New Zealand Mission in New York actively participates in Security Council open debates including those with an explicit focus on women, peace and security and the implementation of Resolution 1325. These debates are a useful opportunity for all states to push the UN and member states to step up efforts to end sexual violence and violence against women in conflict and improve training for peacekeepers and experts working on conflict prevention.

New Zealand is also recognised for its leadership in championing the broader spectrum of rights for women and girls, particularly the need to address violence against women, sexual violence and intimate partner violence, women's access to reproductive and sexual health and access to justice. This work is focused through UN fora including the Commission of the Status of Women and the regular meetings of the Human Rights Council.

**Enabling international deployments of New Zealand women**

Both New Zealand Police and the New Zealand Defence Force have active programmes in place to increase the recruitment, retention and senior-level promotion of women, which will ultimately lead to more women being available for peacekeeping missions. New Zealand women have been deployed to international conflict settings for some years.

*New Zealand Police*
Women officers were first commissioned into New Zealand Police in 1941. As at 30 June 2014 women made up 18 percent of police officers and 29 percent of all employees, with two sworn women at the rank of Superintendent. As at 2014, 192 New Zealand Police women have served on 256 International Deployments since 2003 (many chose to deploy more than once), largely in the Pacific and also in Afghanistan.

New Zealand Police has formal networks throughout the organisation focusing on support and development of members; development, mentoring and leadership programmes tailored especially for women; flexible employment options and standards and guidelines to deal with harassment and discrimination. All the Organisational Development advisors have a core responsibility to integrate gender inclusion issues across the organisation.

The Connect and Aspire development programmes are tailored specifically for New Zealand Police women, and national and district level mentoring programmes for women are well embedded. The majority of female constabulary employees ranked Sergeant or above have now participated in a leadership development programme, which compares favourably with the participation rates across male employees.

The Women's Advisory Network Governance Group was established in 2014, with the purpose of developing and supporting women in New Zealand Police to be successful. Its objectives are to provide advice to the Police Commissioner and Police executive on how best to achieve the vision and goals of the Commissioner in respect of the recruitment, retention and progression of women in Police.

New Zealand Police strategy 2011-2015 continues to invest heavily in the development of women staff, to encourage the depth and strength of the talent pool of diverse candidates reaching into the most senior ranks, and to ensure that the Police workforce is representative of the diversity within the New Zealand population as a whole. An effective and fit-for-purpose workforce is critical to the success of New Zealand Police.

New Zealand Defence Force

Women have been able to participate in all areas, including combat roles, of the New Zealand Defence Force (NZDF) since 2000. A Women’s Development Steering Group was launched in 2013, aimed at increasing the representation, distribution and participation of women in the NZDF and ensuring full take up of the various existing diversity and inclusion policies. These range from enlistment and promotion, to childcare, to duties during pregnancy, to investigation of bullying and harassment. The NZDF Wellbeing programme includes promotion of an anti-harassment telephone hotline service and, in partnership with the Ministry of Social Development, a targeted ‘It’s Not Okay’ family violence campaign to raise awareness of family violence within the NZDF.

Currently the NZDF Defence Recruiting Organisation (DRO) is developing an attraction and recruitment strategy to increase the representation of women taking up careers with the NZDF. Research has been conducted to identify the perceived barriers and
motivators for young women when they are considering a career in the NZDF. This research is informing the development of the strategy and a number of initiatives which are already underway. Further research is currently being conducted by the Ministry of Defence Evaluation Division to identify the reasons that female applicants are less likely than men to attest into the Services.

The Ministry of Defence published the findings of an independent review into the opportunities for women in the NZDF in February 2014. The review found that substantial progress has been made on gender equity in the NZDF over the last 15 years and made a series of recommendations for further improvement. These recommendations, along with recommendations from the NZDF Women’s Development Steering Group have formed a programme of action entitled More Military Women Across the New Zealand Defence Force.

Women make up 15.5 per cent of the total uniformed forces. The number of uniformed women deploying significantly increased from a historic average of 12% of the total deployments to 18% in 2012. From those women deploying there appears to be an increasing number in more senior roles, with recent examples including a Lieutenant Colonel to the Chief UN Observer role in Lebanon, a Wing Commander to Senior National Officer in Dubai and a Colonel to Afghanistan.

Political appointments

New Zealand women have, with the New Zealand Government’s support, been appointed to some of the most senior levels in the United Nations. In 1998 New Zealand politician and diplomat Ann Hercus became the most senior woman appointed to a UN conflict role, when she served as the Deputy Special Representative and later Chief of Mission for the UN operation in Cyprus. In 2009 former New Zealand Prime Minister Helen Clark took up the role of Administrator of UNDP, the first woman to hold this top New York-based position in the United Nations.

International Development

Through the New Zealand Aid Programme, the Ministry of Foreign Affairs and Trade aims to support sustainable development in developing countries, in order to reduce poverty and contribute to a more secure, equitable and prosperous world. New Zealand’s foreign aid is focused largely but not exclusively on the Pacific. We have programmes in a number of conflict affected countries that would fall under this Action Plan (eg Afghanistan, Timor Leste, Papua New Guinea, Solomon Islands).

New Zealand is committed to ensuring that its development activities address the needs of women and girls, and promote gender equality. All New Zealand-funded development activities include attention to integrating gender equality into their design, implementation and evaluation. This might involve consulting affected women during the design of the activity, addressing barriers to women’s participation, reducing the risk of adverse outcomes for women, actively recognising the relative skills and strengths of
women and men, and identifying opportunities for women’s empowerment in the delivery of the activity. In its monitoring and evaluation of activities, New Zealand endeavours to gather sex-disaggregated data on all development activities.

A number of New Zealand-funded development activities in conflict-affected countries focus specifically on gender equality and gender-based violence, particularly in the Pacific. Some of these activities are described briefly below.

**Specific contributions**

*The Pacific*

Alongside our commitment to multilateral frameworks and joint responses, New Zealand also places special focus on the Pacific region, and security issues in that context. New Zealand is a core member of the Pacific Islands Forum, the political association of Pacific Island nations, and in 2012 the Forum Secretariat launched the Pacific Regional Action Plan on Women, Peace and Security. This regional Action Plan commits New Zealand, along with Pacific partners, to a range of actions in support of Resolution 1325, including funding programmes for the reduction of sexual violence against women, and for increased representation of women in the civilian and security forces in the region. New Zealand also takes a lead in projects supporting the wider educational and economic empowerment of women and girls across the Pacific, including fragile and conflict-affected states such as Solomon Islands and Bougainville - Papua New Guinea.

Pacific Island countries are marked by vulnerability, and – as noted by the Pacific Islands Forum Regional Security Committee in 2014 – sexual violence and violence against women is the most significant human security issue facing the Pacific. New Zealand sees itself as well positioned to help Pacific Island countries strengthen key institutions including judiciary and police services to appropriately respond to violence against women. New Zealand regards this assistance as an important contribution to increasing the resilience of countries in the face of conflict, their preparedness and ability to both prevent armed conflict and violence against women.

*The Pacific Chiefs of Police Women’s Advisory Network*

The Secretariat of the Pacific Islands Chief of Police represents 21 member states within the Pacific region and has been based in Wellington, New Zealand, since its inception in 1970. As such, the Secretariat receives essential support from New Zealand. A key part of its mission is to develop, promote and integrate police ethical standards throughout its member countries. The New Zealand Aid Programme funds the work programme of the Women’s Advisory Network, established in 2003, which supports the professional development and leadership of Pacific police women through mentoring, advice and skills development via an exchange programme. The key objectives of the network include
supporting the efforts for increased women’s participation in policing through recruitment, retention, training and mentoring support.

**Bougainville, Papua New Guinea**

Following the 1989-1997 armed conflict in Bougainville, Papua New Guinea, New Zealand Police was asked to establish a network of community part-time auxiliary police officers to live and serve in the more remote villages and communities of Bougainville, supported through the New Zealand Aid Programme. Violence against women was a particular concern. The community programme now has over 20 per cent local female officers, with at least one female member within walking distance (up to four hours in the local context) for all women in the communities served by this programme.

New Zealand Police continue to build policing capabilities in Bougainville, including through mentoring. New Zealand Police provide training and mentoring support to regular and community auxiliary police across Bougainville, to build skills and lift the responsiveness and effectiveness of police services, the focus is on installing a community policing approach.

**Solomon Islands**

New Zealand has a significant bilateral relationship with Solomon Islands, including an ongoing role within the multilateral, multi-sector and interagency Regional Assistance Mission to the Solomon Islands (RAMSI). RAMSI was established in 2003 at the request of the Solomon Islands Government to restore order and rebuild services after five years of conflict.

Currently 17 New Zealand Police personnel with specialist expertise are deployed within the Royal Solomon Islands Police Force, as part of RAMSI. Together, the Police jurisdictions are working on developing and implementing initiatives faced in the Solomon Islands around gender equality and gender-based and family violence. In 2014 the Solomon Islands Parliament passed the Family Protection Bill and work is underway to enhance the interagency response to family violence, increase investigations of family violence, and implement the government’s Gender Action Plan. At 18 percent the Solomon Islands Police now has one of the highest rates of female participation across Solomon Islands government agencies. Women officers now occupy a number of senior police positions, including the first female Assistant Commissioner.

**Pacific Prevention of Domestic Violence Programme**

The regional Pacific Prevention of Domestic Violence Programme works in 18 countries, including post-conflict countries such as the Solomon Islands, to develop a common and consistent understanding and approach to domestic violence issues in the region. New
Zealand Police staff deploy as mentors for up to six weeks annually and work to build relationships and partnerships with government departments and NGOs in each country, to influence policies, leadership, governance and wider social environments.

**Timor-Leste**

After UNMIT ended in 2012, the New Zealand Aid Programme began a four-year bilateral community policing programme which supports the Timor-Leste Police to build safer and more secure communities. Six New Zealand Police mentors work alongside national and district commanders, and their deputies, assisting in a range of specific areas including domestic violence, youth policing and custodial conditions stemming from station management, all of which have a direct impact on the protection needs of women. We also provide funding to the Asia Foundation who support communities and police to work together to identify and address root causes of conflict, including a focus on domestic violence - identified by communities as one of their top sources of insecurity.

To further strengthen access of women to resources, New Zealand funds a financial literacy training programme for women, enabling them to access micro-finance to set up small businesses, and the development of critical thinking and entrepreneurship skills.

**Afghanistan**

New Zealand's development assistance to Afghanistan recognises the crucial role of economic development in peacebuilding, and gender issues are mainstreamed in all sustainable economic development activities. Funding of teacher training, with an emphasis on training and up skilling of female teachers, is resulting in better career pathways for teachers, and improved participation by girls in schooling.

New Zealand Police had a seven year engagement in Bamyan province (2006-2012). During this time the number of female police in the province rose from one to 18. In addition New Zealand Police supported the establishment of a family response unit at the Provincial Police Headquarters, which is led by a female Afghan officer and helps to give women an avenue to report family violence. New Zealand also helped to establish the first Afghan National Police Women’s Committee at the Bamyan Provincial Police Headquarters, which advocates for and supports female police, and supported projects that led to the development and implementation of a non-discrimination and harassment policy for all police employees, a recruitment strategy targeting women, individual career development plans for all women that included mentoring and training, instigation of a code of conduct and development of a flexible working policy.
Plan of action

The New Zealand National Action Plan for implementation of Security Council Resolutions on Women, Peace and Security has been developed in line with the four fundamental objectives identified by the United Nations Secretary-General - Prevention, Participation, Protection, and Relief and Recovery – and various priorities and indicators for measuring progress within conflict, pre- and post-conflict situations. The Plan fits within a broader framework of complementary strategies to which New Zealand is committed. These include the Pacific Regional Action Plan on Women, Peace and Security 2012-2018; detailed, agency-specific strategies on women, peace and security, such as those currently proposed and under discussion within the New Zealand Defence Force and New Zealand Police; and the New Zealand Aid Programme’s focus on gender as a cross-cutting issue for its activities.

New Zealand agencies will establish a gender-balanced inter-agency Women, Peace and Security Advisory Group, to professionalise New Zealand’s responses to women, peace and security and to guide and monitor implementation and reporting under this national action plan. Annual reports will be submitted to responsible Ministers (Foreign Affairs, Police, Defence, Women), led by the United Nations, Human Rights and Commonwealth Division of the Ministry of Foreign Affairs and Trade.

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<th>Impact</th>
<th>Actions</th>
<th>Indicators</th>
<th>Responsible Lead</th>
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<tr>
<td>I. Prevention (of conflict and of violations of rights of women)</td>
<td>1. New Zealand will advocate at international fora for women, peace and security issues to be included in political and security discussions, in particular for peacekeeping operations and conflict prevention responses, including up to the level of the Security Council.</td>
<td>Number and type of interventions made, and any resulting incorporation into international statements and actions.</td>
<td>MFAT (UNHC)</td>
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<td>2. New Zealand Defence Force and NZ Police will review their doctrine, policy, directives and deployment planning frameworks relevant to Security Council-mandated missions and other peacekeeping operations, to ensure effective adoption of Women, Peace and Security commitments.</td>
<td>Report on number, title and description of relevant policy/directives that contain reference to Women, Peace and Security</td>
<td>NZDF, NZ Police</td>
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<td>3. New Zealand government agencies engaged in the prevention of</td>
<td>Number and dissemination of</td>
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conflict will formalise the inclusion of Women, Peace and Security into Defence and Police pre-deployment training, through:

i. incorporating guidelines, materials and training modules on the protection, rights and needs of women and girls in their pre-deployment preparation.

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

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

### II. Participation

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<tr>
<td><strong>1.</strong></td>
<td>1. New Zealand will advocate at international fora to increase the quantity and seniority of women’s representation in national and UN-led peace processes.</td>
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<td>Number and quality of statements made and recorded.</td>
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<td>MFAT (UNHC)</td>
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<td><strong>2.</strong></td>
<td>2. New Zealand will advocate at international fora for the empowerment of local women to be involved at all decision-making levels in formal and informal conflict and post-conflict peace processes.</td>
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<td></td>
<td>Number and quality of statements made and recorded.</td>
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<td>MFAT (UNHC)</td>
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| **3.** | 3. New Zealand will identify and nominate appropriately qualified New Zealand women as candidates for i. UN Special Representative and Envoy roles;  
|   |   ii. Mediators and gender advisors on international rosters. |
|   | NZ Government deployment database established |
|   | Increase in number of women nominated and appointed. |
|   | MFAT (UNHC) |
| **4.** | 4. New Zealand will target and strengthen recruitment, promotion, deployment and other human resource support programmes within New Zealand government agencies responsible for conflict response, including through: i. Training New Zealand personnel, on appointment and |
|   | Annual increase in the promotion of women into deployable roles. |
|   | Number and quality of initiatives which increase presence of |
|   | NZDF & NZ Police |

training modules identified, developed and incorporated.  
Percentage of individuals deployed at the leadership level who are briefed on the modules and Guide.  
NZP and MFAT (ISED and IDG)
### Selection Panels for International Security Deployments, on Women, Peace and Security Issues

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

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<th>NZDF and NZ Police women deployed.</th>
<th>Percentage of women at senior levels (within NZDF, NZ Police and deployed)</th>
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<td>Number of New Zealand international Security appointment Panel members trained on WPS.</td>
<td>A documented selection and appointment process is developed for international deployments.</td>
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### Where New Zealand has In-Country Diplomatic Missions in Conflict or Post-Conflict Countries

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

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

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

**iii.** Looking for opportunities to strengthen the representation of women in positions of authority and in decision making processes through its development activities (in countries

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<th>Number of interventions made, and subsequent actions taken.</th>
<th>Examples of women formally involved in conflict resolution and peace building.</th>
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<tr>
<td>MFAT (UNHC)</td>
<td>Examples of Aid Programme activities that strengthen women’s representation in</td>
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<td>MFAT (IDG)</td>
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<td><strong>III. Protection</strong></td>
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<tr>
<td>1. New Zealand will advocate at international fora to strengthen and amplify efforts to protect the human rights of women and girls, and ensure their physical and economic well-being, particularly their protection from gender-based violence in conflict and post conflict areas.</td>
<td>Number of statements made and recorded.</td>
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<tr>
<td>2. New Zealand will ensure that women, peace and security issues are on the agenda of Pacific regional security activities including counter-terrorism and transnational crime, arms trade, munitions disposal activities.</td>
<td>NZ position clearly stated in formal statements and meeting minutes, for example on the Agenda of Pacific Islands Chiefs of Police; Agenda of Pacific Transnational Crime Coordination Centre, Pacific Islands Forum and other inter-agency meetings in which Police have MOUs such as with Australian and UK and US law enforcement agencies.</td>
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<td>6. New Zealand will clearly communicate and monitor an expectation to multilateral partners working in conflict and post-conflict areas, that they have systems and processes in place to ensure operations enable and support the participation of women in decision making processes and positions when working in conflict, fragile or post conflict areas.</td>
<td>Funding letters advise all multilateral partners, who work in conflict affected areas, of New Zealand’s National Action Plan on Women, Peace and Security and accordingly of NZ’s expectations of our partners.</td>
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<tr>
<td>7. NZ agencies will facilitate discussions with NZ-based partners working in conflict or post-conflict areas aimed at sharing lessons and best practice to increase women’s participation in decision making processes.</td>
<td>Minutes from MFAT hosted meetings with development partners active in conflict and post conflict areas.</td>
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</table>
3. Where NZ Aid Programme is active in conflict and post conflict countries, activities support human rights of women and girls, and ensure their physical and economic well-being, particularly their protection from gender-based violence.

4. Facilitate discussions with NZ-based partners who are funded for work in conflict or post-conflict areas aimed at sharing lessons learned and best practice to protect women and girls from gender based violence.

### IV. Relief and Recovery

1. New Zealand will advocate at international fora for equality of access to resources, justice and basic services for women and girls in peacebuilding, relief and recovery phases in conflicted affected countries.

2. New Zealand will incorporate Women, Peace and Security considerations into relevant business processes for the Official Development and Humanitarian Assistance programme, and the design and monitoring of activities in conflict-affected countries.

3. The New Zealand Defence Force and New Zealand Police will take women, peace and security considerations into account in their responses in support of conflict-prevention, resolution and peacebuilding.

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<tr>
<td>3. Where NZ Aid Programme is active in conflict and post conflict countries, activities support human rights of women and girls, and ensure their physical and economic well-being, particularly their protection from gender-based violence.</td>
<td>Examples of Aid Programme activities that protect the human rights of women in conflict and post conflict countries.</td>
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<td>4. Facilitate discussions with NZ-based partners who are funded for work in conflict or post-conflict areas aimed at sharing lessons learned and best practice to protect women and girls from gender based violence.</td>
<td>Minutes from MFAT hosted meetings with development partners active in conflict and post conflict areas.</td>
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<td>IV. Relief and Recovery</td>
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<tr>
<td>1. New Zealand will advocate at international fora for equality of access to resources, justice and basic services for women and girls in peacebuilding, relief and recovery phases in conflicted affected countries.</td>
<td>Number of statements made and recorded.</td>
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<tr>
<td>2. New Zealand will incorporate Women, Peace and Security considerations into relevant business processes for the Official Development and Humanitarian Assistance programme, and the design and monitoring of activities in conflict-affected countries.</td>
<td>Business processes are amended to incorporate UNSCR 1325 and Women, Peace and Security considerations</td>
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<tr>
<td>3. The New Zealand Defence Force and New Zealand Police will take women, peace and security considerations into account in their responses in support of conflict-prevention, resolution and peacebuilding</td>
<td>Documented evidence of WPS discussions.</td>
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Monitoring and evaluation framework

The interagency working group, endorsed by the Ministers of Foreign Affairs, Police, Defence and Women’s Affairs, will be responsible for reporting on the implementation of this NAP. The working group will meet on an annual basis, to consider interim progress reports on the status of implementation of actions falling under the respective remits of participating Ministries.

To inform these annual progress reports, working group members will also consult with interested civil society organisations, using consultation mechanisms already in place. The group will also meet on an ad hoc basis as required by events. The combined report from the working group will be made available for public comment. The overall process is to be led by the Ministry of Foreign Affairs and Trade.

Compilation and consultation

This action plan was prepared by a New Zealand Government interdepartmental working group led by the Ministry of Foreign Affairs and Trade, in company with the New Zealand Defence Force and New Zealand Police. The Ministry for Women and Crown Law were also consulted. Civil society groups will be consulted through existing targeted consultation channels of interested groups, and primarily through a public and open workshop held in Wellington in May 2015. The draft NAP was made publicly available, and comments received considered by the working group. The group met formally on several occasions between May 2013 and xx 2015.

Review and Revision

The implementation period for this National Action Plan is five years, from 2015 to 2019. The plan will be reviewed following each annual reporting period, and following the scheduled Security Council review in 2015 and any other UN-led review initiatives on Resolution 1325 on Women, Peace and Security.