



Education for peace and human rights

WOMEN, PEACE AND SECURITY

PRACTICAL GUIDE FOR

LOCAL IMPLEMENTATION

OCTOBER 2023





ABOUT THE GUIDE

This Guide was developed by Think Twice Brasil with the support from the global campaign She Builds Peace, an initiative led by the International Civil Society Action Network (ICAN) and the Women's Alliance for Security Leadership (WASL).

ABOUT TTB

Think Twice Brasil (TTB) is a social impact organization founded in 2013, with the mission of promoting Education for Peace and Human Rights as a path to individual and collective reconciliation.

We promote training in human rights, culture of peace and non-violence for leaders from all sectors, with an emphasis on public servants and civil society. More than 10,000 people have already experienced our learning journeys, virtually and in person.

For more information about our work, visit www.ttb.org.br or write to contato@ttb.org.br.

Recommended citation:

Think Twice Brasil (2023), Women, Peace and Security - Practical Guide for local implementation.





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List of Abbreviations:

WPS - Women, Peace and Security
UN - United Nations Organizations
NAP - National Action Plan
NGO - Non-Governmental Organization
RES. 1325/2020 - Resolution 1325/2020



I. INTRODUCTION

This Practical Guide aims to increase knowledge about the Women, Peace and Security agenda and inform communities and local governments about the initial steps to implement actions and policies that promote the inclusion of more women in peacebuilding and security.



WHO IS IT FOR?

Public servants, educators, activists, community leaders and anyone interested in committing to building peace and security in their localities.

Throughout this document, you will find a brief description of the Women, Peace and Security agenda and the main phases for implementing this agenda in your location, accompanied by references and templates that can be adapted to your context.

All the information and reflections proposed in this Guide are based on the pedagogy developed by Think Twice Brasil, which has emotions at the centre of the learning process and considers four dimensions of consciousness: me, us, everyone and everything. Therefore, we propose that the implementation of the WPS agenda considers individual, collective and also aspects related to nature and the environment. We apply a Latin American perspective, centered on feminist, decolonial and *Buen Vivir* studies.

Building peace and security is an active and courageous commitment, which requires revisiting naturalized concepts and predominant worldviews. It is an invitation to discover and understand other perspectives, with the conviction that it is possible to dream and to build a new world in which we can reconcile ourselves with our history, with others and with nature.

We hope this Guide serves as inspiration and encouragement to pave the way for a more peaceful, safe and inclusive society for everyone, especially women and children.





II. WOMEN, PEACE AND SECURITY

In 2000, the UN Security Council published **Resolution 1325/2020**, better known as the Women, Peace and Security - WPS agenda, in response to the finding that in situations of armed conflict and post-conflict, women and children are most severely affected and face disproportionate impacts. The WPS agenda also recognizes that women play a fundamental role in preventing conflicts, building peace and political stability and, therefore, seeks to guarantee the effective participation of women in strategic decision-making, especially concerning processes of peace and security.

The degree of violence against women is an indicator of a society more prone to violent conflicts.

Source: Caprioli, et. al.



The high participation of women in politics is associated with a lower propensity for national and international armed conflicts.

Source: Hudson, et al.; Caprioli; Fearon



When women participate in peace negotiations, the agreements reached are more lasting and better implemented.

Source: Krause, Krause, and Branfors



Effective participation by civil society, including women-led organizations, in peace negotiations makes it 64% less likely that a deal will fail.

Source: Nilsson



Res. 1325/2020 is the central document of the WPS agenda and is organized into 4 pillars, listed below. Over the years, Res. 1325/2020 was complemented by other relevant documents ([Annex I](#)).

- **Prevention:** Highlights the importance of avoiding armed conflicts and treating their structural causes to minimize the social impact, especially for women and children.
- **Participation:** Emphasizes the need for women's active participation at all levels of decision-making related to peace and security.
- **Protection:** Focuses on the protection of women and children in situations of armed conflict, including the prevention of sexual and gender-based violence, as well as support for victims.
- **Relief and Recovery:** Addresses the specific needs of women in conflict and post-conflict situations, including ensuring access to basic health services, education, justice and economic opportunities.



By October 2023, 107 countries had already adopted a National Action Plan - NAP for the WPS agenda, including Brazil, which published its first version in 2017. The first Brazilian NAP focused on dealing with activities and relationships linked to the international scenario, such as increasing the participation of women in humanitarian missions. The second version of the Brazilian NAP was released in October 2023 and already covers important topics for the national territory, such as climate resilience, online violence and control of possession and carrying of weapons. However, at the time of finalizing this Guide, there was no detailed information on the implementation schedule of the new NAP.



WHAT IS A NAP?

The National Action Plan is a document adopted by countries to incorporate and guarantee the implementation of Res. 1325/2020 according to their contexts, priorities and capabilities.

It is important to highlight that the colonization process in Brazil and Latin America introduced violence as a legitimate tool of domination and control, becoming part of the country's social, economic and political structure. The legacy of colonization reproduces inequalities and violence for the entire society, but especially for historically minorized groups, such as women, indigenous people, black people, people with disabilities, LGBTQIA+, refugees, children and the elderly. Building sustainable peace involves not only eliminating obvious violence but above all transforming the structures that silently perpetuate violence.

NEGATIVE PEACE

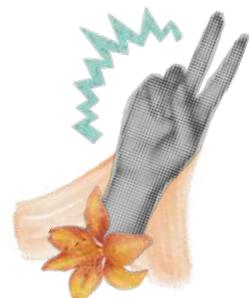
Formal absence of armed violence, but with the maintenance of unequal power relations, silencing of conflicts and a feeling of fear and insecurity.

POSITIVE PEACE

Absence of armed violence is accompanied by the systemic transformation of relationships, institutions and structures that supported violence and inequality.

Good questions to reflect on the topic:

- What is peace for you?
- What is peace for the community?
- What stops you, as an individual, from living in peace?
- What would life be like without the imminent feeling of violence and insecurity?

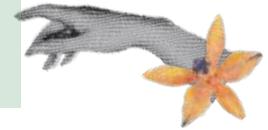




Studies prove that violence is transmitted through generations and also through the environment we live in*. Violent communities tend to influence other nearby communities to internalize violence, generating a vicious cycle that has violence as its guiding thread. But just as violence is contagious, so is peace. For this reason, the localization of the NAP can serve as a tool for historical reparation of structural inequalities and violence, as well as a catalyst for systemic changes, promoting peace, inclusion, prosperity and security for the community.

Research made in 29 countries, attests that the second biggest concern of their population is regarding violence, summing 32% of the interviewed.

Source Ipsos, 2023

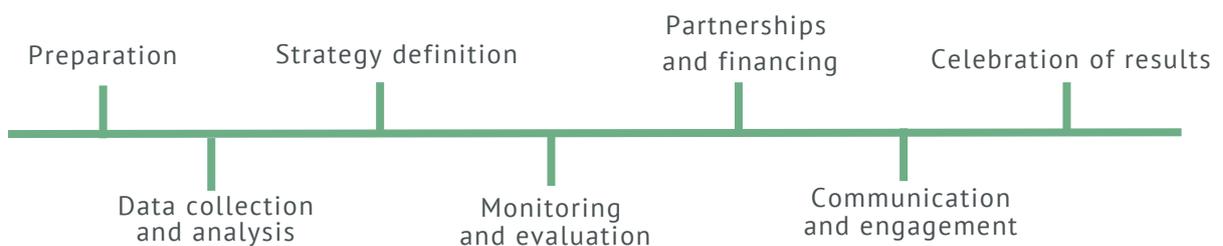


WHAT IS THE LOCALIZATION OF A POLICY?

It is the process of adapting a national policy to the local context, with the aim of meeting the specific needs and realities of a given region or community.

III. LOCAL IMPLEMENTATION OF RES. 1325/20

Local implementation of the WPS agenda can be an important step towards promoting gender equality, preventing violence and strengthening women's participation in building peace and security for the region. Below we propose a simple and objective action plan to support leaders in articulating and implementing this agenda in their territories.



• STEP 1 - Preparation

The preparation phase begins by composing a small working group that will be responsible for planning and managing all activities, defining the duration of the project and the resources needed to implement each activity. To make it easier to visualize the first steps, carry out a collective exercise to gather existing documentation on the topic, and identify the people, organizations, movements and institutions that are important to be considered in discussions on the topic ([Annex II](#)).

*National Research Council. 2013. Contagion of Violence: Workshop Summary.



ENSURE DIVERSITY AND INCLUSION:

Actively seek diversity of identities and opinions to make up the workgroup. This must be a project made by everyone and for everyone.

WHO?

Women, young people, black people, indigenous people, quilombolas, riverside people, people with disabilities, LGBTQIA+, elderly people, refugees, are some examples of people and groups that must be actively included in the entire process.

DOING WHAT?

Councillors, community leaders, civil society organizations, educators, police, municipal departments, public defenders, prosecutors, judges and students, for example.

Once the interested parties have been mapped, invite them to a face-to-face or virtual meeting, to present the project's intention, gather impressions and set up a working group with different representatives. At this opportunity, also identify how each interested party can contribute.

Seek support from experts who can monitor this preparation and offer theoretical and practical training on the topic for the initial working group. For Portuguese speakers, [Think Twice Brasil](#) and [Escola de Mudadores](#) bring together free materials and video classes on the topic.

• STEP 2 - Data collection and analysis

To implement a project efficiently and responsibly, it is very important to gather evidence on the subject. To this end, in the data collection phase, it is essential to map the existing legislation on the topic ([Annex III](#)), collect current studies and data and, preferably, apply new research specific to the territory in which the project will be implemented, to identify the specific needs of this region. Access a survey model in [Annex IV](#).

In addition to collecting this data, it is important to map the proportion of women's participation in public positions, as well as the incidence of specific issues in the territory, such as the impacts of the climate emergency, organized crime and food insecurity, for example.

Good questions to reflect on the topic:

- What is the proportion of women in the City Council and the City Hall?
- How many women make up the leadership of the security forces in the region?



After collecting this information, it may be discovered that there are very few women in politics or that the level of domestic violence has increased in recent years. Based on this data, it will be possible to have a deeper view of the reality of the region and identify which areas deserve priority attention.

• STEP 3 - Defining the strategy

With the interested parties involved and the region's current data collected, it is time to define the project implementation strategy, which consists of establishing the objectives that will be achieved, the activities necessary to achieve them and the validity of the action plan.

To facilitate the definition of objectives and activities, it is possible to be inspired by the 4 fundamental pillars of Res. 1325/20 (alongside) and also by the NAP of your country, if applicable. >>>>

- **Prevention**
- **Participation**
- **Protection**
- **Relief and Recovery**

Among the possible actions are the creation of bills to promote greater participation of women in public positions or that define plans to combat violence against women, training of leaders on the subject and implementation of preventive measures in places with a greater propensity to violence.

Many necessary actions may be identified. In this case, highlight those whose implementation resources are already available and start with them. Also define the term of the project, which can be 1, 2 or even 4 years. This makes it easier to monitor actions and understand the progress made.

• STEP 4 - Monitoring and Evaluation

The creation of monitoring indicators is intended to measure progress in project implementation and collect relevant data so that possible adjustments can be made. Without this monitoring, it is impossible to determine whether the proposed actions have generated positive changes.

In addition to constant monitoring, it is also essential to carry out a periodic assessment to identify challenges and opportunities for improvement, in addition to checking whether the main objective is close to being achieved. In [Annex V](#), we suggest a spreadsheet model for monitoring actions, which can be adapted according to the characteristics of the project.



If the project is valid for 2 years, for example, carry out two evaluations: one at the end of the first year of implementation and the other when the project ends.



• STEP 5 - Partnerships and financing

Responsible and efficient implementation of the WPS agenda is a medium/long-term project and requires the coordination of many social actors and the mobilization of human and financial resources. It is important to develop a strategy that guarantees the budget for the implementation of activities, accompanied by public and transparent accountability. Below are some funding suggestions for implementing the agenda:

- **Public resources:** Local, state and national governments can allocate budget, through parliamentary amendments or other sources.
- **Non-Governmental Organizations (NGOs) and Foundations:** Organizations that work on gender issues, women's rights, human rights and peacebuilding, in addition to being potential partners in implementing the project, can offer financial resources for its implementation.
- **Donations and Private Social Investment:** Companies can make one-off donations, plan continuous investments for a specified period or even offer a free product or service that is relevant to the project.
- **International funding programs:** There are specific international funding programs to promote the WPS agenda, such as the Global Fund for Women and the United Nations Population Fund.
- **Crowdfunding:** Running online fundraising campaigns through crowdfunding platforms can involve the entire local population in fundraising.
- **Partnerships with Universities, Researchers and Research Institutions:** To collect and analyze data, it is possible to form partnerships with teaching and research institutions in the region.



The fundraising process can be slow and challenging, so try to **strengthen dialogue and mutual support** between participants in the working group responsible for developing and implementing the project so that they remain confident in the process. Consider adjustments to the design whenever a feature is not achieved. Seeking pro bono partnerships, volunteers and exchanges are possible options.

• STEP 6 - Communication and Engagement

Efficiently communicating and engaging the community in a local WPS project requires an inclusive, informative and engaging strategy, which can combine educational training on the topic, social media campaigns and community events.



Below are some suggestions for communicating the project and engaging the community:

- **Lectures and Workshops:** Hold educational events about the WPS agenda, explaining the principles and objectives of the project. Use social media, flyers, posters and public events to share information.
- **Narrative Creation and Impactful Stories:** Collect real, personal stories to illustrate the importance of the WPS agenda in your community. Stories from local women can create empathy and bring people closer to the topic.
- **Social Media and Online Campaigns:** Mark your presence on social media, sharing information about the project and updated news on the topic. Use relevant hashtags to expand your reach and interact with your audience.
- **Awareness Campaigns:** Carry out regular awareness campaigns, especially at key moments, such as International Women's Day or International Day of Peace. Consult the calendar of important dates ([Annex VI](#)) to plan actions.
- **Community Leaders:** Actively involve community leaders and prominent figures in the region, especially women, to increase notoriety and give more credibility to the project.
- **Capacity Building:** Provide training and opportunities for women in the community to be adequately trained to play active roles in promoting peace and security.
- **Results Sharing:** Maintain public records of project achievements and accountability. This helps demonstrate the positive impact of the WPS agenda.

It is important to highlight that effective communication must be adapted to the culture and specific needs of the community. Maintaining transparency and being open to diverse opinions is essential to sustaining the coherence of the project.

• **STEP 7 - Celebration of results**

Many of us often achieve small and large achievements and dedicate little or no time to celebrating them. The implementation of a WPS project is, in itself, a commendable reason that deserves admiration and recognition. Throughout and at the end of the project, **organize breaks to recognize achievement and celebrate results.** This moment may also bring recommendations on what can be improved, but it will, above all, present what is worthy of being celebrated.

Recognize the direct and indirect collaborators, volunteers, funders and community members who contributed to the project, as well as share inspiring stories that demonstrate the positive impact on people's lives. This celebration not only recognizes the joint effort but also reinforces the sense of community and promotes the spirit of continuity towards a better future with the effective inclusion of women and the promotion of peace and security.





ANNEX I

Below is a list indicating the main UN resolutions complementary to the Res. 1325/2020 until October 2023.

Resolution	Topic
1820/2008	It specifically addresses the issue of sexual violence in armed conflicts.
1888/2009	Strengthens measures to combat sexual violence in armed conflicts and impunity for perpetrators.
1889/2009	Instructs on the implementation of Resolution 1325 and on strengthening the role of women in peace operations and post-conflict reconstruction.
1960/2010	Addresses the issue of justice and accountability for crimes of sexual violence in armed conflicts.
2106/2013	Reinforces the importance of preventing sexual violence and promotes the integration of a gender perspective in peace operations.
2122/2013	Focuses on women's participation in peace processes and conflict mediation.
2242/2015	It reinforces the commitment to implementing previous resolutions and draws attention to the role of women in the fight against violent extremism.
2467/2019	It emphasizes the importance of promoting justice and holding perpetrators of sexual violence in armed conflicts accountable.
2493/2019	It addresses issues of disarmament, demobilization and reintegration of combatants and recognizes the importance of including a gender perspective in these processes.
2538/2020	Encourages the participation of women in leadership positions in special missions and peacekeeping operations.



ANNEX II

Use the template below to inspire initial reflections on the WPS agenda local implementation project and adjust it as necessary.

<p>Local legislation on the topic</p> <p>What laws and/or bills are related to combating violence against women and children and promoting female leadership?</p>	<p>Studies, research and updated information about the region</p> <p>What are the current data on violence and the participation of women in leadership positions?</p>
<p>Political leaders</p> <p>Who are the politicians who can collaborate with this cause?</p>	<p>NGOs, collectives and female leaders</p> <p>What are the organizations, movements and female leaders that work to combat violence against women and children and to increase female participation in relevant positions?</p>
<p>Available resources</p> <p>What resources are already available to start the project?</p>	<p>Working Group Combines</p> <p>What are the agreements defined by the working group participants?</p>



ANNEX III

Below is a template to reunite the main national and local laws on combating violence against women, children and young people, as well as on the inclusion of women in leadership positions in all sectors.

Law no.	Summary



ANNEX IV

Use the survey template below to inspire initial reflections on your local WPS agenda implementation project, and adjust the questions to reflect your community context.

Research on Women, Peace and Security

This form aims to collect information about the different forms of violence faced by women in our community, as well as their knowledge on the topic "Women, Peace and Security". Participation is anonymous.

Demographic Information:

Age:

Gender:

Race:

Neighborhood/Locality where you live:

How long have you lived in the region?

Have you ever been a victim of domestic violence? (Physical, psychological, sexual, economic)

Yes

No

I do not want to answer

Have you ever suffered sexual harassment in public or at work?

Yes

No

I do not want to answer

Have you ever witnessed or been a victim of violence in the community? (For example, physical aggression, threats, vandalism)

Yes

No

I do not want to answer

If you or someone you know has been a victim of violence, have you sought help or reported the situation?

Yes

No

I do not want to answer

Have you ever witnessed or been a victim of violence committed by a public servant when you needed to use a public service?

Yes

No

I do not want to answer

How would you describe the level of safety in our community?

Very safe

Safe

Neither safe nor insecure

Insecure

Very insecure

Choose 3 themes that, in your opinion, are most observed in your region:

Racism

Militias and organized crime

Land grabbing and deforestation

Threats to indigenous peoples and territories

Food and nutritional insecurity

Domestic violence

Sexual violence

Gender political violence

Police violence

Discrimination (LGBTQIA+ people, disabilities, refugees, etc.)

Violation of sexual and reproductive rights

Threats to human rights defenders

Other



ANNEX IV

Do you believe that women in our community have a voice in decisions related to security and peace?

Yes

No

I don't know/I don't want to answer

In your opinion, do women have equal opportunities to occupy leadership positions in our community?

Yes

No

I don't know/I'm not sure

What, in your opinion, are the main obstacles that women face when seeking leadership positions? (Check all that apply)

Gender discrimination

Gender stereotypes

Lack of professional development opportunities

Lack of community support

Difficulties in reconciling work and personal life

Others (specify)

Do you know what the "Women, peace and security" agenda is about and how it can affect your life?

Yes

No

I don't know/I'm not sure

Would you like to share more information, comments or suggestions related to women's safety in our city?

Thank you for your participation. Your responses are important to confront violence and promote greater peace and security.



ANNEX V

Use the template below to inspire the definition of monitoring and evaluation objectives, activities and indicators.

Goal	Activities	Indicators	Resources	Initial Situation	Ideal Situation	Term
Increase women's participation in local decision-making processes	Conduct awareness workshops on the WPS agenda for public agents.	10 workshops held in 1 year	\$ XX	10% of leadership positions in the executive branch are held by women.	25% of leadership positions in the executive branch are held by women.	2 years
	Form groups of women to run for public office.	Train 200 women in 1 year	\$ XX			



ANNEX VI

Below you will find a calendar with the main international dates related to the WPS agenda.

Month	Date	Subject
March	8	International Women's Day
	21	International Day for the Elimination of Racial Discrimination
July	25	International Day of Afro-Latin American, Afro-Caribbean, and Diaspora Women.
August	9	International Day of Indigenous Peoples
September	21	International Day of Peace
October	11	International Day of the Girl Child
November	25	International Day of Non-Violence against Women
December	3	International Day of Persons with Disabilities
	10	International Human Rights Day



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