

NO WOMEN, NO PEACE: THE GIZ-KAIPTC “INSPIRING AFRICAN WOMEN LEADERS IN PEACE & SECURITY PROGRAMME” AND ITS AIM TO CLOSE THE GENDER GAP IN THE AFRICAN PEACE & SECURITY SECTOR

BACKGROUND: THE GIZ-KAIPTC PROJECT & WOMEN IN PEACE SUPPORT OPERATIONS

The GIZ project “*Support to the Kofi Annan International Peacekeeping Training Centre*” (KAIPTC) collaborates with the KAIPTC to further advance its civilian training portfolio, to expand its strategic cooperation with regional and continental partners, like the African Union (AU) and the Economic Community of West African States (ECOWAS), and to improve its overall organizational structures and processes. **The overarching aim is to strengthen the KAIPTC’s capacities to train highly qualified civilian, police, and military personnel for engagements in the framework of the African Peace and Security Architecture (e.g. African-led multi-dimensional peace support operations).**

For a successful deployment in multi-dimensional peace support operations (PSOs), personnel from all backgrounds must prove strong competences in the field of peace and security, especially in conflict prevention, conflict management and post-conflict reconstruction. Thus, the Centre follows an integrated approach and prepares civilian, police and military personnel to engage in multi-dimensional PSOs, as well as in Conflict Management and Peace & Security Studies more generally. By doing so, it makes decisive contributions to regional and continental efforts to promote peace and security on the African continent.

In line with international efforts like the United Nations (UN) Women, Peace and Security (WPS) agenda, foremost, UN Security Council Resolution (UNSCR) 1325, and the AU Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa (2003), the so-called Maputo-Protocol,

the KAIPTC, inter alia with the support by the GIZ project, has made varying efforts to

incorporate gender mainstreaming and the promotion of gender equality



into various aspects of its operations, management and policies. This also encompasses dedicated measures to increase women’s leadership and participation as well as their interest representation in PSOs:

- Supported by GIZ, the Centre has developed and adopted the **KAIPTC Gender Policy** which sets the basis for gender mainstreaming at the Centre and according to which women are now specifically targeted for participation in KAIPTC training courses and lectures.
- Further, gender aspects are now to be integrated into the **curricula of all KAIPTC courses**.
- In close cooperation between GIZ and KAIPTC, a Strategic Plan 2019-2023 was developed. In there the KAIPTC boldly affirms its commitment to advance the empowerment of women and aims to strengthen capacity building, policy discourse, research and field work in the area of WPS on the African continent.
- Finally, the establishment of the **KAIPTC Women, Peace and Security Institute (WPSI)** as a semi-independent entity, dedicated to working to promote accountability to gender issues and women’s interests in the context of peace and security efforts, is a testament of the Centre’s commitment to giving the requisite attention to gender in its operations and management.

THE CHALLENGE: PRESISTING GENDER GAPS IN PEACE SUPPORT OPERATIONS AND THE AFRICAN PEACE & SECURITY SECTOR

Yet, despite all efforts to systematically integrate gender perspectives into peace and security discourse, policy and practice, the vast majority of actors in the (African) peace and security landscape continue to be male and the

marginalization of women, girls and non-binary individuals remains an ongoing challenge. Incorporating women equally and fully in all activities of the peace and security sector, among others by increasing their numbers in civilian, police and military contingents of multi-dimensional PSOs, remains a goal which is still to be realised.

Additionally, studies find that programmes and activities to empower women in the area of peace and security are often ad hoc and represent attempts at quick-fix measurable exercise whereby lacking a reflection about what the participation of women can mean for post-conflict societies and patriarchal orders (cf. Hendricks, 2017).

Also, with regard to the KAIPTC and its efforts, gaps in the number of women, who have been trained at the Centre and are deployed in PSOs still persist.

OUR APPROACH: THE INSPIRING AFRICAN WOMEN LEADERS IN PEACE & SECURITY (IAWLPS) PROGRAMME

1. Objectives of the IAWLPS-Programme: Increasing career development opportunities for mid-level women working in the peace & security sector

Against this background, the GIZ-KAIPTC project and KAIPTC-WPSI have partnered and jointly established the *“Inspiring African Women Leaders in Peace & Security” (IAWLPS) programme* in 2019. We would like to use the 2022 GIZ Gender Competition as an opportunity to showcase how the IAWLPS programme supports the full, equal, and meaningful participation of mid-level, female leaders in the peace and security sector at grassroots, national, regional and continental levels in Africa.

The overall objective of the programme is to provide **capacity-building and networking opportunities for mid-level women to improve their active and meaningful participation and leadership in the peace and security environment.** The IAWLPS programme’s long-term goal is thereby to set-up a vibrant, well connected network of women leaders in the area of peace and security on the African continent. The programme further

provides a good example of how women leaders can be better involved as actors when provided with **targeted capacity building and career development opportunities.** Contrary, to solely mainstreaming gender across already existing programmes and operations, the programme represents a milestone with regard to designing a peace and security training programme which specifically targets **mid-level women leaders** who have already entered the peace and security sector and aim to further enhance their leadership potential in this area. This represents a novelty since many career development and capacity building programmes targeting women in the realm of the WPS agenda are often designed for young women, e.g., students, recent graduates, or young professionals whereby missing out on mid-level women who often do not meet application criteria for programmes in this area.

Additionally, by **setting-up a vibrant alumnae network and platform** which is to connect current and former IAWLPS-participants across the entire African continent, it is hoped that the trainings and network enable the participants and alumnae to have a meaningful contribution and transformative effect on post-conflict societies and patriarchal societal orders (incl. the peace and security sector).

2. Target audience: From mid-level individuals towards a vibrant cohort of female leaders

The IAWLPS-programme runs over a period of 1,5 years. Every cohort comprises 15 to a maximum of 20 participants who have to fulfil certain selection criteria in order to be eligible for the programme. Ranging from citizenship and/or residency of an African country, at least two years of experience in the peace and security field in a middle level management position to leadership potential. Women working with grassroots and community-based organisations are particularly welcome to the programme.



Fulfilling these selection criteria, KAIPTC-WPSI and the GIZ support programme then choose participants and cluster them according to three out of the four pillars of the UN WPS agenda:

- I. **Participation:** Women in PSO, mediation and negotiation, government etc.
- II. **Protection:** Women in Security Agencies and Government
- III. **Prevention:** Women in Civil Society Organisations, Community Based Organisations, Government etc.

Clustering participants along the pillars of the WPS agenda it is aimed to recruit a diverse cohort and enable participants to also **experience the different roles and mandates** women have in the field of peace and security.

The first cohort, who successfully graduated from the maiden edition of the programme in February 2021,

thus comprised 15 female mid-career leaders from military, police and civilian backgrounds



representing academia, CSOs, Government and Security agencies from ten African countries. Thereby especially the mix of diverse backgrounds proved essential for the success of the programme with participants testifying that they benefitted from peer-to-peer learning.

3. The training: one-on-one coaching, webinars, on-site seminars & a unique project experience

The IAWLPS- programme encompasses a wide range of capacity building measures and trainings with different foci all dedicated to increasing the leadership potential and capabilities of the participants.

The first part of the programme constitutes a **two-week in-house training programme** which focuses on developing individual capacities among the participants. The training course thereby covers four broad modules, namely: The Women Peace and Security; Inspiring Women Leaders; Elective Courses and a 3- day module on Project Design. Thereby, participants received practical skills and in-depth knowledge on leadership, emotional intelligence, communication, just to mention a few. Another highlight is the mentor-lunch where participants are offered an

opportunity to interact with senior women leaders.

As part of the programme, participants present leadership challenges relating to specific projects they are working on. The training programme will help participants to identify strategies to address these leadership challenges and develop and fine tune the **project they present for the course**. The project is a core element of the IAWLPS-programme as participants further develop it throughout their entire IAWLPS time. Projects are very varied ranging from leadership challenges in the realm of public-private cooperation between police and civil society to the set-up of cooperatives in the Malian shea butter sector to enable Malian women in post-conflict societies gain income.

Following the on-site training, participants benefit from **online coaching and mentoring sessions both in one-on-one settings as well as in small groups**. These coaching sessions are aimed at supporting participants to fine tune and implement their projects and encompass topics like personal resilience and stress management.

The IAWLPS-programme is rounded off by a **5-day seminar on “Mentorship”** during which participants familiarize themselves with mentorship styles and develop strategies how to improve their own mentorship skills.

4. Training outcomes: stronger and better skilled women leaders

Alumnae who successfully graduated from the programme report great learning outcomes. Among others, they state that:

- They have a **better understanding of leadership styles and better utilise their skill and the tools** acquired during the IAWLPS-programme and that they transfer these skills to other women (mentor them);
- They perform better analyses of their environment and **implement targeted plans and actions**
- They design **better interventions** to target and **increase the participation of women at all levels**;
- They are more confident and **more effective in facilitating change in formal**

and informal peacebuilding environments.

Chifundo from Malawi for example states that the IAWLPS boosted her self-confidence and that she *“gained courage in whatever I am doing, especially in the office”*. Trained as a lawyer, her project focused on improving relations between the police and survivors of SGBV in a Malawian village. She further testifies that the communications strategies learned during the IAWLPS-programme helped her to better address the different stakeholders and enable them to enter a dialogue.



Others, like Lucia from Liberia, praise the IAWLPS-programme for improving her mentorship skills. She states the programme taught her how to better focus on the needs of others and *“learn to grasp their attention”*.



Aiming to improve the income prospects of women in the Malian mining sector., Massaran’s project focused on providing these women with entrepreneurship training to enable them to deliver standardized shea products to the local mines. She states that one of her main learnings from the programme is that she is now better aware of her strengths and weaknesses and can better harness them for her project to the benefit of others.



MULTI-LEVEL COOPERATION ACROSS CONTINENTS: FROM GRASSROOT-LEVEL ORGANISATIONS TO LEADING THINK TANKS

While the conceptual development of the IAWPLS-programme is anchored in the **close cooperation between the GIZ project and KAIPTC-WPSI**, the facilitation and further finetuning of the programme is based on various networks and engagements with many

different actors and institutions. First, while GIZ was initially the only partner technically and financially contributing to the IAWLPS-programme, the **British Peace Support Team Africa (BPSTA)** could be enlisted as a new partner for the IAWLPS programme. Secondly, in order to provide high quality trainings and coaching sessions, KAIPTC-WPSI and GIZ collaborate with a wide range of well-known institutions and individuals; inter alia: the **Geneva Centre for Security Policy and the ECOWAS Commission**.

Further, the GIZ project cooperates with internal stakeholders. The project is well-connected across GIZ as a member of the **Network International Cooperation in Conflicts and Disasters (NICD)** and a core member of the **Addis Group for Peace & Security (AGPS)**. Within the AGPS, the KAIPTC project cooperates closely with GIZ projects working at the continental and regional levels in Africa in the area of Peace & Security. From the AGPS projects, a very close cooperation exists with the **GIZ EPSAO project** which has a grant agreement with the KAIPTC administered by the GIZ-KAIPTC project.

ACCOUNTING FOR GENDER: RESULTS-BASED MONITORING

Gender is an integral component of the project’s M&E system. The KAIPTC project has a Gender marker (GG1) and, therefore, gender considerations are also reflected in the project’s impact matrix. The equal participation of women is reflected in outputs and indicators of the project (MZI1, OI 1.2). Thereby both measures for gender mainstreaming and measures specifically targeting women, like the here presented IAWLPS programme, are included. M&E activities, thus, naturally also include an analysis of aggregated and disaggregated data as well as a qualitative gender analysis of the various activities conducted. Further, the KAIPTC project has a Gender Focal Point who provides the gender disaggregated data for the M&E system and engages in M&E activities within GIZ Ghana. Gender disaggregated data predominately also focuses on the trainings supported at the Centre and on capacity building measures for KAIPTC personnel.