Strong Women
Safe in Action

A Comprehensive Guide on Women
Human Rights Defenders' Protection

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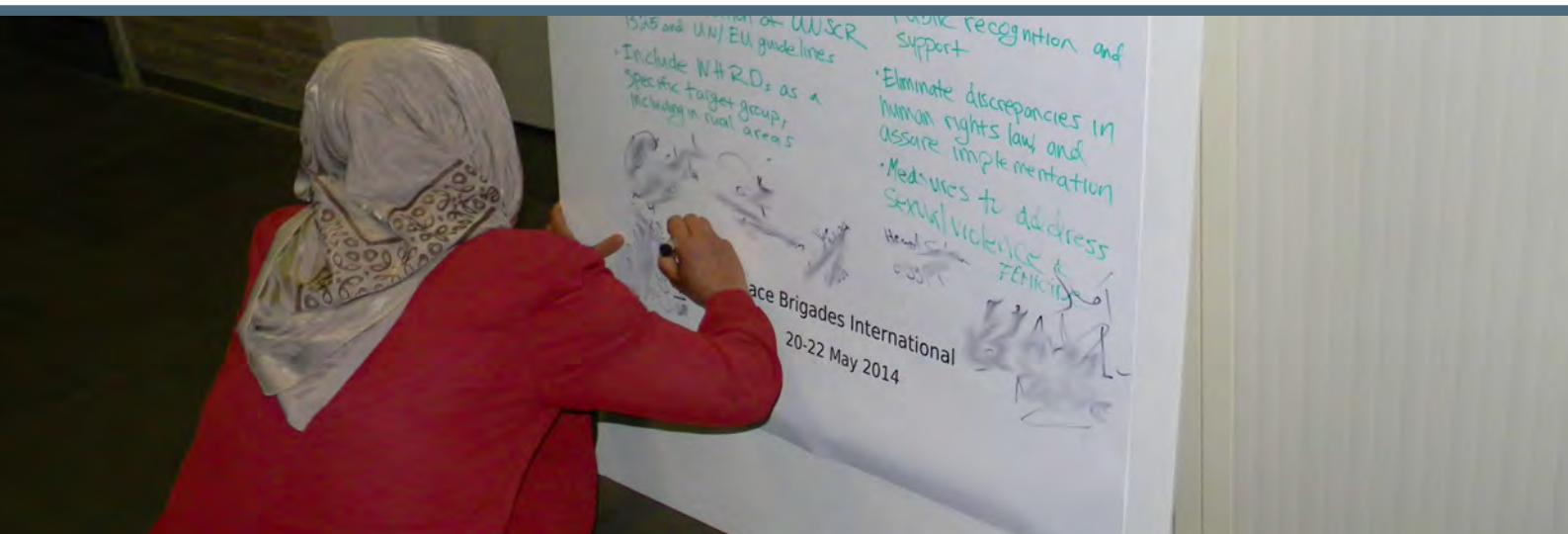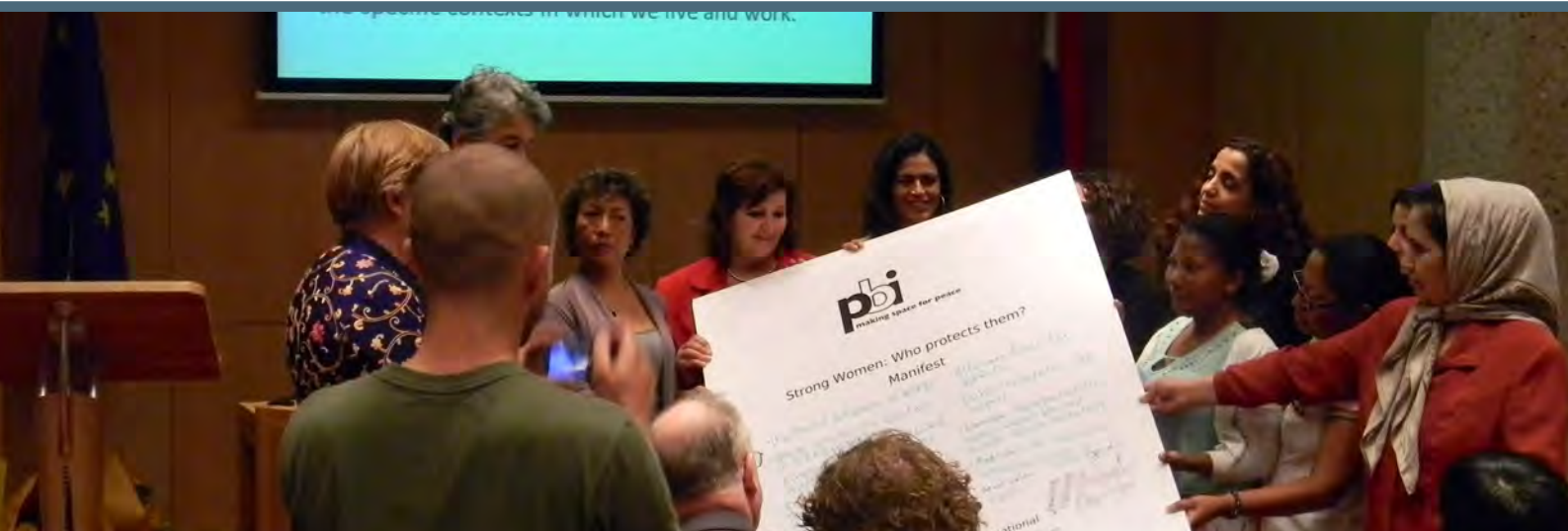
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Introduction

Lorena Cabnal is a woman human rights defender (WHRD) from Jalapa, Guatemala. Cabnal witnessed forced marriages of young girls who are now totally at the mercy of their husbands. Those girls don't even know that it's normal for children their age to go to school. Instead, they often have four or five children and a husband to take care of at the age of eighteen. In 2004, Cabnal to set up the Asociación de Mujeres Indígenas de Santa María Xalapán (Association of Indigenous Women of Santa María Xalapán or AMISMAXAJ), an organization that strives to counter patriarchal, neoliberal, racial, and homophobic suppression in all its forms. The work Cabnal is doing is not without danger. That's why she has been guided by Peace Brigades International (PBI) since 2009.

According to Cabnal, it's very important that the Xinca government understand AMISMAXAJ goals. The organization's many accomplishments include the fact that the indigenous Xinca government now sees women as having a legitimate role to play in politics; the Guatemalan population has become much more aware of the difficult plight of indigenous groups; Xinca women have been strengthened through political training; and many Xinca women have been taught to read and write. This is also a big success for the Xinca women themselves; when women learn to read and write, they can also learn to understand that women should have the same rights as men.

> In Lorena Cabnal's words, "Xinca women have made huge progress. It's been a tough battle, but I think that we've succeeded through our tenacity and collective strength. We just never gave up."

Lorena Cabnal is one of the best examples to illustrate the need for this concise guide. It can provide brave women like her with some valuable pointers. The additional knowledge that women and organizations can gain through this guide can point them in the right direction, for instance, showing them how to deal with (sexual) aggressive situations in their work as WHRDs.

The struggle for women to find freedom and equality has been a fervent struggle throughout history. The social movements to achieve social justice are still very much alive. In her book Vindication of the Rights of Women (1792), Mary Wollstonecraft describes the struggle of women within the personal space and public space.[1] Experience has shown that the protection of WHRDs is more effective if both the personal and public space are taken into account.

The purpose of this guide is to provide international development cooperation and peace organizations with valuable, practical knowledge — insights that may contribute to a better understanding of the security and protection needs of (female) beneficiaries. Moreover, the guide can be used to support training on security and protection issues, help organizations undertake their own risk assessments, and lay down security and protection guidelines as well as procedures for their (female) beneficiaries suitable to their particular situations.

This guide is the fruit of over 30 years' experience of Peace Brigades International (PBI) in protecting human rights defenders in the field, combined with content taken from (i) the New Protection Manual for Human Rights Defenders, published by Protection International[2] and (ii) the security needs manifest issued during an international conference attended by

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[1] Asia Pacific Forum on Women, Law and Development (APWLD), Claiming Rights, Claiming Justice: A guidebook on Women Human Rights Defenders (2007).

[2] Protection International, New Protection Manual for Human Rights Defenders (2009). http://protectioninternational.org/publication/new-protection-manual-for-human-rights-defenders-3rd-edition/

12 WHRDs from 7 countries in conflict, held in The Hague, in May 2014.[3] It was felt that a comprehensive guide based on existing information would help organizations better integrate protection and security measures in the design and implementation of programs and projects for women and girls in (post-)conflict areas.

Major protection needs identified for female change agents include the following:

▸ Positive acknowledgement of the role of women as activists. One of the main weaknesses in the protection of women in action is their environment. Women are expected to stay at home, caring for the children, and not to enter public space, let alone challenge social rules and customs. Media campaigns are necessary to publicly commend women's commitment to change.

▸ Self-protection, based on awareness of security risks to themselves, their families, and their organizations, and subsequent security planning to mitigate these risks.

▸ Visibility at public decision-making levels, such as the local police, the judiciary, the national government, the international human rights NGO community and institutions from the European Union, United Nations, and other multilateral organizations. This requires extensive travel and organizing official meetings with relevant stakeholders.

▸ Awareness and knowledge of national and international laws and agreements, and the means to organize, lobby, and advocate for their application in concrete cases.

▸ Personal resilience: WHRDs feel under particularly high pressure when they have to combine their roles as caretaker for the family, defender of women's rights (often culturally denied to them and not even protected by law), and advocate for a specific cause. They need time and opportunities for recovery, as well as psychological and spiritual support, to be able to effectively continue their work as change agents.

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[3] The international conference "Strong Women: Who protects them?" was a learning conference on gender-sensitive protection of human rights defenders, attended by women from Afghanistan, Colombia, Egypt, Guatemala, Mexico, Palestine, and Sudan, held May 20–22, 2014, and organized by Peace Brigades International – The Netherlands.

Women Activists' Right to Protection[4]

Women have always been important actors in the promotion and protection of human rights. However, their role has not always been acknowledged. These activist women have widely ranging profiles — from being a local member of a farmers' association to a high-level human rights lawyer. The issues they work on are also very diverse. Some women work on behalf of disappeared persons, prisoners, and their relatives, others stand up for the rights of minority groups or victims of sexual violence. Some are trade unionists, lawyers, or campaigners for land rights, while others work specifically on women's rights issues. It is important to realize that most women who take part in various local and international cooperation and development programs and projects are de facto women human rights defenders (WHRDs).

The term human rights defender (HRD) refers to someone who, individually or together with others, acts to promote or protect human rights. HRDs are identified above all by what they do, and thus the term is best explained through a description of their actions and some of the contexts in which they operate. Many people act as HRDs outside any professional or employment context. For example, a student who organizes campaigns to end torture in prisons could be called a HRD. A rural community resident organizing a demonstration against environmental degradation of farmland caused by factory waste could also be called a HRD. Individuals willing to act as a witness in court cases that prosecute perpetrators of human rights abuses, or to provide information to international human rights bodies or

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[4] See section 1.9 of the New Protection Manual for Human Rights Defenders (2009).

domestic courts and tribunals to help them address violations, may also be considered HRDs. It is impossible to give an exhaustive list of contexts in which HRDs are active. However, most HRDs share a commitment to help others, a commitment to international human rights standards, a strong belief in equality and non-discrimination, a determination to act to correct wrongs and, in many instances, tremendous courage.[5]

In her 2002 Annual Report to the Commission on Human Rights, Hina Jilani, former UN Secretary General's Special Representative on Human Rights Defenders stated:

"Women human rights defenders are on a par with their male colleagues in putting themselves on the front line in the promotion and protection of human rights. In doing so, however, as women, they face risks that are specific to their gender and additional to those faced by men.

In the first instance, as women, they become more visible. That is, women defenders may arouse more hostility than their male colleagues because as women human rights defenders they may defy cultural, religious or social norms about femininity and the role of women in a particular country or society. In this context, not only may they face human rights violations for their work as human rights defenders, but even more so because of their gender and the fact that their work may run counter to societal stereotypes about women's submissive nature, or challenge notions of the society about the status of women.

Secondly, it is not unlikely that the hostility, harassment and repression women defenders face may themselves take a gender-specific form, ranging from, for example, verbal abuse directed exclusively at women because of their gender, to sexual harassment and rape. In this connection, women's professional integrity and standing in society can be threatened and discredited in ways that are specific to them, such as the all too familiar pretextual calling into question of their probity when — for example — women assert their right to sexual and reproductive health, or to equality with men, including to a life free from discrimination and violence. In this context, for example, women human rights

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5 Special Rapporteur on the Situation of Human Rights Defenders, Who Are Human Rights Defenders (http://www2.ohchr.org/english/issues/defenders/who.htm#_ftn1).

defenders have been tried using laws criminalizing conduct amounting to the legitimate enjoyment and exercise of rights protected under international law on spurious charges brought against them simply because of their views and advocacy work in defense of women's rights.

Thirdly, human rights abuses perpetrated against women human rights defenders can, in turn, have repercussions that are, in and of themselves, gender-specific. For example, the sexual abuse of a woman human rights defender in custody and her rape can result in pregnancy and sexually transmitted diseases, including HIV/AIDS. Certain women-specific rights are almost exclusively promoted and protected by women human rights defenders. Promoting and protecting women's rights can be an additional risk factor, as the assertion of some such rights is seen as a threat to patriarchy and as disruptive of cultural, religious and societal mores. Defending women's rights to life and liberty in some countries has resulted in the life and liberty of women defenders themselves being violated. Similarly, protesting against discriminatory practices has led to the prosecution of a prominent women's rights defender on charges of apostasy. Factors such as age, ethnicity, educational background, sexual orientation and marital status must also be taken into consideration, as different groups of women defenders face different challenges and therefore have different protection and security needs."

Specific security risks for women, related to their public image as HRDs, include the following:

▸ WHRDs may provoke hostility simply because of being female and a human rights defender.

▸ Women defenders may have to break patriarchal laws and social taboos.

▸ The hostility, harassment, and repression women defenders face may be gender-specific, ranging from verbal abuse directed exclusively at them to sexual harassment and rape. The consequences of such attacks are sometimes also gender-specific, such as pregnancy and social rejection.

- Women defenders may come under pressure to "prove" their integrity.

- Male colleagues may fail to understand, or even outright reject, women defenders' work.

- Women defenders may experience domestic violence.

Mainstreaming women's participation

In a nutshell, mainstreaming women's participation means ensuring the full participation of women alongside men in decision making, putting women's security issues on the agenda, and giving women and men equal weight in the process of designing and implementing security measures. It is particularly important to take into account women's own experiences and perceptions, and ensure that women are the ones not only setting the security rules and procedures, but also subsequently monitoring and evaluating them.

Ensuring gender-specific security and protection needs are addressed

As with other security needs, assigning responsibilities for addressing gender-based violence and the security risks of women defenders is very important within any relevant organization or group. Ideally, the individuals responsible for security will have a good understanding of the specific needs of women defenders. It may sometimes be necessary to appoint someone else with specific knowledge and understanding of the issue. While an individual may already be in charge of security, the organization could at some point conclude that an additional person — someone duly trained and skilled to act as the focal point for gender-based violence — should be appointed. In such cases, both individuals must work closely together to ensure that the implemented security procedures are effective and duly address people's different needs. Gender-based violence (like domestic violence or sexual assault) against a WHRD is often directly linked to her human rights work. It thus should not be treated as an isolated incident but rather as possibly one instance of a pattern — revealing multiple attacks and sustained pressure on a HRD.

Implementing training programs

Providing training for the entire staff of a human rights organization is key to improving security and protection, and should foster awareness of the specific needs of WHRDs. Both

men and women need to gain insight into those needs; they should not only be discussed by women, but also be addressed in mixed male-female groups.

Gender-based violence (GBV) is always underreported. A general awareness of GBV within and around the organization or group can make it easier for people to talk about gender-specific threats or incidents. Willing staff members can also serve as "entry points" for women and men defenders who want to know how to best respond to gender-based threats or violence against them or others in the organization or community.

Addressing sexual assault

Sexual assaults may be prevented in ways sometimes similar to preventing other types of attacks, especially those associated with common crime. Sexual assaults can take the form of repression of a defender's activities, and victims can be either specifically or randomly targeted. While both males and females are potential victims of sexual assault, women are more frequently targeted. Sexual assault is a crime of violence and power — sexual contact is just another way for the attacker to demonstrate his or her power over the victim. It should be pointed out that would-be attackers often take their intended victim to a different location before raping (and beating or even killing) her. Thus, women should in principle be determined not to accompany a potential attacker to another location (unless they feel such a refusal might put their own life or that of others at risk).

All human rights defender organizations and groups should have preventive and reactive plans in place to deal with sexual assaults. The options for responding to a sexual assault are limited and entirely at the victim's discretion; there is no right or wrong way to react. The primary objective always is to survive the attack.

The preventive plan should be learned by training. It's important to reduce the chance to receive sexual assault by choosing carefully who you travel with, never drink too much, how to behave in public etc. In general, it's very important to stay calm and in control of yourself; this can save your life.

The reactive plan should include, at the very least, providing the victim with effective healthcare (check for sexually-transmitted diseases right after the attack and regularly afterwards, provide the day-after pill, etc.), including psychological care, and legal care. A

delicate balance must be struck between ensuring the victim has access to the relevant specialist support and ensuring the organization reacts in an appropriately supportive way.

Women who take part in various (international) cooperation and development programs and projects are often WHRDs and, as such, need gender-sensitive protection mechanisms.

Gender Differences: Masculine Perspective Also Matters

All of this does not apply exclusively to women. While this guide does focus on women and girls and their (additional) risks and protection needs, many of the guidelines given also apply to males.

Introducing a gender-sensitive perspective[6] in this guide requires an investment in alternatives to address conflict and injustice. Besides paying attention to the specific risks and protection needs of women, it also requires the involvement of men. To incorporate the masculine perspective in this approach requires an investment in alternatives to address conflict and injustice. Many risks and protection needs seem similar for men and women, as do the tools that can be used to manage them. However, society builds, fosters, and sometimes even enforces specific gender images and roles for men and women, resulting in different risks and protection needs. This guide not only briefly discusses how the protection

[6] The terms "sex" and "gender" are often used interchangeably, but they're not truly synonymous. Sex refers to the biological and physiological characteristics of people, while gender refers to the behaviors, roles, responsibilities, and activities society deems appropriate for men and women (and expects of them). Some behaviors are considered typically "feminine," other behaviors typically "masculine," based on a society's specific norms and values. Which behaviors are considered appropriate for men and women varies over time and from place to place, even within communities. Gender is also influenced, among other factors, by age, class, caste, and ethnicity, a factor that explains why men and women sometimes disagree on the definition of gender. In principle, gender is a neutral, analytical concept. It refers to the social differences between men and women, without attaching any kind of value judgment to it. However, in practice, these differences are not entirely neutral: value judgments are attached and the result is inequality. This kind of inequality is known as gender inequality. Common instances of this phenomenon are women who are discriminated against or marginalized, but men may also be the victim of gender inequality. Fortunately, as gender differences are socially determined, that is, defined by people, they can be influenced and changed.

needs of women differ from those of men but also looks at ways in which gender is an element of conflict and the struggle for human rights.

So-called Gender-Sensitive Active Nonviolence (GSANV) activism can be a powerful alternative, as it provides a comprehensive framework of analysis and tools to address social injustice and (violent) conflict. It is important to recognize that conflict in itself is a natural part of life, and can even provide an important opportunity for change. The challenge lies in how society chooses to address conflict.

Most efforts to improve gender equality focus on empowering women and combating violence against women, paying little or no attention to men's role in the equation. However, engaging men as well is vital for multiple reasons, and so is working on the norms for masculinity in relation to violence and conflict:

▸ Without the sensitization and support of men, it is much harder for women to reach leadership positions in society.

▸ The fact that the vast majority of perpetrators of any kind of violence is male, regardless of whether in the context of armed conflict, makes it the more important to involve men and question the norms that permit men to commit these acts of violence.

▸ Both the military and militarism are based on a certain idea of masculinity tied to men.

▸ Men may also be victims of gender norms, of destructive masculinity norms, such as being forced to be strong, to provide for their families and, in many cases, to fight, without having the right to be perceived as a victim.

▸ Research increasingly shows that there are gendered drivers of conflict, and that patriarchal norms on femininities and masculinities play a role in conflict dynamics, which implies that efforts to change masculinities should be considered an investment in prevention.[7]

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[7] Ekvall, Åsa (2015), Men, Masculinities and 1325 in Implementing the Women, Peace and Security in Women, Peace and Security, page 29.

Statistical analysis has shown that there is a correlation between the occurrence of violent conflict and the level of gender equality in society.[8] The more patriarchal a society is, the more men are taught that their masculinity is linked to feeling entitled to power; in this context, the use of dominance, control, and violence (structural, physical, sexual, domestic, etc.) are seen as legitimate means to get or maintain power. Militarism needs this gender ideology as much as it needs arms, drawing on the normalization of violence and dominance as a means to gain "power over," combat, and destroy the enemy. Against such a background, women are mainly framed as victims whose vulnerabilities require protection – or exploitation, depending on the perspective.

Notions of hyper masculinity operate at the other end of this binary, generating masses of men willing to inflict violence upon others to protect their families, communities and, ultimately, the nation. Hence, the ability to hold power over, dominate, and control others becomes an intrinsic part of social norms, rituals, and practices that determine an individual's — and ultimately a nation's — "manhood."[9]

Redefining this peace and security paradigm from a holistic gender perspective not only brings in feminist perspectives on what makes up real (human) security, but also addresses the normalization of violence and war in a patriarchal society. It also highlights the need to (i) prioritize alternative conflict resolution mechanisms and focus on conflict prevention; (ii) address the root causes of injustice and conflict; and (iii) equip people with the knowledge and skills necessary to deal with conflicts in a non-violent manner.

Such a holistic perspective points at the fact that men have a stake in changing a culture of violence. Apart from the privileges men may enjoy, it is crucial to highlight how men actually lose out in a patriarchal society. Men are directly affected by violence and armed conflict — both as perpetrators and victims of violence (leading to psychological trauma, experiences of abuse, including sexual abuse, injuries, substance abuse, poverty, social exclusion and stigma, suicide, death, etc.). Explaining the gender concept by relating it to men's personal experiences will make it easier for men to understand the women's rights agenda and their

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[8] Ekvall, Åsa (2013), Norms on Gender Equality and Violent Conflict (http://www.e-ir.info/2013/06/10/norms-ongender-equality-and-violent-conflict/).

[9] Incorporating a Masculinities Perspective in UNSCR 1325 Implementation in Women Peacemakers Program, page 2.

own stake in it, as it exposes how militarization and patriarchal notions of power negatively affect both women and men.[10]

Working on masculinities means going beyond "working with men" – it is about changing patriarchal mindsets and addressing the need for structural and institutional change. Incorporating the views and attitudes of men in this guide has huge potential for creating more peaceful and gender just societies, but can also easily become instrumentalized, generating programmatic approaches that merely focus on treating the symptoms (treating men's war traumas/increasing discipline among the troops to reduce the occurrence of sexual violence and exploitation, etc.), failing to address the root causes (patriarchal power and privilege). There is a real risk that the activities undertaken become completely disconnected from the women's movement and feminist analysis, and ultimately only lead to a slightly "friendlier" form of patriarchy — one in which men don't give up any space, power, or privilege. In this regard, the concept of "women and men as partners" is particularly important during the implementation process — both in terms of role modeling and ensuring accountability to the women's movement. The partnership approach should therefore be incorporated at all stages — from the analysis, development, and implementation stage to the (impact) evaluation stage.

Some core principles should be adhered to when striving to involve men in the struggle for gender equality. These principles form an integral part of this guide:

▸ Gender should be treated as a relational concept: It's important to believe that men, along with women, should be engaged in achieving gender equality and in advancing the rights, health, and well-being of women and girls.

▸ Activities should be carried out in alliance with existing women's rights organizations: Stay committed to collaborating with women and women's rights organizations to achieve equality for women and girls.

▸ Don't ignore the vulnerabilities of men: The specific needs and experiences of men and boys have often not been fully understood nor duly been taken into account in the development of public policy or professional practice across a wide range of areas. Men and boys are made vulnerable by non-equitable and violent versions of manhood.

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[10] Ibid., pages 2–3.

▸ Engage men from a positive perspective: Everyone would benefit from recognition of these issues and appropriate action to transform non-equitable and violent versions of manhood and redress power inequalities related to gender. It's important to garner examples of men already acting in more gender-equitable and non-violent ways.

▸ Men's violence against women should be questioned: It's necessary to engage men and boys to end violence against women and to challenge violent versions of manhood.

▸ Sexual diversity and sexual rights should be respected: Cultures of masculinity that respect sexual diversity and the sexual and reproductive rights of all should be promoted, and men should be engaged so that concerns for reproductive health and contraception are more evenly shared between men and women.

▸ The human rights perspective and life cycle approach should be respected: It is absolutely necessary to apply a human rights perspective to all activities and to take into account a lifecycle and ecological approach that incorporates the individual as well as the broader social and structural contexts shaping gender inequalities.

▸ Participation of all is paramount: Strive to take into account the perspective of men and women, as well as boys and girls, especially of those who work with community-level NGOs.

▸ Embrace non-discrimination: Actively advocate against discrimination and seek to overcome sexism, social exclusion, homophobia, racism, and any other form of discriminatory behavior against women or gay/bisexual/transgender men and women on whatever ground.

▸ Base your approach on scientific facts: It's important to build on evidence-based approaches when trying to engage men and boys (as men are definitely more easily swayed by "scientific" facts rather than "rational" arguments).

▸ Transparency is essential: Strive to be transparent, honest, fair, and ethical in all your actions.

▸ Forge alliances: Work closely together with other organizations, strive to achieve consensus whenever possible, and maintain an open dialogue on whatever institutional differences exist in approaches, viewpoints, etc.

The above core principles are based on a MenEngage[11] brochure, aimed at boys and men who want to stand up for gender equality.

A gender-sensitive perspective on the protection of WHRDs requires the involvement of men and due consideration of masculinities.

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[11] MenEngage is an alliance of NGOs working together with men and boys to promote gender equality. The core principles referred to here may be found at http://menengage.org/about-us/our-core-principles/.

Gender-Based Violence (GBV)

Women have always been important stakeholders in the promotion and protection of human rights. However, their role has not always been acknowledged. Women work on their own or alongside men in the defense of human rights. Unfortunately, all too often:

▸ Women face not only gender-related violence outside their organizations but also gender prejudice and discrimination within HRDs' organizations themselves.

▸ An excuse is made to "postpone" the placement of women's rights on the agenda or label it an "extraordinary" agenda item, as if there were a priority order of agenda items rather than an interdependence with human rights. This situation arises in mixed HRDs' organizations.

▸ WHRDs are still considered auxiliaries by their male peers. The latter often refuse to do tasks not deemed essential, as if their masculinity depended on it.[12]

▸ Sexism, classism, racism, "casteism," xenophobia, and homophobia are all more or less subtle aspects of the same logic underlying human rights violations against men, women, people of different sexual orientation, children, the elderly, ethnic groups, poor people, etc. They all have an impact on security: in some places, for example, pariahs are not at all considered in the security plan — neither positively (that is, as individuals who are

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[12] New Protection Manual for Human Rights Defenders (2009), pages 97–98.

particularly aware of their surroundings) nor negatively (that is, as a potential aggressor's informers).

▸ The concept of violence is twisted: "Violence against women" is fought rather than male violence across-the-board; and "domestic violence" is often used as a euphemism for male violence.[13]

By aiming to put an end to male violence, the incidence of domestic violence should decline as a result as well; male and domestic violence are not separate issues. Women are often still considered lesser human beings, even though modern science has established that gender differences do not imply an order of capacities. It sounds obvious enough, but our experience with defenders in the field and in workshops has shown that this idea has not necessarily taken root; this explains our insistence on this point. Since women have been given access to schools and education in general, they have proven themselves to be just as intelligent as men. [In this context, it should be pointed out that intelligence is often confused with access to information.] The same can be said in relation to ethnic minorities and any other group discriminated against: It is a social rather than an anthropological matter. An educated individual/group might engage in a peer and substantiated dialectic and challenge the establishment. This may explain to some extent why so many girls and women are still not given access education.[14]

Women notice the contradiction between defending human rights on the one hand and discriminating against women on the other. Inevitably, women would sometimes like to tell their male peers to go back to square one and only return once they grasp this contradiction and are ready to change their behavior accordingly. Yet women accept this sad truth and keep working alongside their male colleagues; not surprisingly, more women join human rights' actions organized by men, than do men join women's rights actions organized by women. Where violence is perpetrated against women, even if only against a single woman (or any other group or individual), it is normally not a cultural or religious issue, but a power issue.

As long as male HRDs fail to see that gender-based discrimination originates from the same perverse logic that also legitimizes all other types of discrimination, the HRDs' movement

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[13] Ibid., page 98.

[14] Ibid., page 99.

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will be half as strong as it could potentially be. Moreover, it will continue serving the purposes of the human rights violators: to divide and rule.

Definition

Violence against women takes many forms and it's important not to overlook this fact. According to the Declaration on the Elimination of Violence Against Women (1993), these different forms of violence may be defined and categorized as follows:

"Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life." (Article 1)

"Violence against women shall be understood to encompass, but not be limited to, the following:

a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.

b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.

c) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs." (Article 2)

Training

Providing training for men and women working together in a human rights organization is key to improving their security and protection, and should include developing awareness of

the specific needs of women defenders. After these training sessions, men and women should have concrete ideas about what they could do differently in their day-to-day activities and how they could support each other. Moreover, the following points should be highlighted:

▸ Any confusion between social, cultural, and religious values on the one hand and women rights and human rights on the other should have been dissipated.

▸ The fact that the same courses of action should be taken in response to violence committed both within the families of WHRDs and outside the domestic sphere. Organizations should take seriously any apparent contradiction between their aims and members acquiescing in domestic violence. From a security point of view, it possibly implies discrediting the whole organization, which may lead to a decrease in key stakeholders' support.

▸ The fact that many women will be affected, as far as security is concerned, by their responsibility as caretakers of their children and other relatives, in addition to their other work. Awareness of how men can more actively participate in domestic tasks without undermining their masculinity should also be promoted.

▸ Dealing with sexual aggression: strategies must be developed to reduce impact and possibilities.

▸ The fact that both women and men HRDs are often condemned for dedicating themselves to others rather than to their own families.[15]

The following aspects of the training on GBV draw on CARE International's 2014 call to action on gender and humanitarian reform (from the Call to Action on Violence Against Women and Girls in Emergencies to the World Humanitarian Summit).

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[15] Ibid., page 103.

CARE International calls on states to:

▸ Agree a standardized and more comprehensive approach by donors and implementing partners to using gender markers[16] across project design, implementation, monitoring and evaluation.

CARE International calls on all actors to:

▸ Strengthen accountability for gender equality and GBV through an aligned and comprehensive approach to gender markers (Call to Action commitment 4).

▸ Define clear roles and coordination between donors, UN agencies and NGOs on implementation of the accountability mechanism in the Inter-Agency Standing Committee (IASC) guidelines on GBV interventions in humanitarian settings.[17]

▸ Ensure that women and girls' sexual and reproductive health needs are addressed in all emergency responses, in particular plugging gaps identified by the IAWG global evaluation (Call to Action commitment 8).

CARE International calls on states, multilateral organizations and NGOs to:

▸ Address funding and implementation gaps in roll-out of the Minimum Initial Service Package (MISP) on Reproductive Health in Crisis Situations, building on recommendations in the forthcoming IAWG global evaluation of reproductive health in crises. Particular focus should be placed on the clinical management of rape survivors (CMR) component of the MISP.[18]

▸ Promote the voice and capacity of southern women's civil society groups in humanitarian assistance and protection (Call to Action commitment 11).

   ▸ Ensure participation by southern women's civil society groups in all the work streams, senior technical officials meetings and high-level review events in the Call to Action.

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[16] A gender marker is not just a measuring tool but also a capacity-building tool. It is meant to help organizations routinely use gender analysis as a basis for designing projects that ensure that all segments of the affected population have equal access to protection and assistance.

[17] See http://www.humanitarianinfo.org.

[18] See http://www.misp.rhrc.org

- Ensure participation by southern women's civil society networks in deliberations on the World Conference on Disaster Risk Reduction and Resilience (2015) and World Humanitarian Summit (2016), and factor gender into their outcomes on empowering national and local actors in humanitarian response.

- Engage southern women's groups in processes to promote local NGO engagement in humanitarian leadership, coordination and pooled funding.

- Fund southern women's groups to engage in humanitarian assistance and protection, linked to wider NGO capacity-building strategies, towards building a cadre of southern gender specialists ready to deploy when crises strike. An innovation program could be funded to support partnerships between southern women's groups and international NGOs toward capitalizing on their respective strengths and fostering learning on both sides.

Security Planning

This chapter is based on the New Protection Manual on Human Right Defenders (see sections 1.2, 1.7, and 1.9 for further information on security planning) and PBI's own experiences with security planning.

Individuals and groups under threat use different ad hoc strategies to deal with perceived risks. These strategies vary widely, depending on the specific environment (rural versus urban); the type of threat; the social, financial, and legal resources available; etc. Most ad hoc strategies can be implemented immediately and reflect short-term objectives; they therefore tend to function like tactical rather than global response strategies. Most strategies also respond to individuals' subjective perceptions of risk, and may at times cause some level of harm to the group, especially if the strategies implemented cannot be reversed. In situations of high risk, a more strategic rather than tactical kind of security planning has successfully been implemented.

A high-risk situation may in principle result from the indiscriminate use of arms in a specific environment. However, it may also be related to the position of the group taking some kind of action. If this group is a poor indigenous community living in a remote area, the risk is much higher than it would be if it were an organization active in the capital city that has an ongoing relationship with the authorities. Having a strategic security plan may counteract the tendency to withdraw from a high-risk area and close down projects that the population could benefit from or lead to the decision to increase the capacities of the organization so that its exposure to threats is reduced and threats are deterred. Of course, in many

situations, the only strategy available will be to avoid the risk by shifting activities or relocating the organization. However, a sound security strategy, in the long term, should not limit the range of action of a HRD but rather allow it to continue carrying out activities in a safer way and to possibly even add new ones.

Real security cooperation among NGOs and other institutions is often underdeveloped, due to a lack of information, mutual mistrust and diverging interests, differences in mandates and missions, and the like. The spaces for cooperation between NGOs and organizations that can be created, allow for at least two possible levels of integration of actions in the realm of security:

▸ Exchange of information on major changes in the work environment and on security incidents;

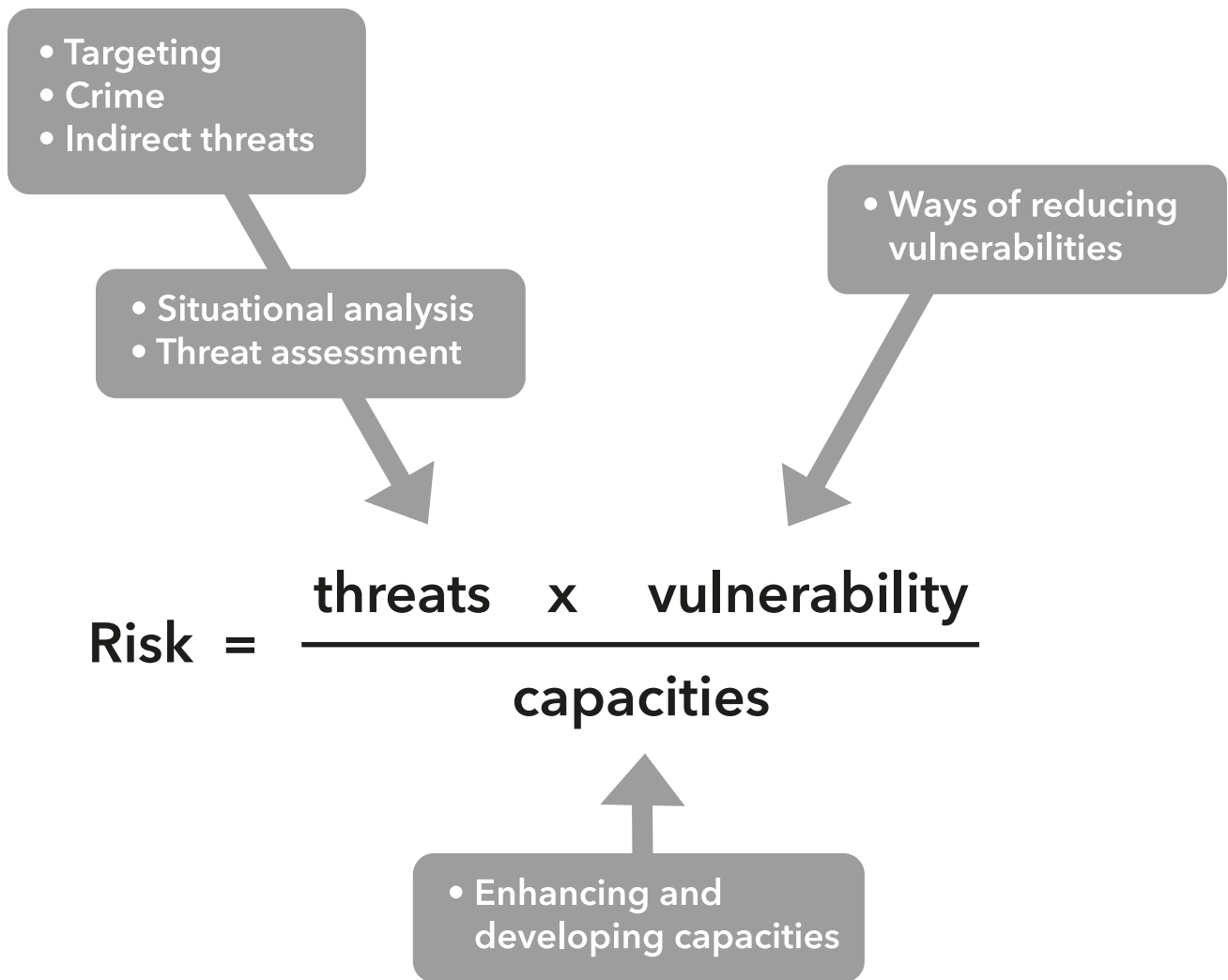▸ Development of common strategies for the security problems defined as priorities.

The aim of security planning is twofold: (i) to reduce risks as much as possible; and (ii) to expand and maintain open the work environment of HRDs to the maximum extent possible.

Strategic security planning should be gender-sensitive and ideally involves the following:

▸ A systematic analysis of the context in which the organization operates;

▸ A systematic threat assessment;

▸ An honest assessment of the organization's (internal) vulnerabilities;

▸ A program to enhance the capacities of the organization and its environment to counteract the most serious risks, specifying day-to-day policies, measures, and protocols for dealing with specific situations;

▸ Cooperation with other organizations;

▸ Incorporation of both the male and female perspective in all of the above.

The figure[19] on the next page graphically illustrates the different aspects of a strategic security plan.

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[19] Reproduced from the New Protection Manual for Human Rights Defenders, page 30.

• Targeting
• Crime
• Indirect threats

• Situational analysis
• Threat assessment

• Ways of reducing vulnerabilities

$$Risk = \frac{threats \times vulnerability}{capacities}$$

• Enhancing and developing capacities

A security plan is aimed at reducing risks. It will therefore have at least three objectives, but possibly more, depending on your risk assessment:

▸ Reducing the level of threat your target group is experiencing;

▸ Reducing their vulnerabilities;

▸ Improving their capacities;

▸ (Cooperating with other NGOs on security).

For a security plan to be considered gender-sensitive, it should specify the following:

▸ The different threats male and female members of the target group are experiencing.

‣ How the — different — vulnerabilities of men and women can be reduced and how they can help each other in this respect.

‣ Which capacities should be enhanced specifically for the male and female members of the target group respectively and which capacities need to be further developed for both men and women.

Context analysis

Analyzing the work environment through straightforward questions

As the local situation changes from place to place and from time to time, any new intervention requires that you first update your knowledge of the possible threats by asking questions such as:

‣ Which are the key issues in the sociopolitical and economic arena?

‣ Who are the main male and female stakeholders in relation to these key issues?

‣ What are these stakeholders' interests and how do they attempt to protect these interests?

‣ How do these stakeholders look at the women activists and their work on behalf of your target group?

‣ How might your program or project affect the key stakeholders' perception of your target group, both in negative and positive terms?

‣ What is the relationship between the different stakeholders?

‣ How do local, regional, and national authorities tend to respond to security issues affecting your target group? For example, are they responsive to complaints about gender-based violence?

‣ How does the local community tend to respond to security issues affecting your target group?

Stakeholder analysis

A stakeholder in protection[20] is any person, group, or institution with an interest in, or involvement in, a policy outcome in the area of protection. A stakeholder analysis is key to understanding:

▸ Who the stakeholders are and under what circumstances their "stakes" matter;

▸ The relationships between the various stakeholders in protection, their characteristics, and their interests;

▸ How the above factors will be affected by protection activities;

▸ Each stakeholder's willingness to become involved in those protection activities.

The actual target group of a program or project comprises the primary stakeholders. Non-primary stakeholders include duty-bearer stakeholders — responsible for protecting the target group — such as government and state institutions, civil society organizations, international bodies with a mandate that includes protection and some UN bodies, regional NGOs, peacekeeping forces, and the like. Some of these stakeholders (other governments, UN bodies, NGOs, etc.) may well share the protection concerns, but also have some competing interests. These factors, further exacerbated by those inherent in conflict scenarios, produce a complex picture of the work environment as a whole.

Force field analysis

Force field analysis is a technique that makes it easier to visualize how different forces are helping or hindering the achievement of your work objectives. It shows both supporting and resisting forces, and assumes that resisting forces may give rise to security problems but that you may be able to take advantage of some of the supporting forces.

Start out by drawing a horizontal arrow pointing to a box. Write a short summary of your work objective in this box. This will provide a focus for identifying supporting and resisting forces. Draw another box above the central arrow and list all potential forces that could keep you from achieving your work objective in it. Draw a similar box, listing all potential supporting forces, underneath the arrow. Draw a final box for forces whose direction is

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[20] The term "stakeholder in protection" is not widely used; it was introduced by Enrique Eguren and Marie Caraj in the New Protection Manual for Human Rights Defenders (2009).

Chart 1: Force field analysis for assessing working environments
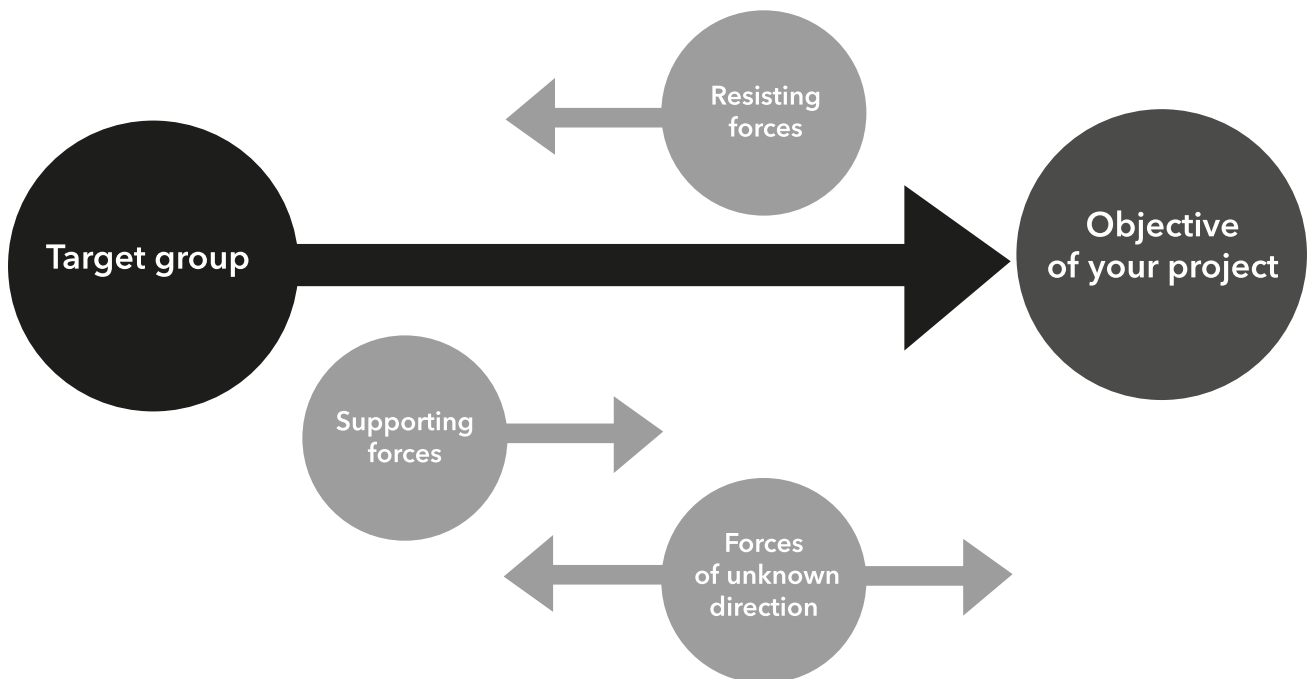
unknown or unsure. As your main concern in this context is the security of the women and girls you are working with, make sure you focus on the forces that positively and negatively affect your work with this specific target group.

Risk analysis: Assessing and reducing vulnerabilities

After analyzing your work environment and the forces you are dealing with, you can proceed to analyze the level of risk faced by your target group and/or the individual women and/or girls you are working with. The level of risk your target group is facing can be estimated with the following equation:

$$\text{Risk} = \frac{\text{threats} \quad x \quad \text{vulnerability}}{\text{capacities}}$$

Threats

Threats are the possibility that someone or something will harm somebody else's physical or moral integrity or property through purposeful and often violent action. A threat assessment analyzes the likelihood of a threat being turned into action. The women and girls you are working with most likely face many different threats in a conflict scenario, including targeting, common crime, and various indirect threats.

Targeting is a common threat meant to hinder a group's work, or to influence the behavior of the people involved. Women and girls may encounter direct or declared threats. An example of the former is receiving a death threat, an example of the latter is being made aware that somebody close to you has been threatened. Most cases of targeting are carried out under the cover of "ordinary" criminal incidents. Yet threats made against WHRDs are often different from those made against their male colleagues.

Some threats are purely incidental, such as those derived from being present in an area where an armed conflict is raging, being the subject of a random criminal attack, or being close to an active volcano. These incidental threats are of course more likely to materialize if your target group lives or works in a high-risk area.

Vulnerabilities

Vulnerability is the degree to which people are susceptible to loss, damage, suffering, and death in the event of an attack. This characteristic varies for each individual or group, and changes with time. Moreover, it is always relative — all individuals and groups are vulnerable to some extent — but everyone has their own level and type of vulnerability, depending on specific circumstances.

Vulnerability is sometimes determined by location: a woman is usually more vulnerable while on a field visit than while visiting a well-known office where any attack is likely to be witnessed. Vulnerability can include lack of access to a phone, to safe ground transportation, or to proper locks on the doors of a house. But vulnerability can also be related to a lack of networks and shared responses. Vulnerability may also have to do with team work and fear: A person who receives a threat may be afraid, and her work and personal circumstances may be affected by this fear. If she or he has no proper way to deal

with this fear (somebody to talk to, a supportive team of coworkers, etc.), chances are that she or he will make mistakes or poor decisions that could eventually lead to more security problems.

Capacities

Capacities refer to the level of ability to deal with threats, or the "other side of the coin," opposite vulnerabilities. Capacities are the strengths and resources a group or individual can tap to achieve a reasonable degree of security — strong locks on entrance doors, training in security or legal issues, a group working together as a team, access to a phone and safe transportation, good networks, a proper strategy for overcoming fear, psychological care or self-care, etc.

Illustration:

A woman in your program lives in a high-crime area and has no lock on her door. She lives next to her brother, who is the community chief.

Threat = high-crime area (high chance of a break-in).

Vulnerability = she has no lock on her door, so people who want to break in can easily enter her home.

Capacity = she receives protection from her brother, the chief, living next door; a burglar may not dare take the risk under these circumstances or, should he do so anyway, her brother is expected to respond immediately if somebody tries to break into her home.

The ideal security plan

A security plan is aimed at reducing risks. As we observed before, it is based on the context, situation analysis, and risk assessment, and focuses on specific stakeholders, vulnerabilities,

and capacities. A security plan must be implemented at the individual, organizational, and inter-organizational level.

Getting started

Once you have done your risk assessment, you may end up with a long list of vulnerabilities, several kinds of threats, and a number of capacities. You can't realistically cover everything simultaneously. So where should you start? Prioritize the threats you have listed, be they actual or potential, using one of these criteria: the most serious threat – rape, for example; or the most probable serious threat; or the threat that is most likely to exploit your vulnerabilities (raising your risk profile because of that specific threat). Then, list the relevant vulnerabilities. These vulnerabilities should be addressed first, but remember that not all vulnerabilities are relevant to all threats. Lastly, list the relevant capacities, making sure to include the ones that you want to see improved. This "menu" details suggestions for factors to include in your security plan.

A security plan should include: (i) day-to-day policies; (ii) available protective measures; (iii) protocols for managing specific situations; and (iv) a gender-sensitive perspective.

Day-to-day policy and measures for routine work

To ensure that the security plan is not just a plan on paper, security routines must be integrated into the daily work activities — the operational side of the plan:

▸ Write an organizational statement on security policy.

▸ Make sure your security efforts address all aspects of daily work: context assessment, risk assessment and incident analysis, as well as security evaluation.

▸ Clearly spell out how it will be ensured that all organization members are properly trained in security to the required level and that people's responsibilities for security are passed on to someone else once they leave the organization.

▸ Allocate responsibilities: Who is expected to do what in which situation?

▸ Set up a security working group, responsible for keeping all policies and measures up-to-date.

▸ Include context assessment and reevaluation of security factors routinely into your schedule.

▸ Register and analyze security incidents (see below).

▸ Formulate a policy on how to handle sensitive information, and appoint a confidant(e).

▸ Earmark resources, that is, time and funds, for security.

A security plan includes elements that become "political" procedures that need to be gender-proof and gender-specific; gender-proof in the sense that gender issues are duly acknowledged and addressed, and gender-specific in the sense that men and women may require specific protection measures and have specific roles in the management of protection measures:

▸ Permanent advocacy, networking, codes of ethics, culture of security, security management, etc.

▸ Links with authorities, security forces, and armed groups.

▸ Information management and storage, handling confidential documents and information.

▸ The image of your work in relation to religious, social, and cultural values.

▸ Communication means and protocols.

Handling security incidents

You can respond to a security incident in many different ways. The following points outline some steps you should always take in the wake of a security incident – some right after the incident, others further down the response path.

1. <u>Registration of security incidents</u>: All security incidents noticed should be duly registered (and documented), either in a simple, personal notebook or in one accessible to the whole group. If possible, register security incidents digitally, since digital registration facilitates a thorough analysis and subsequently an adequate reaction. Moreover, if you are not absolutely sure you're dealing with a security incident, register it anyway. While one provocative comment made to a woman in your program may not be a real immediate threat, it could turn into one if similar comments are made for

several days. In that case, it is important to have gathered as much information as possible from the moment the first provocative comment was made.

2. <u>Analysis of security incidents</u>: All registered security incidents should be properly categorized and analyzed, right after they happened and on a regular basis. The immediate classification and analysis focus on single incidents, while the repeated categorization and analysis may reveal security tendencies and trends in the middle and long term. It is better to do the analysis in a team rather than individually, because this minimizes the risk that something important will be missed. Lastly, someone should be responsible for ensuring these analyses are done. Decisions must also be made on whether to maintain confidentiality about specific incidents (such as threats). Discuss with the people involved whether it is necessary to share the information with other individuals in your program. It may be important (from a security standpoint) to inform others. No single rule applies to every situation, but it is often best to be as open as possible in terms of sharing information and addressing logistical concerns, as well as fears. Ensure both male and female perspectives are included in the analysis and decision-making.

3. <u>Reaction to security incidents</u>: As security incidents to some extent reflect the impact your work is having in a certain community, they can serve as a guide in deciding on an adequate reaction to the incident itself. Moreover, they can provide valuable feedback, in security terms, on how you work, your work plans, and/or your work strategy may have to be adjusted (to avoid similar incidents in the future).

Enhancing Visibility

Visibility enhances recognition and thus acknowledges violence against female change agents as gender-based and related to their human rights work rather than as merely petty crime or violence. This recognition and acknowledgement form the starting point for increased protection, as it forces police to investigate these incidents as such, and put in place adequate preventive and protective measures. The importance of networking in the struggle for gender equality cannot be overestimated.

In 2010, the Mesoamerican Women Human Rights Defenders Initiative (IMD)[21] was launched to develop a comprehensive and regionally relevant response to violence against WHRDs. The Initiative's programs are mainly carried out through national networks. These networks' objective is to raise awareness of the important but often invisible leadership role played by women defenders in the advancement of human rights. A key strategy of the IMD is the creation of and continuous support for national WHRD networks and the coordination of joint actions. These networks have specifically been formed to promote the security and self-care of women leaders and activists from diverse social movements in each country of Mesoamerica, and provide a powerful, joint platform for confronting and overcoming violence. With IMD support, national networks in Mexico, Guatemala, and Honduras have been fully functional since the end of 2010, and in El Salvador as of December 2012. Although a network has yet to be established in Nicaragua, in 2013 the IMD agreed to support coordination among activists and various women's organizations.

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[21] The region covering Mexico and the countries of Central America.

In all, the national WHRD networks include approximately 360 WHRDs who participate in more than 70 organizations and networks across the majority of provinces in each country of the region. One of the most important characteristics of these networks is the diversity of the organizations, identities, and movements that actively participate: trade unionists and groups defending worker's rights; indigenous and rural people defending land rights and natural resources; organizations fighting against feminicide[22], defenders of sexual and reproductive rights; and organizations that defend sexual diversity.[23]

The national networks are organized into different types of committees that operate in accordance with the priorities outlined by their coordinating teams, such as communications, security, urgent action, self-care, and solidarity. They all operate through virtual networks, both for maintaining relationships and disseminating information. Some networks have also made significant progress in developing protocols to respond to urgent situations and have adopted holistic protective measures for women defenders in their countries, including the introduction of protection models for activists and for attending to victims of sexist violence.

The IMD has helped create and expand these networks by providing access to resources for organizational development, strategizing and agenda-setting, design of protocols and women defender protection capacity, rapid response funds for emergencies and self-care, solidarity campaigns, and international actions. Furthermore, the IMD has a regional virtual communications network that serves as liaison for WHRDs in 15 countries. These networks make it possible for women defenders to counter the isolation and lack of support that they often experience in high-risk situations, and to develop protective measures from a gender perspective. Some national networks have even begun to encourage the creation of local, area-specific networks in different provinces to acquaint their members with holistic protection strategies.[24]

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[22] Feminicide or feminide is a crime involving the deliberate killing of a woman. It should be noted that many states do not specifically define such a crime in their criminal codes.

[23] Paving the Road for Freedom and Equality (2014), page 21.

[24] bid., page 22–27.

Personal Resilience

Strong women are heroes and we like to promote them as heroes. But we should never forget that these heroes are human as well. They become heroes in the first place because there is a group around them boosting their leadership and expecting them to produce results. When results are not easily or quickly achieved, this may lead to internal conflicts, burn-out, and/or autocratic decision-making.

The three examples given below illustrate how different women managed to make a difference in different ways.

▸ The Madres de Plaza de Mayo (Mothers of the Plaza de Mayo) organization in Argentina arose from the despair of individual women who were told time and again that their missing children had been promiscuous, had gone to Europe, or that another department would be able to tell them more about their plight and whereabouts. As the attorney's office is open on Thursdays, these mothers would occasionally meet at the square opposite that building, the Plaza de Mayo. When they learned from each other that all of them had been told the same deceitful stories, they just started walking conspicuously around the square. Their commitment was irreversible, and it was only later that they realized that they would have to seek legal counsel and publicity.This story shows how just getting together and sharing experiences is important for uncovering the truth and consolidating the determination of many individuals to take collective action.

▸ Representatives of the movement Familiares de Desaparecidos y Detenidos por Razones Políticas (Relatives of Those Disappeared and Detained for Political Reasons) were invited to Europe for a tour, culminating in an audience with the Pope. When they met with women in the Netherlands, they talked tirelessly about their sorrow, their fears, and their anxiety. One of them shared in a private conversation how her husband, who at some point had been a leading human rights activist in Argentina, had suffered from depressions and finally taken his life. She also recounted how they had never dared to truly relax or do something enjoyable together, out of shame that their children might be suffering at that very moment, unbeknownst to them. These women's personal sharing of deep emotions generated a broad solidarity movement in the Netherlands: Women's organizations started holding silent manifestations in front of the Argentine embassy in support of this movement, until the military regime was overthrown.

▸ Another inspiring activist is a female lawyer in Mexico who defends political prisoners that have been beaten up and jailed for ethnic reasons (they are members of an indigenous community). The cases are very time-consuming, and there are always more cases than she can take on. She refers to the rule of law in an environment where neither the police nor the authorities show much interest in justice. This activist does not talk about her own problems, but is only preoccupied with the sorrow of others. However, she does need a break to be able to continue doing her work effectively.

▸ Finally, an example from Egypt: Two young women who are members of a human rights organization feel that they are despised just because they are independent and happy. To counter the strict rules in their society, they started associating with organizations in which democratic and liberal rules are respected. They derive pleasure from these contacts and feel reassured in their efforts to bring about cultural changes in their society.

Women HR activists, however strong, should not forget to take care of themselves as well. Doing so will increase their resilience, which is constantly put to the test.

Spiritual grounding

One of the most important tools for resilience is spiritual grounding. There are many activities that can be done in a group or during a conference, like singing mantras, doing basic yoga exercises, reading spiritual texts, praying, etc. Which specific activities are chosen

depends on each group, and no activity should ever be imposed; rather, the participants should be encouraged to come up with their own suggestions.

In some organizations it is customary to share some personal issues before turning attention to business. This can also be helpful for grounding on what is important to each person; it fosters mutual understanding and discourages people from taking an aggressive stance towards each other in case of disagreement.

Dancing, walking, going out or eating together

Although going on an outing always seems to be something that you cannot include in the budget of an organization, it is essential to recovering energy, developing new ideas, and forging valuable alliances. Other tools that may be useful are providing temporary shelter (to victims of human rights violations or activists who were once threatened or attacked); sharing experiences with other groups; and coaching or mentoring other activists.
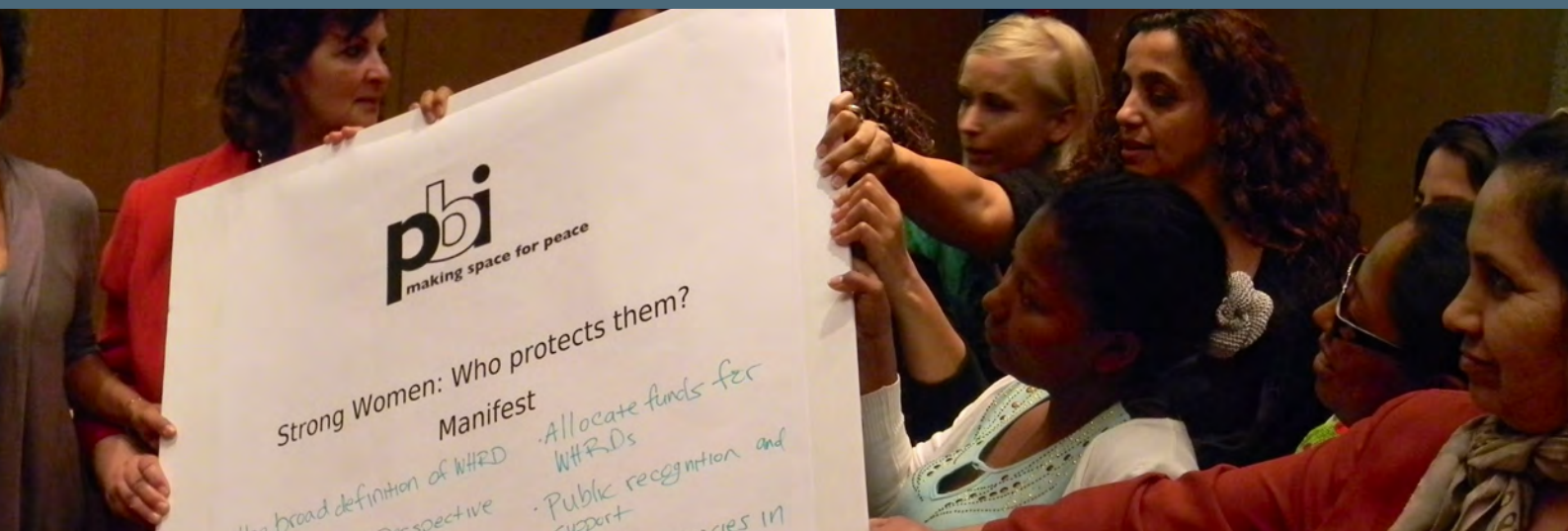
PBI 2014 Manifest on the Protection of WHRDs

From 20 to 22 May, 2014, an international learning conference titled "Strong Women: Who Protects Them?" was held on gender-sensitive protection of HRDs. It was attended by women from Afghanistan, Colombia, Egypt, Guatemala, Mexico, Palestine, and Sudan, and was organized by PBI – the Netherlands. The participants drafted a Manifest that was presented to the Dutch Human Rights Ambassador.

Those who participated in the above conference believe that WHRDs are targeted for who they are as well as all for the work they do in the defence of human rights and the promotion of peace, justice, and democracy. They feel they are often targeted in gendered ways, among other things, through the use of sexual violence. Measures to ensure their security and that of all WHRDs must therefore not only address these two general elements but also the specific contexts in which they live and work.

As the countries in which many WHRDs live fail to fulfil their obligation to guarantee their safety, WHRDs have been forced to implement security measures themselves, both individually and within their organisations and networks, while continuing to demand that governments meet their (legal) obligations. Governments and international organizations can support WHRDs in their efforts to increase their security in many ways.

To this end, the following recommendations are made to the Dutch government:

▸ Use a broad definition of Women Human Rights Defender, one that includes not only those working for traditional NGOs, but also WHRDs who individually or collectively

defend rights, such as labour rights, land rights, cultural rights, indigenous rights, the right to self-determination, sexual and reproductive rights, as well as WHRDs from grassroots and community-based organizations and collectives, and those who do this work on a voluntary basis.

▸ Continue to give priority to the protection of human rights defenders and ensure a gender-sensitive perspective is incorporated in the implementation of existing policies and the development of new policies.

▸ Continue collaborating with civil society in the implementation of UNSCR 1325 and E.U. and U.N. guidelines and agreements regarding human rights defenders, and in efforts to provide or facilitate protection mechanisms for women acting as change agents in conflict and post-conflict areas.

▸ Include WHRDs as a specific target group when consulting civil society, and ensure that diplomatic missions, including trade missions, visit and work with human rights organizations and collectives not just in capital cities but also in the rural areas.

▸ Respond to the protection needs of WHRDs, whether individual or collective, through Embassies, E.U. delegations, international attention, and diplomatic pressure. This should include specific measures to address the problems of sexual violence and femicide.

▸ Allocate funds to support WHRDs. This should include funds to provide protection based on their specific needs; training opportunities for WHRDs to carry out their own risk assessments and develop strategies and tools for their protection — including digital security tools, psycho-social support, and protection and accompaniment programmes provided by (I)NGOs.

▸ Issue public statements recognizing and supporting the diverse and important work carried out by WHRDs.

▸ Eliminate the discrepancies between international and national human rights laws and policies, and ensure the full implementation of those policies at the local level.

Appendix 1. International Institutions, Laws and Agreements

A number of globally or regionally active organizations provide protection and support — through emergency grants, accompaniment, urgent appeals, etc.

International law and institutions for protection

▸ UN Declaration on Human Rights Defenders

▸ UN Women's Human Rights Defenders

▸ UN Special Rapporteur on the Situation of Human Rights Defenders

▸ UN Security Council Resolution 1325

▸ Ensuring Protection – EU Guidelines on Human Rights Defenders

▸ Inter-American Commission on Human Rights of the Organization of American States (OAS), Rapporteurship on Human Rights Defenders

▸ African Commission on Human and Peoples' Rights, Special Rapporteur on Human Rights Defenders

▸ Council of Europe, Commissioner for Human Rights

▸ Office for Democratic Institutions and Human Rights of the Organization for Security and Co-operation (OSCE) in Europe

Organizations

▸ FORUM ASIA–Asian Forum for Human Rights and Development

▸ Front Line Defenders

▸ Observatory for the Protection of Human Rights Defenders

▸ Peace Brigades International (PBI)

▸ Peace Brigades International (PBI) – the Netherlands

▸ Protection International

▸ Urgent Action Fund for Women's Human Rights

Appendix 2. Further Reading

▸ Asia Pacific Forum on Women, Law and Development (APWLD), Claiming Rights, Claiming Justice: A Guidebook on Women Human Rights Defenders, 2007.

▸ Amnesty International (2008), European Union: Rising to the Challenge of Protecting Human Rights Defenders.

▸ Dutch Ministry of Foreign Affairs (2011), Women: Powerful Agents for Peace and Security – Dutch National Action Plan (2012–2015) – For the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security.

▸ Front Line (2011), Workbook on Security: Practical Steps for Human Rights Defenders At Risk.

▸ Mahony, L. (2006), Proactive Presence: Field Strategies for Civilian Protection.

▸ Mahony, L. and Eguren, L.E. (1997), Unarmed Bodyguards: International Accompaniment for the Protection of Human Rights Defenders.

▸ Protection International (2011), Protection of Human Rights Defenders: Best Practices and Lessons Learnt

▸ Protection International (2009), New Protection Manual for Human Rights Defenders