



## **The Women in Conflict 1325 Fellowship Programme**

### **Background & Rationale**

The Women in Conflict 1325 Fellowship is based on the principles of UN Security Council Resolution 1325, which reaffirms the role of women in the prevention and resolution of conflict, and stresses the importance of their equal participation in all efforts for the promotion of peace and security. The project, which will take the form of triannual Fellowships, will seek to address the lack of female leaders - in conflict-affected regions in particular - trained in mediation and conflict resolution processes, and will encourage wider participation in peace negotiations.

The Fellowship Programme will train 50 women per year in peace-making processes, increasing the capacity of these women to contribute to global peace-processes. In doing so, the programme aims to contribute to the UN's Sustainable Development Goals; Gender Equality, Reduced Inequality, and Peace, Justice and Strong Institutions, which were adopted by the Scottish Government when they came into force on 1<sup>st</sup> January 2016.

This proposal builds on the successful inaugural Women in Conflict 1325 Fellowship programme funded by the Scottish Government in 2016. The Fellowship has been adapted in response to challenges, observations and recommendations identified throughout the two fellowships thus far. This proposal also builds upon the programme held in partnership between the United Nations and the Scottish Government, and supported by Beyond Borders Scotland, which brought 10 members of the Syrian Women's Advisory Board to Scotland for four days of talks, including a two-day conference at the Scottish Parliament, and upon the pilot fellowship programme held in late August 2015, which was launched by the First Minister.

The connections established during these earlier programmes will continue to be crucial in the implementation of future Fellowship programmes. The Fellowship will continue to build a sustainable network of fellows from the Middle East and Maghreb region. [REDACTED].

### **Aims and Objectives**

- To bring together a team of women activists from a range of conflict affected countries to be trained in international best practice mediation, reconciliation and dialogue methodologies, with an emphasis on sustainable conflict resolution.
- To explore methodologies for promoting the role of women in peace-building processes, and identifying and utilising entry points to those processes.
- To provide the basis for research into barriers to women accessing peace-processes and leadership roles in conflict affected regions.
- To facilitate the group of women in defining a model for collaboration with each other and with their existing networks, and to map a project plan for creating and sustaining such a network.
- To provide capacity building training in conflict resolution.
- To utilise Scotland's constitutional journey and ability to act as a neutral setting for peace-making activity.

### **Activities**

The activities associated with this project have been split into three phases:-



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### **Phase 1: Selection**

Identification and selection of 16-17 individuals per cohort from the target region. This includes utilising recommendations made by previous fellows, UN offices, and other international organisations.

### **Phase 2: Residential Fellowship Programme**

The Fellowship will take place over 8 days (including travel days), with the majority of the training taking place in Edinburgh. A weekend retreat will also be incorporated into the programme, which will take place in the Scottish Borders.

Throughout their time in Edinburgh, the delegates will be trained in international best practices in mediation, conflict resolution, cultural diplomacy and dialogue, peace negotiations and agreements, constitutional reform, and inclusive governance, amongst other key areas. The training provided by the project will also include identifying entry points into peace negotiations, national dialogue and power sharing.

### **Phase 3: Network maintenance and development**

The third phase of the project will involve the maintenance of the cohort network, supporting the delegates in remaining in contact with each other and in developing collaborations.

Phase 3 will also constitute analysis of feedback and challenges from the previous Fellowship(s) to provide the basis for ongoing development the fellowship programme, with sustainable links between cohorts.



### Indicative Timeline 2017-2021:

Month	Activity
<b>March</b>	Recruitment of Fellows Accommodation & Venues Reserved Visa Applications Submitted
<b>April</b>	Website Development Flights, Accommodation and Venues Confirmed
<b>May</b>	Programme Confirmed <b>28<sup>th</sup> – 5<sup>th</sup>: Fellowship Programme</b>
<b>June</b>	Recruitment of Fellows Accommodation & Venues Reserved Visa Applications Submitted Fellow follow-up
<b>July</b>	Submission of report Flights, Accommodation and Venues Confirmed
<b>August</b>	Programme Confirmed <b>20<sup>th</sup> – 28<sup>th</sup>: Fellowship Programme</b>
<b>September</b>	Recruitment of Fellows Accommodation & Venues Reserved Visa Applications Submitted Fellow follow-up
<b>October</b>	Submission of report 2018-2019 Planning Flights, Accommodation and Venues Confirmed
<b>November</b>	Programme Confirmed <b>26<sup>th</sup> – 4<sup>th</sup> Fellowship Programme</b>
<b>December</b>	Recruitment of Fellows Accommodation & Venues Reserved Visa Applications Submitted Fellow follow-up
<b>January</b>	Submission of Financial report for Year 2017-2018 Year 2017-2018 Fellowship Analysis and Report

[REDACTED]

### Project Governance: About Beyond Borders Scotland and the Team

Beyond Borders Scotland is an Edinburgh and Scottish Borders-based initiative dedicated to facilitating cultural dialogue and international exchange to foster greater understanding between peoples, nations and different cultures. Beyond Borders believes Scotland has a distinctive contribution to make in the field of conflict resolution, and endeavours to create a space for the sharing of ideas and experiences to aid this. Beyond Borders works with the support of a diverse group of Patrons and Experts, harnessing the expertise of Scottish Elder Statesmen and Women, diplomats, civil society leaders, mediators, journalists, politicians and academics.

Beyond Borders has six years of experience of hosting delegations from Iraq, Oman, Bahrain, Turkey, Kurdistan, the Basque Country, Georgia, Ukraine, Sri Lanka amongst others, for constitutional and parliamentary study tours, dialogue sessions, peacebuilding and capacity building training and workshops. The Beyond Borders team also has a significant amount of experience of working on the John Smith Trust fellowship programmes, and has also worked closely with UN Mediation Support Unit, the Centre for



Humanitarian Dialogue, British Council, Conciliation Resources, Chatham House, and the European Institute for Peace on a number of fellowship and dialogue events.

Beyond Borders Scotland will work with the Scottish Government to include government officials in programme support, particularly in relation to inclusive governance; and support in venue arrangements including a reception at Bute House. Beyond Borders will also coordinate programme details and liaise with UN partners and other Scottish experts to develop and deliver the training.

**The team at Beyond Borders Scotland responsible for the project will be:**

**[REDACTED]**

### **Risks**

Potential risks to delivery of the project are:

- Visas – delegates being unable to obtain visas prevents participation in the programme.
- Access to the right people – due to a lack of women remaining in conflict-affected regions and difficulties in accessing women in general through existing networks, there is a risk that the same elite group of women, who tend to be able to speak English and travel easily, are trained.
- Language – In order to reach beyond the elite, the programme would need to include non-English speaking participants. This requires the addition of translation, which makes the programme more costly and complex.
- Logistics – Logistical issues such as flight delays or last minute cancellation by experts or participants, could impact the running of the programme.

### **Risk Management:**

In order to ensure that the women identified to take part in the Fellowship are ideally placed to utilise the skills and knowledge gained throughout the programme, *Beyond Borders* will take advice from the UN Special Envoys to the countries concerned, UN Women, the UN Mediation Support Unit, and other relevant non-state mediators active in peace processes, in advance of and during the recruitment phase.

By utilising the various expertise and networks available through these actors, we will ensure that there is a high calibre of candidates for each Fellowship programme. Thus ensuring that those selected for participation represent a cross-section of society within each participating region, and that they are well placed to disseminate the skills and knowledge gained from the Fellowship experience amongst their own networks, as well as take part in the processes affecting their regions and actively contribute to the pursuit of peace. Furthermore, through consulting with these various bodies in the recruitment phase, we will ensure that all fellows in each cohort would be constructive additions to the processes. Over time, we would want to create an alumnae network, which would also be a self-supporting mechanism for female peacemakers.

The fellows will then go on to utilise the skills and knowledge acquired throughout the Fellowship to act as advisors to United Nations missions; to provide advice and assistance to UN Women, and directly to UN negotiators and Special Envoys; to use these skills within wider national dialogue initiatives; to provide expertise within track II negotiations that run alongside track I processes; and to act as conduits for civil society initiatives involving issues concerning peace.

### **The Methodology**



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The programme will be based upon the principles of UNSC Resolution 1325, and subsequent resolutions, which reaffirmed the role of women in the prevention and resolution of conflict, and stressed the importance of their equal participation in all efforts for the promotion of peace and security.

The Fellowship methodology is built on the idea of creating a future sustainable and light touch network designed by the Fellows to deliver the support that they need. Cascading learning is based on the idea of forming a network of people who are already part of well-established networks and working with them to cascade what they know through their networks. Each Fellow has a responsibility to share the experiences of the other Fellows and the people they meet during the Fellowship with their own contacts. It is also a way of working that can be useful in dialogue situations in which people can talk to others in their networks more easily than an outsider can, so messaging can be transmitted through this means. This is the basis of the Beyond Borders Fellowship methodology and theory of change.

### **Scotland as a Peace-making Hub**

The Fellowship also seeks to enhance and develop Scotland's role as a peace-making hub and as a platform through which to provide a safe space for parties from conflict-affected regions to come together and engage in fruitful discussion. Scotland's uniquely peaceful history of political settlement and devolution allows for the inclusion in the programme of Scottish constitutional and political experts, who are able to share experiences and knowledge of this process. Scotland also offers a wealth of educational, research, and cultural institutions, enabling us to include experts in our programme with a diverse variety of backgrounds and experiences, from constitutional law to cultural dialogue.

Recruitment for and implementation of previous programmes has also demonstrated to Fellows and others from the target countries that Scotland is seeking to make a contribution to peace-making efforts around the world, and that the people of Scotland are willing to offer their support to those affected by conflict. Furthermore, members of the general public are able to hear about the experiences of some of our Fellows first hand during events such as the *Beyond Borders International Festival*, which hosted a panel discussion with several members of the August 2016 Cohort. We intend to continue these panel discussions with future Cohorts, thereby increasing public awareness of this type of programme being run in Scotland. The development of a dedicated Women in Conflict 1325 Fellowship Programme website will further this, with information about the programme and fellows easily accessible and publicly available.

### **Programme: Curriculum and Experts**

The overall design and curation of the programme will be carried out by Beyond Borders Scotland. Beyond Borders has extensive contacts in each of the identified regions, and can draw on a high level of expertise and support from a wide network of actors. Beyond Borders will seek to include experts from UN departments, experts on the Scottish model of devolution, and experts in the specific regional conflicts identified for inclusion in the project. Beyond Borders will also seek to utilise academics and experts based at Scottish institutions and organisations.

The addition of the retreat weekend in the Scottish Borders is a vital part of the programme, offering a unique opportunity for fellows to interact and communicate in a relaxed, tranquil and open environment. This element is crucial to allow the fellows to design a network, enabling them to support each other and communicate freely. Monitoring and evaluation throughout and after the fellowships will also inform this, and we would seek to connect the different cohorts in a cross-cohort network.



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One fellowship per year will take place around the *Beyond Borders International Festival of Literature and Thought*, which takes place annually at Traquair House in August. This element allows the Fellows the opportunity to meet with the *Festival* speakers, who will include a number of top mediators, in addition to a range of experts with experience of political transition processes. The cost of gathering these numerous experts would otherwise be prohibitive, and so running one Fellowship during the *Festival* provides an opportunity for the Fellows to meet this wide variety of experts. The methodology of the *Festival* is centred on cultural diplomacy and dialogue, allowing the Fellows to experience first hand the ways in which different mediums can bring people with very different experiences together.

Beyond Borders has worked with a diverse range of high-level mediation organisations, such as the Centre for Humanitarian Dialogue, the European Institute of Peace, Beyond Conflict, and Conciliation Resources. Beyond Borders will thus be drawing upon numerous partnerships and comparative global experiences in order to bring vast international mediation expertise to Scotland.

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### **Curriculum**

*Module 1: International Gender and Peace-making Normative and Policy Frameworks*

*Module 2: Conflict Resolution and Process Design*

*Module 3: Women and Mediation: Engaging Track 2 Actors*

*Module 4: Soft Power and Cultural Dialogue*

*Module 5: Ceasefire and Security Arrangements*

*Module 6: Reconciliation & National Dialogues*

*Module 7: Power-sharing and Women's Political Representation*

*Module 8: Constitutional Reform & Inclusive Politics*

### **Web Portal Development**

There is a need for a dedicated website to be developed for the Fellowship. This would comprise of an Open to All area and a Members Only area, and be an extension to the existing Beyond Borders Scotland Fellowship webpages.

The Open to All area will be an area for the general public to gain information about the fellowship programme, past fellows, future fellowships and application procedures. It would also include any press information or coverage of the Programme, and materials relating to the training and workshops that can be made available to the public.

The Members Only area would be a private space for all past fellows across cohorts to access training materials from the various fellowships and share information about their work across fellowship cohorts. It will be a valuable tool in maintain communication between fellows throughout the lifetime of the Programme, and has been requested by both the August 2016 and November 2016 fellows.

The existing Beyond Borders Scotland website does not have the capacity to cost-effectively develop this portal. Therefore, initially, this will be developed as a standalone website connected to the existing Beyond Borders Scotland website.



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## **Monitoring and Evaluation**

In order to carry out an evaluation of the fellowship programme, Beyond Borders will coordinate with consultants from the United Nations Mediation Support Unit, who have a wealth of experience in the evaluation of similar programmes. This will provide independent analysis of the programme as a whole, and also of each individual fellowship. On this consultancy basis, they will observe proceedings throughout the fellowships, collect feedback – both oral and written, in the form of surveys – and conduct a peer review in the context of other similar high-level UN courses and best practice standards.

Information gleaned from this evaluation process will be incorporated into written reports, which will be completed after each fellowship and following fellowship year. Furthermore, Beyond Borders will internally assess the programme throughout, and these internal assessments will inform the end reports also. These reports will be utilised to inform future programmes and be made available to the Scottish Government where necessary along with full financial reporting of the Programme.

Scottish Government officials would also be welcome to observe elements of the programme, where appropriate.

## **Cost**

The cost for all activities are listed in summary below:

£300,000 per year (includes 3 fellowship programmes and web development);

£1,200,000 for 4 years (12 fellowship programmes in total).

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