

# 20 YEARS OF IMPLEMENTING THE UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325 ON WOMEN, PEACE AND SECURITY IN SOUTH SUDAN

RESEARCH REPORT



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## ABBREVIATIONS AND ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
ARCSS	Agreement on Resolutions of Conflicts in South Sudan
CBOs	Community Based Organizations
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CSO	Civil Society Organizations
DDR	Disarmament, Demobilization and Reintegration
DG	Director General
DPO	Disabled Persons Organization
FGD	Focus Group Discussions
GBVIMS	Gender Based Violence Information Management System
GOSS	Government of South Sudan
HIV	Human Immunodeficiency Virus
IDPs	Internally Displaced Persons
IGAD	Intergovernmental Authority on Development
INGO	International Non-Government Organisations
KIIs	Key Informant Interviews
MGCSW	Ministry of Gender, Child and Social Welfare
MoD	Ministry of Defence
NGO	Non- Governmental Organization
PWD	Person with Disability
R-ARCSS	Revitalized Agreement on Resolutions of Conflicts in South Sudan
RJMEC	Reconstituted Joint Monitoring and Evaluation Commission
RRR	Return Re-integration and Relocations
SGBV	Sexual and Gender Based Violence
SPLM	Sudan Peoples' Liberation Movement
SRHR	Sexual Reproductive Health Rights
SSDDRC	South Sudan Disarmament Demobilization and Re-integration Commission
SSNAP	South Sudan Nation Action Plan
SSRRC	South Sudan Relief and Rehabilitation Commission
TCSS	Transitional Constitution of South Sudan
TNLA	Transitional National Legislative Assembly
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
UNMISS	United Nations Mission in South Sudan
VSLA	Village Savings and Loan Association
WIPC	Women's International Peace Centre

## EXECUTIVE SUMMARY

This is a research report on progress made in the implementation of the United Nations Security Council resolution (UNSCR) 1325 in South Sudan. By adopting the resolution on Women, Peace and Security, South Sudan recognized the political significance of women and gender in the sustainability of peace and security. UNSCR 1325 (2000) was adopted by the Security Council in an effort to protect women's rights during armed conflicts, prevent impunity for gender-based crimes, mainstream gender aspects in peacekeeping operations and increase women's participation in the various peacebuilding processes before, during and after armed conflicts. In response, the South Sudan National Action Plan (SSNAP) 2015-2020 was developed by the Government of South Sudan to provide a framework for guiding decisions on women's participation in leadership, peacebuilding and reconstruction, security sector reform, and efforts to prevent and protect women and girls against any form of violence.

The SSNAP was developed and contextualized in a manner that ensured the key issues on women, peace and security were incorporated in Government work. Under the guidance of the Ministry of Gender, Child and Social Welfare (MGCSW), government institutions, commissions and other stakeholders, including development partners, UN Agencies, international and national non-governmental organisations, academia, civil society and faith-based organisations and the private sectors, have implemented the SSNAP.

The research employed both qualitative and quantitative methods to get an in-depth understanding of the progress made, the successes and challenges encountered during implementation, lessons learned and recommendations on the way forward. These included an on-line survey, interviews and focus group discussions with individuals including gender focal points from various ministries and people living with special needs. Findings from the research offer an in-depth understanding of the current situation, the successes and challenges and more importantly, the policies and programmes established to promote women, peace and security. There have been some strides made at the country level as indicated below:

1. Generally, there was political will for the adoption and domestication of the UNSCR 1325 in South Sudan. The SSNAP framework has been accepted as a significant tool for the promotion of the women, peace and security agenda and has facilitated the enactment of various national gender responsive policies and laws.
2. One visible area is participation of women in peace negotiation processes as mediators and delegates out of which seven of them were signatories to the Revitalized-Agreement on the Resolutions of Conflict in the Republic of South Sudan (R-ARCSS) signed in September 2018. Similarly, women's roles have continued to be recognized in the public arena and some have been promoted to executive levels where key decisions are made. The R-ARCSS contains key gender provisions which are being used by at least 48% of respondents interviewed, to address issues of participation, prevention, protection and relief and recovery.

3. The 25% quota for women was enshrined in the legal framework - Transitional Constitution of South Sudan (TCSS 2011) and other key policies that include Gender Policy (2013); Elections Act (2012); Education (Act 2012); Child Act (2008); Local Government Act (2009) and Labour Act (2017). With the signing of the R-ARCSS, which provides for 35% quota for women's representation in decision-making structures, the TCSS has been amended to include 35% quotas. As a supreme law of the land, the R-ARCSS calls for the review and development of gender responsive laws in South Sudan that observe the implementation of 35% quota.
4. In terms of protection and response to issues of gender-based violence, a Marshal Court was established at the Army headquarters to investigate and act upon the reported cases. The Special Protection Unit at the police stations and the one-stop- centres at the hospitals have been established to provide prevention, protection, psychosocial services and access to legal support to survivors of sexual and gender based violence. The Standard Operating Procedures underlining the different roles and responsibility of each sector are in place.
5. The SSNAP framework has increased public awareness of the need to protect women's rights, prevent conflict and gender-based violence (GBV), increase women's representation and participation in leadership and promote their economic empowerment. Eighty-one percent of the respondents are aware of the existence of various policies developed to protect women and girls' rights and prevent GBV and 48% of them are using such policies including the SSNAP on UNSCR 1325 and the R-ARCSS to inform their organizations' activities to address issues of sexual offences, including rape, early marriage, trafficking and slavery of women among others.

Despite the progress, gaps exist between policy and practice, which continues to undermine the inclusion of women and the implementation of the 35 percent gender quotas provided in the R-ARCSS. This is mainly due to persistent gender norms in institutions of political recruitment most of which prefer men to women leaders, self-centredness, harmful cultural practices, violence against women and limited allocation of resources to women, peace and security programmes.

1. The SSNAP is a very valuable policy framework, which provides guidance on integrating the Women Peace and Security issues in the post conflict and reconstruction era of South Sudan. The framework requires wider dissemination and coordination to ensure that national and international actors are able to share information on the implementation as well as monitor and evaluate the outcomes of their activities.
2. Women and girls continue to be disproportionately affected by GBV incidents, with 98% of incidents affecting female survivors and 2% of the reported incidents involved male survivors. One in five of reported GBV survivors were children below the age of 18 years, while 80% of survivors were adults (South Sudan GBVIMS 2019). For this study, 54% of respondents indicated that women and girls continue to face insecurity, while negative cultural and customary practices continue to subjugate women and girls' rights and positions. Ninety-six percent (96%) of respondents indicated that the major problems are early/forced marriages/child marriages, high dowry/bride price, and poverty, which contribute to increased sexual exploitation and abuse experience by 68%. School attendance denial and drop out among girls in favour of marriage accounts for 12%.
3. Despite that, there have been some hurdles that constrain the effective implementation of SSNAP. Some of these include: limited information dissemination and sharing among the wider communities; weak sectoral coordination mechanisms; absence of platforms

and forums by which stakeholders can regularly share information and lessons as well as absence of a common data base for SGBV survivors; lack/ poor allocation of resources, limited capacity of gender focal points to undertake activities on participation, prevention, protection and relief and recovery in the WPS agenda (WIPC Report 2020). In terms of participation, it has been noted that political parties continue to underplay the inclusion of women in decision-making position. Moreover, there are no oversight mechanisms or affirmative action Bill to hold norm breakers or parties accountable.

4. On people living with special needs and disabilities, 96% of the respondents stated that there is still inadequate attention given to the specific needs of women and girls living with disabilities during and after the conflict. Many are affected by SGBV including rape, discrimination and neglect from community members, high illiteracy level and economic hardship. There is also limited access to security/protection services, humanitarian assistance, access to information and communication facilities and services including sign language interpretation, hearing and speech aids.
5. Over 72% underlined the presence of slackness in the investigation, reporting and taking punitive measures against perpetrators of violence. Thus, Focal Persons from the Ministries of Health, Interior and Defence called for re-training of the organized forces, professionalizing the armed forces and enforce the Military Code of Conduct to minimize the incidences of crimes against women and girls as well as violence against men; strengthen service provision for GBV survivors to include clinical management of rape (CMR), psychosocial support, legal and protection. In addition, primary health care units at the lowest levels should be capacitated to provide services for GBV survivors especially CMR services.
6. There are emerging security threats undermining the successful implementation of women, peace and security (WPS) agenda and the R-ARCSS. These include on-going war and intertribal conflict in some states, conflict among pastoralists and between pastoralists and farmers, armed robbery, unknown gunmen including 'Toronto boys', food insecurity and limited financial assistance to support women/girls' empowerment which often risks their involvement in commercial sex and abuse due to poverty. Aspects of reintegration and livelihood should be introduced and mainstreamed across existing sectors to allow the ex-combatants and survivors cope up and move on with their lives.
7. There are no specific funds set aside by the Government to support women's organizations and neither is there a special funding mechanism established by development partners to support women political aspirants and existing leaders. Those organisations that embarked on peace building and conflict transformation face funding constraints and have capacity gaps in terms of skills and the security issues related to gender-based violence.

Key recommendations for consideration by actors implementing the women, peace and security agenda are:

1. Conduct massive awareness campaign on GBV consequences and advocate for strong enforcement of laws preventing violence and protecting women and girls. This should go hand-in-hand with the abolishment of harmful customary practices and codification of useful customary laws and hence the need to harmonize customary and statutory laws as they become critical through the Constitution which recognizes the presence of a dual system.
2. Actively share information and involve ministries of Gender, Education, Information, Judiciary, and Chiefs, women organizations, international NGOs, UN agencies, human rights organizations to minimise the harmful cultural practices.
3. Train and build capacity of more women's organisations and groups in transformational leadership, peace building and negotiation to effectively participate in policy reviews, analyses and dissemination.
4. Government should allocate funds to women's organizations as mandated by UNSCR 2122 (2013) and strengthen the monitoring and evaluation of SSNAP by engaging many actors such as national and international organizations in the dissemination of progress reports.
5. Restructure sectoral coordination mechanisms, create a unified forum for information, and experience sharing among stakeholders on the implementation of women, peace and security programmes.
6. Review and revitalise the SSNAP on UNSCR 1325 in relation to the current context and disseminate widely across the country.
7. Engage CSOs and women organizations in coordination of efforts to improve timely collection of data, analysis and reporting on women, peace and security activities. Networking and information sharing can be enhanced through use of social media platforms.

# I INTRODUCTIONS

## 1.1 Background

The year 2020 marked the 20th anniversary of United Nations Security Council Resolution (UNSCR) 1325 and the 25th anniversary of the Beijing Declaration and Platform for Action (BPFA+25). Both instruments have been vital in driving progress and pushing for the attainment of the women, peace and security (WPS) agenda, which reaffirms the important role women play in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, humanitarian response and in post-conflict reconstruction, and stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security. The WPS agenda also offers an opportunity to reflect on the concerns of women in armed conflict as one of the critical areas of achieving gender equality. This makes 2020 an important year to reflect on progress, setbacks, challenges and opportunities to advance the WPS agenda in South Sudan, and to leverage the anniversary to accelerate implementation of key commitments and WPS frameworks.

Much as both men and women suffer during armed conflict, the impact of conflict is felt differently and, therefore, diverse interventions are required to address the various needs of women in conflict-affected areas such as South Sudan. Women and girls often experience more horrific atrocities and injustices in comparison to their male counterparts. Women and girls become targets of gender-based violence (GBV), with sexual violence, used as a weapon of war, as a means of subjugation and humiliation, as a form of torture to inflict injury, to extract information and to destroy communities.

Under UNSCR 1325, the UN Security Council reinforced the fact that in all armed conflicts and post conflict reconstruction, women and girls should be fully involved in having active and critical roles as peace builders, politicians, community leaders and activists and should be actively involved in all peace building and conflict resolution.

The Government of South Sudan is committed to gender equality, has ratified, and domesticated various international and regional instruments on women's rights. Such provisions have further been enshrined in the Transitional Constitution (TCSS 2011), under the Bill of Rights, which guarantees equality between women and men. Furthermore, it has established institutional mechanisms for promoting gender equality and women's empowerment that include the national and state Ministry of Gender, Child, and Social Welfare (MGCSW); Advisors to the Governors on Gender Affairs; Specialized Parliamentary committee on Gender; the Gender Focal Persons in the line ministries and Women Parliamentary Caucus. In terms of women, peace and security, the South Sudan National Action Plan (SSNAP) has been developed which offers a framework for implementation, monitoring and coordination of Women, Peace and Security activities.

The SSNAP has a coordination mechanism that include the inter-ministerial committee and the National Steering Committee comprised of line ministries, commissions, UN agencies and civil society organizations (CSOs). The SSNAP ended in 2020 and as such, it was imperative to review the progress made towards implementation of Women, Peace and Security activities. It is against this background that The Peace Centre sought to document the key achievements during the implementation of the UNSCR 1325 in South Sudan. Findings from this study are expected to contribute to the Government led review process planned to be finalised by March 2021 in which decision as to whether the current SSNAP should be extended or revamped will be reached.

## 1.2 Objective of the Study

The overall objective of the study was to critically assess the progress made, successes and challenges encountered in line with the implementation of the South Sudan National Action Plan (SSNAP) on UNSCR 1325. To this end, the study identifies key achievements in line with advancement of women, peace and security agenda, the challenges and recommended actions for future intervention in relation to the promotion of gender equality and empowerment of women in South Sudan. The study which also integrates issues of youth, peace and security agenda seeks to provide recommendations for policy and programmatic interventions to accelerate implementation of the SSNAP.

## 1.3 Methodology

This study utilized both primary and secondary data collection methods, which included an intensive desk review of the existing literature and a participatory process involving individuals from key line government institutions, development partners and civil society organisations at the national and state levels. Key references were made to relevant policy and legal frameworks, strategies and programmes that are intended to advance the women, peace and security agenda in South Sudan. The team of researchers and enumerators were recruited, trained and took part in the pilot testing of the data collection tools for reliability and validity.

For primary data, a mixed methods approach involving an online survey (Survey Monkey) with 26 individuals (14 male and 12 female) was conducted to ensure coverage for a reasonable sample size. The majority of the respondents (53.9 percent), who completed the online survey, were male while 46.2 percent were female. A link with semi-structured questionnaire was shared with members of GBV Sub-clusters at national and state levels. Questions were designed to suit the approach and enable collection of relevant data. Key Informant interviews (KIIs) were conducted with 36 respondents including Undersecretaries, Director Generals, Gender Focal Points, Commissioners and heads of CSOs running women, peace and security programmes (Annex 1: Individuals interviewed). A consultative workshop of twenty representatives of Persons with Disability (PWD) was held, and later followed by four focus groups discussion to get an in-depth understanding of their activities related to Women, Peace and Security, challenges encountered and the remaining gaps to be addressed. Upon completion, data was cleaned, and all responses checked for synthesis and content examination to ensure consistency and logic between related variables. Subsequently, data was analysed using Stata software.

## 1.4 Limitations

The study was conducted at a time of COVID-19 in which policy measures put in place to curb the spread of pandemic limited accessibility to some key stakeholders. To adapt to this an on-line survey was organized to reach out to organisations implementing activities or programmes on prevention and protection. Nonetheless, there was limited response due to poor internet connection and most of the NGO staff members on the ground were not willing to complete the survey, as they were mainly logistical staff.

The study also took place during government restructuring as required under the Agreement on Resolutions of Conflicts in South Sudan (ARCSS). As a result, some departments previously planned to be involved in the research existed without staff or had either been merged or split. Similarly, some of the existing ministries did not have any physical presence, making it difficult and time consuming to search for them and organize for interviews.

Most Under Secretaries who are senior government officials were not available to share their views due to busy schedules. Instead, they delegated other staff who had limited knowledge on programming and budget allocation for women, peace and security activities.

Another limitation was lack of gender-disaggregated data in various ministries. While there have been a number of activities undertaken in collaboration with partners there was limited documentation and availability of key achievements and data disaggregated by gender. Absence of such information was an obstacle since the study was assessing the 20 years' progress of implementation of the UNSCR 1325.

## 1.5 Structure of the Report

Section 2 presents the progress on implementation of the South Sudan National Action Plan on UNSCR 1325 on Women, Peace and Security in terms of the achievements and perspectives opportunities and challenges under the four pillars - Participation, Prevention Protection, and Relief and Recovery, in promoting women, peace and security, and Section 3 Lessons learned, the general conclusion and recommendations.

## II PROGRESS ON IMPLEMENTATION OF THE SOUTH SUDAN NATIONAL ACTION PLAN ON UNSCR 1325 ON WOMEN, PEACE AND SECURITY

### 2.1 Background

In 2011, the Ministry of Gender, Child, Social Welfare, Humanitarian Affairs and Disaster Management initiated a process of strengthening the implementation of UNSCR 1325 on Women, Peace and Security (2000) in South Sudan. The South Sudan National Action Plan (SSNAP) on UNSCR 1325 on Women, Peace and Security, which was then adopted in 2015 offers an overall framework for strengthened and coordinated implementation, monitoring and reporting on key activities intended to uplift the status of women and enable them to effectively participate in governance, peace initiatives and the reconstruction of South Sudan.<sup>1</sup>

The women, peace and security agenda provides a holistic approach to security under four main pillars: Participation, Prevention, Protection, and Relief and Recovery. The SSNAP (2015-2020) has two strategic goals with related strategic objectives that are broadly aligned to the pillars of UNSCR 1325. These are:

- **Strategic Goal 1:** Increase women's effective participation in leadership and peacebuilding and strengthen gender perspectives in South Sudan's state building and reconstruction processes.
- **Strategic Goal 2:** Support security sector reforms and professionalize security sector institutions to enable them to implement UNSCR 1325
- **Strategic Goal 3:** Strengthen efforts to prevent and protect women and girls against any form of violence; promote the prosecution of perpetrators and increase support to survivors of sexual and gender-based violence in all parts of South Sudan.

Addressing all four pillars is critical to respecting human rights and dignity and in tackling the root causes of conflict to create sustainable peace. There are demonstrable achievements in line with key critical areas outlined in the SSNAP on UNSCR 1325 on women, peace and security.

This report presents progress and achievements made in relation to the implementation of the SSNAP.

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1. The South Sudan National Action Plan (SSNAP) on UNSCR 1325 on Women, Peace and Security

## 2.2 Participation

Inclusion of women and women's interests in decision-making processes related to the prevention, management and resolution of conflicts requires full and equal participation and representation of women at all levels of decision making, including peace-processes, electoral processes (both as candidates and voters), UN positions, and the broader social-political sphere. Participation provides for inclusion of women and women's interest in decision-making processes related to prevention, management and resolution of conflicts.

One of the strategic outcomes of the SSNAP under Strategic Goal 1 is laws, policies, practices and programmes that facilitate women to take up positions of power and decision-making are enforced. The strategic objective is to examine and review laws, policies and programmes within South Sudan's socio-economic and political context. This is in order to promote and guarantee equal opportunities, active and meaningful participation of women in politics and in positions of power and decision-making positions, taking into consideration the special needs and interests of women with disabilities.

### Achievements

The Transitional Constitution of South Sudan (TCSS) 2011 contains the Bill of Rights and makes provision for gender equality and gender mainstreaming, including 25 percent affirmative action to ensure representation of women in decision-making positions in all public spheres, including the executive, the legislative and judicial arms of government at the national, state and local government level. However, the proportion of women's representation has been increased from 25 percent to 35 percent in the Revitalized Agreement on Resolution of Conflicts in South Sudan (R-ARCSS) signed in September 2018, making it the most recent legal framework guaranteeing 35 percent women's representation across all the pre-transitional and transitional institutions.

The TCSS provides women and men with equal rights to vote and be voted (Article 26 (1) and (2)). Similar rights are provided in Section 33 of the National Elections Act, which guarantees male and female of sound mind and above 18 years the right to vote, Section 45 of the Act also allows women and men to aspire to be the president or the governor of a state.

Article 30 of the TCSS on the 'Rights of Persons with Special Needs and the Elderly' states: (a) All levels of government shall guarantee to persons with special needs participation in society and the enjoyment of rights and freedoms set out in this Constitution, especially access to public utilities, suitable education and employment; and (b) The elderly and persons with special needs shall have the right to respect of their dignity. They shall be provided with the necessary care and medical services as shall be regulated by law.

The Political Parties Act, 2012 also seeks to secure women’s rights to equal participation with men in political and public life. In highlighting the obligations of political parties, section 16 (2) (c) provides that party leaders must be democratically elected at all levels, and parties must make provision for the proportionate representation of women on a basis to be determined by each party.

The National Gender Policy (2013) promotes equal and effective participation of all citizens in the social and political affairs of the nation. The policy promotes gender responsive recruitment, retention and promotion processes for public service, capacity building, leadership training and mentoring of women as well as intensive campaigns to create awareness on the centrality of gender equality as a prerequisite for achieving sustainable development. Table 1 below indicates the number of women in leadership positions in government institutions.

**Table 1: Women in leadership positions in government institutions as of August 2020.**

Institutions	Number of Women	Designation / Title
Military	5	
Police	10	
Intelligence	2	
Justice	2	From Deputy Director to Director General
Immigration and border security	1	
Prisons	2	

Source: MGCSW Continent Report 2019

The South Sudan Disarmament, Demobilisation and Reintegration (DDR) Commission developed a Framework in 2019-2020 as a guide for DDR operations and gender mainstreaming which has been used to enhance active participation of women in decision-making processes and deployment. Surprisingly, one of the respondents noted that “... it’s a fair competition, women should come up and compete for existing positions, and we cannot go and look for them”. Such opinions do exist especially among men and when these are in senior positions, they actually deter other than enhance participation of women in their institutions given that they have the wrong attitude.

Strategic Objective 2 under Goal 1 also seek to promote equal access and opportunities for women and girls, including those with disabilities to education, vocational and technical training, to engage in meaningful employment, attain economic empowerment and effectively participate in the country’s rebuilding and democratic processes. The Government of South Sudan is committed to improving the lives of women and girls with disabilities including their families and caregivers, through its disability reform agenda. The South Sudan National Disability and Inclusion Policy 2016 is the country’s overarching framework for improving the lives of people with disability, including women and girls. The Strategy seeks to ensure greater collaboration and coordination by all stakeholders, industry and communities.

The Disability and Inclusion Policy is based on five guiding principles of non-discrimination and human right based approach, affirmative action, diversity and inclusiveness, disability mainstreaming and participation. Its overall goal is to address and respond to multiple vulnerabilities faced by persons with disabilities (PWDs), promote and protect their rights and dignity in an inclusive manner. One of the priority policy areas covered by the policy is to ensure that people with disability have their rights promoted, upheld and protected. The policy acknowledges that men and women with disability face different challenges by reason of their sex and experience.

The National Gender Policy, the Agriculture Strategy, National Cooperative Strategy and South Sudan Development Plan have several programme priorities that are instrumental to ensuring women's economic empowerment. One of the strategies proposed for advancing women's economic opportunities in the gender policy is the establishment of a Women's Bank, a Women's Empowerment Trust Fund, as well as, the strengthening of other financial services such as Village Savings and Loan Associations/schemes (VSLAs) with a view to eliminating gender inequalities in access to capital, credit and other financial services.

Article 4.15.1 of the Revitalised Agreement on the Resolution of Conflict in South Sudan (R-ARCSS), 2018 addresses the establishment of an Enterprise Development Fund and specifically Article 4.15.15 is focused on women entrepreneurs, which states "... establish Women Enterprise Development Fund for provision of subsidized credit for women-based enterprise development and capacity building of women entrepreneurs..."(R-ARCSS, 2018).

As an update on this provision, discussion with the Undersecretary from the Ministry of Gender, Child and Social Welfare indicated that a study visit was conducted to the Republic of Kenya, India and Bangladesh to allow a comparative analysis of the different models of Women Enterprise Funds. Based on the analysis, a South Sudan context-specific model for the enterprise development fund was developed. The model will be tabled to the Council of Ministers in 2021 for approval, and thereafter launched.

South Sudan also enacted a comprehensive Labour Act in 2017, which reinforced the right to equal remuneration for work of equal value and the rights to non-discrimination as guaranteed by the Constitution. Section 6(1) of the Labour Act provides that 'No person shall discriminate, directly or indirectly, against an employee or job applicant in any work policy or practice'. Section 6(2) also forbids discrimination by any Trade Union, Employers Association or Federation. Section 6(3) defines discrimination as 'any distinction, exclusion or preference with the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation' based on a series of grounds including sex and pregnancy or childbirth. This is consistent with results from key informant interview (KII) with the Under Secretary Ministry of Labour and Industrial Relations who stated that the ministry works to guarantee the right to equal remuneration for work of equal value as guaranteed by the Constitution as well as the right to non-discrimination in the field of employment which has been given effect by the provisions of the Labour Act of 2017 in regard to recruitment, enrolment and promotion. She noted that these are complemented by an elaborate Human Resource Policy that encourages qualified candidates, especially women to apply.

The ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) by South Sudan in 2014 enabled the country to address issues of customary law involving women's rights to inherit and own productive assets; lack of voice and decision making in family and community matters and denial of the right of choice to found a family

especially in rural settings. In line with this, Government has made conscious efforts at public awareness raising of human rights instruments, through dissemination, particularly in major cities like Juba, Malakal and Wau and among government officials. Development partners have also supported the Government in printing copies and dissemination of the CEDAW Convention.

The signing of the R-ARCSS between President Salva Mayardit Kiir and Opposition Leader Dr. Riek Machar in September 2018 and other stakeholders provides for permanent adherence to the ceasefire. Creation of peace mechanism structures was an important step to meet the Agreement's guarantee of 35 percent women's representation across the Executive arm, the Council of Ministers and the pre-transitional institutions.<sup>2</sup>

It is important to recall that the idea of 35 percent women representation was first publicly declared in 2013 by President Salva Kiir and reiterated by Vice President Wani Igga in his September 2013 statement to the United Nations General Assembly session in New York, that "the SPLM as a ruling party would raise women's political participation from 25 percent in the current constitution to a minimum of 35 percent in the proposed permanent constitution." Despite that, 35 percent provided in the R-ARCSS is not yet fully implemented. Table 2 below indicates the status of implementation of the 35 percent quota as provided for in the R-ARCSS.

**Table 2:** Status of implementation of the 35% quota commitment as of March 2020

Cabinet Cluster	Secured ministerial posts under 35% quota for women	Unfulfilled ministerial posts under 35% quota for women	Secured Deputy Ministerial posts under 35% quota for women	Unfulfilled Deputy Ministerial posts under 35% quota for women
Governance Cluster	2 Ministers	2 Ministers	0	100%
Economic Cluster	2 Ministers	1 Minister	1 Minister	2 Ministers
Services Cluster	2 Ministers			100%
Gender and Youth Cluster	2 Ministers			100%
Infrastructure Cluster		100%		
<b>Summary</b>	Appointed 8 ministers out of expected 11 ministers	Failed to appoint 3 ministers	Appointed 1 Deputy Minister out of expected 3 Deputy Ministers	Failed to appoint 2 Deputy Ministers

2. Art. 1.4.4 - 35% women's representation; Art 1.4.5 - Ministry of Youth and Sports to be given to youth; Art 1.4.6 - National diversity, gender; Art. 1.5.2.4 - Woman Vice President to be nominated by the Former Detainees; Art. 1.5.4.5 - Gender and Youth Cluster (New); Art 1.14.3 - National Legislature Deputy Speaker; I-TGONU -woman; Art. 1.14.5 - Council of states - Deputy speaker, I-TGONU - Woman

The allocation of 35 percent quota for women's representation at all levels of government raised hope and symbolized the significance of the integration of gender perspectives in governance, democratic principles and transformations. Table 3 below illustrates the status of the 35 percent affirmative action in Ministerial positions following the formation of the revitalised Government of National Unity. It worth noting that the number of members of Transitional National Legislative Assembly (TNLA) appearing in the Table 3 is based on the percentage allocated to political parties in the R-ARCSS. The actual number can be provided after the reconstitution of the Legislative Assembly, hopefully by early 2021.

*Table 3: 35% quota compliance by political parties as of March 2020*

Political Parties	Ministers	35% Women Ministers	35% Actual No. Appoint	Deputy Ministers	35% Women Deputy Ministers	35% Actual No. Appoint	Transitional National Legislative Assembly (TNLA)	35% Women in TNLA
Incumbent Transitional Government of National Unity (I-TGONU)	20	7 (Not less than 6)	5	5	2	1	332	116
SPLM/A - IO	9	3	3	3	1	0	128	45
South Sudan Opposition Alliance (SSOA)	3	1	1	1		0	50	18
SPLM - Former Detainees	2	0	0	0	0	0	10	4
Other Political Parties	1	0	0	1	0	0	30	11
<b>Total</b>	<b>35</b>	<b>11</b>	<b>9</b>	<b>10</b>	<b>3</b>	<b>1</b>	<b>550</b>	<b>194</b>

## Perspectives on Participation of Women in Decision-making

Findings indicate that 65% of respondents are aware of the policies and key strategies put in place by the Government to promote women's participation. Specifically, the SSNAP (2025-2020) on UNSCR 1325 is recognised and has been used by at least 52% of the institutions and organisations working on women, peace and security. Other policies and laws include the R-ARCSS (2018); National Gender Policy 2013; TCSS (2011) as Amended and the Local Government Act (2019). Alongside these policies, there are other institutional mechanisms, structures and organisations at national and state levels that have been promoting the participation and representation of women in various structures. These include: Gender and Youth Cluster; Vice President - Gender and Youth Cluster; Ministries of Gender, Child and Social Welfare at national and state levels; Advisors to the Governors on Gender and Social Welfare; Parliamentary Specialised Committee on Gender and social Welfare; Women Parliamentary Caucus; Gender Focal Persons in all ministries and commissions. Other key civil society institutions headed by females that promote Women, Peace and Security agenda include: The National Transformational Leadership Institute (NTLI) at the University of Juba, South Sudan; South Sudan Women's General Association which is an umbrella organisation with branches of Women's Union in all states; South Sudan Women's Coalition for Peace, Women's Bloc; Women Monthly Forum and South Sudan Women Empowerment Network. Other organisations and Platforms include South Sudan Women Intellectuals; EVE organisation for Women and Development, STEWARD Women, South Sudan Women Lawyers Association and South Sudan Council of Churches- Women's wing.

Further discussion with respondents revealed that the various institutions and organisations have been very instrumental in enlightening women about their rights and key provisions in the policies. Through that way, it has been possible to mobilise and for more women to engage in advocacy and lobbying for inclusion in decision-making, prevention and protection against gender based violence. Other ministries and Parliamentarians interviewed demonstrated the impact of such civil society including academic institutions for such trainings. They recommended such trainings should be complemented with entrepreneurship skills (Focus group discussion 23rd September 2020).

In terms of peace building, findings from the research indicate that women participated well in the current peace processes. Most respondents believed that women contributed significantly. Others described their participation as "remarkable". For example, a respondent-21 noted that there are "...about 7 women who were signatories to the peace agreement" while respondent 28 claimed that "women displayed negotiation and advocacy skills that men did not exhibit, I respect them". However, there was a general disappointment among respondents by the pace at which the peace agreement was implemented. For many, the 35 percent gender quota and other key gender provisions have not been implemented as expected. Specifically, the number and percentage of women in peace building mechanisms, security and executive levels fell short of 35% as expected Ministers 10 women plus 1 deputy out of 35 = 28%; Undersecretaries: 2 women out of 35= 5.7%; Commissions: 3 women out of 11 = 3.3%; Governors: 9 men and 1 woman = 10%.

For civil service, the staff recruitment, enrolment and promotion is guided by the Labour Act 2017 and Public Service Regulation, which specifically encourages qualified female candidates to apply. Yet very few women join these institutions or are promoted to senior leadership positions. With the absence of women in the top leadership, there are concerns that the recruitment processes were either unfair, or did not base on merits. Others described the process as being marred by irregularities...“...some people are wrongly placed in higher positions as they are recommended from above or by influential relatives”. Such practices not only discourage more women from joining the civil service but also undercut their performance that can be used to promote them to acquire higher leadership positions.

In some security sectors such as the Ministry of Defence (MoD), findings indicate that there is a fear among women to join the military. To discourage such fear numerous strategies have been employed that include the use of role models to inspire others, awareness raising campaigns to enhance recruitment and promotion of the women in military, police and prisons; and integration gender in the curriculum of the cantonment sites.

While recruitment and retention was easier for some institutions, others faced challenges in identifying suitable candidates. For example, the respondent from South Sudan Relief and Recovery Commission (SS-RRC) noted that performance appraisal and the length of time, preferably after 3 years in service is key for promotion. In the Ministry of Electricity, Dams, Irrigation and Water Resources as well as Mining and Petroleum there are difficulties in recruiting female workers because of the belief that such skills are not widely possessed by the majority of women. In some offices, for example the office of the Vice Presidency, recruitment is currently through political appointments for higher positions or secondment through civil service for lower positions. It was also noted that well paid positions are often taken by men.

## Opportunities

Majority of respondents (65 percent) think that there are capacity-building opportunities to enhance women participation in leadership and peace building in South Sudan. Such opportunities include training in leadership and peace building as well as inclusive workshops on policy and permanent constitution drafting.

In terms of motivation in public sector, findings indicate that women employees are also granted study leave with pay and sometimes sent for short courses and trainings to enhance their capacity towards improving their participation in the various positions.

Focus group discussions (FGDs) with representatives from Disabled Persons Organisations (DPOs) found that there are several activities undertaken to ensure that all members participate meaningfully. These include managing and running programmes on sexual and reproductive health and rights (SRHR), awareness raising through radio programmes on the rights of persons living with disabilities, and economic empowerment (soap making, beads and handcrafts) in collaboration with partners such as the German Embassy. The group recommended continued support through provision of finances or capital to undertake small businesses; sports and games to create more awareness among themselves and their caregivers; capacity building and training to reduce social stigma to enable women and girls living with disabilities to actively and meaningfully participate in decision-making processes. Special attention should be directed to persons with serious impairments such as mental health who in some instances

have been subjected to S/GBV and other discriminatory practices. Other opportunities include the establishment of systems and structures that promote and monitor gender equality agenda in public and private sectors. These include: Ministry of Gender, Child and Social Welfare; Specialized Committee for Gender, Youth and Social Welfare; Women Caucus in Parliament; The Inter-Ministerial Committee; Gender Coordination Forum that meets on quarterly basis; Inter-Ministerial Gender Technical Committee (Comprised of gender focal points from government institutions); Chamber of Women Entrepreneurs South Sudan that monitors women's participation in SME businesses; South Sudan Women General Association that monitors women's participation in leadership at all levels.

## Challenges

Women's representation in decision-making can contribute to gender responsive policies, legislations and programmes. Generally, progress has been made in some of the institutions in which women are the Heads of the Department, Directors, Deputy Directors and Head of Directorates such as Ministry of Gender Child and Social Welfare; Ministry of General Education; Ministry of Health and Ministry of Foreign Affairs.

However, research findings show that women's representation and participation in decision-making is not fully mainstreamed across the different Directorates of the Government Ministries and Commissions in South Sudan (Annex II). Equally, although parties to the agreement appointed female ministers, the 35% gender quota was not fully complied with the positions of ministers and deputy ministers (See Table 3). Additionally, not many women were involved in the peace process largely because they were not members of political parties where recruitment and nomination takes place.<sup>3</sup>

Women were also constrained by limited availability of information, patriarchal culture and negative perception about women's engagement in public sphere. Similarly, a perception that female leaders must perform better than men endures. Failure to do so can be met with many questions and judgements, which in some instances tends to discourage women from joining parties.

Other challenges for realizing the 35 percent gender quota for women's participation in decision-making are:

- i. Reluctance of Political parties to engender the rest of the 65 percent of the responsibility sharing as enshrined in the R-ARCSS, article 1.4.5
- ii. Lack of an oversight mechanism to enforce implementation of 35 percent quota in other positions including Governorship, State cabinets, State Commissions and Parliaments.
- iii. Weak women's league: The political parties' women structures are not influential enough to hold their party leaders for non- adherence to 35 percent quota during nomination and selection as required by the R-ARCSS.

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3. National Review Report on the Implementation of the Beijing Declaration and Platform for Action (1995) Republic of South Sudan ,June 2019

- iv. Lack of organised structures. The female executive in the Revitalized Transitional Government from Vice President to national cabinet ministers and deputy ministers, have no Executive Leaders Caucus which could have connected with other women from the Parliamentary Caucus and CSOs to build a strong coalition and push for women's common agenda.
- v. Political recruitment procedures. Findings indicate that most senior positions are ascended to through the political parties and seniority in the army as well as appointments by decree. This tends to limit entrance of vibrant and potential leaders as well as competition between women and men counterparts.

Other factors constraining women's participation in leadership positions include:

- i. Inadequate knowledge and information about women's rights, key policies and other national and international legal frameworks such as the Maputo Protocol, CEDAW, and UNSCR 1325.
- ii. Illiteracy and poor organisation of women causing a gap between the accomplished and less accomplished as well as the intergenerational gap. There is also lack of self-confidence as women are shy to explore available opportunities, apply and compete.
- iii. Inadequate economic empowerment, insufficient knowledge and use of technology in general affects women from taking leadership positions.
- iv. Limited formal education among many women reduces their chances to participate fully in socio-economic and decision-making processes therefore making it hard for these women to create the change they want to see and understand the perception of gender mainstreaming.
- v. Harassment including sexual harassment/corruption of women by men in powerful positions diminishes the enthusiasm to vie for leadership positions.

## 2.3 Prevention

One of the strategic goals of the SSNAP is to strengthen efforts to prevent and protect women and girls against any form of violence; to promote the prosecution of perpetrators and to increase support to survivors of sexual and gender-based violence in all parts of South Sudan. The strategic objective is to develop and promote legal, policy and programme approaches that respond effectively to the differential experiences of women and girls during conflict situations and in peacebuilding in order to protect them from further abuses, while addressing the structural, systemic conditions that give rise to human rights violations.

The strategic outcome is having national and state laws and policies that are gender sensitive, implemented and that provide extra protection for women and girls against any form of violence with programmes at national and state level.

A key objective is for Government to adopt a gendered approach to transitional justice; increase access to justice for women and girls affected by all forms of violence in armed conflict and in post-conflict; and bring the perpetrators to justice by establishing effective mechanisms to end impunity at state and national levels.

## Achievements

Findings from this study together with findings from the National Review Report on the Implementation of the Beijing Declaration and Platform for Action in South Sudan (2019) show that the country has committed and established the following laws and policies that integrate a gender perspective and also provide protection for women and girls against violence. These are: the Transition Constitution of South Sudan (2011), the R-ARCSS (2018), the Penal Code Act (2008), Criminal Procedure Act (2008), South Sudan Law of Evidence Act (2006), South Sudan National Police Regulation (2009), Nationality Passports and Immigration Act (2011), National Gender Policy (2013-2018), Child Act (2008), and the National Disability and Inclusive Policy (2015), the Sexual Reproductive Health Policy (2016), the Adolescence /Youth Sexual Reproductive Health policy (2015-2020), the South Sudan War Disabled, Widows and Orphans Commission Policy (2019-2021), and the South Sudan Demobilization Disarmament and Reintegration Act (2011).

Other human rights instruments that support prevention of violence against women and girls include the Convention on the Rights of the Child and its Optional Protocol on the involvement of children in armed conflict; the African Charter on Human and Peoples' Rights; the African Charter on the Rights and Welfare of the Child; and the African Convention for Protection and Assistance of Internally Displaced Persons in Africa (The Kampala Convention), 2009.

In 2014, the Government developed the Standard Operating Procedures for Prevention and Response to Sexual and Gender-Based Violence which was approved in 2017. The document sets clear systems, roles and responsibilities for all institutions involved in the prevention, protection and response to gender-based violence (GBV) in South Sudan.

The Government made efforts in bringing justice to victims of sexual violence through key measures that were undertaken within the criminal justice system. A training manual on investigation and prosecution of SGBV was developed in 2017 by the Ministry of Justice with technical support from the Ministry of Gender, Child and Social Welfare. A Department of Women and Juvenile Justice was also established under the Directorate of Public Prosecution.

Mobile courts have been established for quick access to and dispensation of justice and sexual violence is among the cases handled. The Mobile Courts bring justice closer to the people, particularly those in remote and rural areas. The Government has also established a specialized GBV Court at the Judiciary of South Sudan which was officially launched and opened in December 2020.

There are also legal provisions for the perpetrators to be investigated and prosecuted according to the Penal Code Act. The Human Rights Commission Investigates on their own initiative or following a complaint made by any person or group of persons regarding violations of human rights (Chapter VI of the South Sudan Human Rights Commission Act on Investigation). There is also a mechanism to monitor the application and enforcement of the provision of the Bill of Rights and other rights and freedoms enshrined in the Constitution. The creation of the Gender Committee in the Human Rights Commission gives more power to investigate issues related to gender based violence.

## Perspectives on Preventin of Violence Against Women and Girls

The research found that 80.8 percent of total respondents believe that there are policies already developed to prevent violence against women and girls' rights. When further asked what national policies and laws are guiding organisations/institutions when addressing the prevention of GBV issues such as rape, sexual offences, early marriage, trafficking and slavery of women, 38 percent mentioned the Government's affirmative action, equitable access to basic education, the Gender Policy, the Safeguarding Policy, the Labour Act, Child Act, Code of Conduct, Whistle Blowing, and the Complaint Handling Mechanism. Similarly, 14 percent of the total respondents also mentioned the National Social Protection Policy framework, South Sudan laws relating to GBV, the Constitution, CEDAW and the Child Act.

A number of responses from key informant interviews (KIIs) showed knowledge about the existence of national, regional and international frameworks on women, peace and security. Many are aware of the UNSCR 1325, Maputo Protocol, Beijing platform for Action, Intergovernmental Authority on Development (IGAD) and East Africa community Gender Policy, the Great Lakes Regional Action Plan and African Union Continental Results Framework which talk about women, peace and security. At the national level, there is Gender Policy (2013) and SSNAP on UNSCR 1325.

The international and regional normative standards and agreements as identified by the respondents indicated that there was good knowledge among gender focal points in the Ministries and Commissions on the standards reinforcing the women, peace and security agenda and an appreciation of the importance of the international and regional agreements in constraining behaviour, informing actions and choices of state actors in order to uphold women's rights.

The engagement through FGDs with representatives of the organisations of persons living with disabilities (DPOs) similarly generated a list of policies and guidelines that are advocating for the WPS agenda. In addition to policies listed by key informants and in the survey, respondents stated that the National Disability and Inclusion Policy and the Inclusive Education Policy are among those that support the WPS agenda related to PWDs. This shows that PWDs have

knowledge of the UNSCR 1325 on WPS agenda and have the interest to pursue their rights if offered the needed support, to counter the numerous challenges relating to their disability by accessing information, services and protection against violence.

During a FGD, a participant from the Ministry of Justice said that the provisions for WPS are within the Constitution as amended and are well defined within the Bill of Rights, including land rights, civil and criminal procedures. The group had consensus on the fact that all the regional policies promote gender equality and protection of women's rights. Such provisions are also available in the framework for Return, Reintegration and Relocation of IDPs (2017) and the Draft Disaster Risk Management Policy in South Sudan (2019).

Among PWDs, during the FGD with representatives of DPOs it was evident that the majority of the respondents had heard of the WPS agenda during the 2013 crisis where crimes such as SGBV were rampant hence re-enforcing the need to end the violence against women and girls and ensure their protection.

The FGD participants noted that the international and regional norms/agreements for women's rights combine a set of expectation required of the government as a member of the UN and AU to abide with the rules and therefore it becomes important to get familiar with the rules to enable the country to honour its commitments in addressing issues such as health, education, gender, and justice, etc.

These norms were anticipated to further alter state conceptions of national interests, "collective expectations for the proper behaviour of actors", for example the Military Court; INC- Sudan; Interim Constitution of South Sudan, Transitional Constitution of South Sudan (2011). As such, the laws that constrain the nation from misusing its powers will be guided to follow the guidelines and shall be held accountable for any violation of the laws of either regional or international unions. It is therefore important that for the nation to attain the gender equality that is required there is conceptual understanding of gender equality and what it takes for it to materialize.

## Challenges

The existence of a dual legal system has empowered the customary law to often adjudicate over SGBV cases, which should not be the case, given these are criminal offences and only tried by the High Court. Most of these cases tried by the local courts focus on rewarding the perpetrators and in doing so further victimize the survivor.

Sexual violence against women and girls including rape is prevalent during conflicts in South Sudan and remains a challenge as well as a setback (UN Report 2020).<sup>4</sup> Many of these acts of SGBV constitute national and international crimes in violation of human rights and international humanitarian law yet bringing the perpetrators to justice has been slow. Even with

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4. UN (2020). Handbook for UN Field Missions on Preventing and Responding to Conflict-Related Sexual Violence. Available from: <https://www.un.org/sexualviolenceinconflict/wp-content/uploads/2020/06/2020.08-UN-CRSV-Handbook.pdf> Accessed on 05/02/2021

the signing of the R-ARCSS and its requirement for women's involvement, there are continued clashes, targeting of civilians, human rights abuses, sexual and gender-based violence, food insecurity and impediments to humanitarian assistance. These undermine gender equality and empowerment of women and need to be prevented from even occurring.

Weak enforcement of laws, especially those dealing with violence against women and girls has given rise to impunity other than prevention. Across the country, law enforcement services remain weak and police are under-trained and under-resourced.

## 2.4 Protection

The SSNAP's strategic objective is to have national and state laws and policies that are gender sensitive and implemented providing extra protection for women and girls against any form of violence, at national and state level. It is also to increase access to appropriate health care services for women and psychosocial support to survivors of SGBV; and increase consciousness, collaboration, linkages and joint initiatives among actors responding to SGBV health and socio-economic-related issues.<sup>5</sup>

### Achievements

An important legal instrument which South Sudan ratified in October 2017 that seeks to protect women from all forms of violence is the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, even though it made several reservations to key provisions including article 6 that discourages polygamous marriages and article 14 on reproductive rights - family planning and abortion. Since then, South Sudan has demonstrated progress towards ensuring sexual reproductive health rights (SRHR) for its citizens especially women and girls. The Ministry of Health is working in coordination with partners to ensure reproductive health services including availability of family planning services at health facilities, though still low in reach and utilization. Abortion is now restricted and not illegal but more still needs to be done in dealing with cultural barriers that affect access and utilization of SRHR services. There is a Strategic National Action Plan (2017-2030) to End Child Marriage. The action plan includes legal reform and enforcement; ensuring access to quality education, and sexual and reproductive health information and services; and promoting girls' empowerment however not much progress has been made towards Ending Child Marriage.

The laws of South Sudan prohibit rape and other sexually based violence. This means that a person shall not have sexual intercourse with another without his or her consent. Persons under the age of 18 years are presumed not to be capable of giving consent to sex. It follows that having sexual intercourse with a person under the age of 18 years amounts to a statutory rape. However, section 247 of the Penal Code states that "sexual intercourse by a married couple is not rape", within the meaning of this section.

This means that sexual intercourse between a man and his wife will not amount to rape even where there is lack of consent or one of the spouses is below the age of 18 years. This is inconsistent with the provisions of the Transitional Constitution, the Child Act and Local Government Act, which protect children from under-aged sex, harmful traditional practices and early and forced marriage. Since these legislations came into effect after the Penal Code Act, they are deemed as overriding section 247 of the Penal Code Act. While the Child Act and the Penal Code were enacted in the same year, the Child Act came into effect after the Penal Code Act. Further, the Transitional Constitution is the supreme law of the land and any legislation or law (past, present or future) that is inconsistent with the Constitution is void and of no effect.

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5. Protection refers to women's safety, physical and mental health and economic security assured and human rights respected, with this in mind specific protection rights and needs of women and girls in conflict and post-conflict settings, including reporting and prosecution of SGBV; domestic implementation of regional and international laws and conventions go along away to enhance protection.

The Government also developed a National Health Policy (2016-2026) whose health service programming is gender sensitive. The policy protects the rights to healthcare of women, children, the elderly, people with special needs – the physically and mentally challenged, refugees and IDPs and all-in transit populations, minority groups and the poor. For effective national response to the HIV epidemic, the National HIV/AIDS Policy was finalized in 2016 and is awaiting cabinet approval.<sup>6</sup>

A training manual on investigation and prosecution of SGBV was developed in 2017 by the Ministry of Justice with technical support from the MGCSW. In addition, a Department of Women and Juvenile Justice was established under the Directorate of Public Prosecution. The Government has established a GBV Court at the Judiciary of South Sudan which was launched on the 3rd December 2020. The GBV Court will hold perpetrators of sexual violence accountable for their actions. All these are meant to be a deterrent towards preventing violations against women and girls.

Measures established to respond to women and girl survivors of SGBV include ‘One Stop Centres or Family protection centres’ in all the ten states. These centres are managed by 2 medical doctors, 4 counsellors, 1 data clerk and 1 lawyer each to ensure a comprehensive package of service provision to the SGBV survivors. Success was registered in this area in terms of the number of incidents of GBV against women and girls that were received compared to those acted upon, followed up and concluded. During 2019, from nine (9) hospital One-Stop-Centres; 1,869 cases of GBV survivors were received, 106 cases were acted upon; 1,763 cases were followed up, and 200 cases were concluded.<sup>7</sup> In terms of treatment - the survivors of SGBV can access medical treatment within 72 hours at the One Stop Centre/Family protection centre located within the hospitals. However, survivors of SGBV are kept at the police centre because safe homes are not yet established.

In terms of security, at the moment there is only one safe house/shelter in Torit for survivors while in Juba survivors are provided safety by the police while under police custody. Medical examinations are conducted within 72 hours in the one stop centres across the country by medical doctors who work in shifts to ensure that risks of infection from sexually transmitted infections including HIV and unwanted pregnancies are attended to. Psychosocial support services are provided within the One-Stop-Centre/Family protection centre by four counsellors at no cost so that access for survivors to psychosocial support is enhanced.

As part of progress made, there are mechanisms for implementing the laws and policies for protecting women’s rights including SGBV.

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6. The National HIV Prevention Strategy that is inclusive of a programme on key populations (e.g. sex workers and gay people) was also finalized in the same year together with a revision of HIV testing services (HTS) guidelines. The Agenda for Accelerated Country Action for Women, girls, gender equality and HIV Plan was also developed and disseminated. The Adolescent Sexual and Reproductive Health strategy was finalized and is being implemented. It should be noted that the National HIV Prevention Strategy provides for protection of People Living with HIV against stigma and discrimination, violation of their rights creating an environment to empower women living with HIV to participate in creating awareness and advocacy.

7. Source: South Sudan report on implementation of UNSCR 1325 on WPS (2020).

The Standard Operating Procedures for Prevention, Protection and Response to GBV spell out the roles and responsibilities of each institution in the referral pathway system. Data collected from registration of GBV cases gives indicators to the frequency of occurrences at the police stations, hospitals or clinics including number of cases reported, cases received, clinical services and cases followed up in courts of law. The missing stage is the establishment of a database where GBV information would be kept with the MGCSW.

To facilitate prompt police response to violence against women, the Government established the Police Special Protection Unit (SPU) at the Directorate of Social Welfare at the national and state levels with headquarters in Juba and support for establishment has been contributed by UN Women, however facilitation and follow up to ensure they perform as expected is still limited.

- i. There are Special Protection Units at 28 police stations at the level of government to enhance access to Justice.
- ii. There are one-stop-centres in 12 hospitals that provide a variety of services which include medical treatment, psychosocial support and counselling services in one place.
- iii. Two safe homes were recently established in two States, one in Torit the other in Wau.
- iv. A Joint Communiqué signed on 11 October 2014 by the President of the Republic of South Sudan with the United Nations Special Representative of the Secretary-General on Sexual Violence in Conflict.
- v. A Court Marshal was established at the Army headquarters to investigate and act upon the reported cases perpetrated by army personnel.
- vi. South Sudan People's Defence Forces (SSPDF) Command Intent and Orders to all units regarding gender and women's rights.

On systems for addressing SGBV, a training manual on investigation and prosecution of SGBV was developed in 2017 by the Ministry of Justice with technical support from the Ministry of Gender and financial support from partners. Department of Women and Juvenile Justice was also established under the Directorate of Public Prosecution. These remain instrumental for addressing SGBV in South Sudan.

Similarly, measures have been taken to train security forces in protecting women's rights, including the prevention of and response to SGBV. There are three police training centres for training non-commissioned officers on various courses including SGBV survivors and perpetrators management. The centres are Rajaf National Police Training College, Rajaf Dr Garang Police School, and the Rambo Police Academy. Beside this, there are six-months training workshops, and seminars offered from Uganda, Kenya and Rwanda for police officers to enhance their capacity and knowledge towards protecting women's rights, including the prevention of and response to SGBV.

The interview with the gender focal person from the Ministry of Defense in November 2020 revealed the ministry is working to sensitize commanders through the Moral Orientation Department in SSPDF General Headquarters. These trainings are aimed at orienting soldiers and officers on the code of conduct, their roles and responsibilities as relates to protection in addition to enhancing civil military relationship as regards to respect and defending human rights.

In 2014, the President signed a policy framework on conflict-related SGBV with the UN Secretary General, which highlights the fact that any army personnel either from government or opposition who commits SGBV offences shall be subject to disciplinary measures through the Military Courts. The legal system provides the mechanism to ensure that the perpetrators are taken to the court for investigation and prosecution as established in the Penal Code Act. The Penal Code also allows for 15 years of imprisonment without bail or bonds, in the absence of compromise and amnesty.

Mechanisms for monitoring protection of women and girls against violence include Human Rights Commission, MGCSW, line Ministries and Commissions implementing SSNAP, Special Protection Units at the Police Stations, Ministry of Health, and the GBV sub cluster, which manage GBV Information Management System. Equally, Joint Transitional Security Committee and Ceasefire and Transitional Security Arrangements Monitoring Mechanism (CTSAMM) monitor the verification of SGBV and reports to the Reconstituted Joint Monitoring and Evaluation Commission (RJMEC). The MGCSW has also developed the national Key Performance Indicators (KPI) for monitoring gender mainstreaming. The KPIs track progress on gender mainstreaming as a strategy to achieve gender equality across sectors and line ministries at national and state levels in South Sudan.

Protection also covers youth awareness raising through the Adolescent Sexual and Reproductive Health and Rights Strategy and the introduction of alternative energy saving technology to prevent SGBV within the camps. Through the Ministry of Environment and Forestry, mud made stoves have been distributed to internally displaced persons (IDPS) to reduce opportunities for women and girls to be exposed to SGBV.

## Challenges

As the conflict in South Sudan continued to escalate in 2014, GBV became a widespread concern in the country with far reaching, long-term effects which threatened to impact future generations such as children witnessing sexual violence, children being born of rape, or children whose mothers disappeared or were murdered. In some instances, some families began to use GBV and harmful practices such as child marriage as a coping strategy. Families often use early marriage to protect their girls in times of conflict and as a means of income generation in times of extreme poverty and food insecurity. This makes gender interventions more difficult.

Aside from the Police Special Protection Units (SPUs) that handle SGBV, most police officers have limited knowledge on recording, investigating and ensuring protection for survivors of GBV coupled with limited knowledge of statutory protections that exist for SGBV and on women's rights. The methods for collecting evidence among law enforcement officers and lack of forensic evidence tools for sexual crimes remain a recurring challenge. It was also noted that most police officers are men, which make female survivors uncomfortable to narrate their ordeals.<sup>8</sup> There are no special provisions for witness protection unless if they are temporarily protected by the Special Police Units should they report to the police during night hours only.

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8. National Review Report on the Implementation of the Beijing Declaration and Platform for Action (1995) Republic of South Sudan, June 2019

Findings from this study indicate that only 46 percent of the respondents feel secure but the remaining 54 percent still face insecurity including all forms of SGBV in diverse parts of the country. This is consistent with the United Nations Population Fund (UNFPA) Trend Analysis Report (2020) which shows that a total of 6,295 reported incidents of GBV were recorded. Intimate partner violence (IPV) accounted for more than half of the alleged perpetrators and overwhelmingly the majority of the perpetrators (71%) were known to survivors.<sup>9</sup> IPV is the most common form of violence against women and girls. The indirect experiences of conflict have an impact on violence in the homes. Times of conflict exacerbate IPV, as women reported increased brutality and frequency of assaults due to the chaos and economic insecurity of war. Most survivors of violence in South Sudan do not seek help after experiencing an assault from either formal or informal structures, or are unable to access these services due to shame, stigma and a culture of silence. Social acceptability of domestic violence, the difficulties for women in obtaining redress, and the lack of consequences for men continue to fuel violence against women and girls in South Sudan.

In terms of access, the distance between one-stop-centres and some Counties and Bomas is significant and therefore survivors cannot access them within 72 hours. Each state has a one-stop-centre; however, the centres cannot be accessed for timely response services. There is only one vehicle per State to enhance access to health centres within 72 hours and for serious cases, especially children who are often admitted at the gynaecology wards for confidentiality purposes. However, even though all services for GBV survivors are free of charge there is inadequate funding to run the one-stop-centres by the Government. Most supplies are supplemented by development partners, and there are limited numbers of staff members employed by the Government within the centres. Each centre has to have two medical Doctors, four counsellors, 1 data clerk and one Lawyer employed at each State centre.

In addition, the COVID-19 pandemic situation has created a rise in child/early/ forced marriage and unintended pregnancies among girls with rampant cases in Northern Bahr el Ghazal and Western Equatoria states. Most cases of violence are reported to family members followed by NGOs, Police, community leaders, and women organisations and UNMISS Human Rights section 1. The go-to individuals and institutions in terms of percentage is indicated in Table 6 below.

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9. UNFPA, South Sudan Report on incidents of GBV from Jan 1 – Sept 30, 2020

**Table 6:** *Go-to for help*

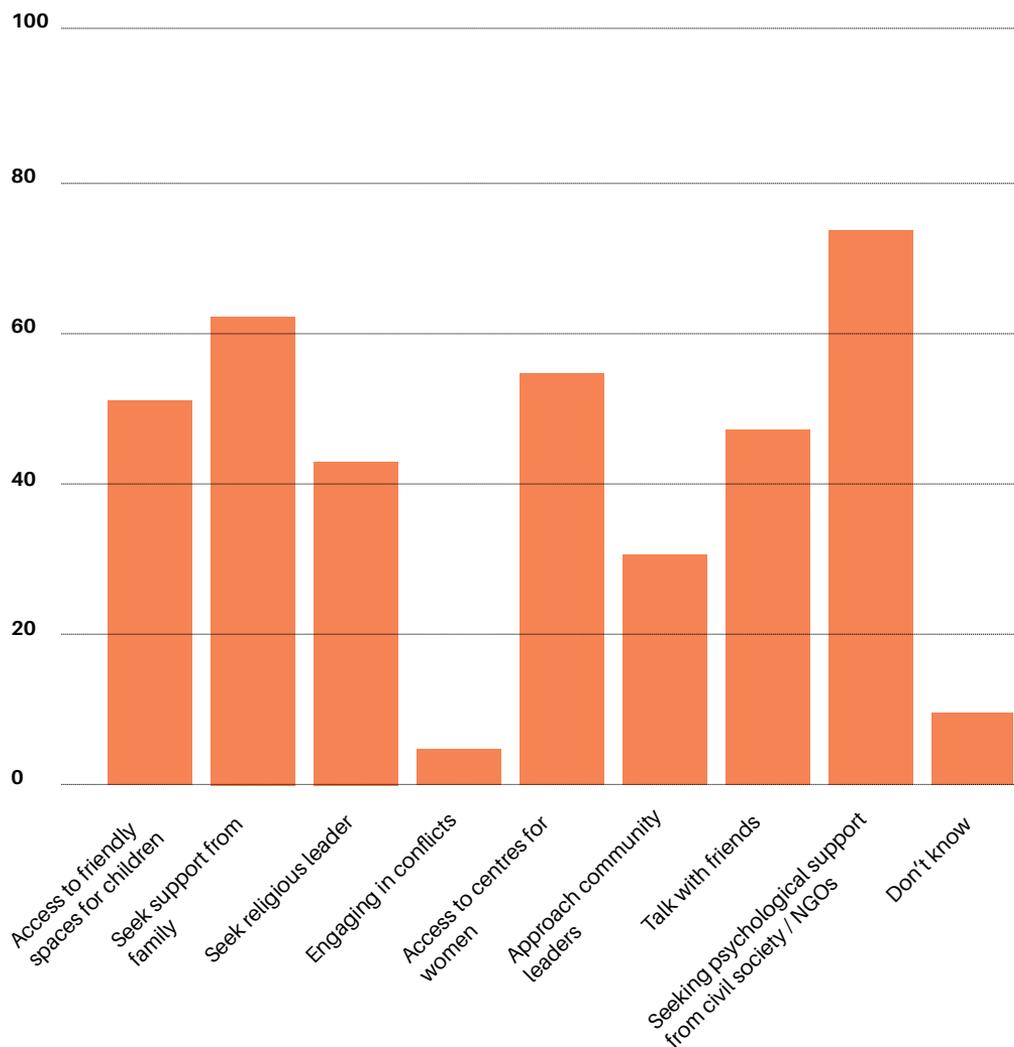
Who do women and girls most often go for help, when they've been victims of some form of violence	Percentage
Family member	69.23
Community leader	42.32
Police	53.85
Friend	46.15
NGO	61.54
Women organizations and UNMISS human rights section	15.38

## Perspectives on Prevention of Violence Against Women and Girls

On what strategies women and girls, including those with disabilities, are using to reduce or to address different protection risks they face, 76.92 percent mentioned they seek psychosocial support from NGOs/civil society organisations, 61.5 percent seek support from family members, 53.85 percent go to women and child friendly spaces to minimise the effect of violence when it has occurred as indicated in the Figure 1 below.

**Figure 1: Strategies women and girls use for protection**

Proportion of strategies that women and girls including those with disabilities are using to reduce or to address different protection risks



With regards to the protection of women, girls and other DPOs and vulnerable groups, most respondents underlined deep-rooted traditions and cultures that place women in disadvantaged positions and expose them to GBV including early marriage as major causes heightening incidences of GBV. Table 7 below outlines women’s security concerns as expressed by respondents.

**Table 7: Security concerns facing women and girls since 2015**

Security concerns facing women and girls since 2015	Percentage
So many women still face insecurity e.g. sexual violence in diverse parts of the country	14%
Registered cases of violence against women and girls are growing	14%
South Sudan is still very insecure characterised with inter-communal conflicts, violence exposing women and girls to SGBV. The COVID-19 pandemic has also seen rise in child/early/forced marriage in Northern Bahr el Ghazal and Western Equatoria states	7%
Increased armed conflict, rape and other human rights violations	7%
There is gender imbalance, which is still being perpetuated	7%
Perpetrators of violence have not been punished	7%
Many women and girls still face violence and abuses in the community, these abuses relate to sexual, physical and emotional forms of violence.country	7%
Women and girls still face gender-based violence (GBV) in all its forms in the community	7%
The women in the rural areas are still vulnerable and are facing security risks and threats.	7%
There are still instances of rape, child abduction, GBV against women, and denial of economic opportunity for women and girls including denial of their rights and freedoms	7%
Increased tribal conflict has led to displacement, GBV and other human rights violations	7%
Increase in armed conflict, displacements, GBV and other violations of human rights	7%

Eighty four point six percent (84.6%) of total respondents said there are major threats in the community or across the nation that undermine the implementation of the WPS agenda including the R-ARCSS. 23 percent of the respondents cited war, conflict, food insecurity and financial constraints or lack of funding focused on women and girls empowerment as the major threat to the realisation of the WPS agenda, indicating the need for relief and recovery to alleviate or mitigate the consequences of conflict and humanitarian situation characterised by the dire economic situation.

Only 46 percent of the respondents mentioned that there has been a decrease in security concerns facing women and girls since 2015 with 54% mentioning that women and girls still face insecurity. This has been seen as a great improvement majorly attributed to the relative peace brought by the transitional revitalized peace agreement where the situation has become calm and many people who were displaced in Protection of Civilian (PoCs) and Collective Sites were able to receive some services such as protection, GBV and forms of capacity building provided by NGOs and UN agencies.

A female participant during a FGD for both male and female noted that during conflicts, sexual violence in most instances is used as weapon of war, echoing the UNSCR 1325 that, this is a neglected reality and there is a need for peace agreement to guide measures to end sexual violence against women and girls.<sup>10</sup> While reported cases of sexual violence perpetrated against men are rare, experience sharing during discussions revealed that there was a case of sexual harassment against a man reported and addressed in a customary court.

There is consensus among the group interviewed that cultural imbalances that perpetuate gender inequality do exist in South Sudan. *"... Yes culturally we see women as property, they exist to bear and raise children, we don't see them as equal to men or can do what a man can do"* said a key informant who further noted that it was the role of the MGCSW to ensure that these imbalances are minimised. Emphasis was also placed on the work of the Ministry of Justice to enforce punishment for perpetrators especially for crimes against women and girls. These and more interventions are meant to provide protection for women and girls.

In an interview with a Key Informant Col James Karlo, the Director of Public Relations and Head of Special Protection Unit in the Ministry of Interior, it was found there is a strong conviction about the need to protect women. He referred to Article 16, section 5 of the TCSS (2011) that states that *"Women shall have the right to own property and share in the estates of their deceased husbands together with any surviving legal heir of the deceased. These include the right to own property, to transfer property and rights of children."* This he said was the guiding principle to women's freedom from harmful customs and traditions, which undermined the dignity of women. In another interview, a respondent commented, *"... women are their own enemies, they are not supportive of one another and fight to bring fellow women down"* The respondent cited an example where a woman interview panellist unfairly rated another and allowed a man to ascend that position. While surprisingly some institutions like the Office of the Vice President for Infrastructure Cluster believes that issues to do with cultural imbalance are outside their mandate and are the responsibility of the MGCSW.

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10. UN (2020). Handbook for UN Field Missions on Preventing and Responding to Conflict-Related Sexual Violence. Available from: <https://www.un.org/sexualviolenceinconflict/wp-content/uploads/2020/06/2020.08-UN-CRSV-Handbook.pdf> Accessed on 05/02/2021 pg. 11

## 2.5 Relief and Recovery

Protracted conflicts in South Sudan continue to result in killings and displacement of citizens. The cumulative effects of years of conflict, violence and destroyed livelihoods left more than 7 million people or about two thirds of the population in dire need of some form of humanitarian assistance and protection in 2019 – the same proportion as in 2018. While the situation is no longer escalating, the country remains in a serious humanitarian crisis and women and girls are still disproportionately affected.<sup>11</sup>

The SSNAP stresses the importance of improving women’s economic status by ensuring that reconstruction programmes undertaken in South Sudan equitably benefit women and girls. These include those living with disabilities who are occasionally invited to participate and contribute to government and donor discussions. The decisions taken on recovery and reconstruction projects are expected to be financed and implemented as a strategic objective. These practises have been happening, the discussion with persons with disabilities revealed that they are often forgotten and contacted on short notice, which does not give them sufficient time to consult among their group on the common agenda. Emphasizing this point, Ms Zekia Musah of South Sudan Women with Disability Network lamented that *“there is no economic empowerment programme designed for us. Even the Peace Agreement has excluded us. While sufferings of women and children affect us too, many times we experience double marginalisation due to limited movement and communication”*.

### Achievements

While implementation remains daunting in the absence of resources, there are gender responsive policies and strategies in place that support relief and recovery programmes. While they are relevant in that, they included the concerns of women, the recently signed peace agreement offers an opportunity to review them in relation to the current context in South Sudan. These include National Development Strategy, the National Trade and Industrial Policy, the National Private Sector Development Strategy, the Livestock and Fisheries Policy, National Agriculture and Livestock Extension Policy, Water Policy, Comprehensive Agriculture Master Plan and Irrigation Development Master Plan, the National Land Policy, National Gender Assessment of the Land Sector, and the Policy Framework and Strategic Plan for the Ministry of Humanitarian Affairs and Disaster management (2018- 2020).

Some of the key achievements in this sector include the inclusion of women in decision-making positions in relief and humanitarian programmes. For example, there are three (3) women occupying the positions of the Director General for Early Warning System; Deputy Director for Emergency and Preparedness, and the Assistant Director for Monitoring and Evaluation.

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11. National Review Report on the Implementation of the Beijing Declaration and Platform for Action (1995) Republic of South Sudan, June 2019

Other areas with women in decision-making positions in post-conflict recovery processes include: Disarmament, demobilization and reintegration (DDR 44%); Security sector reform; Economic recovery programmes; Ministry of Water (3) Three positions; Ministry of Agriculture and Food Security (9) Nine positions; Ministry of Livestock and Fisheries (2) Two positions; Ministry of Trade and Industry (7) Seven Positions; Ministry of Finance and Planning (8) Eight positions; Ministry of Humanitarian (4) Four positions; Legal reform (Legal reform under progress); Electoral reform (Electoral reform under progress)

## Challenges

The exercise of establishing the proportion of post-conflict recovery budget set aside for gender equality and women's empowerment has not been successful. Over 90 percent of the gender focal persons interviewed admitted that there was no specific funding for implementing WPS or Gender Equality activities. For example, discussion with Human Rights Commission focused on what they termed as their priorities as an institution and noted that they believe, every person, men and women were equally planned for in the budget.

Most of the actions taken to support relief and recovery for women in IDPs and humanitarian settings have been taken by the United Nations agencies, international and national humanitarian NGOs. The majority of displaced people (more than 1.6 million) live in displacement areas outside of the POC sites, or are in perpetual flight to find safer places. This resulted in South Sudan being declared a Level 3 humanitarian emergency in 2016, which calls for more humanitarian assistance for relief and recovery. In health sector, provisions of trauma and counselling services remain insufficient especially for survivors of SGBV.

## Perspectives on Relief Recovery

In order to gauge the understanding of the relief and recovery pillar, participants were asked about the national policies and laws they use to guide their institutions activities on relief and recovery. A total of 48% mentioned the R-ARCSS and SSNAP on UNCSR 1325, 52% mentioned gender policy (2013) and a few (5%) could not recall any policy. It is worth noting that the R-ARCSS has integrated the Enterprise Development Fund as part of relief and recovery and therefore used the transition period to push for implementation of economic empowerment policies and programmes. On the other hand, the limited knowledge about the SSNAP could be a result of limited dissemination and awareness about the same. Table 8 below indicates the percentage responses for each response.

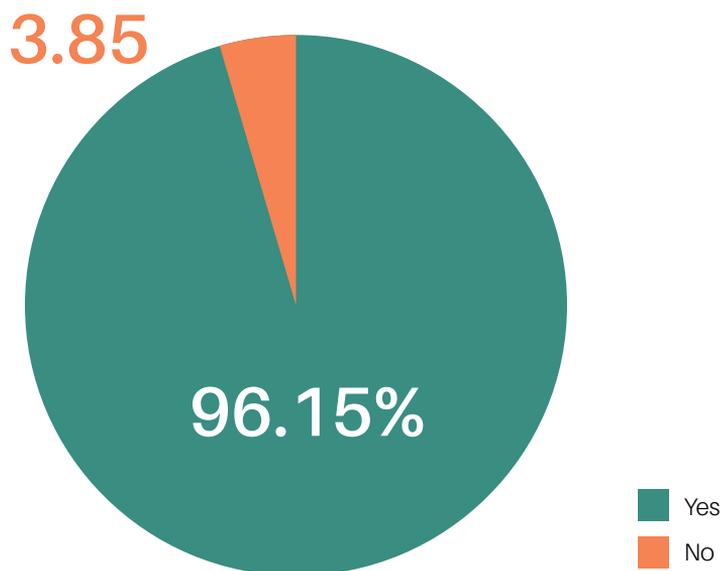
**Table 6:** *Go-to for help*

What National Policies and laws are guiding your organization or institution when addressing relief and recovery	Percentage
No policies	5%
Bill of Rights in the Interim Constitution of South Sudan (TCSS 2011)	14%
South Sudan National Gender Policy, 2013	10%
South Sudan Humanitarian and Relief Regulations	5%
Relief and Rehabilitation Commission Act, 2016 and Constitution of South Sudan 2011	5%
Humanitarian Act, Relief and Rehabilitation Commission Act, 2016 the R_ARCSS	10%
Safeguarding policy, gender mainstreaming, child protection,	52%
R-ARCSS, UNSCR 1325 NAP	48%

Plurality of the total respondents - 96.15%, agreed that there are specific needs for women and girls with disabilities during and after the conflict that need immediate attention. The needs of people living with disabilities even require additional attention given their disability. Other vulnerable groups affected by the day-to-day violence will require both health and GBV services to mitigate and respond to consequence of sexual violence such as clinical management of rape, relief aid such as food and shelter for the displaced.

These needs were highlighted by 12%, of the respondents who in addition cited negligence from members of community to care for the vulnerable women; limitations related to communication and accessibility by 8%; the lack of economic power, GBV and the lack of educational facilities especially for the disabled by 8%. Majority believe that women and girls with disabilities have specific needs during and after conflict as illustrated in Figure 2 below.

### Do women and girls with disabilities have specific needs during and after conflict?



With regards women and girls with disabilities, there are specific needs during and after conflict that need immediate attention. About 16% of the total respondents mentioned security, protection and humanitarian assistance, while 8% mentioned Inclusivity by ensuring provision of communication and mobility equipment and services for those who have physical, visual and hearing impairment.

The study also revealed that 48% of the total respondents mentioned the R-ARCSS and the SSNAP on the implementation of UNCSR 1325 as the national policies guiding their institutions when addressing relief and recovery.

The interview with the Director General, MGCSW noted that the Ministry has a gender responsive budgeting strategy, which looks at areas of need for women, such as women income generation or gender economic empowerment programs. While they are trying their best, they noted that other Ministries did not have gender sensitive budget processes for the simple reason that gender issues were mainly the work of MGCSW. Similarly, all NAP implementing institutions have not been meeting to provide timely reports to the Ministry of Gender to ensure effectiveness in reporting on the progress of the UNSCR 1325.

The interview with the Ministry of Youth revealed that budgeting was inclusive and participatory with all the heads of departments to ensure inclusivity of women and girls needs in the budget. However, there is always limitation due to the budget ceiling provided by the Ministry of Finance and Economic Planning as such they are forced to make trade-offs that leave out the needs of women and girls.

Ministry of Humanitarian Affairs and Disaster Management does not have specific budgets to support women and girls' needs, the budget is generic against the sector and allocated almost equally for the various departments. The Director of Planning and the gender focal person in the ministry noted that they also constructed 50 low-cost houses for women in some states including Western Bahr el Ghazal, Eastern Equatoria and Jonglei as part of the recovery processes.

### III CHALLENGES

Though the SSNAP on UNSCR 1325 has clear targets, major challenges remain under protection of women and girls, prevention of violence against of women and girls and participation of women in decision-making at all levels. The KII with MGCSW (September 2020) underlined the following challenges:

- The initial delay in the approval of SSNAP process by the Parliament delayed the overall implementation and awareness raising among NAP implementing institutions on their roles and responsibilities;
- Inadequate funds for implementation due to austerity measures as a result of economic crisis; Lack of prioritization and budgetary allocations by NAP implementing institutions;
- Inability to convene regular coordination mechanisms meetings for reporting the implementation of the SSNAP;

Several measures have been established to respond to women and girl's survivors of sexual and gender-based violence. These include: the standard operating procedures for prevention, protection and response to GBV which spells out the roles and responsibilities of each institution in the referral pathway system tracking number of cases reported, cases that received clinical services, followed up to court of law. Nevertheless, there is lack of establishment of a database where all information would be stored (KII with MGCSW September 2020).

The KII with Ministry of interior (MOI) (in September 2020) indicated that the inability of police officers to investigate cases of SGBV was blamed for frequent dismissal from law courts due to insufficient evidence. This has contributed to the low rate of reporting cases of SGBV. Similarly, in discussion with gender focal points from the organised forces lamented that the continued conflict in South Sudan has made public places unsafe for women and girls. Accordingly, women and girls have been subjected to appalling sexual violence, especially rape. Equally, cases of attacks in schools and hospitals have been increasing and alarming in the recent days. The attacks range from partial or total destruction, or forced military use of buildings and attacks against civilian staff.

Discussions with CSOs indicated that although 35% quota is provided, women remain underrepresented in almost all decision-making arenas. Elections have not been held since independence in 2011, thus all representatives and office holders at different levels of governance are appointed. Most of those appointed are from the rank and file of the male-dominated political parties that fought for independence from Sudan. In spite of the prevalence of GBV in the country, violence targeted at women in politics has been negligible. This is expected to change if the elections will be conducted and negative cultural practices will be addressed.

Other respondents from CSOs stated that "In South Sudan, there is currently an increased motivation among women to venture into politics, but they fear barriers emanating from the

society, their opponents and the political system". Another one (Respondent 30) said "the Affirmative Action, though increased to 35%, does not offer a guarantee that people will vote for women.... women's political participation is hindered by structural discriminatory practices, negative culture and patriarchy, limited access to financial resources and information, high illiteracy levels, greater family responsibilities". Equally, Respondent 15 stated that "there is inadequate skill in politics, weak political commitments, a male dominated electoral environment and a general deprivation of rights. These continue to limit women from vying for elective positions thus marginalizing them in political leadership and decision making".

Gender Responsive Budgeting (GRB) is increasingly being used as an effective accountability tool to hold government to account to its commitment to gender equality and empowerment of women and girls. The Government of South Sudan is yet to fully embrace budget reforms, which includes the public's participation in the budgetary process that allows for transparency and negotiations by the different stakeholders such as women, youth, children and persons with disability. An inclusive and transparent process would facilitate tracking of budgetary allocations to programmes that benefit women empowerment.

Currently, only the Ministry of Education has embraced gender responsive budgeting with allocation of resources based on their mandate and requirements for the promotion of girls' education contained in the General Education Strategic Plan 2017-2022. However, over all budgetary allocation to the Ministry of Education is low compared with that of Defence and Security.

The peculiar security challenges in South Sudan mean that limited financial resources are available for development programmes. The Ministry of Gender receives the least allocation out of the Federal Budget compared with other institutions of government. Most of the programmes of the Ministry are funded by development partners (KII MGCSW September 2020).

The above findings suggest that pursuing women's participation and representation in the public life requires extra work in empowering men in political parties. Without being convinced the old norms and perception of women will setback the progress and undermine their presence and appointment in leadership positions in public sector. As long as men in political parties' leadership have no belief, interest and will for supporting meaningful women's participation and representation in public life, the struggle for women participation and representation will not harvest the results expected.

## IV RECOMMENDATIONS

### 4.1 General Conclusion and Recommendations

Generally, findings have shown that there have been great strides made in the implementation of the UNSCR 1325 in South Sudan. The adoption of UNSCR 1325 enabled South Sudan and women advocates to mainstream WPS issues in the reconstruction of post conflict South Sudan. The Government domesticated it and developed the SSNAP, which is a useful framework underlining the roles and responsibilities of each line ministry in implementing and monitoring the WPS agenda.

As for CSOs and international organisations, the SSNAP has been very instrumental in enabling the implementation and collection of information to ensure that the four pillars are implemented. New policies and laws preventing and protecting women's rights have been established. Some have been operationalised while others are partially implemented. The affirmative action policy which has been raised to 35% quota offers an opportunity to increase the number of women representation in various structures. Nonetheless, its implementation has been met with resistance and partial compliance.

The Women, Peace and Security agenda is widely known and the policies related to it have been used widely by organisations and advocates of women's rights to create awareness and safeguard the right women and girls particularly. Progress has been made in terms of structures for prevention, protection and participation. These include the establishment of Policies and systems such as Special Protection Units, one stop centres, and shelter homes in order to enhance security.

Despite that, there have been some hurdles that constrain the effective implementation of SSNAP. Some of these include: limited information dissemination and sharing among the wider communities; weak sectoral coordination mechanisms; absence of platforms and forums by which stakeholders can regularly share information and lessons as well as absence of common data base for SGBV survivors; Poor allocation of resources, limited capacity of gender focal points to undertake activities on participation, prevention, protection and relief and recovery in the WPS agenda (WIPC, 2020). In terms of participation, it has been noted that political parties continue to underplay the inclusion of women in decision-making position. Moreover, there is no oversight mechanisms for the affirmative action to hold violating parties accountable. The RJMEC has a role of monitoring the implementation of peace Agreement and remind the parties to the agreement to adhere to the provisions. Since the constitution is silent on the procedures for nomination and recruitment of candidates within parties, such freedom has been used by parties to decide who should be nominated, selected or campaigned for. In most instances, it has worked against women, as there is no law to bind or hold parties accountable for non-compliance.

## 4.2 Recommendations to the Government – South Sudan National Action Plan Implementing Institutions

1. Review the SSNAP and increase awareness among the NAP implementing institutions to take active roles in the implementation and monitoring
2. Identify and implement a specific action plan for the transitional period 2020-2023
3. Advocate for the line ministries to identify priorities and allocate resources
4. Revise and strengthen the coordination mechanism at National and States levels (National Steering Committee, inter- ministerial committee and the State steering committees)
5. Disseminate widely the first oversight observation report for the beginning of the transitional period 2020-2023 to raise the concerns about the parties' lack of will for enforcing the 35% for women and hold parties accountable for non-implementation of their commitments as per R-ARCSS.
6. Improve timely data collection, analysis and reporting system including various stakeholders such as line ministries, CSOs and women organizations.
7. Support or establish special funding for women to embark on economic empowerment, adult education and community sensitization against negative cultural norms that perpetuate violence against women and girls.
8. Provide more capacity-building opportunities to enhance women's participation in leadership and peace building in South Sudan including from rural and national level government officials to ensure their effective engagement in the transitional period and ahead of elections.
9. Establish Women and Girls Friendly Spaces (WGFS) in formal or informal settings where women and girls feel physically and emotionally safe, comfortable, and able to express themselves. Depending on the context, WGFS can provide an opportunity for women and girls to gather and socialize informally and/or can be used as a platform for conducting more structured group activities; to facilitate women's livelihood activities; for knowledge and skill building activities, as well as training opportunities that contribute to psychosocial support, reduce economic vulnerability and increase resilience of women and girls.
10. Re-train the organized forces to professionalize the armed forces and enforce the Military Code of Conduct to minimize the incidences of crimes against women and girls as well as violence against men. Gender focal points from the Ministry of Interior and Ministry of Defence called for a joint gender assessment of the security arrangement process for the unification of the South Sudan parties' forces.
11. Strengthen service provision for GBV survivors which should go beyond the four elements of clinical management of rape, psychosocial support, legal and protection services.
12. Introduce reintegration and livelihood supporting systems across existing sectors to allow the ex-combatants and survivors to cope and move on with their lives. This should include capacity building of primary health care units at the lowest levels to provide services for GBV survivors and undertake Clinical Management of Rape (CMR) services

13. Intensify community sensitization and awareness on GBV and other harmful traditional practices including early and forced marriage and rape. Rape cases, should be handled as declared in the regional laws and national laws of South Sudan. The whistle-blower system should be made safe and attractive so that people can freely and safely report GBV cases including rape and child marriages.
14. MGCSW and political parties should encourage women to participate in platforms that bring together senior female practitioners from different sectors to brainstorm and engage in professional and intellectual debate to enable women to participate in the implementation of Peace Agreement (R-ARCSS).
15. Training and strengthen the capacity of women's groups and Gender Focal points in the line Ministries to enhance their participation and representation in decision-making processes. Attention should be placed on self-reliance, transformational leadership, trust and confidence building, self-defence, emotional Intelligence, counselling and trauma healing skills to support and address stigmatization of people living with HIV/AIDS. Provide financial and capacity building support to women in politics, to enable them influence positive change in society.
16. MGCSW to advocate for legislative reform, adequate inclusion of women in national appointments and promotions in different government sectors. It should also lobby development partners to train women at the grassroots, identify scholarship opportunities for women and link women to the existing regional and international bodies for information sharing and dissemination of good practices
17. MGCSW to work with the Ministry of Justice to advocate for empowering of the statutory system. The existence of a dual legal system has empowered the customary law to often adjudicate over SGBV cases which should not be the case given these are criminal offences and only tried at the High Court.
18. Establish, train and equip a special police unit to professionally handle GBV cases across the country. In addition, those managing the gender desk need continuous orientation, facilitation and be empowered to do their work.
19. Establish a monitoring system for information sharing in addition to health data information system and GBV information management system. The system should facilitate timely reporting and information collection through other sources including social media groups such as Twitter, WhatsApp and Google among others.
20. Integrate persons with disabilities in all decision-making levels and programmes. The South Sudan Broadcasting Cooperation to assist in providing training on sign language interpretation and raise awareness about the meaningful participation of persons with disabilities in implementation of the SSNAP and peace building.

### 4.3 Recommendations to Women Groups, Women-led Organizations and CSOs

1. Train and encourage women to join political parties in big numbers.
2. Intensify advocacy and lobbying among women to ensure fulfilment of 35% affirmative action for women's representation at all levels.
3. Engage political parties' leaders to appoint women in middle and senior positions.
4. Intensify advocacy and lobbying skills among political parties to ensure that political parties adhere to 35% gender quotas in the appointment.

### 4.4 Recommendations to Political Parties

1. Enact national and party internal strategies for the implementation of the 35% affirmative action.

### 4.5 Recommendations for the Gender and Youth Cluster

1. Women's organisations to engage and put pressure on political parties to honour the 35% quota in political appointments;
2. Women leading the Foreign Affairs, Defence, Health, Gender and Social Development and General Education and Instruction Ministries, and Gender and Youth cluster at presidency to attract and mentor young leaders to join political parties
3. Support women leaders to organize themselves into Women Executive Leaders Caucuses and develop a women's common agenda for the transitional period 2020-2023.

# ANNEXES

## Annex I List of Respondents- Interviewed Individuals and Institutions

S/N	Name	Sex	Title	Institution	Contact
1	Hon. Mawiir Nyok	M	Executive Director	SSRRC	0927313956
2	Angelina Adut	F	D/Director	SSRRC	0915533550
3	Hon. Eng. Macham Macham	M	Undersecretary	Min. of Energy & Dam	0929930087
4	Hon. Kuac Wek Wol	M	Undersecretary	Min. of Youths & Sports	0925500332
5	Hon. Santino Bol	M	D/Chairperson	SSRRC	0924326380
6	James Bol Reech	M	Director planning / Gender focal person	Min. of Humanitarian Affairs & Disaster Mgt.	0925416099
7	Georjet Franco	F	Director HR/ Gender focal person	Min. of Energy & Dam	0927167970
8	Maria Gideon	F	D/Director War window/Gender focal person	SSWWDOC	0927685510
9	Kon AtemAjook	M	DG Admin & Finance	SSWWDOC	0926074118
10	Maika Lisok	M	Director, planning, M & E	HIV/AIDS Commission	0926759724
11	Michaya Gammude	M	Director Planning	Ministry of Agriculture	0922457624
12	Mamuor Maketh	M	Director Human Resource	SSDDRC	0922171544

No	Name	Institution	Gender	Email Address	Phone No
1	Esther Akumi	Ministry of General Education & Instruction	F	achireesther65@gmail.com	0925546968
2	Eluzai Manasseh	Ministry of Culture, Youth and Sports	M		0922605069
3	Elizabeth Aya	Ministry of Information Communication	F		0922448089
4	Catherine Jurua	Ministry of Health	F	catherineotto@gmail.com	0926089405
5	Rebecca Tabu James	Ministry labour public services & human resource Development	F		0922192021
6	Martine Afero	Ministry of Cooperatives & Rural Development	F		
7	Achol James	Ministry of Finance & Economic Planning	F	achol.mofep@gmail.com	0922447860
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11	Gabriel Atillio	South Sudan HIV/AIDS Commission	M	gab.atillio@gmail.com	0922207542
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No	Name	Institution	Gender	Email Address	Phone No
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14	Cecile Abino Germano	Ministry of Higher Education.	F		
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16	Savia Aya	Ministry of Housing & Physical Planning	F	saviaas@yahoo.com	0915747044
17	Teddy Akello	Mine Action Authority	F	t.akello98@yahoo.com	Teddy Akello
18	Alberto Kanido Legge	Ministry of Water Resources & Irrigation	M	lommoka15@gmail.com	0920115727
19	Betty kiden Eluzai	Ministry Gender, Child and social Welfare	F		0921665941
20	Margret Messiku Licho	Commission of Human Rights.	F		0911714150
21	Mary Sitna Yapete	Ministry of Livestock and Fisheries.	F	sarionge@gmail.com	211920117212
22	Cecilia Mogga Kenyi	Ministry of Forestry and Environment	F	ceciken2014@gmail.com	
23	Mary Akech Milla	Trade ,Industry Investment.	F	maryakechmilla@Yahoo.com	0926585555 / 0916741607
24	Elvira Zizimo	National Employs Justice	F		
25	Anne Opio	Chamber of Women Entrepreneurs	F	tukaianne@gmail.com	0929178503
26	Gorget George John	Ministry of Parliamentary Affairs	F		

No	Name	Institution	Gender	Email Address	Phone No
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28	Florence Gubek		F		0928787286
29	Gwol Moses Lokwe	CSD	M		0920431023
30	Achol James	MOFA	F		
31	Aya Amataya	MGCSW	F	ayaAmataya@gmail.com	0926795222
32	James Bol	MHADM	F	boljamesso@gmail.com	0925416199
33	Angelina Adut	RRC	F		0915533550
34	Dina Santulimo	MGCSW	F		0916788120
35	Agnes Sapana	Mining	F	sapanaagnes@yahoo.com	0926718265
36	Maana Mohammed	VIP	F		092800256
37	Thabo Abagh Ajang		M		
38	Georhet Franco Will	E&D	F		0921630391
39	Elizabeth Joseph	Office of the VP	F	elizabethakoy@yahoo.com	0921630391
40	Flora Angelo	MGCSW	F	Flora2018pitia@gmail.com	0921766445
41	Angee Beatrice	Ministry of PeaceBuilding	F	Agenesbea2014@gmail.com	0924157297
42	Priscilla Ngacida	MOI	F	ngacidamapes@gmail.com	0925271613
43	Nora Benjamin	University of Juba	F		0921716526
44	Angelos Dhal Agok	SSPDF	M	Angelos.agok@gmail.com	0915626001

No	Name	Institution	Gender	Email Address	Phone No
45	Tablolo Sangy lonty	NAC	M		092484715
46	Mary Gideon		F		0922997828
47	Afaf Ismail Ibrahim	Ministry of Justice	F		0921775715
48	Mary Agol	NCRC	F	Maryagol2014@gmail.com	0927875175
49	Muna Mohammed	VP	F		0928000256
50	Thabo A- Ajang	NEC	F		0928111126
51	Gwolo Moses Lokwe	CSD	M		0920431023
52	Bakhita Jubarah	MGCSW	F	Winipato74@gmail.com	0925532361
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1	South Sudan Relief and Rehabilitation Commission	Deputy Director/ Gender Focal Person	Hon. Santino Bol	0924326380
2	Ministry of Youths and Sports	Undersecretary	Hon. Kuac Wek Wol	0925500332
3	Ministry of Energy & Dam	Undersecretary/ Gender Focal person	Hon. Eng. Macham Macham	0929930087
		Director	Georjet Franco	0927167970
4	Ministry of Humanitarian Affairs & Disaster Management	Director of Planning and Gender focal person	James Bol Reech	0925416099
5	South Sudan war Disabled, Widow and Orphan Commission (SS WDWOC )	D/Director for war widow & Gender focal person	Maria Gideon	0927685510
		DG Admin & Finance	Kon AtemAjook M	0926074118
6	South Sudan HIV/AIDS Commission	Director planning, Monitoring & Evaluation	Maika Lisok	0926759724
7	Ministry of Agriculture & Cooperatives Development	Director for planning	Michaya Gammude	0922457624
8	South Sudan Dis armament demobilization and Re-integration Commission (SSDDRC)	Director for HR	Hon. Mawiir Nyok	0927313956
		Executive Director	Angelina Adut	0915533550
9	South Sudan Human Right Commission (SSHRC)	Executive Director		
10	Office Of The Vice President For Economic Cluster	Executive Director		
11	Ministry Of Justice	Director For Legislation		
12	Committee For Gender In The Legislative Assembly.	Hon. Chairperson for gender committee	Hon Dr Martha Martin	
13	Ministry of Transport	Accountant		

14	Ministry Of Information	Director of information	Santino Okanyi
15	Ministry of Foreign Affairs and International Cooperation	Director General Multilateral Relations	Ambassador Mustafa Lowoh Walla
16	National Audit Chamber	Deputy Auditor General	Dr. Justin Droko
17	Financial Allocation and Monitoring Commission	Director General for Fiscal Financial Allocation	Mr. Laku Mulele
18	National Bureau of Statistics	Director General Population and Social statistics	Mr. Mark Otwari Odufa
19	Ministry of Investment	Director General Administration and Finance	Mr. Joseph Hassan Daniel
20	Office of the Vice President - Infrastructure Cluster	Deputy Executive Director	Hassan Suleiman Samson
21	Ministry of Labour & Industrial Relations	Undersecretary	Hon. Mary Hillary Wani Pitia
22	War Veteran Commission	Executive Director	Bol Akot Akot
23	Ministry of federal affairs	Under secretary	Mr Taban Charles Michael
24	Ministry of cooperative and Rural development	Director General	Mr Taban Charles Michael
25	Mine Action Commission	Executive Director	Mr Mike Fula
		Deputy Director	Mrs Agnes Sapana
26	Ministry of mining	Deputy Director	
27	Ministry of culture, youth and sports	Director General	Mr Rev. Eluzai Mkume

28	Ministry of East African Community	Coordinator	Mr Alex Lubajo K. Kenyi
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## List of participants representing DPOs and CSOs

S/N	Name	Sex	Institution / Organization	Position	Telephone
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6	Onesimo Wani	M	UPD	Member	0920434604
7	Emmanuela Pidale	F	SPLP	Member	-
8	Stella Pita	F	ERUVI	Member	-
9	Cornelia Wani	M	SSUPD	Member	0925712066
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11	Mary Federiko	F	ISUNP	Member	0921007007
12	Rhoda Atanasio	F	SSWPN	Member	0925469300
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<b>CSOs</b>					
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15	Edmund Yakani	M	CEPO	Executive Director	0922168886
16	Rhoba		EVE organisation	Programme officer	

S/N	Name	Sex	Institution / Organization	Position	Telephone
17	Lona Loduro	F	Dawning Rise Organization	Executive Director	0923481597
18	Linda Fernandes	F	WoTAP	Executive Director	
19	Angelo Mongu	M	UCDC	Executive Director	

## Annex II Number Women in Senior Leadership Positions

No	Institution	No of Women in Leadership Positions		Departments / Directorates led by women	
		No	Positions	No	Positions
1	Anti - Corruption Commission	1	Commissioner	0	None
2	MoGCSW	5	1 Minister, 1 Undersecretary, 1 Director General, 1 Director, and 1 Deputy Director	3	Directorate of Gender and child welfare, One Director and two deputy director
3	Ministry of Defence and Veterans Affairs	4	1 Minister, Colonel Cashier, Head of Section and Major Chief.	2	Clerical Section, Protocol
4	Ministry of Interior	8	4 Major General, 1 DG, 2 directors 1 Deputy Director.	4	Human Resource, Logistic, Females affairs and Customs Service.
5	South Sudan Local Government Board	0	None	0	None
6	Ministry of Peace Building	2	1 Director General 1 Deputy Director	2	Conflict Resolution and Social Cohesion Directory; Department of Information
7	National Elections Commission	3	1 Deputy chairperson, 1 commissioner 1 Director general	1	Public Outreach and Voter Education

No	Institution	No of Women in Leadership Positions		Departments / Directorates led by women	
		No	Positions	No	Positions
8	South Sudan Peace Commission	3	1 Director, 1 Deputy director and 1 Commissioner/ Board Member	3	Peace building, Information Traditional leadership.
9	South Sudan Relief and Rehabilitation Commission	2	1 DG admin and finance 1 Deputy Director	2	Admin and finance Deputy Director
10	Ministry of Youths and Sports	2	1 Acting DG for Admin & Administration 1 Deputy Director	2	Administration Directorate of sports
11	Ministry of Energy & Dam	2	Deputy Admin a Deputy finance	2	Directorate of Admin and finance Directorate for planning
12	Ministry of Humanitarian Affairs & Disaster Management	2	1 Deputy Director 1 Director	2	Directorate of Early warning system Directorate of Humanitarian affairs and Disaster management
13	South Sudan war Disabled, Widow and Orphan Commission (SS WDWOC )	1	1 Deputy Director	1	Directorate of war widow and Orphans
14	South Sudan HIV/AIDS Commission	3	1 Director General 2 Directors	3	Policy and planning, Community care and support Programme
15	Ministry of Agriculture & Food Security	2	1 Minister; 1 Deputy Minister; DG Admin and Finance Acting Director General	2	Food security Admin and Finance
16	South Sudan Dis armament demobilization and Re-integration Commission (SSDDRC)	1	1 Deputy Chair person	0	None
17	South Sudan Human Right Commission (SSHRC)	1	1 Commissioner 1 Director General 1 Director	2	Research and documentation Gender desk

No	Institution	No of Women in Leadership Positions		Departments / Directorates led by women	
		No	Positions	No	Positions
18	Office Of The Vice President For Economic Cluster	5+	1 Admin and finance 1 Executive secretary 1 Controller for account 1 Chief cashier 1 Deputy cashier Some are serving in Security and protocol	4	Executive secretary, Controller of accounts, Chief cashier and administrator Administration in the office of the VP
19	Ministry Of Justice	1	1Deputy Director 1 Director of Legislation		
20	Committee For Gender In The Legislative Assembly.	9	Head of Committees	9	Gender committee
21	Ministry Of Transport	2	Director Generals	2	Administration and finance Road and safety
22	Ministry Of Information	4	Heads of Units	4	South Sudan Broadcasting Corporation (SSBC) News Agency South Sudan programing in SSBC media women organization
23	Ministry of Foreign Affairs and International Cooperation	2	1 Minister Director General	2	Minister Bilateral Relations
24	National Audit Chamber	1	Head of Quality Assurance Department	0	None
25	Financial Allocation and Monitoring Commission	0	None	0	None
26	National Bureau of Statistics	2	1 DG Administration and Finance 1 Director Directorate staff	2	Administration and Finance Directorate staff
27	Ministry of Investment	0	None	0	None
28	Office of the Vice President - Infrastructure Cluster	2	1 Legal Affairs Advisor 1 speech writer communication Advisor	0	None

No	Institution	No of Women in Leadership Positions		Departments / Directorates led by women	
		No	Positions	No	Positions
29	Ministry of Labour & Industrial Relations	3	1 Under Secretary 1 Deputy Director Director. 1 Acting Director General	1	Planning Budgetting
30	War Veteran omission				
31	Ministry of federal affairs	2	Directors	2	Directorate of capacity building and training Directorate of capacity building and training
32	Ministry of cooperative and Rural development	4	1 Acting director for the cooperatives, 1 Director general for finance, 1 Acting director for security 1 Acting director for security	4	Cooperatives Finance Security Community development.
33	Mine Action Commission	1	Acting program director	1	Programs
34	Ministry of mining	1	Deputy director of mining	1	Mining
35	Ministry of culture and heritage	2	1 Minister 1 director	1	Sports
36	Ministry of East African Community	1	Director General	1	Administration and Finance
37	Environment	1	1 Minister		
38	Parliamentary Affairs	2	1 Minister 1 Director for Gender		
39	General Education	4	1 Minister 1 Director General 2 Directors		
41	Vice President – Youth and Gender Culture	3	1 Female VP 1 Director for Gender 1 Director for Programmes		

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## Appendix 1 Interview Guide and Questions for Undersecretary-MoEST

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution

1. Tell us how long you have been in this ministry and what are your major roles
2. Are there Women in the leadership positions? 1) Number of Deputy Directors 2) Number of Director Generals 3) Undersecretary 4) Deputy Ministers 5) Minister
  - b. The number and type of departments/directorate led by women and roles they play in decision-making processes during planning, budgeting and implementation?
3. How is recruitment, appointment, enrolment and promotion done? Are there measures to encourage women to apply and retain them at work? (Check the HR Policy; members of the recruitment committee, capacity building; rewarding and promotion schemes)
4. What strategies does your Ministry use to ensure the inclusion of women and girls needs in budgetary priority?
5. Are there available policy measures in your ministry to ensure women's active/meaningful participation in decision-making and deployment?
6. Are there any customs and cultural practices that discriminate women and girls in education, leadership and other decision-making processes? If yes, what plans/strategies does the Ministry have to address such inequalities?
7. What Challenges deter/hamper women from taking leadership positions?
8. Are there any capacity building opportunities to enhance women participation in leadership for peace building and development in South Sudan?
9. What special measures (e.g. 35% quota for women's increased representation and participation) policy does the Ministry have in place to encourage enrolment of women including those living with disabilities to attend formal schooling?
10. Currently are there functional adult literacy programs for all women of all ages/capabilities so that they are able to acquire knowledge and education.
  - b. What has your Ministry done to enforce laws/regulate those that encourage girl's enrolment and retention in schools.
11. Are you aware of any initiative/s taken by women in South Sudan and the region to promote issues in related to Women Peace and Security Activities?
12. What is your opinion about women's participation in the current peace process?

13. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?
14. Any recommendations to address the various needs of women and girls regarding school dropout, sexual exploitation, rape, forced marriage, forced pregnancy and forced abortion in South Sudan.

## Appendix 2 Interview Guide and Questions-CSOs/ Donor Community

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution.

1. Have you been implementing activities related to Women Peace and Security? If Yes
2. What activities have you been implementing?
3. What has your institution been able to achieve in areas of; Protection (Abuse, Harassment, Child protection etc.); Preventing, (SGBV, SEA/H corruption); Equal participation, (Enrolment/Recruitment, Promotion, Participation in decision making levels); Relief and Recovery (Economic empowerment, Youth support to enhance participation, Humanitarian)
4. Are there policies/mechanisms in place to report Human Rights Abuses?
5. What Challenges have you encountered as you implement Women Peace and Security Activities?
6. What guides your plan, who decides which activities related to Women Peace and Security to be implemented?
7. What are some of the best practices you have experienced as you implement these activities?
8. Are you aware of any initiative taken by women in South Sudan and the region to promote issues related to Women Peace and Security Activities?
9. What is your opinion about women's' participation in the current peace process?
10. How many women in your institution are in top ranking positions?
11. In your own opinion, what Challenges deter/hamper women from taking leadership positions?
12. What can be done to increase women representation in top/senior and middle decision-making level?
13. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?

## Appendix 3 Interview Guide and Questions for Undersecretary-MoF

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution.

1. Tell us how long you have been in this ministry and what are your major roles.
2. Are there Directorates headed by women in your ministry? If yes, what roles do they play in decision-making processes in your ministry?
3. How has your Ministry ensured the inclusion of women and girls needs in budgetary priority?
4. Are there available policy measures in your ministry to ensure women's active/meaningful participation in decision making and deployment
5. Do you think there are cultural imbalances that perpetuate gender inequality in South Sudan? If yes what has your ministry done to reduce these imbalances
6. What Challenges deter/hamper women from taking leadership positions?
7. How have you ensured there are capacity-building opportunities to enhance women participation in leadership and peace building in South Sudan?
8. How has your Ministry mainstreamed women's needs to ensure that economic policies are designed in such a way that they promote women's employment and income generation
9. How has your Ministry ensured that Women are provided with easier access to lending institutions and financial markets
10. What is your opinion about women's participation in the current peace process?
11. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?
12. Any recommendations to address the various needs of women and girls regarding sexual exploitation, rape, forced marriage, forced pregnancy and forced abortion in conflict-affected areas.

## Appendix 4 Interview Guide and Question-SSDDRC

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution

1. Tell us how long you have been in SSDDRC and what are your major roles.
2. Are there Directorates headed by women in SSDDRC? If yes, what roles do they play in decision-making processes in SSDDRC?
3. How has SSDDRC ensured the inclusion of women and girls needs in budgetary priority?
4. Are there available policy measures in SSDDRC to ensure womens' active/meaningful participation in decision making and deployment
5. Do you think there are cultural imbalances that perpetuate gender inequality in South Sudan? If yes what has SSDDRC done to reduce these imbalances
6. What Challenges deter/hamper women from taking leader ship positions?
7. How have you ensured there are capacity-building opportunities to enhance women participation in leadership and peace building in South Sudan?
8. How has SSDDRC ensured that women at all levels in South Sudan are involved in the planning and implementation of DDR program?
9. In reference to the previous DDR program, how have you ensured that voices and concern of women and girls are incorporated in the drafting of the DDR operational guideline?
10. What is your opinion about women's' participation in the current peace process?
11. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?
12. Any recommendations to address the various needs of women and girls regarding sexual exploitation, rape, forced marriage, forced pregnancy and forced abortion in conflict-affected areas.

## Appendix 5 Interview Guide and Questions for Undersecretary-Security Sector Institutions (SSIs)

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution.

1. Tell us how long you have been in this ministry and what are your major roles.
2. Are there Directorates headed by women in your ministry? If yes, what roles do they play in decision-making processes in your ministry?
3. How has your Ministry ensured the inclusion of women and girls needs in budgetary priority?
4. Are there available policy measures in your ministry to ensure women's active/meaningful participation in decision-making and deployment?
5. Do you think there are cultural imbalances that perpetuate gender inequality in South Sudan? If yes, what has your ministry done to reduce these imbalances?
6. What Challenges deter/hampers women from taking leadership positions?
7. Does your ministry have specific recruitment policies that provide for a quota of female recruits into the armed forces? If yes how does it work?
8. How have you ensured that female officers are actively engaged to conduct awareness campaigns to enhanced recruitment and promotion of women in the military, police and prisons?
9. What information gathering mechanism does your ministry have in place to document and manage SGBV cases?
10. How has your ministry handled prosecution of perpetrators of SGBV among the armed forces and the public?
11. What is your opinion about women's participation in the current peace process?
12. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?
13. Any recommendations to address the various needs of women and girls regarding sexual exploitation, rape, forced marriage, forced pregnancy and forced abortion in conflict-affected areas.

## Appendix 6 Interview Guide and Questions for Undersecretary-MoJ

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution.

1. Tell us how long you have been in this ministry and what are your major roles.
2. Are there Directorates headed by women in your ministry? If yes, what roles do they play in decision-making processes in your ministry?
3. How has your Ministry ensured the inclusion of women and girls needs in budgetary priority?
4. Are there available policy measures in your ministry to ensure womens' active/meaningful participation in decision making and deployment
5. Do you think there are cultural imbalances that perpetuate gender inequality in South Sudan? If yes what has your ministry done to reduce these imbalances
6. What Challenges deter/hamper women from taking leadership positions?
7. What free legal support services does your ministry offer to the poor particularly women and girls including those with disability.
8. How has your ministry supported the transitional justice mechanism to ensure they are equitable and inclusive for women and are able to dispense justice with fairness to all people including women?
9. What has your ministry done to strengthen the competence and capacity building of state and national legal systems to deal with cases of violence in particular SGBV?
10. How would you describe the working relation between your ministry and the police and military to respect the democratic principles and principles of non-interference in the works of the courts of law?
11. What is your opinion about women's' participation in the current peace process?
12. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?
13. Any recommendations to address the various needs of women and girls regarding sexual exploitation, rape, forced marriage, forced pregnancy and forced abortion in conflict-affected areas.

## Appendix 7 Interview Guide and Questions for Undersecretary-MoH

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution.

1. Tell us how long you have been in this ministry and what are your major roles.
2. Are there Directorates headed by women in your ministry? If yes, what roles do they play in decision-making processes in your ministry?
3. How has your Ministry ensured the inclusion of women and girls needs in budgetary priority?
4. Are there available policy measures in your ministry to ensure women's active/meaningful participation in decision-making and deployment?
5. Do you think there are cultural imbalances that perpetuate gender inequality in South Sudan? If yes, what has your ministry done to reduce these imbalances
6. What Challenges deter/hamper women from taking leadership positions?
7. What has your ministry done to ensure a holistic gender sensitive public health intervention to address physical and mental health needs of women and girls
8. What has your ministry done to establish special units to deal with SGBV cases particularly clinical management of rape across the country?
9. What is your opinion about women's' participation in the current peace process?
10. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?
11. Any recommendations to address the various needs of women and girls regarding sexual exploitation, rape, forced marriage, forced pregnancy and forced abortion in conflict-affected areas.

## Appendix 8 FGDs with DPOs

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution.

1. Have you been implementing activities related to Women Peace and Security? If yes what activities have you been implementing.
2. What has your organization been able to achieve in areas of; Protection (Abuse, Harassment, Child protection etc.); Preventing, (SGBV, SEA/H corruption); Equal participation, (Enrolment/Recruitment, Promotion, Participation in decision making levels); Relief and Recovery (Economic empowerment, Youth support to enhance participation, Humanitarian)
3. What are the specific needs of women and girls with disabilities during conflict or post conflict
4. Has there been a decrease in security concerns facing women and girls with disability since the 2015?
5. To whom do women and girls with disability most often go for help, when they have been victims of some form of violence?
6. What strategies are women and girls including those with disabilities using to reduce or to address different protection risks they face?
7. Do you think there are available policy measures to ensure women's active/meaning participation in decision making especially for women with disability?
8. Do you think there are capacity-building opportunities to enhance women participation in leadership and peace building in South Sudan especially for women and girls with disability?
9. What is your opinion about women's' participation in the current peace process especially for women and girls with disability?
10. In your own opinion, what Challenges deter/hamper women with disability from taking leadership positions?
11. What can be done to increase women with disability representation in top/senior and middle decision-making level?
12. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?
13. Any recommendations to address the various needs of women and girls regarding sexual exploitation, rape forced marriage, forced pregnancy and forced abortion in conflict affected areas

## Appendix 9 Interview Guide and Questions for Undersecretary-other ministries

As we celebrate 20 years of the UNSCR 1325, the South Sudan's National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 has also come to an end this year 2020. The review process requires information on what worked well or did not work well in terms of policies, programmes and plans. Such outcomes are critical in informing the review of the NAP and subsequent planning and integration in various sectors.

This interview seeks to assess such impact from your organisation/institution.

1. Tell us how long you have been in this ministry and what are your major roles.
2. How have ensured the inclusion of women and girls needs in your ministry budgetary priority needs?
3. How has your ministry mainstreamed issues of protection for and girls including those with disability?
4. How has your ministry incorporated women participation and women interest in decision-making processes?
5. Are there available policy measures in your ministry to ensure women's active/meaningful participation in decision-making and deployment?
6. Do you think there are cultural imbalances that perpetuate gender inequality in South Sudan? If yes what has your ministry done to reduce these imbalances
7. Are there Directorates headed by women in your ministry? If yes, what roles do they play in decision-making processes in your ministry?
8. What Challenges deter/hamper women from taking leadership positions?
9. What can be done to increase women representation in top/senior and middle decision-making level?
10. How have you ensured there are capacity-building opportunities to enhance women participation in leadership and peace building in South Sudan?
11. Are you aware of any initiative/s taken by women in South Sudan and the region to promote issues in related to Women Peace and Security Activities?
12. What is your opinion about women's' participation in the current peace process?
13. Are you aware of any national, regional and international policies/frameworks, for women peace and security? If yes, which are these?
14. Any recommendations to address the various needs of women and girls regarding sexual exploitation, rape. Forced marriage, forced pregnancy and forced abortion in conflict-affected areas.

## Appendix 10 **Survey Questionnaire for Quantitative data**

Available on line from <https://ee.humanitarianresponse.info/x/mjll7hfT>



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