A Military Guide to the United Nations Security Council Resolutions on **Women, Peace and Security**

Nordic Centre for Gender in Military Operations (NCGM)

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The Nordic Centre for Gender in Military Operations (NCGM) is an international military centre established in 2012 under the umbrella of the Nordic Defence Cooperation – NORDEFCO. NCGM's work and activities are structured around its three core roles: as an Education and Training Facility, as an Expert Centre and as NATO Department Head for the Gender in Military Operations Discipline. The centre is located in Stockholm, with Sweden as its host nation, and with staff from the Nordic nations. In 2014 NCGM opened up to other partner nations, and currently both the Netherlands and Canada have seconded personnel to the centre.

You can find more information about NCGM on our webpage and information about our activities on our LinkedIn and Facebook pages:
https://www.mil.se/ncgm
https://www.linkedin.com/company/nordic-centre-for-gender-in-military-operations
https://m.facebook.com/NordicCentreforGender/

Abbreviations

CVE	Countering Violent Extremism
CT	Counter Terrorism
DDR	Disarmament, Demobilisation and Reintegration
GENAD	Gender Advisor
GFP	Gender Focal Point
MARA	Monitoring, Analysis and Reporting Arrangement
NCGM	Nordic Centre for Gender in Military Operations
NGO	Non-Governmental Organisation
SEA	Sexual Exploitation and Abuse
SFA	Security Force Assistance
SGBV	Sexual and Gender-Based Violence
SSR	Security Sector Reform
UN	United Nations
UNSCR	UN Security Council Resolution
WPA	Women Protection Advisor
WPS	Women, Peace and Security

1. Introduction to the Guide

This guide focuses on the military's role and responsibility to implement UN Security Council Resolution (UNSCR) 1325 and its nine subsequent resolutions on Women, Peace and Security (WPS).

Over the years, NCGM in its role as an international expert centre on gender in military operations and WPS has identif ed a lack of concrete guidance on what the resolutions entail for national armed forces, and other national and international military actors and organisations. The aim of the guide is to address this gap by highlighting the main areas of responsibility for the military and to translate the most relevant paragraphs, as outlined in the resolutions. In addition this is complemented by 30 recommended actions illustrating how the military can implement these paragraphs.

The recommended actions are based on NCGM's eight years of experience as an expert centre for gender in military operations and aim at equipping and guiding the military on how to actively contribute to the implementation of the WPS resolutions.

The guide is a supporting tool for commanders and other military leaders responsible for implementing UNSCR 1325 and the subsequent resolutions in the WPS Agenda. It covers implementation both internally within their own organisations and externally, both in national contexts and in international missions and operations. The content is also of relevance for advisors at the military-political level responsible for national policies on WPS implementation, as well as advisors in staf functions in armed forces and other military organisations, particularly Gender Advisors (GENADs)[1].

1 **Gender Advisor** is a full-time expert and advisory function that provides advice on the integration of a gender perspective and implementation of the WPS Agenda.

1.1 USING THE GUIDE

Directly following this introduction is an overview of the WPS Agenda and an outline of the ten WPS resolutions. This is followed by lists with bullet points of the most relevant resolution paragraphs for the military structured into three thematic chapters:

- Participation
- Sexual and Gender-Based Violence in Conflict
- Integration of a Gender Perspective in Operations and Organisational Structures

Each of the three thematic chapters is divided into two sections. The f rst is the Resolution Commitments section which outlines the most relevant commitments for the military within each thematic area. In this guide the term commitments refers to issues and tasks outlined in resolution paragraphs. The Resolution Commitments section is a translation of the resolution text, with references to the relevant paragraphs.

The second is the Recommended Actions section which provides ten recommended actions within each of the three thematic areas. The Recommended Actions focus on how the military can implement the paragraphs in the resolutions, and hence contribute to the overall implementation of the WPS Agenda.

The themes in the guide have been selected based on two criteria: Firstly, they are included in all WPS resolutions and, secondly, they are of particular relevance for military tasks, responsibilities and capabilities. This does not imply that the military cannot provide relevant support beyond the scope of what is outlined in the guide. However, the selection was made in order to make the guide concise, concrete and practical.

2. Introduction to the Women, Peace and Security Agenda

The UN Security Council unanimously adopted the first resolution on Women, Peace and Security, UNSCR 1325, in October 2000 under the Namibian Presidency. The resolution has its roots in the UN Charter and the development of other international law and policy frameworks, such as the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the UN Decade for Women (1975–1985) and the Beijing Declaration and Platform for Action (1995).

From the late 1990s, these international law and policy developments began to influence the UN Security Council and peace operations, resulting in the Windhoek Declaration and Namibia Plan of Action, adopted by the General Assembly and recognised by the Security Council. A system for supporting peace operations was established through the creation of Gender Advisor functions (the first were appointed in 1998–99). Women's organisations worked persistently to emphasise and promote the important role of women's participation for peace, collaborating with member states and the UN system.

In March 2000, the Bangladesh Presidency took the initiative to the first Security Council statement which underlined the important role of equality between men and women for peace.[2] In October of the same year, Namibia arranged the first Open Debate on Women, Peace and Security which has since become an annual event.

Thus, when UNSCR 1325 was adopted in 2000, it rested on internationally agreed standards and the contributions of member states – such as, Bangladesh, Namibia, Canada, the UK, and Jamaica – as well as women's civil society organisations, including many from areas affected by armed conflict, for example, Guatemala and Somalia – and the UN system. The collaboration between

2 United Nations. Press Release SC/6816 Peace Inextricably linked with equality between men and women says Security Council, in International Women's Day Statement, 8 March 2000.

these categories of actors has remained a bedrock in the ef orts for Women, Peace and Security and in the adoption of the nine following resolutions.

By 2020, ten WPS resolutions have been adopted and constitute a comprehensive framework which builds upon, develops and makes the content of UNSCR 1325 more concrete. The WPS resolutions set the agenda both for the work to a) ensure women's and men's equal right to participation and inf uence on issues of peace, security, and armed conf ict, and for b) the obligations to ensure their equal rights to protection during an armed conf ict and its resolution. At the international political strategic level, the resolutions underline the need to strive for conf ict prevention.

In addition, the resolutions outline measures for the military to take in these areas and aim to ensure that these become an integrated part of the regular implementation of mandates, obligations and tasks. For the military, this means that the aims and content of the resolutions and the practical problems they seek to address carry implications at the strategic, operational and tactical levels.

A central aim of the resolutions is to recognise and strengthen the participation of women in all ef orts for peace and security and on all levels, including decision-making. This emphasises the central role that women and women's organisations play in countries af ected by conf ict. In addition, women personnel in peace operations had in 2000 long felt the lack of equal opportunities. Addressing that gap therefore became an additional element of improving participation, particularly regarding uniformed personnel.

Another aim is to improve the protection of women. When resolution 1820 was adopted in 2008, it reinforced the focus on improving protection from Sexual and Gender-Based Violence in conf ict; a theme that since then has been made more concrete and now includes considerations of sexual violence against men and boys. According to the resolutions, developing the capacity to prevent and address sexual violence constitutes a clear responsibility for a military organisation. Importantly, in ef orts to improve protection, credibility and professionalism are key. This means that preventing Sexual Exploitation and Abuse perpetrated by one's own personnel is fundamental.

The f nal aim of the resolutions addressed in this guide is the recognition of the critical role of integrating a gender perspective in operations and organisations. This means for example that the assignments in mandates need to be analysed and executed in a manner that ensures that the dif erent security needs of women, men, girls and boys are taken into account. It is important to ensure that all benef t from the military's work and that unintentional harm is avoided.

The resolutions are important also outside of the UN. Through policy frameworks and National Action Plans (the f rst adopted by Denmark in 2005), an increasing number of both international organisations, such as NATO, AU and EU, and individual countries, have undertaken to realise the resolutions.[3] Since 2015, there have also been more robust ef orts to put the content of the resolutions into everyday practice through the integration of statements on Women, Peace and Security in country-specif c resolutions and peace operation mandates. UN Security Council members increasingly invite Force Commanders to give updates on progress on implementation.[4] Additionally, organisational and state networks and collaborations have been strengthened to implement the WPS resolutions, for example, the Women, Peace and Security Chiefs of Defence Network. This f nal point demonstrates the increased emphasis on leadership and accountability.

3 For an overview of historical developments and debates, see Sara Davis and Jacquie True [eds.] Oxford Handbook on Women, Peace and Security. Oxford: Oxford University Press, 2019.
4 Security Council. Women and peace and security. Report of the Secretary-General (S/2019/800), 9 October 2019.

Overview of the UNSCRs on Women, Peace and Security

UNSCR 1325 (2000) was the first thematic resolution on Women, Peace and Security, adopted unanimously in 2000. It was ground-breaking as it recognized women's participation and gender equality as important for the maintenance of international peace and security.

UNSCR 1820 (2008) recognises conflict-related sexual violence as a tactic of war and links sexual violence to the broader context of conflict resolution.

UNSCR 1888 (2009) establishes more practical measures for implementation of resolution 1820, such as a UN Special Representative on sexual violence in conflict and what is referred to as a "name and shame list" in the Secretary-General's annual report.

UNSCR 1889 (2009) strengthens the commitments in resolution 1325 and places a strong emphasis on women's participation. It also requests the UN Secretary General to develop a global set of indicators to track the implementation of resolution 1325.

UNSCR 1960 (2010) focuses on measures aimed at ending impunity for perpetrators of sexual violence and establishes a Monitoring, Analysis and Reporting Arrangement (MARA).

UNSCR 2106 (2013) focuses on sexual violence in conflict and builds on UNSCR 1820, 1888 and 1960. It recognises that men and boys are also targets of conflict-related sexual violence. It also includes more operational details such as further deployment of Women Protection Advisors (WPA).

UNSCR 2122 (2013) builds on the participation elements of the WPS Agenda and furthers the implementation of UNSCR 1325. It explicitly links women's empowerment and gender equality to the maintenance of peace and security.

UNSCR 2242 (2015) focuses on the importance of assessing strategies and resourcing to advance the implementation of the WPS Agenda. It includes operational details such as ensuring that necessary gender analysis and technical gender expertise are included throughout all stages of mission planning in UN operations.

It also states that gender is a cross-cutting issue and points to the importance of integrating gender into counter-terrorism activities.

UNSCR 2467 (2019) places a strong focus on sexual and gender-based violence in conflict, and highlights the links between participation and protection of women. It has an overall victim/survivor-centred approach and makes more explicit reference to sexual violence against men and boys. It also places a more specific focus on the importance of documenting sexual violence in conflict.

UNSCR 2493 (2019) focuses on participation of women, the role of the civil society and improved implementation and increased funding of the WPS Agenda.

3. Participation

All ten resolutions on Women, Peace and Security include paragraphs with commitments to increase women's participation and representation in matters related to international peace and security. As underlined in the resolutions, women's participation and empowerment, gender equality and inclusive societies are critical components for international peace and security. The resolution commitments of particular relevance to the military can be categorised into the following two overarching areas:

1) Improve the internal participation of women within military organisations, including in national and international operations. This includes increasing the number of women at all levels through measures related to recruitment, retention, training, management and work environment.
2) Promote the external participation of women in the contexts in which the military operate. This includes measures to support gender equality and empowerment of women, consulting and listening to the voices of local women, women's organisations and women leaders, facilitating the removal of barriers to women's equal participation in different spheres of public life and ensuring that women and girls can safely exercise their human rights.

3.1 RESOLUTION COMMITMENTS ON PARTICIPATION

The following commitments related to the internal participation of women are of particular relevance to the military:

- Representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict should be increased.[5]
- The role and contribution of women in UN field-based operations, especially among military observers, should be expanded.[6]
- The number of women should be increased and equal opportunity for women should be promoted in security sector positions at all levels.[7]
- The number of civilian and uniformed women recruited and deployed in

5 UNSCR 1325 para. 1, UNSCR 1888 para. 16 and UNSCR 2242 para. 1.
6 UNSCR 1325 para. 4.
7 UNSCR 2106 para. 16 and UNSCR 2467 para. 26.

peacekeeping at all levels and in key positions should be increased.[8] Efforts should be taken to create incentives for women in militaries to deploy to UN peacekeeping operations.[9] The presence of women peacekeepers may also encourage local women to participate in national armed and security forces, thereby helping to build a security sector that is accessible and responsive to all.[10]

- Appointment of more women in senior UN leadership positions should be prioritised.[11]
- The following commitments related to external participation of women are of particular relevance to the military:
- Women in armed conflict and post-conflict situations should be acknowledged as active agents rather than only passive victims or survivors. Local women can play important roles in enhancing community-level protection against sexual violence and in re-establishing the social fabric of recovering societies. Such roles should be actively supported.[12]
- Women's civil society organisations should be supported and local women, including formal and informal women leaders, should be consulted in the development and implementation of effective protection mechanisms and measures for physical security.[13] Women leaders often constitute potential agents of change and influencers within their communities and can therefore be consulted on topics such as sexual violence and violent extremism.[14]
- Effective participation of women should be ensured in addressing sexual violence concerns in Disarmament, Demobilisation and Reintegration (DDR) and Security Sector Reform (SSR) processes and arrangements.[15]
- Adequate protection procedures should be established to ensure that women in conflict and post-conflict contexts can safely and equally participate in public life, including in elections and other political processes, economic and social activities, civil society activism, promotion of human rights and in reconstructing conflict-affected societies.[16]

8 UNSCR 1820 para. 8, UNSCR 1888 para. 19, UNSCR 1960 para. 15, UNSCR 2106 para. 14, UNSCR 2122 para. 9 and UNSCR 2493 para. 2.
9 UNSCR 2242 para. 8.
10 UNSCR 1888 preamble.
11 UNSCR 2242 para. 8.
12 UNSCR 1889 preamble and UNSCR 2106 para. 21.
13 UNSCR 1820 para. 10 and UNSCR 1889 para. 10.
14 UNSCR 2106 para. 11, UNSCR 2122 para. 7, UNSCR 2242 para. 13 and UNSCR 2467 para. 19.
15 UNSCR 2106 para. 16.
16 UNSCR 2122 para. 4 and para. 8, UNSCR 2467 para. 23 and UNSCR 2493 para. 6.

- Negative societal attitudes about women's capacity to participate equally in societal institutions and decision-making processes should be countered and such participation should instead be promoted by providing positive role models and promoting women's empowerment.[17]

3.2 RECOMMENDED ACTIONS ON PARTICIPATION

As these commitments underline, the military need to take appropriate action to address the insuf cient internal and external participation of women in order not to risk missing out on talent, capacity and capability; failing to fulf l their mandates; getting an incomplete understanding of the operational environment and responding less ef ectively. For example, if local women, including women's organisations and women leaders, are not consulted in relevant decision-making and planning processes, the military risk not only getting an incomplete picture of the security environment, but also perpetuating patterns of exclusion.

Based on these considerations, the following recommended actions can support the military in the implementation of the commitments on both internal and external participation:

1) Increase the recruitment of civilian and uniformed women on all levels, which could include special measures such as a requirement to have a gender balance in selection processes for key positions.
2) Conduct tailored leadership development and training for commanders on gender integration and gender equality, including pre-deployment training.
3) Conduct training and education on eliminating unconscious bias in recruitment and management.
4) Create an inclusive work environment. This includes establishing functioning policies, codes of conduct and accountability mechanisms as well as conducting surveys, workshops and other forms of activities that focus on organisational culture, attitudes and standards of behaviour.
5) Include special measures in policies to increase the number of civilian and uniformed women, such as affirmative action in the selection of participants for military education and training and other skills and competence development.

17 UNSCR 1888 preamble and UNSCR 1889 para. 1.

6) Uphold standards of behaviour and avoid re-producing negative gender stereotypes that have an adverse effect on women's empowerment when interacting with the civilian population. Provide positive role models and counter misconceptions about women's rights and their abilities to participate equally.

7) Include women leaders in Key Leader Engagement activities.

8) Provide physical security to ensure women's participation in society, including in political processes such as, elections, demonstrations and civil society activities.

9) Support local protection initiatives and consult local women in the assessment, development, planning, execution and evaluation of security enhancement measures, such as the selection of patrol routes and the establishment of military check-points and observation posts.

10) Use mixed patrol units and consult local women as part of the information collection process and when developing situational awareness and reliable intelligence. Local women may respond differently to male and female military personnel and may have crucial information, including the whereabouts of arms caches, smuggling routes or military activities.

4. Sexual and Gender-Based Violence in Conflict

Five of the ten resolutions on Women, Peace and Security[18] focus specifically on Sexual and Gender-Based Violence (SGBV) in conflict.[19] Sexual Exploitation and Abuse (SEA)[20] constitutes an important topic within the WPS Agenda and it is therefore briefly included in this thematic chapter.[21]

For the military, the resolutions contain a number of specific commitments which can be categorised into two overarching areas:

1) Prevention of and response to own forces committing SEA and SGBV in conflict. This includes specific commitments for military commanders.
2) Protection of the civilian population from instances of SGBV in conflict.

4.1 RESOLUTION COMMITMENTS ON SGBV IN CONFLICT

The following commitments related to the military's role and responsibility to prevent and respond to their own forces committing SEA and SGBV in conflict are of particular relevance to the military:

- Prohibition of sexual violence should be included in codes of conduct, military field manuals or equivalent.[22]
- Effective vetting processes should be put in place to exclude security sector personnel who have previously perpetrated or are responsible for acts of sexual violence.[23]
- Specific commitments on timely investigations of alleged abuses should be implemented in order to hold perpetrators of sexual violence in conflict accountable.[24]

18 UNSCR 1820, UNSCR 1888, UNSCR 1960, UNSCR 2106 and UNSCR 2467.
19 In this guide, the term Sexual and Gender-Based Violence in Conflict refers to sexual and gender-based violence that is directly or indirectly linked to conflict.
20 Sexual Exploitation is any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Sexual Abuse is any actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
21 The main UNSCR on SEA, UNSCR 2272, is generally not included among the resolutions on Women, Peace and Security and is therefore also outside the scope of this guide. Readers specifically interested in this topic are referred to UNSCR 2272 for further information.
22 UNSCR 1960 para. 5, UNSCR 2106 para. 10 and UNSCR 2467 para. 1.
23 UNSCR 2106 para. 16 and UNSCR 2242 para. 9.
24 UNSCR1888 para. 7, UNSCR 1960 para. 5 and UNSCR 2106 para. 10.

- Swift and thorough investigations should be conducted as well as ensuring accountability, including prosecutions if appropriate, of personnel committing SEA.[25]
- Troops should be trained on the prohibition of all forms of sexual violence against civilians.[26]
- Pre-deployment training and in-theatre awareness training should be conducted in order to ensure full accountability in cases of SEA.[27]

The following commitments are aimed directly towards military commanders and their specif c role and responsibilities with regard to the prevention of sexual violence, combating impunity and enforcing accountability when it comes to their own forces:

- Military commanders should use their authority and powers to prevent sexual violence, including combatting impunity.[28]
- Clear orders should be issued through the chain of command on the prohibition of sexual violence and related enforcement procedures to ensure accountability for breaching these orders should be established.[29]
- Appropriate military disciplinary measures should be enforced.[30]
- Individual commanders should make commitments to combat sexual violence.[31]
- Designation of high-level military focal points responsible for the implementation of time-bound commitments to prevent and address all acts and forms of sexual violence in conflict and post-conflict situations should be considered.[32]

Commitments related to the military's role to protect the civilian population from instances of SGBV in conf ict include the following:

- Women and children under imminent threat of sexual violence should be evacuated to safety.[33]
- All military personnel should be provided with adequate training on SGBV in order to be able to carry out their responsibilities.[34]

25 UNSCR 2242 para. 9.
26 UNSCR 1820 para. 3 and UNSCR 1888 para. 3.
27 UNSCR 1820 para. 7, UNSCR 1888 para. 21, UNSCR 1960 para. 16 and UNSCR 2106 para. 4.
28 UNSCR 1888 para. 7.
29 UNSCR 1960 para. 5, UNSCR 2106 para. 10 and 2467 para. 1.
30 UNSCR 1820 para. 3 and UNSCR 1888 para. 3.
31 UNSCR 2467 para. 1.
32 UNSCR 2467 para. 2.
33 UNSCR 1820 para. 3.
34 UNSCR 1960 para. 15 and UNSCR 2467 para. 24.

- Support should be provided to affected countries to address sexual violence in conflict and post-conflict situations in the context of security sector reform processes. This includes enhancing the capacity of military structures to address and prevent sexual violence related crimes.[35]
- The monitoring, analysis and reporting arrangements on conflict-related sexual violence should focus more consistently on the gender specific nature of sexual violence in conflict and post-conflict situations.[36]

4.2 RECOMMENDED ACTIONS ON SGBV IN CONFLICT

As these commitments underline, if the military do not take proper action to prevent and respond to SGBV in conf ict, the overall mission success is at risk. Sexual violence can signif cantly exacerbate situations of armed conf ict and may impede the restoration of international peace and security. Not taking action risks reducing the credibility of the mission and its forces, increasing tension among local communities and aggravating the security situation.

Based on these considerations, the following recommended actions can support the military in implementing the commitments on both prevention and response to own forces committing SGBV and on protection of the civilian population:

1) Ensure that all military organisations have polices on both SGBV in conflict and SEA and that all codes of conduct, including mission specific codes of conduct, contain paragraphs on the prohibition of sexual violence.
2) Provide trainings on both SGBV in conflict and SEA to all military personnel to enable them to carry out their responsibilities.
3) Ensure that the leadership, including commanders, are trained on their responsibility, including their command responsibilities to prevent and respond to SGBV in conflict.
4) Conduct investigations of alleged abuses by own military personnel and ensure that national accountability mechanisms are in place to handle cases of sexual violence committed by military personnel.
5) Provide security and protection to civilians in cases of sexual violence in collaboration with other relevant actors, for example when patrolling, if within the given mandate and responsibility.

35 UNSCR 2467 para. 26.
36 UNSCR 2467 para. 32.

6) Include training and education on SGBV in capacity building efforts for local security forces in missions, such as Security Force Assistance (SFA) missions.

7) Map all actors, including international organisations, NGOs, health care facilities, local civil society organisations and police, working with SGBV in the area of operations. Establish cooperation to ensure effective response to cases of SGBV in conflict.

8) Ensure that mechanisms for reporting through the chain-of command are in place and that the reports are shared with national and international partners to combat SGBV in conflict.

9) Include identified patterns and prevalence of SGBV in gender analyses to support the planning and execution of missions and operations.

10) Develop and monitor early warning indicators for the prevalence of SGBV in conflict, as these could be an indicator of a deteriorating security situation, in order to better prepare both long-term and short-term military planning and operational response.

5. Integration of a Gender Perspective in Operations and Organisational Structures

To use a gender perspective means to actively and systematically identify if, and when, women, men, girls and boys are af ected dif erently because of their gender. A majority of the resolutions on Women, Peace and Security include paragraphs with commitments on integration of a gender perspective.

For the military, this means that a gender perspective should be integrated into military organisational structures, mandates, analyses and tasks. This includes mainstreaming of a gender perspective[37] into mission planning and execution, and recognition of the dif erent security needs of women, men girls and boys. In order to ef ectively integrate a gender perspective, adequate support functions consisting of subject matter experts on gender, including GENADs, need to be established.

5.1 RESOLUTION COMMITMENTS ON INTEGRATION OF A GENDER PERSPECTIVE

The following commitments related to integrating and mainstreaming a gender perspective are of particular relevance to the military:

- Gender-related aspects of the maintenance of peace and security should be urgently considered and a gender perspective should be incorporated into peacekeeping operations.[38]
- The WPS Agenda should be integrated in Member States' strategic plans and in other planning frameworks, as well as in the planning processes of the UN peacekeeping and peacebuilding entities.[39]

37 Gender Mainstreaming is a strategy used to achieve gender equality by assessing the implications for women and men of any planned action, in all areas and at all levels, in order to assure that the concerns and experiences of both sexes are taken into account.
38 UNSCR 1325 para. 5 and para. 15 and UNSCR 2122 para. 7.
39 UNSCR 2242 para. 2 and para. 4.

- The WPS Agenda and a gender perspective should be integrated in Counter Terrorism (CT) and Countering Violent Extremism (CVE) efforts, in DDR processes and in all post-conflict peacebuilding and recovery processes.[40]
- All relevant peacekeeping personnel should receive comprehensive gender training.[41]
- Countries in armed conflict and post-conflict situations should receive training and capacity-building support in their implementation of the resolutions on Women, Peace and Security.[42]
- More information and analysis on the gendered dimensions of armed conflict should be collected to better understand how they impact women and girls differently.[43]
- Measures should be taken to meet women and girls' particular security needs, including in elections, political processes, SSR and DDR processes and in mine clearance, depending on mandated tasks.[44]
- The collection of sex-disaggregated information and analysis of the gender specific nature of sexual violence in conflict and post-conflict situations should be strengthened.[45]
- Trained and well-positioned gender experts, including GENADs and WPAs[46] should be deployed in UN peacekeeping, political and humanitarian missions.[47]GENADs and WPAs play a crucial role in ensuring that a gender perspective is mainstreamed in policies, in planning and execution of missions and in facilitating the overall implementation of the WPS resolutions.[48]
- GENADs and WPAs should be given access to relevant policies, technical support and to senior leadership in order to be able to fulfil their tasks and responsibilities.[49]

40 UNSCR 1889 para. 8, UNSCR 2242 para. 11 and UNSCR 2467 para. 27.
41 UNSCR 2106 para. 8.
42 UNSCR 2493 para. 5.
43 UNSCR 1889 para. 6 and UNSCR 2122 para. 1 and para. 2.
44 UNSCR 1325 preamble and UNSCR 2467 para. 23.
45 UNSCR 2467 para. 9 and para. 32.
46 Women's Protection Advisors are deployed in UN missions with a mandate related to SGBV in conflict. The WPA supports the monitoring, analysis and reporting system on sexual violence, facilitates dialogue with parties to conflict with a view to protection commitments; coordinates the development and implementation of comprehensive strategies to combat sexual violence; and mainstreams sexual violence considerations into policies, operations and advocacy of United Nations peacekeeping and special political missions.
47 UNSCR 1888 para. 12, UNSCR 1889 para. 7, UNSCR 1960 para. 10, UNSCR 2106 para. 7 and UNSCR 2467 para. 22.
48 UNSCR 2106 para. 7 and para. 8.
49 UNSCR 2242 para. 7 and UNSCR 2467 para. 22.

- Gender analysis and technical gender expertise should be included throughout all stages of mission planning, mandate development, implementation and review. In order to ensure the inclusion of such expertise, GENADs and gender officers, including field based GENADs, should be budgeted for and recruited.[50]

5.2 RECOMMENDED ACTIONS ON INTEGRATION OF A GENDER PERSPECTIVE

As these commitments underline, the military need to take appropriate measures to integrate a gender perspective in operations and organisational structures in order to avoid the risk of failing to fulf l their mandates and of responding less ef ectively. Many of today's military mandates and tasks include provisions on protecting the civilian population in the area of operations. In order to provide security to the entire population and to get a full understanding of the operational environment, military actors need to analyse and take into account the dif erent security needs of women, men, girls and boys. Military commanders and decision makers that fail to integrate a gender perspective will therefore risk putting vulnerable populations at greater risk. They also risk failing to gather crucial information, increasing the risks for own troops, and as a consequence, put the success of the mission at risk.

Based on these considerations, the following recommended actions can support the military in the implementation of the commitments on integrating and mainstreaming a gender perspective:

1) Appoint and properly train gender experts, including GENADs, WPAs and Gender Focal Points (GFPs)[51]. Ensure that this expertise is clearly positioned and embedded in national military structures and in national contributions to international military operations, including NATO operations and UN peacekeeping missions. This includes well-defined responsibilities and roles.

50 UNSCR 2242 para. 7.
51 Gender Focal Points are nominated personnel and dual-hatted within HQs, divisions/directorates and branches having received specific training on gender perspective and the implementation of UNSCR 1325 and resolutions.

2) Ensure that GENADs and WPAs work to directly support the senior military leadership, including mission commanders, and that they have access to all relevant organisational and mission-related policies and documents, including OPLANs, SOIs and SOPs, to enable them to carry out their responsibilities.

3) Ensure that a gender perspective is concretely mainstreamed in all branches in the military structure. This includes integration in all phases of the military component's involvement in international missions, including operation planning, execution and review.

4) Make systematic use of available gender experts in defence planning activities, including in all stages of operation planning, execution and review.

5) Provide pre-deployment and in-mission training to all military personnel on gender aspects, adapted to the specific operation context. This includes leadership-tailored training.

6) Make use of gender analyses to strengthen the understanding of variations in the impact of armed conflict on women, men, girls and boys. Ensure that the results are fed into relevant military decision-making, planning and execution processes.

7) Ensure that the collection of information in conflict and post-conflict situations is disaggregated by sex and that this information is used in the various relevant analyses.

8) Integrate a gender perspective within the military's area of responsibility in CT/CVE and DDR efforts and in its post-conflict engagement.

9) Take women and girls' particular security needs into account in the assessment, development, planning, execution and evaluation of physical security measures in relation to e.g. elections and other political processes, SSR and DDR processes and mine clearance.

10) Ensure that Gender and WPS related issues are addressed in SFA missions and activities. This may entail training on gender mainstreaming and on the particular security needs of women, men, girls and boys. It also includes training of female security personnel.

NOTES:

Nordic Center for Gender in Military Operations