



# DPKO/DFS GUIDELINES

## INTEGRATING A GENDER PERSPECTIVE INTO THE WORK OF THE UNITED NATIONS MILITARY IN PEACEKEEPING OPERATIONS

March 2010

**United Nations**

Department of Peacekeeping Operations  
and Department of Field Support



In 2009, the Office of Military Affairs and the Gender Unit of the Department of Peacekeeping Operations (DPKO) initiated a process to develop for the first time guidelines for *Integrating a Gender Perspective into the Work of the United Nations Military in Peacekeeping Operations*. The guidelines are intended to enhance the operational effectiveness of United Nations peacekeeping operations by serving as a tool to guide practical translation of existing Security Council mandates on women, peace and security in the work of military components. They aim to support military personnel in recognizing and addressing the security priorities of all sectors of the local population—women, men, boys and girls—in a peacekeeping context. They will further inform the content of training activities targeted at military peacekeeping personnel.

The guidelines, while acknowledging the integrated nature of peacekeeping activities, are designed to focus specifically on the tasks of military peacekeepers within a broader integrated framework. They are presented in three sections, corresponding to the three levels of military engagement in peacekeeping: strategic, operational and tactical levels of military command and operations, in accordance with mandated tasks and working conditions.

The guidelines have been informed by contributions of peacekeeping missions, major troop contributing countries and partners in regional organizations. The guidelines will be field-tested for a period of two years, and will be updated thereafter.



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# CONTACTS

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**Cover image (front):** South Africa Peacekeepers enjoying a lighter moment during difficult times in the Democratic Republic of the Congo. September 2008. UN Photo by Marie Frechon

**Cover image (back):** Mongolian soldiers attend training course for deployment as UN peacekeepers. Tavan Tolgoi, Mongolia. July 2009. Photo by Eskinder Debebe

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# FOREWORD

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It has been almost 10 years since the United Nations (UN) Security Council adopted its landmark Resolution 1325 (2000) on women, peace and security. This anniversary year provides an opportune moment for the Office of Military Affairs (OMA) of the Department of Peacekeeping Operations (DPKO) to issue these guidelines for *Integrating a Gender Perspective into the Work of the United Nations Military in Peacekeeping Operations*, developed in partnership with the Gender Unit of the Policy, Evaluation and Training Division (DPET) of DPKO.

The last decade has witnessed significant changes in UN military peacekeeping activities, characterized by increased demand for peacekeeping missions, a fluid operational environment and expanded peacekeeping mandates from the Security Council.

Against this backdrop, the performance of military tasks in multidimensional peacekeeping missions has increasingly come to require engagement with local populations. Identifying and responding to any differential impact of the work of military peacekeepers on different groups in the local population is, therefore, a necessary strategy for ensuring that the security concerns of women, men, girls and boys are adequately addressed throughout all phases of a peacekeeping mission.

More recently, the adoption of Security Council Resolution 1820 (2008) on women, peace and security has reinforced the critical role that the military can and should assume in combating sexual violence against women and girls in conflict.

These guidelines aim to enhance the operational effectiveness of military peacekeeping tasks by serving as a tool to guide practical translation of existing mandates on women, peace and security in the performance of these tasks. They are intended to support military personnel working at the strategic,

operational and tactical levels to ensure that the security priorities and concerns of all sectors of the local population—women, men, boys and girls—inform the planning process as well as the operational activities of the military in its areas of operation.

The guidelines will also inform the content of training activities targeted at military peacekeeping personnel. In this regard, it is our hope that troop-contributing countries (TCCs) will embrace this tool and use it to inform their pre-deployment planning and training activities. In addition, we hope that it will be beneficial to our partners in regional organizations.

The guidelines were developed through an extensive consultation process involving visits to five peacekeeping missions: United Nations Disengagement Observer Force, Syria (UNDOF), United Nations Hybrid Operations in Darfur/Sudan (UNAMID), United Nations Interim Force in Lebanon (UNIFIL), United Nations Mission in the Sudan (UNMIS) and United Nations Stabilisation Mission in Haiti (MINUSTAH) to engage with the military, personnel from other peacekeeping components, UN partner entities, local authorities and civilian populations. The initial document developed from this process was shared with all peacekeeping missions for input. The final part of the consultative process brought together representatives of 14 TCCs as well as representatives of regional organizations, namely the African Union, the European Union and the North Atlantic Treaty Organization, and non-governmental partner organizations to review and validate the draft guidelines. I am particularly grateful to members of the Working Group jointly established by the OMA and the Gender Unit, which coordinated this entire process.

In the months ahead, OMA will work with peacekeeping missions to support implementation of these guidelines. I am confident that the progress we make in this respect will enhance the impact and sustainability of UN military operations and contribute to establishing a firm basis for peaceful, democratic transitions in the countries and regions of deployment. ■



**General Chikadibia Isaac Obiakor**  
Military Adviser, Office of Military Affairs  
Department of Peacekeeping Operations

1 March 2010

# PURPOSE

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The gender guidelines on *Integrating a Gender Perspective into the Work of the United Nations Military in Peacekeeping Operations* seek to support practical translation of existing mandates on women, peace and security among United Nations (UN) military peacekeeping personnel. They build on work undertaken to date by the Office of Military Affairs (OMA) and the Gender Unit of the Policy, Evaluation and Training Division (DPET) of the Department of Peacekeeping Operations (DPKO).

The guidelines will be of value to troop-contributing countries (TCCs) and military components of field missions. They will inform force-generation goals in line with specific operational requirements for the selection and deployment of male and female military personnel, pre-deployment preparations and training of military personnel. They will further serve to complement the existing 'Gender Mainstreaming Information Package' that DPKO provides to TCCs for pre-deployment training.

The guidelines also aim to support a more integrated response by military peacekeepers, other peacekeeping mission components, UN entities and non-governmental organizations working to implement Security Council mandates on women, peace and security.

The guidelines are the result of a collaborative undertaking between OMA and the Gender Unit. The development process included consultations within DPKO and with all peacekeeping missions, involving visits to five missions with divergent military mandates. A validation workshop to consult with TCCs and partners from regional organizations also informed this process. ■



# SCOPE

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The guidelines are intended for use by all military personnel in UN peacekeeping missions. They will support heads of mission (HOM), heads of military components (HOMC), planners, information analysts, UN military observers, staff officers and contingent commanders. They will further guide OMA in its planning and management functions at UN Headquarters.

The guidelines are also of relevance to regional organizations that are engaged in peacekeeping activities alongside the UN. In this regard, they should serve to complement existing guidance developed by regional partners to advance implementation of mandates on women, peace and security.

The guidelines are presented in three sections, corresponding to the three levels of military engagement in peacekeeping: strategic, operational and tactical levels of military command and operations, in accordance with mandated tasks and working conditions.

- *Strategic-level guidance* is targeted at different offices/units within OMA at UN Headquarters.
- *Operational-level guidance* is targeted at military components at force headquarters in peacekeeping missions.
- *Tactical-level guidance* is targeted at military personnel deployed in the field.

The military component in a peacekeeping mission may not always play a lead role nor be solely responsible for implementation of some of the tasks outlined in the guidelines. Thus, where there is need for an integrated approach, requiring interventions by other mission components, the guidelines focus on the specific role and actions of the military within the broader integrated context. ■

# RATIONALE

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To enhance the role played by women in the maintenance of international peace and security, the UN Security Council has to date adopted four specific resolutions on women, peace and security: Resolution 1325 (2000), Resolution 1820 (2008), Resolution 1888 (2009) and Resolution 1889 (2009). These mandates, inter alia, require that peacekeeping missions boost women's participation in post-conflict decision-making processes, prevent sexual violence, protect individuals, including women and girls, increase the presence of female peacekeeping personnel, and systematically train all peacekeepers to address gender issues in their work<sup>1</sup>.

In 2006, DPKO adopted a 'Policy Directive on Gender Equality in Peacekeeping Operations', which elaborates the principles and requirements for implementing UN mandates on women, peace and security in the work of all peacekeeping components.

The role of military components in peacekeeping missions is primarily to provide a secure environment as a precondition for advancing other elements of peace agreements in often-complex conflict-affected environments, where parties to conflicts include state and non-state actors, and where civilian populations are often implicated in the conflict, either as combatants or as victims to the conflict. This context generally necessitates direct interactions between military peacekeepers and local populations.

Furthermore, the activities of military components have a direct impact on the local population in countries and regions hosting peacekeeping missions. Identifying and responding to any differential impact of the work of military peacekeepers on different groups in the local population is, therefore, a necessary strategy for ensuring that the security concerns of women, men, girls and boys are adequately addressed throughout all phases of a peacekeeping mission. The approach requires harnessing the professional

expertise of male and female military personnel to achieve optimum operational effectiveness.

The integrated nature of many current UN peacekeeping operations is such that the implementation of mandated tasks, which include information operations, disarmament, demobilization and reintegration (DDR) activities, defence and security-sector reforms, patrolling, support for humanitarian activities, and protection of civilians, generally necessitate interaction and liaison among military, police and civilian components of peacekeeping missions.

The guidelines for *Integrating a Gender Perspective into the Work of United Nations Military in Peacekeeping Operations*, while acknowledging the integrated nature of peacekeeping activities, are designed to focus specifically on the tasks of military peacekeepers within a broader integrated framework. This approach builds on gender guidelines that have been developed to date for police components and some civilian components in peacekeeping missions. ■

# GUIDELINES

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## 1. Strategic-Level Military Guidance

At the strategic level, the activities of UN military peacekeeping personnel comprise the development of strategic military guidance, military planning, force generation, current operations and the provision of support to TCCs, including operational advice.

### 1.1. Gender Objectives for Strategic-Level Guidance

- Strategic military guidance and policy includes the relevant principles and objectives of women, peace and security mandates.
- Military operations planning and liaison with other mission components include assessment of any differences in security priorities of local women and men and their potential to contribute to mandate implementation.
- Military planning to enhance conditions of service assess and meet the specific needs of male and female military personnel to be deployed.
- Force-generation planning and activities incorporate strategies to improve progressively the balance in the numbers of male and female military peacekeepers.
- Monitoring and reporting activities of military components in peacekeeping missions evaluate the progress of military efforts to implement mandates on women, peace and security.
- Operational advice and support to troop contributing countries (TCCs) underlines human rights principles, including the rights of women and girls and their equal participation in peace processes.<sup>2</sup>

An elaboration of the gender considerations for each of the above objectives is provided below, with a corresponding checklist at the end of the section.

## 1.2. Gender Considerations in Strategic-Level Guidance

### Strategic Military Guidance and Policy

Armed conflicts affect women and men in different ways. This means that the operational plans and strategies of peacekeeping missions to protect civilians and to promote inclusive peace processes must be informed by an analysis of the differential impact of conflict on women and men, and must incorporate strategies to address this issue. The policy framework and strategic-level military planning define the parameters within which military activities will be conducted, as well as the principles that will guide military activities on the ground in peacekeeping missions. The development of policies and guidance for military peacekeepers should stress, therefore, the Organization's commitment to promoting gender equality and the empowerment of women. This guidance should be reinforced through training provided to military peacekeeping personnel both prior to and on deployment to peacekeeping missions.

The Office of Military Affairs ensures that briefings by the military adviser to Troop-Contributing Countries always underline the value of implementing mandates on women, peace and security to enhance operational success in the work of the military.

### Military Operations Planning

Women and men may have access to different kinds and sources of information relating to security risks and threats in the area of operation. Consequently, to obtain a holistic overview of the security environment, planning processes for UN peacekeeping missions need to consult and draw on the perspectives of both women and men in order to paint a comprehensive picture of the security environment, starting with the technical assessment phase. This approach will ensure that gender issues influence strategic military plans and continue to inform future planning and implementation throughout the lifespan of a peacekeeping mission, at the operational and tactical levels.

Military planning activities should also be mindful of the nature of gender relations in the area of operation, including the different security concerns of women and men. Planning processes must avoid stereotyping women as victims; instead. They must assess creatively how women and men's contributions to consolidating peace can be strengthened.



▲ Ghanaian peacekeepers in Buchanan, Liberia. April 2009.  
UN photo by Christopher Herwig

Military planners should further ensure close working relations with gender specialists in the peacekeeping mission to strengthen information-sharing. Gender specialists can also facilitate the inclusion of local women's perspectives in information analysis and assessments, which will, in turn, inform the force commander's planning and the execution of mandated tasks.

### **Military Planning to Enhance Conditions of Service**

In planning for military personnel requirements, it is necessary to prioritize measures that will foster the maintenance of gender-sensitive work environments. Planning activities should anticipate the need for separate accommodation and bathroom facilities consistent with established UN standards and should include consideration of the gynaecological service requirements of female peacekeepers.<sup>3</sup> Technical assessments prior to mission deployment should take account of these needs and ensure that adequate facilities and other provisions are in place to meet the specific needs of female and male peacekeepers. Adequate budgetary provisions must also be put in place to meet these requirements.

In-mission induction and training programmes should include a session focusing on sexual harassment in the workplace—how to prevent it, how to stop it, and how to deal with it.

## **Force Generation**

The planning process provides the starting point for outlining personnel requirements in peacekeeping missions. The operational imperative of having a critical mass of female military peacekeepers is widely acknowledged, as it enables better access to women in post-conflict environments to support mandate implementation. All processes in support of force generation, including assessment visits to TCCs, should highlight the operational imperative of deploying mixed (gender) teams in the areas of operation.<sup>4</sup>

The deployment of female military personnel for all categories of military tasks should be prioritized at the earliest stages of the deployment process, since this also sets the right tone for the increased deployment of women at subsequent stages. The composition of initial contingents deploying to peacekeeping missions provides an early opportunity to ensure the inclusion of female peacekeepers on these teams.

## **Monitoring and Reporting**

In line with Security Council Resolution 1325, DPKO is required to include progress on gender mainstreaming in peacekeeping operations in oral briefings, in Secretary-General reports to the Security Council, and in special reports and thematic reports. Monitoring and reporting on the activities of military components in peacekeeping operations should underscore progress in implementing mandates on women, peace and security. This would also promote a better understanding of the conflict-affected population and ensure an improved response to the specific security issues and threats facing different sectors of the population. For instance, reporting on the level of engagement of women in combat provides a basis for the Security Council to mandate that DPKO include women associated with fighting forces in DDR programmes.

The use of sex-disaggregated data in reporting also enhances planning processes for military and civilian operations. Reporting on the numbers of female ex-combatants, for example, provides a basis for ensuring adequate planning to guide the deployment of the required numbers of female military observers to support their effective disarmament.

## Operational Advice and Support to Troop-Contributing Countries

DPKO is well-placed, given the operational advice it offers to TCCs, to support Member States in aligning their national peacekeeping policies with global standards on women's rights and gender equality. This has the potential to help reverse any discriminatory practices towards female recruitment and deployment.

A similar standard should inform pre-deployment training activities, so that gender and peacekeeping training becomes mandatory for all potential peacekeepers. This will help with informing military personnel of existing mandates on women, peace and security and the relevance of these mandates to the success of military activities. Standardized gender training materials provided to national peacekeeping training centres by DPKO should incorporate evolving good-practice examples of military interventions to implement women, peace and security mandates.

Operational advice to Member States should also stress the importance of nominating a dedicated gender focal point within every military contingent, with clear terms of reference. The military gender focal point would provide ongoing advice to contingent commanders on how a gender perspective can enhance the efficiency and effectiveness of the contingent's operational tasks, and would offer targeted in-mission gender training to members of the contingent. The gender focal points would serve as principal points of liaison between the contingent and the peacekeeping mission's Office of the Gender Adviser.



▲ Nepalese peacekeepers on parade. Port-au-Prince, Haiti. March 2009.  
UN Photo by Logan Abassi



## Checklist: Strategic-Level Military Guidance

Strategic Military Guidance and Policy	
✓	Underline in all military guidance, including force commanders' directives and military policy priorities, the value of drawing on the contributions of local populations, including those of women, to enhance the implementation of peacekeeping mandates.
✓	Include in all military guidance and military policy priorities provisions to enhance the protection of women and girls in areas of military deployment, in line with mandated tasks.
✓	Ensure that all military policy and operational guidance documents and verbal communications used by military personnel contain gender-sensitive language and substance.
✓	Include a briefing by gender advisers at mission level and at UN Headquarters in the induction programme for all incoming force commanders.
✓	Request that military commanders include in their end-of-tour reports a progress review of their efforts to integrate gender issues into military activities.
✓	Request that military training cells provide adequate time for in-mission training of all military personnel on the relevance of gender issues to military peacekeeping tasks.
✓	Advocate and support processes to exclude from national security forces persons against whom there are credible allegations and evidence of crimes, including sexual wrongdoings.
Military Operations Planning	
✓	Incorporate in all strategic planning documents, including concepts of operations and force requirements, provisions to strengthen the participation of local women in peacekeeping activities and to enhance the protection of women and girls.
✓	Include specific gender indicators in military strategic planning documents to improve monitoring of progress in implementing mandates on women, peace and security.
✓	Define security risks facing women and integrate these into overall risk assessments in the area of operation.
✓	Include non-partisan local women's organizations in the network of civil society contacts identified to influence military planning activities during technical assessment missions (TAMs) and at all stages of mission planning.
Military Planning to Enhance Conditions of Service	
✓	Ensure that TAMs, deployed in advance of the establishment or restructuring of peacekeeping missions, consider equally the needs of female and male military peacekeepers to be deployed, including a thorough survey of living and other facilities on the ground, to ensure that they adequately meet basic living conditions and requirements for all.
✓	Ensure that camps provide separate accommodation and bathroom facilities for female and male military personnel, as required.

✓	Ensure that Medical Service provides access to gynaecological services for female peacekeepers.
✓	Inform TCCs of welfare provisions (such as sports and athletic equipment, spiritual welfare and other activities) available to women and men in the missions to which they are deploying.
✓	Request that force headquarters ensure that mandatory in-mission training is given to all military peacekeepers on how to prevent, stop and address sexual harassment.
<b>Force Generation</b>	
✓	Advocate a gender-balanced deployment of military personnel in all categories and the promotion of female personnel to key command posts in peacekeeping missions.
✓	Encourage TCCs to strive to match, whenever possible, the percentage of female military personnel they deploy to UN peacekeeping missions to the overall percentage of women in their national armed forces, as a minimum standard.
✓	Revise the job descriptions of military personnel to reflect actual operational requirements of UN peacekeeping operations, and request that TCCs deploy female military personnel with skills that match these requirements.
✓	Indicate the operational need for female military personnel in the development of force requirements.
✓	Indicate in the memoranda of understanding (MOU) with TCCs operational realities in the mission area that necessitate the deployment of female military peacekeepers, such as the presence of female ex-combatants.
✓	Include the minimum requirements for female deployments in the Personnel Annex of the MOU with TCCs.
✓	Encourage TCCs to consider deploying female officers for a broad range of tasks, including humanitarian, logistics, engineering and communications positions, as well as military police functions.
✓	Include in the terms of reference for assessment visits to TCCs a progress review of efforts by Member States to improve the balance of male and female deployments to peacekeeping operations.
✓	Disaggregate by sex all internal and publicly available statistics on deployment of military personnel to peacekeeping operations.
✓	Request the deployment of mixed teams of peacekeepers, especially in remote areas, and consider the operational value of deploying female peacekeepers in pairs, as required.
✓	Monitor and augment as necessary accommodation and bathroom facilities for female and male military personnel to reflect increases in deployment numbers.
✓	Make adequate budgetary provisions in order to enhance conditions of service for female and male military personnel.
✓	In advance of each rotation, advocate with TCCs for the deployment of female peacekeepers and request the retention of female deployments or an increase in existing percentages.

Monitoring and Reporting	
✓	Include on the agenda of the annual heads of military components' conference a progress review of efforts by military peacekeepers to implement mandates on women, peace and security.
✓	Include analyses of the operational value of having a diverse (from a gender standpoint) military peacekeeping presence in periodic and annual reports of OMA.
✓	Use sex-disaggregated data in all reporting requirements.
✓	Include in the terms of reference for monitoring visits a progress review of efforts to implement mandates on women, peace and security by military peacekeepers.
Support and Operational Advice to TCCs	
✓	Encourage TCCs to align the policies of their national armed forces, including those on peacekeeping, with broader national policies and global norms on gender equality.
✓	Encourage TCCs to implement gender aspects of the <i>Guidelines on Roles and Training Standards for Military Experts on Mission</i> , as well as the 'Policy on Support to Military and Police Pre-deployment Training for UN Peacekeeping Operations'.
✓	Request that TCCs contextualize pre-deployment training in order to address specific operational realities in countries of deployment, including the impact of the conflict on gender relations and the role and participation of women.
✓	Encourage TCCs to integrate gender and human rights training modules into their national training curriculum for armed forces personnel.
✓	During pre-deployment visits to TCCs, discuss and review provisions in place to accommodate the needs and requirements of both male and female military personnel.
✓	Ensure that female military personnel scheduled for deployment are consulted in order to assess their expectations and to address any concerns prior to deployment.
✓	Request that TCCs include specific training for female and male officers in the use of four-wheeled-drive vehicles in military observers training programmes, with adequate targeting of women.
✓	Request that TCCs ensure that military attire, including combat uniforms and military boots, are tailored to fit the specific body sizes of women.
✓	Request that TCCs maintain sex-disaggregated data on the numbers of male and female military personnel within the various professional ranks of their national armed forces.
✓	Encourage TCCs to maintain a roster of female military personnel with peacekeeping experience who could be redeployed in future and/or could support training or mentoring of future female peacekeepers.
✓	Request that TCCs appoint a gender focal point within each military contingent with clear terms of reference.
✓	Encourage TCCs to appoint a counselling and welfare officer within each contingent, with female and male personnel having an equal chance to apply for the positions.
✓	Request that TCCs assess in repatriation surveys the operational impact of the deployment of female personnel, as well as barriers to and opportunities for their enhanced deployment.

## 2. Operational-Level Military Activities

At the operational level, military tasks span the range of activities required to translate strategic guidance and direction from the military concept of operations into field-level duties and coordination, in accordance with a mission's mandate. Depending on the scope of the mandate, these military tasks may include activities to ensure protection, information operations, monitoring and verification of implementation of peace agreements, liaison and support for national security forces.

### 2.1. Gender Objectives for Operational-Level Activities

- Military protection activities, including all measures to ensure the protection of civilians, to support the delivery of humanitarian assistance and to protect UN facilities and personnel respond to the priorities of both women and men.
- Security support activities take account (with respect to planning and implementation) of the impact on women and women's role in and contribution to peace and security processes.
- Monitoring and verification activities undertaken by the military component of peacekeeping operations draw on the contributions and perspectives of both women and men in the host country.
- Military liaison activities in the area of operation foster an integrated approach to implementation of mandates on women, peace and security.

An elaboration of the gender considerations for each of the above objectives is provided below, with a corresponding checklist at the end of the section.

### 2.2. Gender Considerations in Operational-Level Activities

#### **Military Protection Activities**

Operational-level planning for military activities to protect civilians should include appropriate guidance that would enable tactical-level commanders to address specific protection challenges confronting women and girls. Military planners should consult with the mission gender unit and other mission components with more direct access to women in the local population on an ongoing basis to obtain a more comprehensive overview of protection challenges facing women in the community.

Where the military is engaged in facilitating humanitarian activities, operational planning for implementation of these tasks should ensure liaison between the military gender focal points and women's organizations in the area of operation, and take account of power relations in the community to ensure that women have equal access to services and assistance being provided. Adequate attention should be paid to the needs of vulnerable members of the population, including the elderly, pregnant women and lactating mothers. Providing additional security to women, when required, to enable the safe transport of humanitarian assistance by women from delivery points to their homes is also important in this context.

The presence of female military personnel can also boost protection and response strategies as local women and children may more readily confide in female peacekeepers—this is particularly true for victims of sexual violence. In the absence of female military personnel, female police officers could work alongside male military officers to ensure effective outreach to local women.

Military operations to protect humanitarian and UN personnel and assets should ensure that humanitarian organizations working to support victims of sexual violence enjoy safe access when delivering assistance and attending to victims of sexual violence.



▲ Member of a Pakistani medical team treats local patient in Ed-Damazin, Sudan. November 2008. UN Photo by Johann Hatttingh

The evacuation of peacekeeping personnel from parts of a mission area may lead to increased protection risks for the local population, including women and girls. Military operational planning for the evacuation of personnel from parts of a mission area should, therefore, include the mission gender adviser as part of the essential staff, as this would aid outreach to local women's organizations and allow the mission to respond better to specific security risks facing both women and men.

Military peacekeepers should be reminded consistently of the need to uphold the highest standards of professional conduct in executing their civilian protection tasks, and of the punitive measures that would be taken against those who violate the rights of citizens, particularly women and girls, they are mandated to protect.

### **Military Support Activities**

*Disarmament, Demobilization and Reintegration:* operational planning of military activities in support of DDR programmes need to take account of the increasing role played by women and girls as combatants and as women associated with fighting forces. Adequate provision should be made to ensure their inclusion in and access to DDR programmes. The design and lay out of cantonment sites should contain separate living quarters for male and female ex-combatants and ensure adequate security to protect women from the risk of sexual violence. In addition, income-generating programmes for the reintegration of demobilized ex-combatants should be designed in such a way as to meet the requirements of both males and females. Sufficient numbers of female military observers should also be on hand to oversee the screening of female ex-combatants.

Holistic DDR programmes need to incorporate support for the psychosocial and medical needs of ex-combatants, including victims of rape. Military planning for DDR programmes, therefore, requires partnerships with other mission components and UN system partners that can assist with the provision of medical and psychosocial counselling support to male and female ex-combatants and women and girls associated with fighting forces, who may have been victims of sexual violence.

Military interventions to support gender-sensitive DDR programmes should also include collaboration with the mission gender adviser to support outreach efforts targeted at women ex-combatants who, through fear of social

stigmatization, may be unwilling to participate in DDR programmes. This approach would also ensure that women who may have played multiple roles during the conflict—fulfilling support functions as women associated with fighting forces as well as engaging in actual combat—are not excluded from DDR programmes. Outreach to women’s organizations during the planning of reintegration programmes is also important because it ensures that social reintegration programmes are inclusive and respond to the priorities of both women and men in the local community.

*Electoral Security:* operational planning for the provision of electoral security by military peacekeepers also provides an opportunity to assess and respond to any security risks that may impede the full participation of women in electoral processes, whether as voters or candidates. Women in remote areas may encounter security risks in accessing registration or polling stations during elections, which may warrant the deployment of military personnel along routes that may hold protection dangers for women.

The deployment of mixed military teams to provide electoral security can facilitate outreach to female voters, who may more readily approach female personnel with specific security concerns during the elections.

In some settings where women have traditionally not played an active role in politics, women who choose to stand as candidates may experience intimidation and harassment by male politicians. Therefore, security planning for elections should incorporate an assessment of security risks to both female and male candidates.

*Support to National Security Forces:* military peacekeepers are increasingly required to provide mentoring, advisory and training support to the military forces of the host country. This in turn provides an opportunity to underline the principles of gender equality and equal rights for women.

The advisory role of military peacekeepers with regard to national armed forces presents opportunities to encourage the adoption of policies and measures that advance equal career opportunities for women and men. Guidance on the adoption of measures to prevent and address sexual harassment in the armed forces should also be prioritized in this respect.

Training support for national security forces should include instructions that underline global and national commitments on gender and human rights and awareness of existing international standards for the protection of women’s



▲ Female military officers climb a rope ladder during training, 2009.  
© Lebanese Armed Forces

rights, including the role of national security forces in preventing violations of women's rights. Training support should include guidance to assist national security forces in preventing and protecting women and girls from sexual violence, underscore a zero-tolerance approach to the commission of such crimes by national security forces, and stress the role played by the national armed forces as the protectors of the civilian population. Advice should also emphasize equal access to and participation by male and female personnel of national armed forces in training activities.

In providing advice to national armed forces, military peacekeepers should advocate for the recruitment of women into the armed forces at all levels and underline the value of women's participation in enhancing operational effectiveness of the force. Emphasis should also be placed on support for a review of selection criteria, to ensure that they do not unfairly discriminate against the recruitment of women. Special programmes to expand women's entry into the security forces should be proposed where necessary.



The mentoring role played by military peacekeepers towards counterparts in the host country's armed forces provides an opportunity to lead by example, both in terms of the profile of the peacekeepers as well as their standards of behaviour. The deployment of female military peacekeepers can have a role-modelling impact by facilitating increased recruitment of local women to the national security forces. Of equal value is the standard-setting role of military peacekeepers in terms of conduct and discipline. Military peacekeepers should also uphold the highest standards of military professionalism and strictly adhere to the policy of zero tolerance in relation to acts of sexual exploitation and abuse of the women and girls they are deployed to protect.

*Mission Support:* equal consideration should be given to female and male military personnel with respect to the performance of mission support functions, including medical, engineering, supply, transportation and aviation functions. TCCs should be asked to nominate women and men who have the skill sets to perform these mission support roles.

Operational planning should ensure the availability of gynaecological services for women at Level II hospitals, monthly sanitary kits for women (within supply orders), and separate accommodation and bathroom facilities for women and men. When the numbers of male or female military personnel rise, the accommodation and sanitary facilities provided should be augmented in proportion to deployment increases.

## Monitoring and Verification Activities

Monitoring and verification tasks, including patrolling, investigation and information operations, can be greatly enhanced by communication with local women, which facilitates situational awareness. In situations where women are engaged in outdoor commerce activities, for example, they often have their 'ears to the ground' and can sense any changes in the security environment. This requires that military personnel 'go where women go'. This strategy may call for close collaboration between the military and civilian components of a peacekeeping mission, and/or local organizations, as part of joint assessment teams.<sup>5</sup>

Confidence-building between the military and the local population can be greatly enhanced by the use of mixed teams. It can also increase access to local women, who may feel more comfortable confiding in female peacekeepers than their male counterparts, particularly in situations where they

may need to share information about rape. This principle should also inform situations where the military is undertaking investigations, as it could help provide reassurance and ease tensions with regard to communication with the local population.

When language barriers impede effective communications between military peacekeepers and members of the local population, the use of local interpreters, including female local interpreters, can work to expand outreach between military personnel and women and children in the local population. National interpreters could also be included in contingents to facilitate outreach with regard to the local population where possible.

The Guatemalan contingent of the United Nations Stabilisation Mission in Haiti (MINUSTAH) included two female interpreters, whose presence, together with that of one local interpreter, was to expand outreach to the local population, particularly women, and served to build confidence between the military and the local population.

The reporting activities of the Joint Mission Analysis Centres (JMACs) should highlight differences in security threats to women and men—these should also be included in the priority information requirements and the collection plans of the JMACs. Cooperation between the JMAC and the mission gender unit, and the appointment of a gender focal point in the JMAC, can work to improve gender awareness. In addition, women should be consulted by JMAC personnel, those staffing the Joint Operational Centres (JOCs), and those involved with military liaison groups as part of their activities to liaise with the local population.

In the United Nations Hybrid Operations in Darfur/Sudan (UNAMID) in Darfur, Sudan, ongoing collaboration between the Joint Mission Analysis Centre (JMAC) and the Gender Unit to enhance gender-sensitive information operations has resulted in the appointment of a full-time gender focal point within JMAC to oversee this process.

Guidance on operational reporting developed by the JOC should include security risks facing women and girls and should underline the use of sex-disaggregated data. For example, if abductions are rife in an area of operation,

reporting on whether abductees are solely men, or solely women, or a mixture of the two, can influence the nature of the tactical-level interventions that may be required to address the problem.

### **Military Liaison Activities**

The impact of military activities to protect civilian populations can be reinforced and enhanced by liaison with other mission components, including the police, human rights and gender components. Operational planning for liaison activities should promote coordinated implementation of mandates on women, peace and security. Coordination to prevent sexual violence and protect women and girls, for example, should clarify roles and responsibilities to ensure smooth and effective responses, including referral services for victims, in situations where military personnel are the first point of contact.

A military gender advisor should be appointed at mission headquarters in the Office of the Force Commander to support mission-wide efforts to implement mandates on women, peace and security. The focal point can also support liaison with the mission gender unit and local women's organizations on UN civil-military coordination (UN-CIMIC) activities.

The military component of the United Nations Mission in Liberia (UNMIL) has developed a gender action plan and appointed a military gender officer who is coordinating its implementation with the support of the mission's gender adviser. Sixty gender focal points have been nominated to represent the military component and have been trained to support gender-sensitive outreach activities and to undertake peer education.

UN-CIMIC activities to promote confidence-building with the local population can be effectively implemented through consultations between the military and local women's organizations in the area of operation. Quick impact projects (QIPs) provide a good way of engaging local women. When the military identifies potential QIPs targeted at women and girls, these initiatives should be discussed with the mission gender unit, which can provide technical input and guidance to assist with successful implementation of the project.

## Checklist: Operational-Level Military Activities

Military Protection Activities	
✓	Include in guidance on the protection of civilians (for tactical-level commanders), instructions for addressing the specific protection needs of women and girls, taking into account the evolving situation on the ground.
✓	Request that tactical-level military personnel who are directly approached by victims of sexual violence: ensure the physical safety of victims; respect the victim's right to confidentiality; and refer the victims to mission police or human rights components for follow-up.
✓	Deploy female military personnel to support activities to protect women and girls.
✓	Request that female UN police (UNPOL) and local police co-deploy with the military to protect women and girls, when the military has limited female officers available.
✓	Maintain a statistical record of the total number of sexual violence cases received by the military.
✓	Provide initial protection to victims and witnesses who report perpetrators of acts of sexual violence and refer such cases to UNPOL or human rights components of the mission for follow-up with the national authorities.
✓	Liaise with local women's organizations in the area of operation to enhance military activities related to the delivery of humanitarian assistance.
✓	Include in security plans for the protection of civilians and in evacuation planning guidance to improve protection of and support for women and children in internally displaced person (IDP) camps and centres hosting large civilian populations.
✓	Ensure that personnel with gender expertise form part of the essential staff in planning for evacuation.
✓	Uphold the highest standards of professional conduct and adhere to the zero-tolerance policy on sexual exploitation in executing tasks to protect civilians.
Security Support Activities	
DDR	
✓	During operational planning for DDR processes, ensure that sufficient numbers of female military observers are available to screen female ex-combatants.
✓	Provide separate living facilities for female ex-combatants in plans for cantonment sites, and ensure their adequate protection in the camps.
✓	Collaborate with the mission gender adviser on outreach activities to encourage women ex-combatants to come forward and participate in the DDR process.
✓	Consult women's organizations on planning for reintegration programmes.
✓	Obtain the support of the UN system and other partners when providing medical and psychosocial counselling support to male and female ex-combatants and women and girls associated with fighting forces, who may have been victims of sexual violence.

Electoral Security	
✓	Include in operational plans for electoral security, an assessment of the security risks that may impede the full participation of women or men in elections.
✓	Include in security plans for elections an assessment of the security risks that may confront women candidates and measures to ensure their protection.
✓	Deploy mixed teams of military personnel along routes that may hold protection dangers for women travelling to polling stations to register or vote.
✓	Ensure that pregnant women and women with babies are prioritised at polling stations, including specific queues for them.
Support for the National Armed Forces of the Host Country	
✓	Advise the host country's national armed forces on recruiting more women.
✓	Support national armed forces in undertaking a review of selection criteria aimed at removing any barriers and obstacles to the recruitment of women.
✓	Support national armed forces in aligning their defence policies with global and national commitments to gender equality and women's equal rights.
✓	Lead by example: deploy female military personnel who can mentor local women in the national armed forces of the host country and serve as role models.
✓	Uphold the zero-tolerance policy on sexual exploitation and abuse of women and girls.
✓	Include gender and human rights principles in training programmes for national security forces in the host country.
✓	Include guidance on preventing sexual violence and protecting women and girls from sexual violence in training support provided to national security forces.
✓	Encourage national security forces to establish a gender cell/unit to monitor and support the implementation of gender-sensitive policies and operational activities.
Mission Support	
✓	Plan for and provide separate accommodation and bathroom facilities within a convenient distance, and augment such facilities in proportion to increases in deployment.
✓	Consider the privacy needs of female and male military personnel when designing transit camps.
✓	Provide access to gynaecological services for female peacekeepers.
✓	Advocate with TCCs in order to provide female and male officers with equal opportunities to be nominated for mission support functions, including humanitarian, logistics, communications, and engineering functions.

## Monitoring and Verification Activities

- ✓ Consult with local women and women's organizations as part of information-gathering activities to construct a comprehensive overview of the security situation.
- ✓ Consult with women and ask them to contribute to the establishment of verification mechanisms and joint monitoring commissions, and invite them to serve on such commissions.
- ✓ Employ joint assessment teams to define patrolling routes, in consultation with local women, to ensure that routes popular with women are accorded adequate priority.
- ✓ Deploy mixed teams of military personnel for monitoring and verification activities.
- ✓ Deploy female uniformed personnel to support dissemination of non-sensitive information on planned operations and other military activities that specifically target local women.
- ✓ Include female interpreters in groups of local interpreters recruited to strengthen communication between the military and the local population.
- ✓ Use mixed teams of military investigators to enhance interaction with the local population.
- ✓ As part of information operations, consult with the mission gender adviser to identify specific security threats to women and girls.
- ✓ Appoint a gender adviser in the mission headquarters of the Office of the Force Commander and ensure that gender focal points are appointed at every level of deployment.
- ✓ Request that JOC and JMAC teams consult with local women as part of outreach to the local community.
- ✓ Include information on security threats to women and girls in reporting submissions at the operational and tactical levels.
- ✓ Use sex-disaggregated data in all reporting submissions, including situation reports and monthly and annual reports.

## Military Liaison Activities

- ✓ Provide guidance to tactical-level commanders to enable smooth coordination between military and police components during activities to protect women and girls.
- ✓ Extend military escort activities to humanitarian agencies providing services to victims of sexual violence.
- ✓ Consult with local women and the mission gender unit in order to identify QIPs specifically targeted at women.
- ✓ Include female officers in military outreach teams for UN-CIMIC activities.

### 3. Tactical-Level Military Tasks

At the tactical level, military activities involve the translation of concepts and guidance into tasks that can be implemented. These include activities related to the protection of civilians, patrolling, checkpoint duties, humanitarian aid support and assistance to national security forces.

#### 3.1. Gender Objectives for Tactical-Level Tasks

- Patrol duties draw on the contributions of women in order to enhance information operations and helps to facilitate increased protection for women and girls.
- Checkpoint and roadblock duties include appropriate provisions for conducting searches of both women and men and involve gender- and culturally-sensitive procedures.
- Protection tasks including the protection of civilians accord adequate priority to addressing the specific protection concerns of women and girls.
- Security support tasks including DDR, as well as support for elections and for national security forces, take account of the impact on women and their role in and contribution to these processes.
- Monitoring and verification tasks assess differences in security risks facing women and men, and local women are consulted during information operations.
- Military liaison tasks are performed by mixed military teams and reach out to both women and men in the local population.

An elaboration of the gender considerations for each of the above objectives is provided below, with a corresponding checklist at the end of the section.

#### 3.2. Gender Considerations in Tactical-Level Tasks

##### Patrol Duties

Patrolling duties provide opportunities to engage with the local community in order to support information operations. Both women and men in the local population should be consulted during this task to ensure a more comprehensive overview of the local situation. For instance, in pursuing outdoor activities, such as fetching water and firewood, and commerce-related activities,



▲ Ghanaian peacekeeper on patrol in Buchanan, Liberia. April 2009.  
UN Photo by Christopher Herwig

women may observe firsthand the movements and actions that may affect the security environment. This information could enhance peacekeepers' understanding of the security environment and improve their interventions.

The outdoor activities performed by women may also expose them to specific security dangers, such as attack, kidnapping and rape. Consequently, the local population should be consulted during the planning and identification of patrol routes and schedules, in order to improve women's security. The employment of mixed-team foot patrols along routes frequented by women and girls is also a useful strategy to enhance protection of women and girls and to expand outreach to all sectors of the local population.

The deployment of mixed teams can lead to better military–community interaction and dispel any mistrust between the UN military and the local community. By way of example, it could guard against fears of sexual exploitation and abuse of women and girls in the local population by military peacekeepers.

### Checkpoints and Roadblock Duties

In working to create a secure environment, it is important that peacekeepers appreciate the complex role played by women in conflict, including as com-



batants (willing or coerced) and as victims. Military peacekeepers should be attentive to situations of armed groups using women as ‘mules’ to transport illegal materials through checkpoints. Where military peacekeepers are engaging with women at checkpoints, it is important that female officers, or in their absence, female UNPOL or local police, be on hand to interact with local women. Interactions between male military officers and local women when they take place at checkpoints should be based on respect for women and adhere to established UN codes of conduct. In addition, checkpoint/roadblock-holding facilities should be constructed to satisfy the requirement for separate holding areas for women and men.

### Protection Tasks

In some areas of operation where UNPOL or local police are not present, the military is required to undertake law enforcement or protection activities, and thus engage with the local population, including women and girls. Where there are high incidences of rape of women and girls, it is necessary to ensure that the victims are able to approach and request support from their first point of contact in the peacekeeping mission, which may be military personnel. Women victims of sexual violence who may distrust local police may sometimes approach the military first for support, and in such cases, the military needs to know how to handle the initial response. Similarly, the military may be the first point of contact for victims of domestic violence, in situations where they are providing medical services.

In the United Nations Organisation Mission in the Democratic Republic of Congo (MONUC), in 2006, the military provided escorts for mobile clinics that were attending to victims of sexual violence in remote and insecure areas of the South Kivu in the eastern region of the Democratic Republic of Congo (DRC).

Where military peacekeepers are providing humanitarian assistance, it is important to understand power relations in the community and in households to ensure that women have equal access to food aid and that the special needs of women—such as pregnant women, women with young children, and the elderly—are given due consideration during a food distribution. Likewise, where the military is engaged in the establishment of shelters and camps for displaced populations, the specific security risks facing women and

girls need to inform the camp set-up and the lay out of facilities so that dangers are minimized.

The Brazilian contingent of MINUSTAH in Bel Air, a district of Port-au-Prince, joined forces with the Haitian national police to undertake surveillance and to help women to safely transport their food provisions home after distribution, after it came to their attention that the women often fell prey to local robbers.

## Security Support Tasks

In accordance with guidance elaborated in operational orders, tactical-level commanders should ensure that the discharge of support tasks includes the implementation of mandates on women, peace and security.

*DDR:* in implementing DDR-related tasks, tactical-level commanders should ensure that female military observers screen female ex-combatants and that screening procedures respect the privacy of women and girls. Female ex-combatants should also be provided with separate facilities at cantonment sites and provisions should be made for adequate security protection for women during cantonment, with particular attention to the protection concerns of pregnant and lactating mothers.

Collaboration between military peacekeepers and local women's organizations can enhance the implementation of DDR programmes by also ensuring more targeted outreach to women and girl ex-combatants and women associated with fighting forces. Collaboration with women's organizations can also support information-gathering activities related to the location of arms caches being illegally stored or transported in the community.

*Elections:* the provision of security by military peacekeepers during elections can help guard against violence and intimidation that may sometimes be directed at voters. In such situations, women may be hesitant about participating in the electoral process due to fear of intimidation. In identifying patrol routes for electoral security, military peacekeepers should consult with women to facilitate their safe passage to registration and voting centres, and deploy mixed teams along such patrol routes to permit easy interaction between the military and local women.

*Support for National Security Forces:* at the tactical level, support tasks related to reform and restructuring of national military forces include assistance with screening new recruits. As part of this process, military peacekeepers, in collaboration with the gender office of the mission and local women's organizations, should promote targeted outreach to encourage women to join the national security forces. Tactical-level commanders should also liaise with other relevant components in a peacekeeping mission to ensure that the new-recruit screening process bars individuals implicated in acts of rape and other serious crimes during the conflict from entering the national security forces.

Military peacekeepers at the tactical level can be mentors and role models for their counterparts in the national security services, helping to uphold the highest levels of military professionalism and promote the values of gender equality and non-discrimination. Avenues for mentorship include training support and implementing the zero-tolerance policy on sexual exploitation of local women or sexual harassment of female military counterparts. Similarly, military peacekeepers can promote positive attitudes towards women serving in the military among their national counterparts, and uphold standards regarding non-discrimination of and equal rights and respect for women—core values to guide the treatment of women in the national security services.

## **Monitoring and Verification Tasks**

At the tactical level, the monitoring and verification tasks of military peacekeepers provide an opportunity to consult with women and men in the local population whose insights can help to produce a more comprehensive situational analysis. Consultations with local women can be enhanced by extending patrols, including foot patrols, to areas where women are most active in their daily activities, such as market places and communal facilities and centres, and by including female military personnel on monitoring and verification assignments. Outreach to local women can also be improved through the use of local female informants and female interpreters.

Reporting on monitoring and verification tasks at the tactical level should highlight evident differences in security threats to women and men. Reporting activities should also make use of sex-disaggregated data to generate a more detailed understanding of the situational environment and to ensure more effective military responses and interventions.



▲ UNIFIL peacekeepers on patrol in Bint Jbeil, Lebanon. June 2007.  
UN Photo, UNIFIL

## Military Liaison Tasks

At the tactical level, the liaison activities of military peacekeepers should reinforce operational-level standards for cooperation with mission components, humanitarian partners and local/regional organizations, including women's organizations.

It is necessary to appoint military gender focal points at the tactical level to reinforce and support the work of the military gender advisers appointed at the operational level. The military focal point should ensure liaison with counterpart focal points in the police to ensure a smooth referral process in situations where women and girls have been victims of sexual violence or other forms of gender-based violence. The contact details of the military gender focal points should be provided to local women's organizations, which, in turn, can get in touch on an ongoing basis to share relevant information on the security concerns of women.

Where the military is supplying medical services to victims of violence, coordination arrangements could be established with local or international humanitarian organizations that provide services to victims of violence to encourage them to undertake follow-up visits to the homes of victims after they receive treatment from military peacekeepers.

Military outreach activities should include implementation of QIPs that promote women's participation in peace processes. Where required, such military outreach activities should also support the police and other mission components in disseminating information to local women about their rights. This is particularly useful in remote areas, where the military may be the only peacekeepers present. Mixed teams of military personnel should be deployed at the tactical level to expand outreach activities by the military to the local population.

The Bolivian contingent of the United Nations Stabilisation Mission in Haiti (MINUSTAH), with female officers in the lead, successfully collaborated with a local non-governmental organization (NGO) to clean one sector of Cite Soleil, to distribute water to the local population and to provide good hygiene lessons to the population.

## Checklist: Tactical-Level Military Tasks

Patrol Duties	
✓	Use mixed teams to consult with women and men in the local community during information-gathering activities.
✓	Identify patrol routes and schedules in consultation with local women and men, using mixed teams.
✓	Monitor the movement patterns of the local population, including women and girls, and adjust patrol plans to provide maximum protection to civilians.
✓	Use foot and joint patrols along routes frequented by women and girls.
✓	Deploy mixed teams to support outreach to local women and men.
✓	Increase mixed-team patrols in areas with a high number of reported cases of violence against women.
Checkpoint and Roadblock Duties	
✓	Ensure the presence of female officers (UNPOL or local police) in the absence of female military officers to interact with local women at checkpoints.
✓	Provide separate booths to conduct searches of women and men.
✓	Adhere to established UN codes of conduct during interaction with women at checkpoints and treat women with respect.
✓	Maintain separate holding areas for women and men at checkpoints and roadblocks.
Protection Tasks	
✓	Deploy mixed teams of military personnel to support activities related to the protection of women and girls.
✓	Ensure the safety of victims of sexual violence or domestic violence who approach military personnel as the first point of contact with the peacekeeping mission.
✓	Respect the confidentiality of the affected person and their families and respect the wishes, rights and dignity of the victim.
✓	Refer victims of sexual violence to UNPOL or civilian components, such as the human rights office, for follow-up support, appropriate recording of the incident, and liaison with the national police.
✓	Consult with local women's organizations when implementing tasks to deliver humanitarian assistance to ensure fair and equitable access by women to the aid.
✓	Pay specific attention to vulnerable sectors of the population, including the elderly, pregnant and lactating mothers, when overseeing food distribution.
✓	Reinforce patrols from food distribution sites to homes to ensure safe passage for women and girls.
✓	Use mobile clinics with female staff to support outreach to the local community when the military is providing medical assistance.

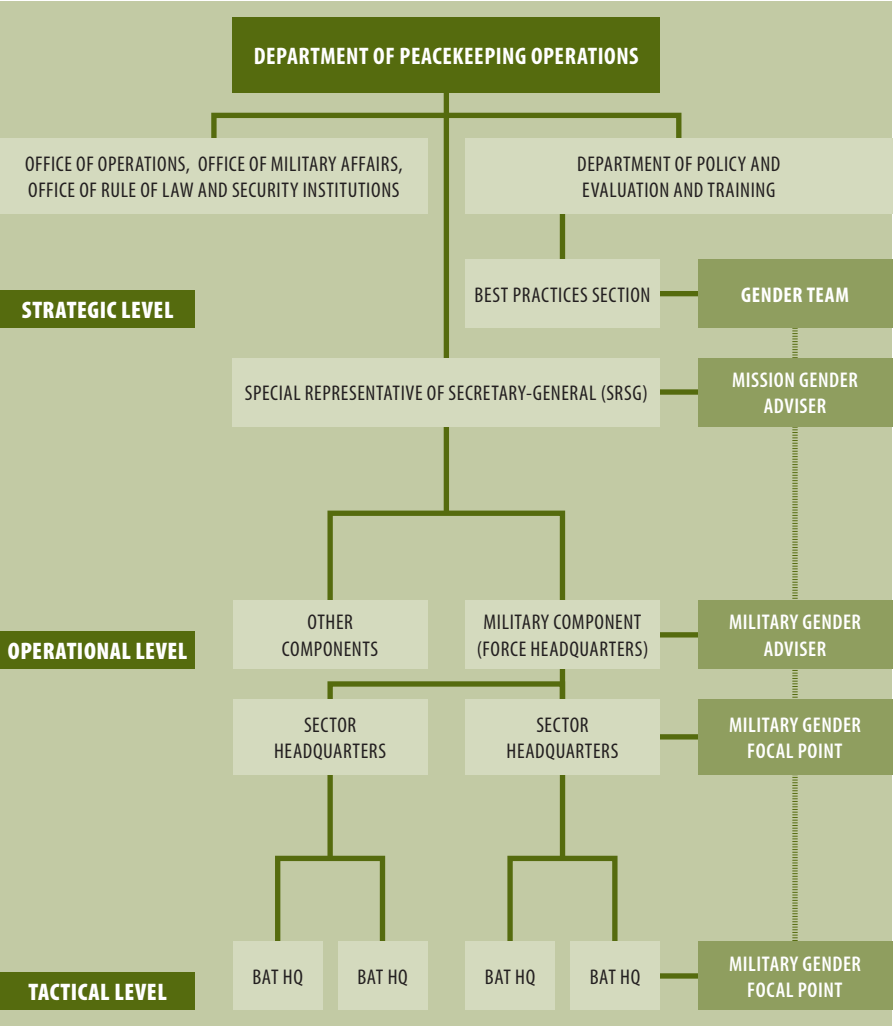
Security Support Tasks	
DDR	
✓	Ensure that female military personnel screen female ex-combatants.
✓	Respect the privacy and rights of women and girls during screening.
✓	Provide separate facilities for and adequate protection to women during cantonment, and address the specific protection priorities of pregnant and lactating mothers.
✓	Collaborate with local women's organizations on targeted outreach programmes to encourage women and girl ex-combatants to come forward.
✓	Include women and girls in the groups consulted when gathering information on the movement and storage of arms in the community.
Elections	
✓	Consult with local women to identify patrol routes to enhance electoral security.
✓	Deploy mixed teams of military personnel to provide electoral security.
Support for National Security Forces	
✓	Collaborate with women's organizations and other relevant stakeholders during outreach activities to encourage women to join the national security forces.
✓	Work in cooperation with relevant components of peacekeeping missions to monitor and advise on recruitment screening procedures, to ensure that entry into national security forces is denied to individuals implicated in rape and other serious crimes.
✓	Deploy mixed training and mentoring forces to serve as role models.
✓	Underline the zero-tolerance policy for acts of sexual exploitation of women and girls and sexual harassment in training and mentoring support.
✓	Include gender equality and human rights principles in training programmes for national security forces.
✓	Include standards and strategies to guide protection of women and girls from sexual violence in training programmes for national security forces.
Monitoring and Verification Tasks	
✓	Undertake patrols, including foot patrols, in areas where women and girls are most active in their daily activities.
✓	Ensure the use of mixed military teams on monitoring and verification assignments.
✓	Engage local female informants and female interpreters to expand outreach to local women.
✓	Elaborate differences in security risks facing women and men in reporting activities, and report on trends relating to incidences of sexual violence against women and girls where they occur.
✓	Use sex-disaggregated data in all reporting.

## Military Liaison Tasks

✓	Appoint military gender focal points at the tactical level to facilitate liaison with counterpart focal points at the operational level and with police gender focal points.
✓	Provide the contact information of military gender focal points to local women's organizations to improve liaison activities.
✓	Establish liaison with humanitarian organizations providing support to victims of gender-based violence to strengthen referral services and support for victims.
✓	Provide military escorts on request to humanitarian agencies servicing victims of sexual violence in remote areas affected by conflict, in the absence of police escorts.
✓	Identify and support implementation of QIPs that engage women and advance women's empowerment.
✓	Assist the police, gender and other mission components in disseminating information to local women, including campaigns to prevent sexual violence.
✓	Deploy female military personnel at the tactical level to support outreach activities.



# Military Gender Adviser/Focal Point: Generic Structure



**Note:**

The mission gender adviser is responsible for providing overall strategic guidance and direction to support the integration of a gender perspective into the work of various components of a peacekeeping mission. As part of this process, the mission gender adviser provides technical support, including training, to support the work of gender officers/focal points operating within various components of a peacekeeping mission.

The military gender adviser or focal point is responsible for supporting integration of a gender perspective into the work of the military component in peacekeeping missions. The military gender adviser/focal point is expected to work closely with the mission gender adviser in implementing his or her tasks.



## **Sample Generic Terms of Reference for the Military Gender Adviser and Military Gender Focal Points in UN Peacekeeping Missions**

*The Military Gender Adviser is responsible for coordinating and guiding implementation of Security Council mandates on women, peace and security in the work of United Nations military peacekeeping components.*

### **1. Military Gender Adviser**

Working under the leadership of the Force Commander, the Military Gender Adviser will support operational- and tactical-level implementation of mandates on women, peace and security, within the framework of the broader peacekeeping mandate. He/she will be guided in this function by the mission's Gender Adviser, who will provide substantive leadership to ensure integration of a gender perspective into the overall mission mandate

Specific tasks include:

- a) Provide advice to the Force Commander and senior military leadership on strategies for effective implementation of existing mandates on women, peace and security within the military component.
- b) Monitor the inclusion of the security priorities of both local women and men in information analysis and assessments, to inform planning and execution of tasks by the Force Commander in the area of operation.
- c) Monitor and support delivery of gender training for all military peacekeepers.
- d) Monitor and support gender-sensitive reporting activities and the use of gender-disaggregated data to facilitate planning for military operations.

- e) Collaborate with the Mission Gender Adviser to identify and support implementation of civil-military coordination (CIMIC) projects targeting women and girls.
- f) Establish and maintain contacts with women's organizations in the area of operation to support military outreach activities, in conjunction with the Mission Gender Adviser.
- g) Monitor implementation of guidance on protection of women and girls from sexual violence by military peacekeepers in accordance with mission mandate.
- h) Oversee consolidation of good practice on implementation of existing mandates on women, peace and security by military peacekeepers.
- i) Represent the military component on the mission-level gender task force, as well as on relevant inter-agency working groups.
- j) Monitor and advise on operational requirements for female military personnel at the operational and tactical level.
- k) Provide guidance and support to Military Gender Focal Points at the tactical level.

## 2. Gender Focal Points

Working under the guidance of the Senior Staff Officer at Force Headquarters and Team Leaders at team sites, with the technical guidance of the Military Gender Adviser at Force Headquarters, the Gender Focal Point is responsible for supporting implementation of mandates on women, peace and security in the tactical-level activities of military peacekeepers.

Specific tasks include:

- a) Provide advice to the Commanding Officer to advance implementation of mandates on women, peace and security in tactical-level military peacekeeping tasks.
- b) Raise awareness of gender issues at the battalion level and advocate for inclusion of a gender perspective in all military activities to enhance operational effectiveness.
- c) Monitor and support the delivery of gender training for military personnel.
- d) Monitor and support gender-sensitive reporting activities and the use of gender-disaggregated data in planning processes for tactical-level military operations.

- e) Consult regularly with local women to identify specific security risks facing women and girls.
- f) Establish and maintain contacts with women's organizations in the area of operation to support military outreach activities.
- g) Support identification and implementation of CIMIC projects targeting women and girls.
- h) Monitor implementation of guidance to promote gender-sensitive working environments for male and female military personnel at the tactical level, in line with established UN standards, with respect to accommodation, safety and security, first aid and health.
- i) Ensure regular liaison with the Military Gender Adviser at Force Headquarters.
- j) Liaise as appropriate with other sections of the peacekeeping mission in the field (such as human rights and civil affairs) and UN agencies when present. ■

# TERMS AND DEFINITIONS

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**Gender:** refers to the social attributes, opportunities and relationships associated with being male and female. These attributes, opportunities and relationships are socially constructed and learned through socialization. They are context-/time-specific and changeable. Gender defines power relations in society and determines what is expected, allowed and valued in a woman or a man in a given context.

Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI),  
[www.un.org/womenwatch/osagi/conceptsanddefinitions.htm](http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm).

**Sex:** refers to the biological characteristics of males and females. These characteristics are congenital and their differences are limited to physiological reproductive functions.

**Gender equality (equality between women and men):** refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same, but rather that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue; it should concern men as well. Equality between women and men is seen as both a human rights issue and as a precondition for, and an indicator of, sustainable people-centred development.

Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI),  
[www.un.org/womenwatch/osagi/conceptsanddefinitions.htm](http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm)

**Gender mainstreaming:** 'mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action,

including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality'.

*Agreed Conclusions of ECOSOC Coordination Segment on Gender Mainstreaming, 1997*

**Gender balance:** refers to the equal representation of women and men at all levels of employment. The UN General Assembly has affirmed the urgent goal of achieving 50/50 gender distribution in all categories of positions within the organization. Achieving a balance in staffing patterns and creating a working environment that is conducive to a diverse workforce improves the effectiveness of policies and programmes and enhances the UN's capacity to serve better the entire population.

**Protection:** encompasses all activities aimed at securing full respect for the rights of individuals—women, men, girls and boys—in accordance with the letter and the spirit of the relevant provisions of human rights, humanitarian and refugee law. Protection activities aim to create an environment in which human dignity is respected, specific patterns of abuse are prevented or their immediate effects alleviated, and a dignified way of life is restored through reparation, restitution and rehabilitation.

**Gender-based violence:** refers to violence that is directed against a person on the basis of gender or sex. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other forms of deprivation of liberty. While women, men, boys and girls can be victims of gender-based violence, women and girls are often the main victims.

*Eleventh Session of the Committee on the Elimination of Discrimination against Women (CEDAW), Recommendation 19, paragraph 6*

**Sexual violence:** is defined as 'the perpetrator committed an act of a sexual nature against one or more persons or caused such person or persons to engage in an act of a sexual nature by force, or by threat of force or coercion, such as that caused by fear of violence, duress, detention, psychological oppression or abuse of power, against such person or persons or another person, or by taking advantage of a coercive environment or such person's or persons' incapacity to give genuine consent.

*Elements of Crimes of the International Criminal Court* ■

# REFERENCES

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## Normative or superior references

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979.

Agreed Conclusions of ECOSOC Coordination Segment on Gender Mainstreaming, 1997.

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UN Security Council Resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009) on Women, Peace and Security.

UN Security Council Resolutions 1379 (2001), 1460 (2003), 1539 (2004) and 1612 (2005) on Children and Armed Conflict.

UN Security Council Resolutions 1265 (1999), 1296 (2000) and 1674 (2006) on Protection of Civilians in Armed Conflict.

## Related references

*DPKO/DFS Guidelines for Integrating Gender Perspectives into the Work of United Nations Police in Peacekeeping Missions.* ■

# MONITORING AND COMPLIANCE

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The Office of Military Affairs with the support of the Gender Unit of DPKO will oversee monitoring and evaluation of the guidelines for *Integrating a Gender Perspective into the Work of United Nations Military in Peacekeeping Operations*. The Office of Military Affairs will design an implementation strategy to support monitoring of the guidelines once adopted.

The military gender focal points will play an important role in supporting monitoring of implementation. The leadership of the military components of UN peacekeeping missions will be responsible for ensuring compliance with the guidelines.

Once approved, the guidelines will be field tested for a period of two years and will be subsequently reviewed and updated to capture lessons learned and new developments in peacekeeping relevant to the role of military peacekeepers. ■



# ENDNOTES

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- 1 Throughout the document, references made to women and girls generally imply women and girls in post-conflict countries hosting peacekeeping missions. Women military personnel participating in peacekeeping are generally referred to in the document as female military personnel.
- 2 The guidelines uphold the principles of equal rights, responsibilities and opportunities for women, men, girls and boys as a basis for achieving gender equality. At the same time, particular emphasis is placed on the security priorities and rights of women and girls throughout the guidelines, in accordance with the provisions of Security Council Resolution 1325 and 1820, which acknowledge that women and girls are disproportionately affected by conflict and are particular targets of sexual violence in conflict situations.
- 3 The absence of these provisions should not hinder the deployment of women to the field.
- 4 Mixed teams refers to the co-deployment of male and female military personnel.
- 5 That is, joint military and civilian operations.