



**Ministry
of Defence**

**JSP 1325
Human Security in Military Operations
Part 1: Directive**

Foreword

It is commonplace to hear that the character of conflict is ‘changing’. This can make us complacent or sceptical when we’re asked as a military to consider and respond to a newly identified security dynamic. But conflict has changed, the conflicts we are witnessing today are socially degenerate. Human rights violations against civilians are no longer viewed as collateral damage, instead the targeting of civilians is central to the warring factions’ tactics and objectives.

In the 21st century we have witnessed the exclusion of women from peace-talks and the physical targeting of women, girls, men and boys by both state and non-state actors on an unprecedented scale. From Nigeria to Syria we see how the bodies of women and girls through kidnapping and rape have become an extension of the battlefield – yet women’s voices remain unheard and their concerns overlooked. Although now a familiar aspect of conflict, considering and responding to sexual violence and the impact of conflict on children is not traditionally viewed as military business, even though the military are often the first international actors on the ground.

The United Nations Security Council Resolution (UNSCR) 1325 acknowledges that the absence of women from decision-making and the prevalence of targeted violence against them perpetuates conflict, de-stabilises entire regions and prevents a peaceful and enduring outcome to a conflict. UNSCR 1325 underpins this Joint Service Publication on Human Security. The UK National Action Plan on Women, Peace and Security outlines roles that all actors, including the military can play in the integration of this and other resolutions on women, peace and security. I believe beyond our obligation to protect civilians, the implementation of UNSCR 1325 will spark deeper analysis, broader plans and more effective operations. By ignoring this area, or viewing it as a humanitarian agenda, we are missing the clear link between the security of an individual and an enduring stability for all.

This policy directs the UK Armed Forces to implement UNSCR 1325 and the follow-on Security Council Resolutions relating to women, peace and security along with the wider protection of civilians’ concerns such as children in armed conflict and human trafficking – both of which are predicated on a strong gender bias against women and girls. In view of the subjects covered this Joint Service Publication is called Human Security and Military Operations.

As the pen-holder on women, peace and security in the United Nations Security Council there is a global and national-expectation that we will lead in this area. No matter what the UK role, be it responding to a humanitarian or natural disaster, launching a military operation or training other nations’ troops. This policy is to be implemented throughout the Department of State, from the strategic planning process through to the activity we perform at the operational and tactical levels.



The Right Honourable Gavin Williamson CBE MP
Secretary of State for Defence

Preface

How to use this JSP

1. JSP 1325 is a statement of policy for the implementation of United Nations Security Council Resolution (UNSCR) 1325 and additional UNSCRs on women, peace and security (WPS), children in armed conflict (CAAC), Protection of Civilians (POC) and human trafficking into military activity. UNSCR 1325 provides a reference for terms and definitions associated with WPS, CAAC and POC and provides the legal framework which these mandates are built on. JSP 1325 explains who is responsible for the implementation of these mandates and provides examples of how UNSCR 1325 and other Resolutions can be integrated in to military activity. The policy is designed to be used by, but not limited to, Defence personnel serving in MOD Head Office, the single-Services, the Joint Force Command, Defence Attachés and Military Training Teams. This JSP will be reviewed in 2020 and will be done so with input from internal and external stakeholders.

2. The JSP provides instruction on how to integrate UNSCRs on WPS and CAAC in to military activity and identifies who is responsible for implementation. It is structured in two parts:

- a. Part 1 - Directive, which provides the direction that must be followed in accordance with statute or policy mandated by Defence or on Defence by Central Government.
- b. Part 2 - Guidance, which provides the guidance and best practice that will assist the user to comply with the Directive(s) detailed in Part 1.

Coherence with other Defence Authority Policy and Guidance

3. Where applicable, this document contains links to other relevant JSPs, doctrine and policy, some of which may be published by different Defence Authorities.

Related JSP	Title
JSP 383	Joint Service Manual of the Law of Armed Conflict (2004 Edition)
JSP 398	United Kingdom Manual of National Rules of Engagement
JSP 510	International Defence Training
JSP 887	Diversity, Inclusion and Social Conduct
JSP 900	UK Targeting Policy

Other Related Documents

International Defence Engagement Strategy: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/596968/06032017_Def_Engag_Strat_2017DaSCREEN.pdf
Building Stability Overseas Strategy: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/67475/Building-stability-overseas-strategy.pdf
AJP 3.4.1 – Military Contribution to Peace Support
JDP 3-40 – Security and Stabilisation: The Military Contribution
JDP 3-52 – Disaster Relief Operations
JDP 3-90 – Civil-Military Cooperation
JDN 5/16 – Human Security

JDN 4/13 – Culture and Human Terrain
ADP Land Operations
AFM Stabilisation (forthcoming)
AFM Volume 1:10 – Countering Insurgency
DN 10/09 – Securing the Population
DN 10/18 – Understanding Human Terrain
IN 10/05 – Reconciliation and Reintegration in Conflict
Allied Command Training Legal Office (2013) ‘Gender’ – NATO Legal Gazette, Issue 31
DPKO Guidelines – Military Operations at the Tactical, Operational and Strategic Level
DPKO/DFS Guidelines – Integrating a Gender Perspective into Peacekeeping Missions
UNESCO Gender Definitions

Training

4. Specific courses relating to WPS are available and are recorded below. Personnel whose day-to-day work requires practical application of WPS should undertake the relevant training to ensure they are proficient in the execution of their role:

- a. United Nations Military Gender and Protection Adviser workshop. Places on this course are limited to officers who will deploy to a UN mission in the role of a Military Gender and Protection Adviser.
- b. The Nordic Centre for Gender in Military Operations delivers a two-week Military Gender Adviser course in Sweden. The UK is allocated two places per course: <https://www.forsvarsmakten.se/en/swedint/nordic-centre-for-gender-in-military-operations/courses-at-ncgm-and-how-to-apply2/nordefco-gender-advisor-course>.
- c. Peace Support Operations Training Centre Bosnia and Herzegovina (PSOTC) deliver the Utility of Gender in Peace Support Operation Course and UN Tactical Protection of Civilians in PSO Course.
- d. International Peace Support Training Centre (IPSTC) delivers courses on Gender in PSOs, Sexual and Gender Based Violence and Child Protection.
- e. Various international peacekeeping centres provide training on CAAC, POC and Conflict Related Sexual Violence (CRSV).
- f. The UK will deliver the first Military Gender and Protection Adviser’s courses in November 2018.

Further Advice and Feedback – Contacts

5. The owner of this JSP is SO1 WPS based in Defence Engagement Strategy in the Ministry of Defence, Main Building. For further information on any aspect of this guide, or questions not answered within the subsequent sections, or to provide feedback on the content, contact:

Job title/e-mail	Project focus	Telephone
Rachel.Grimes822@mod.gov.uk DESTRAT-WPSGroup@mod.gov.uk	WPS	9621 80472 020 721 80472

Contents

Foreword	i
Preface	ii
How to use this JSP	ii
Coherence with other Defence Authority Policy and Guidance	ii
Training	iii
Further Advice and Feedback – Contacts	iii
Contents	iv
Glossary	v
Abbreviations	xii
Chapter 1 - Rationale	1
Chapter 2 - Definitions, Terms and Overview of Gender Dynamics in Conflict	3
Chapter 3 - Organisation and Process	7
Chapter 4 - WPS International and Regional Legal Frameworks and Definitions	14
Chapter 5 - Cross-Government and Defence Contribution to the UK WPS National Action Plan	21
Chapter 6 - Children in Armed Conflict	34
Chapter 7 - Modern Day Slavery and Human Trafficking International and Regional Framework	40
Chapter 8 - Integrating UNSCRs into UK Defence Training	43

Glossary

Term	Description/definition	Source
Advanced Distributed Learning	A form of Technology Enhanced Learning that features educational or training courses delivered over a network using a standard web browser. ADL adheres to the standards and specifications of the Sharable Content Object Reference Model (SCORM).	Teaching Gender in the Military (DCAF 2016)
Child	A person below the age of 18.	Convention on the Rights of the Child (UNICEF 1990)
Children in Armed Conflict UN Security Council Resolutions	The international policy framework based on the UN Resolutions are: 1261 (1999), 1612 (2005), 1698 (2006), 1780 (2007), 1820 (2008), 1998 (2011), 2143 (2014), 2225 (2015).	UN Security Council Resolutions
Civil Society	<p>A public space between the state, the market and the ordinary household, in which people can debate and tackle action. It can include any voluntary collective activity in which people combine to achieve change on an issue - but not political parties, even though civil society has a political dimension.</p> <p>By this definition, civil society includes charities; neighbourhood self-help schemes; international bodies like the Red Cross; religious-based pressure-groups; human rights campaigns in repressive societies; and non-governmental organisations.</p>	BBC World Service 'What is Civil Society?'

Term	Description/definition	Source
Conflict Related Sexual Violence (CRSV)	Conflict-related sexual violence in this JSP refers to rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilisation, forced marriage, and any other form of sexual violence of comparable gravity perpetrated against women, men, girls or boys that is directly or indirectly linked to a conflict. This link may be evident in the profile of the perpetrator (often affiliated with a State or non-State armed group, including a terrorist entity or network), the profile of the victim (who is frequently an actual or perceived member of a persecuted political, ethnic or religious minority, or is targeted on the basis of actual or perceived sexual orientation and gender identity), the climate of impunity (which is generally associated with State collapse), cross-border consequences (such as displacement or trafficking in persons) and/ or violations of the provisions of a ceasefire agreement. The term also encompasses trafficking in persons when committed in situations of conflict for sexual violence/exploitation.	UN Security Council Report on CRSV 2015
Early Warning System	A process for monitoring and assessing conflict risk with the aim to anticipate and prevent violence before it occurs (or at the very least mitigate its impact on civilians).	'Improving Conflict Early Warning Systems for United Nations Peacekeeping' <i>Christy Lazicky</i>
Gender	The political, social and cultural significance attached to biological differences between men and women, boys and girls. Gender is socially constructed roles ascribed to men and women as opposed to biological and physical characteristics. Gender roles vary per socio-economic, political and cultural contexts, and are affected by factors including age, race, class and ethnicity. Gender roles are learned and changeable.	UN Secretary- General's Report on Women, Peace and Security 2002

Gender Advisor	<p>A civilian responsible for overall implementation of a gender perspective into the planning, execution and evaluation processes of a plan.</p> <p>A member of staff who reports directly to the Head of Mission or military Commander and provides support to ensure that planning, execution and evaluation properly integrate gender perspective. It is a full-time position.</p>	UK NAP on WPS 2014-2017 Teaching Gender in the Military (Democratic Control of Armed Forces 2016)
Gender Analysis	A variety of methods used to understand the relationships between men and women, their access to resources, and the relative constraints they face. A gender analysis recognises that gender, and its relationship with race, ethnicity, culture, class and age is important to understanding the different patterns of involvement, behaviour and activities that women and men have in economic, social and legal structures.	UN Economic and Social Council (1997)
Gender-Based Violence	An umbrella term for any harmful act that is perpetrated against a person's will based on socially-ascribed (gender) differences between males and females. Globally gender-based violence has a disproportionate impact on women and girls, due to their subordinate status in society and increased vulnerability to violence.	Interagency Standing Committee Guidelines for Gender-Based Violence Interventions 2005
Gender Blind	Policies and actions which do not account for gender inequalities or on their impact on women's access to resources or formal decision-making processes. As these policies rely on existing power relations, they often exclude women or exacerbate inequality.	WPS, An Introductory Manual UN Women and Australian Government 2014
Gender Mainstreaming	The process of assessing the implications for women and men of any planned action, including legislation, policies, programmes or military operations in any area at all levels. It is a strategy for making the	UN Economic and Social Council (1997)

	concerns and experiences of women as well as men an integral part of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic and social spheres so that women and men benefit equally and so that inequality is not perpetuated.	
Gender Neutral	Policies or actions take account of gender differences and use this knowledge to respond to the practical needs of both men and women, However, the focus is on effective delivery and gender-neutral policies do not challenge the differing roles and responsibilities expected of men and women.	WPS, An Introductory Manual UN Women and Australian Government 2014
Gender Perspective	A strategy to understand the power relationships between men/boys and women/girls. A gender perspective sheds light on who has access to and control of resources, and who participates fully in decision-making in a society. [Implementing a gender perspective can only be done following a gender analysis of the human terrain within the area of operations.]	UN Economic and Social Council (1997)
Hegemonic Masculinity	Hegemonic masculinity is male dominance and power over women embedded in socio-historical relations. Hegemony is a stage were some values and assumptions are totally dominating and not questioned, since they are the norm. There can be a hegemonic discourse controlling what can be said and it is the cultural dominant way of seeing and doing things.	R W Connell, 'Masculinities' Cambridge: Polity Press, 2005
Human Security	Human security is an approach to national and international security that gives primacy to human beings and their complex social and economic interactions. It represents a departure from traditional security studies which focus on the security of the state. Moving the security agenda beyond state security does not mean replacing it but rather involves complementing and building on it. The state remains a central	'Human Security and Global Governance: Putting People First', Global Governance, 2001

	<p>provider of security, but needs to be complemented with an understanding that human security deprivations interact with national security. The concept was more broadly introduced in the UNDP Human Development Report of 1994.</p>	
<p>Monitoring, Analysis and Reporting Arrangements (MARA)</p>	<p>This is a tool to follow specific steps for the prevention of and protection from sexual violence in conflict. The MARA provides systematic, timely, reliable, and objective information on conflict-related sexual violence to the Security Council that helps reduce the risk of sexual violence and improve assistance to survivors. It also collects:</p> <ul style="list-style-type: none"> • information on patterns and trends of sexual violence in situations of conflict, post-conflict and other situations of concern to the UN Secretary-General. • detailed information on parties to conflict suspected of committing or being responsible for rape and other forms of conflict-related sexual violence – for being listed in the UN Secretary-General’s report to the Security Council. 	<p>UNSCR 1960</p>
<p>Monitoring and Reporting Mechanisms on Grave Violations Against Children (MRM)</p>	<p>Documentation of violations against children is gathered through the UNICEF-led Monitoring and Reporting Mechanism on Grave Violations against Children and Armed Conflict (MRM), established 2005.</p>	
<p>Military Gender and Protection Adviser</p>	<p>A member of the military who is responsible full- time for integrating WPS, CAAC and POC mandates into military operational staff work and tactical activity.</p>	<p>UN Office of Military Affairs</p>
<p>Military Gender and Protection Focal Point (MGFPF)</p>	<p>A member of staff in a dual-hatted position that supports the Commander in implementing directives and procedures with gender perspective. The MGFPF maintains functional dialogue with the MGPA, but reports within the</p>	<p>UN Department of Peacekeeping Operations - Mainstreaming Gender in Peacekeeping Operations 2011</p>

	chain of command. The MGFPF at the tactical level ensures that gender perspective is fully integrated into the daily tasks of the operation.	
Planning Military Levels	<p>The <i>strategic</i> level can be described as the 'level at which a nation or group of nations determines national or multinational security objectives and deploys national, including military, resources to achieve them'.</p> <p>The <i>operational</i> level can be described as the 'level at which campaigns and major operations are planned, conducted and sustained to accomplish strategic objectives within theatres or areas of operations'.</p> <p>The <i>tactical</i> level can be described as the 'level at which activities, battles and engagements are planned and executed to accomplish military objectives assigned to tactical formations and units'.</p>	Tactical Doctrine Note 16/02 ADP Land Ops
Population-centric operations	Operations where the military is focused on securing a population (this can be in addition to or in parallel with enemy-centric operations).	https://www.state.gov/documents/organization/119629.pdf
Sexual Exploitation	Any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including profiting monetarily, socially or politically	NATO BI-SCD 40-1
Sexual Abuse	Actual or threatened physical act of sexual nature either by force or other coercive conditions conducted by individuals sent to protect and assist communities.	
Sexual and Gender-Based Violence	Violence, sexual exploitation or abuse that targets individuals or groups based on their gender or sex including any act, attempt or threat of a sexual nature that result or is likely to result in physical or psychological injury.	SU TDN 16/02

Six Grave Violations Against a Child	<p>The six grave violations that serve as the basis to gather information and report on violations affecting children are:</p> <ul style="list-style-type: none"> • killing and maiming of children. • recruitment or use of children as soldiers. • sexual violence against children. • abduction of children. • attacks against schools or hospitals. • denial of humanitarian access for children. 	UN Security Council Report on Children in Armed Conflict 2012
Stabilisation	An approach used to mitigate crisis and promote legitimate political authority, using comprehensive civilian and military actions to reduce violence, re-establish security, end social, economic and political turmoil, and set the condition for long term stability.	SU TDN 16/02
Women's Protection Adviser	Deployed civilian men and women tasked to work across multiple sectors specifically to address CRSGBV. They are responsible for collecting timely, objective, accurate and reliable information on incidents of CRSGBV as a basis for prevention and response programming and to preserve the safety and dignity of sexual violence survivors. WPA's lead on the Monitoring Analysis and Reporting Arrangements (MARA).	UNSCR 2106
Women, Peace and Security Agenda	<p>The international women's rights and peacebuilding policy framework based on:</p> <ul style="list-style-type: none"> • The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW, 1979). • Beijing Declaration and Platform for Action (1985). • Rome Statute of the International Criminal Court (2002). • UN Security Council Resolutions 1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242 and 2331 (see Chapter 2). 	

Abbreviations

ACO	Allied Command of Operations
ACT	Allied Command Transformation
ADL	Advanced Distributed Learning
AOR	Area of Operations
ASCOPE	Area, Structure, Capabilities, Organisation, People, Event
AU	African Union
BPST	British Peace Support Team
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEFM	Child, Early and Forced Marriage
CIMIC	Civil Military Co-operation
COA	Courses of Action
CRSV	Conflict-Related Sexual Violence
CSDP	Common Security and Defence Policy (missions)
CSO	Civil Society Organisation
CSSF	Conflict Stability and Security Fund
CULAD	Cultural Advisor
CVE	Countering Violent Extremism
DCAF	Democratic Control of Armed Forces
DCDC	Development Concepts and Doctrine Centre (MOD)
DCSU	Defence Cultural Specialist Unit
DDR	Disarmament Demobilisation and Reintegration
DFID	Department for International Development
D&I	Diversity and Inclusion
DPKO	Department of Peace Keeping Operations
DSAT	Defence Systems Approach to Training
EAPC	Euro-Atlantic Partnership Council
EDA	Equality and Diversity Advisor
ESDP	European Security and Defence Policy
EUTM	European Union (military) Training Mission
FCAS	Fragile and Conflict Affected States
FCO	Foreign and Commonwealth Office
FET	Female Engagement Teams
FGM	Female Genital Mutilation
FRAGO	Fragmentary Order
GAPS	Gender Actions for Peace and Security (network/ NGO consortium)
GBV	Gender-Based Violence
GENAD	Gender Advisor (NATO)
GFP	Gender Focal Point (sub-unit level) (NATO)
GSC	Government Security Classification
GSDRC	Government and Social Development Research Centre
GTOTC	Gender Training of Trainers Course
HAS / FP	Human Security Adviser / Focal Point (internal UK military term only)
IcSP	Instrument contributing to Stability and Peace (EU)
IDP	Internally Displaced Persons
IHL	International Humanitarian Law

IPSTC	International Peace Support Training Centre
IOs	International Organisations
KLE	Key Leader Engagement
LEGAD	Legal Advisor
LOAC	Law of Armed Combat
LTRA	Lead Training Requirements Authority
M&E	Monitoring & Evaluation
MET	Mixed Engagement Team
MGPA	Military Gender and Protection Adviser (UN military component only)
MGPFP	Military Gender and Protection Focal Point
MSHT	Modern Day Slavery and Human Trafficking
MST	Mission Specific Training
NAC	North Atlantic Council
NAP	National Action Plan
NCGM	Nordic Centre for Gender in Military Operations
NCGP	NATO Committee on Gender Perspectives
NCS	NATO Command Structure
NEP	NATO and Europe Policy (MOD)
NGO	Non-Governmental Organisation
OMGPFP	Operational Military Gender & Protection Focal Point
OGDs	Other Government Departments
OSCE	Organisation for Security and Co-operation in Europe
PDT	Pre-Deployment Training
PfP	Partnership for Peace
PMESII	Political, Military, Economic, Social, Infrastructure and Industry (analysis assessment tool)
P/CVE	Preventing/Countering Violent Extremism
POC	Protection of Civilians
PSVIC (PSVI)	Preventing Sexual Violence in Conflict
RoE	Rules of Engagement
SEA	Sexual Exploitation and Abuse
SGBV	Sexual and Gender-Based Violence
SME	Subject Matter Expert
SRSG	Special Representative of the Secretary General
SSR	Security Sector Reform
STTT	Short Term Training Team
SU	Stabilisation Unit
TMGPFP	Tactical-level Gender Protection Focal Point
UN DPKO	United Nations Department of Peacekeeping Operations
UNGA	United Nations General Assembly
UNSCR	United Nations Security Council Resolution
VAWG	Violence against Women and Girls
V&S	Values and Standards
WPS	Women, Peace and Security

1 Rationale

Context

1. Men, women, girls and boys experience conflict and disaster differently. In contemporary conflict and post-conflict, the security of an individual is broader than the traditional norms of collective security. Increasingly civilian women and girls, men and boys are being drawn into conflict or are affected by conflict. Civilians now constitute the majority of casualties in conflict with women and children being disproportionately affected. Consistently, the voices of the affected civilians, above all women's, go unheard yet it is the women who face and understand the threats most.

2. Taking a step back from conflict, we can see that inequalities between women and men have a link to predicting conflict. Of the bottom 38 countries in the UN Development Programme's (UNDP) Global Gender Inequality Index over 15 of the countries are also described as being at risk of intra-state conflict by the Institute for Economics and Peace. The UNDP report on Gender Inequality goes on to state that 'the disadvantages facing women and girls are one of the greatest barriers to stability and progress'. The different gender roles women can take on in conflict - for example, becoming the head of household, or becoming a combatant, can provide an opportunity to change gender dynamics in a society in a positive way. Routinely conflict exacerbates existing gender inequalities and this leads to disproportionate human rights violations being committed against women and girls.

3. The increase of wars amongst the people has heightened the vulnerability of women and girls to violence against women and girls (VAWG), including conflict related sexual violence (CRSV). It is recognised that men and boys are also affected by CRSV but women and girls are excessively impacted. Rape and other incidents of sexual violence are likely to occur when there is an absence of rule of law.

4. Incidents of CRSV have a long-term impact on communities, stall any meaningful peace and de-stabilise areas. Individually, survivors must cope with HIV, unwanted pregnancies, being ostracised and stigma. Collectively communities may seek revenge which perpetuates instability. Men are also affected and may feel guilt and powerlessness.

5. Spreading fear in civilian populations with the threat of CRSV, abduction of children to become sex-slaves or child soldiers is a key element of contemporary conflict. In view of how civilians can now be central to conflict the military has a responsibility to think beyond the traditional military roles.

Human Security

6. Human security is an approach to national and international security that gives primacy to human beings and their complex social and economic interactions. It represents a departure from traditional security studies which focus on the security of the state. In contemporary conflict, the security of the state is no guarantee for the security of individuals. Moving the security agenda beyond state security does not mean replacing it but rather involves complementing and building on it. The state remains a central provider of security, but needs to be complemented with an understanding that human security deprivations interact with national security.

7. The term Human Security was coined in 1994 in the Human Development Report compiled by the UN Department for Programmes (UNDP). The UNDPs definition of human

security states that the scope of global security includes seven areas of threat to the individual; economic, food, health, environmental, political, community and personal. The latter being understood as protection from physical violence, whether from the state or external states, from violent individuals and sub-state actors. It is the latter threat – ‘personal’ security, that this JSP will focus on. JSP 1325 considers how the military can contribute to the empowerment and access to equal rights for women and girls; the prevention of conflict and human rights violations and the protection of women, men, girls and boys from human rights violations such as rape in conflict, abduction and forced recruitment of children and human trafficking. HIV, migration and other aspects affecting personal security are not included in this JSP.

Military Response and Protection of Civilians

8. UK Defence is responsible for providing security for stabilisation. This can be outward facing where UK personnel are deployed amongst a population or through the training they provide to international militaries. The Protection of Civilians (POC) must be considered and integrated during all military operations, including peace operations and operations during armed conflicts. In this JSP ‘Protection of Civilians’ does not refer to Responsibility to Protect. Since 1999, fourteen UN multidimensional peacekeeping operations have been authorised to use force to protect civilians, and the vast majority of UN troops currently deployed are serving in missions with such mandates. In addition, multinational operations in East Timor, Iraq, Somalia, Afghanistan, Libya, and elsewhere have often confronted POC situations including widespread and systematic abuses against civilian populations.

9. POC is therefore a moral, political, legal, and strategic priority for all military operations. Communities on the ground and the international community expect uniformed personnel to protect the population; failure to do so jeopardises the credibility and legitimacy of the operation and can undermine other objectives. POC has military and non-military aspects and may be viewed as a layered set of issues, including physical protection from imminent violence, the provision of basic necessities and protection from human rights violations.

10. Human rights violations such as child abduction and CRSV can no longer be viewed as a by-product of conflict. Da’esh, Boko Haram and Al Shabab as well as state actors such as the Syrian Regime and the Congolese military have demonstrated that targeting and using women and girls is a core military tactic. Overlooking this aspect of 21st century conflict will result in a failure to protect civilians and prolonged de-stabilisation.

Women, Peace and Security and Military Operations

11. By engaging with women in local communities the military will better understand the human terrain within which they are operating. The participation of women, if overlooked or underestimated is both morally wrong and militarily senseless. Women must be able to contribute to the security operations being designed for their communities, they know better than anyone the threats and risks they face. Senior officers have a role in conducting Key Leader Engagement with women, as well as men. More tactically, by deploying mixed patrols, the military will increase the number of interactions with local women and enhance the force's situational awareness. This understanding will lead to a more specific and sophisticated approach to protection of civilians’ strategies.

12. Human terrain analysis is essential for a military to be effective in reducing vulnerabilities, managing risks and protecting civilians; neglecting to consider how individuals are impacted upon by conflict and disasters will lead to a short-sighted response. Gathering information and better reflecting the society being protected requires a less traditional military profile in population-centric missions.

2 Definitions, Terms and Overview of Gender Dynamics in Conflict

Sex, Age and Gender Norms

1. The United Nations defines sex as the biological and physiological characteristics that define men and women. Gender refers to the socially and politically constructed roles, behaviours, and attributes that a given society considers most appropriate and valuable for men and women.
2. 'Norms' are standards or patterns of social behaviour to which people may experience significant pressure to conform to. Gender norms are sets of expectations about how people of each sex should behave. They are not determined by biological sex but rather are specific to cultures or societies, and often to social groups within those societies. What may be expected behaviour for a man or woman in one culture may be unacceptable in another.
3. 'Masculinity' refers to anything which is associated with men and boys in any given culture, 'femininity' refers to that which is culturally associated with women and girls. Ideas about what is masculine and what is feminine vary over time, as well as within and between cultures. In most societies, those attributes and behaviours seen as masculine are more socially valued than those viewed as feminine. Historically men have tended to have a more public role while women have remained in the private sphere. In conflict gender roles, may change - for example women may be encouraged to fight or to assume the role as the head of the household.
4. A child is anyone under 18 years of age. Gendered norms tend to affect girls more than boys however boys are also impacted on by conflict in specific and discrete ways.

Gender Analysis

5. An analysis of the gender dynamics during peace and in conflict gives a military planner a better understanding of the communities caught up in the conflict. Understanding the relationship between gendered roles and conflict will allow for an approach to conflict beyond ending violence but also as an opportunity to change power structures in a positive way. Noting that states where women and men enjoy similar opportunities and access to resources are more likely to be peaceful¹. Therefore, conflict analysis should include a study of gender dynamics that offers insight on who has the power, control and competition. See the Reading List at the end of this JSP for resources on the UK Government and civil society gender analysis tools. Example of a gendered analysis in a humanitarian setting:

Example 1 - Bangladesh

In Bangladesh, women were four times more likely to drown in a cyclone due to an inability to swim, clothing requirements which can hinder swimming, and a refusal to use shelters. The social structure in Bangladesh caused an aversion to using shelters as there were insufficient segregated shelters for the different sexes. To operationalise that understanding of a gender perspective, shelters were reorganised to facilitate the segregation of sexes and therefore increase the use of the shelters by women. This understanding assisted in actions

¹ The World Bank 'Development for Peace' 3 Mar 18: <http://blogs.worldbank.org/dev4peace/can-gender-equality-prevent-violent-conflict>.

which reduced the instances of drowning for women in Bangladesh. This is a good example of the importance of understanding the cultural effect of gender on a humanitarian operation.

Sex and Age Disaggregated Data

6. Military planners can best determine and respond to vulnerabilities and needs of the population if they use sex- and age-disaggregated data (SADD) to help shape their assessments of crises-affected communities. Gaps in information on sex and age limit the effectiveness of military planners to crisis response in all phases of a crisis. The proper collection, use, and analysis of SADD enable planners to deliver more specific protection of civilians' activity effectively and efficiently.

Example 2 - Democratic Republic of Congo

The J2 staff in the UN mission in the Democratic Republic of Congo reported that five civilians had drowned in Lake Kivu. When the Force Commander asked for more information it transpired that the five civilians were five women who had been killed then had their bodies deposited in the lake. The women had been accused of being witches - a crime for females in the Congo but a badge of honour for men. This led the Force Commander to ask for sex and age disaggregated data for future reports and returns and the use of 'civilians' to be avoided. This gave reports more clarity and enhanced responses to attacks on civilians.

Gender Mainstreaming

7. Gender mainstreaming is the process of deliberately considering the different ways a policy or operation could impact on women, men, girls and boys. The plan or policy is then designed in such a way to mitigate unwanted effects or improve how women, men, girls and boys are treated.

Gender Perspective

8. A gender perspective takes in to account gender-based differences when looking at political, military, economic, social or information policies or processes. The gender perspective focusses particularly on gender-based differences in status and power, and considers how such discrimination shapes the immediate needs as the long-term interests of men and women.

Example 3 - Humanitarian Assistance

Rice was distributed in 50kg bags after the earthquake in Nepal. Humanitarian workers noticed that some men were collecting the rice and selling it. The Aid workers reduced the weight to 25kg and asked for women only to collect the rice. This reduced the corruption and led to more families receiving food.

Explanation of Terms and Role Titles within the WPS and CAAC Community

WPS, PSVI, CRSV, SGBV – what do they all mean and are they different?

9. In the international and national community several names and expressions are used to describe sexual violence. For example, the UN term Conflict Related Sexual Violence and Sexual and Gender Based Violence are used interchangeably when describing rape in conflict however both terms are broader than rape in conflict (see Chapter 3). Within the UK, the Foreign and Commonwealth Office has a policy campaign called the Preventing Sexual Violence In Conflict Initiative (PSVI). In the UK National Action Plan on WPS this policy falls under the strategic outcome 'Gender Based Violence' (GBV). The PSVI policy was launched by Sir William Hague and Angelina Jolie to raise awareness of sexual violence in conflict. Modern Day Slavery in the UK is understood mainly as Human Trafficking in NATO and the UN. Both terms are abbreviated to MSHT.

10. WPS refers to the nine UN SCR that relate to women, peace and security agenda (see Chapter 3).

Vulnerable People versus People in Vulnerable Situations

11. Academics, Civil Society and practitioners highlight that women are agents of change and not always victims. They therefore seek to separate between the empowerment and participation of women and the protection needs of women and girls. From a military perspective this may seem confusing and too theoretical; however, it is clear that without the participation of women there can be no meaningful protection of women who have been placed in vulnerable situations.

Where are the Men?

12. Overwhelmingly, survivors of CRSV are women and girls; however, men and boys are also survivors of rape. Although the initial WPS UNSCRs only referenced CRSV and SGBV against women and girls later UNSCR references the rape of men and boys. One criticism of the WPS framework is that it alienates men and doesn't account for the fact they can be attacked and suffer stigma and shame as well we women and girls. This JSP introduces the term Human Security Adviser and Focal Point for various reasons -including the acknowledgement that men and boys can be survivors of CRSV.

Roles and Responsibilities

UN Roles and Responsibilities

13. Within the UN, there is a Special Representative on Sexual Violence who sits separately to the teams leading on Conflict Related Sexual Violence and Children Affected by Armed Conflict. These two teams are located within the Protection of Civilians pillar in the Department for Peacekeeping Operations (DPKO).

14. The UN civilian Gender team sits within the Chief of Staff of DPKO. This relates to the work of the Gender unit to mainstream gender into policy and operations. It also links to their role in the empowerment of women and the wish to not situate all women and girls as requiring protection

15. The Office of Military Affairs, a unit of 110 international military officers who work in Assessment, Current Military Operations, Planning, Force Generation and Policy, Doctrine and Training have an officer who leads on WPS (including CRSV) and CAAC.

16. The UN Office on Drugs and Crime is the lead for preventing and countering Human Trafficking. The Inter-Agency Coordination Group against Trafficking in Persons (ICAT) is a policy forum mandated by the UN General Assembly to improve coordination among UN agencies and other relevant international organisations to facilitate a holistic and comprehensive approach to preventing and combating trafficking in persons, including protection and support for victims of trafficking.

17. Sexual Exploitation and Abuse is led by a Special Representative and she is supported by the Conduct and Discipline Team. This team is separate from the Gender Unit and the staff leading on CSRV.

NATO Roles and Responsibilities

18. Within NATO the Special Representative on WPS is also responsible for children affected by armed conflict, protection of civilians, sexual exploitation and abuse, conflict related sexual violence and cultural property rights.

UK Roles and Responsibilities

19. VCDS is the Defence Gender Champion, ACDS (DE) is the WPS SRO, and a B2, a SO1 and a civilian C2 comprise the Defence WPS team.

20. There is a WPS Champion representing Head Office, and four 2* WPS Champions representing JFC and the three single Services. These officers attend the WPS Strategic Steering Group twice a year, chaired by VCDS.

21. This policy directs that JFC and single Services are to have dedicated Human Security Advisers within their Headquarters (see Annex A for Job Specification). The use of the term Human Security Adviser includes WPS, CAAC, human trafficking and POC but human security is not limited to these x-cutting thematic areas. It includes the participation of women and the protection of men and boys as well as women and girls from human rights violations. It is noted that in the interim before dedicated posts are established Human Security Focal Points will be allocated. These officers will attend the WPS SRO Technical Implementation Working Group, held four times a year.

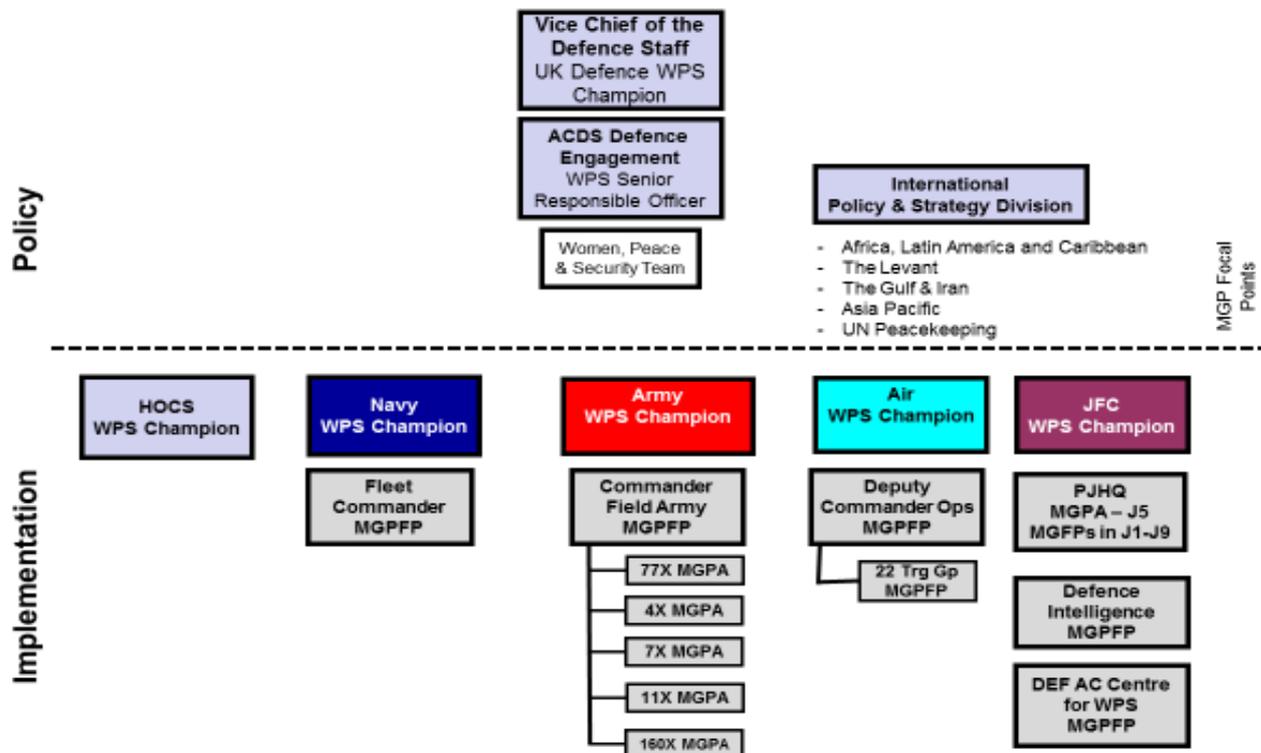
22. Military Gender and Protection Advisers and Military Gender Advisers are terms used by the UN and NATO. The UK Military Gender and Protection Advisers course will cover human security concerns; however, in order to be eligible for UN and NATO deployments, officers completing the UK course will be certified as 'Military Gender and Protection Advisers'.

JPA Competency

23. Officers completing the Military Gender and Protection Advisers course will be registered on JPA and held on a database for possible deployments and national roles.

3 Organisation and Process

Provisional Women, Peace and Security Org Chart
 Military Gender & Protection Advisers / Focal Points



Abbreviations:

MGPA – Military Gender & Protection Adviser (dedicated role, not double-hatted, most likely to be FTRS post, located in operations and plans).
 MGPPF – Military Gender & Protection Focal Point (double-hatted role, institutionally linked to Regular appointment within J2-9 military functions).
 TMGPPF – Tactical level Military Gender & Protection Focal Points (within each platoon/troop one member to act as the TMGPPF).
 The terms MGPA and MGFP have been replaced by Human Security Adviser and Human Security Focal Point, both terms will only be used on operational deployments.

Main Building

1. SofS is the lead on WPS for the Department of State for Defence, VCDS is the military lead. The Senior Responsible Officer is ACDS (DE). Gender Champions are present in major departments and units. These individuals ensure that WPS and CAAC UNSCRs are integrated into their departmental staff work. The WPS team comprising a civilian B2, OF4 and civilian C2 sit within Defence Engagement.

2. The team is responsible for providing MOD’s input into HMG WPS policy and shaping the external environment. It is responsible for translating international and HMG WPS and CAAC related policy into UK Defence activity. The team deals with international organisations such as the United Nations, the African Union and NATO, individual countries, regional groupings, other government departments, agencies and forces, and the rest of the Department. Among its core tasks are:

- a. contributing to the development of WPS, CAAC, POC and Modern Slavery and Human Trafficking (MSHT) strategy at the national level including the National Action Plan on WPS.
- b. ensuring the CDS Directive has a gender and age perspective integrated into the main body and if necessary in an annex.
- c. policy lead on WPS, CAAC, MSHT and POC across UK Defence.
- d. policy lead on engagement with, and contribution to, reform of international organisations such as the UN, AU, NATO and EU on WPS, CAAC, MSHT and POC within a military context.
- e. facilitating VCDS' WPS Chiefs of Defence Network (WPS CHODS Network).
- f. facilitating the WPS Strategic Steering Group meetings (biannual basis).
- g. facilitating ACDS(DE) WPS Implementation Working Group Meeting (quarterly).
- h. providing Course Directors for the UK Military Gender and Protection Advisers Course.
- i. chairing the WPS Doctrine and Training Working Group (quarterly).

UK Defence Attachés/Advisers Network

3. The UK WPS policy extends into the work being conducted by the UK DA network. UK DA's will receive a brief on WPS by the WPS team in Main Building and are encouraged to meet with FCO colleagues leading on WPS in the country the DA is deploying to. Efforts should be made to encourage those countries who are not members of the WPS CHODS Network to join. Similarly, countries which are members of the WPS CHODS Network and the focus countries within the UK National Action Plan on WPS should be incentivised or offered places for women officers on UK Tier 1 courses. Once individual woman officers have attended UK training the DA should track their careers. Alumni tracking is of key importance if MOD is to maximise its return on investment of women personnel in international training and provide evidence of the impact as required to other government stakeholders.

4. One of the most powerful and influential means at the disposal of the DA to achieve UK WPS objectives is IDT. When a DA identifies a training need for a woman officer of their host nation that can be fulfilled by the UK they should facilitate the process for training.

UK National Action Plan on WPS Focus Countries	Head Office Policy Lead
Afghanistan	DD Asia and Americas
Burma	DD Asia and Americas
Democratic Republic of Congo	DD Africa and the Americas
Iraq	DD Levant
Libya	DD Africa and the Americas
Nigeria	DD Africa and the Americas
Somalia	DD Africa and the Americas
South Sudan	DD Africa and the Americas
Syria	DD Levant

International Policy and Strategy Division

5. International Policy and Strategy (IPS) in MOD Head Office will have a Human Security Focal Point for each region. IPS can also utilise the WPS team in DE. IPS regional focal points are responsible for ensuring that strategic management of the UK's enduring and short-notice military commitments at home and overseas includes WPS, CAAC, MSHT and POC mandates in operational staff work and military activity. Examples of where and how the IPS can demonstrate implementation of the UNSCRs:

- a. ensuring that operational staff work has, using a gender perspective, integrated the WPS, CAAC, MSHT and POC mandates.
- b. ensuring Iraqi and other troops are trained on WPS and POC mandates on Op SHADER and other similar train and advise missions.
- c. ensuring that the UK deploys mixed patrols during population-centric operations such as UNFICYP, working towards a minimum of 15% of patrols conducted by women and 15% women employed as UN staff officers or military observers.
- d. ensuring that STTTs are more diverse and inclusive and have the capability to deliver training on all aspects of human security as outlined in this JSP.
- e. embedding WPS, CAAC and MSHT training within the Policy, Secretariat and Parliamentary (PSP) Base Camp training course delivered by the Directorate of Strategic Plans in SP&C.
- f. meeting with members of Civil Society in the UK and countries in which the military is deployed or conducting training on a regular and ad hoc basis to better understand the concerns of civilians in the areas where the military is deployed or trains international militaries to deploy.

Defence Engagement

6. Defence Engagement will:

- a. allocate 15% of international Tier One UK-funded course places to international women officers.
- b. include talking points on the integration of WPS into international militaries, emphasising the participation of women at all levels.

Chief of Defence People

7. Chief of Defence People (CDP) in MOD Head Office will have a Human Security Focal Point. CDP is responsible for ensuring that the recruitment of women personnel is reported on an annual basis to NATO HQ. The recruitment and retention of women personnel supports UNSCR 1325's mandate to increase the representation of women in the security sector. Examples of where and how CDP can demonstrate further implementation of WPS mandates:

- a. introducing mentors for women personnel both before they are recruited and during their career.
- b. women personnel are interviewed as they leave, and analysis and trends are gathered to identify measures to retain women personnel for longer.

- c. the E1 system is scrutinised to identify areas of flexibility that would allow women and men to serve beyond the confines of their cap badge. Anecdotally women officers have cited restriction to only work within their trade as a reason for leaving. Women tend to favour areas such as Defence Cultural Support Unit, Information Operations and media.

Joint Forces Command (JFC)

8. The strategic purpose of JFC is to provide the foundations of the joint force, prepare future joint operations, execute Information Age Warfare, and optimise Special Force, bringing coherence to the delivery of joint effect. JFC should ensure WPS and CAAC mandates are integrated within JFC operational staff work. JFC should:

- a. establish a 2-star officer as WPS champion who will attend VCDS' Strategic Steering Group on WPS.
- b. establish an OF4/5 officer as Human Security Technical Focal Point who will attend ACDS (DE) Implementation Working Group.

Permanent Joint Headquarters (PJHQ)

9. PJHQ should:

- a. ensure there are trained Human Security Advisers within PJHQ.
- b. establish a 2-star officer as Human Security champion who will attend VCDS' Strategic Steering Group on WPS.
- c. establish an OF4/5 officer as Human Security Technical Focal Point who will attend ACDS (DE) Implementation Working Group.
- d. establish staff officers within the J1-J9 military functions to act as Human Security Focal Points in PJHQ.
- e. integrate a gender perspective, including WPS, CAAC, MSHT and POC mandates into operational planning, direction to deployed commanders and campaign management and review.
- f. ensure that Short Term Training Teams (STTT) in JOAs integrate Human Security into STTTs training and ensure that training objectives in exercise scenarios have suitable WPS and CAAC dynamics.

Defence Intelligence Organisation

10. The Defence Intelligence Organisation (DIO) will have a Human Security Focal Point for each region. Regional analysis should include gender and age dynamics within the area of interest, the frequency of CRSV, grave violations against children, presence of human trafficking and mapping of civilian organisations within the area involved with human rights or responding to CRSV, children in armed conflict and human trafficking. Data should be sex and age disaggregated for planners to be able to respond more accurately.

Defence Medical Services

11. When operating in areas where CRSV is prevalent and in coordination with civilian agencies who provide support to survivors of CRSV in that area and in extremis only Defence Medical Services are to:

- a. deploy with trained personnel who can administer Post-Exposure Prophylaxis Treatment.
- b. establish a team of trained personnel who can in extremis respond to survivors of CRSV.
- c. where appropriate, training on responding to CRSV is to be delivered by UK medical staff in training packages for other military medical personnel.
- d. where appropriate, training on women's reproductive health to be given to civilians in the AOR.

Single Service Staffs

12. Ultimate responsibility for the integration of a gender perspective, WPS, CAAC mandates into the single Services rests with the Naval, General and Air Staffs as Force generating units for Joint Force Command. The single Services exercise control through Navy Command, HQ Army, Air Command and the Joint Forces Command, respectively each single Service is to:

- a. have a 2-star officer as WPS champion who will attend VCDS' Strategic Steering Group on WPS.
- b. have an OF4/5 officer as Human Security Technical Focal Point who will attend ACDS (DE) Implementation Working Group.
- c. produce a Single Service Directive on the Operational Delivery of the Human Security Directive.
- d. establish a single Service community of interest/ Human Security Working Group to take forward the required actions, particularly within training and policy. Measure of achievement to be briefed at the Human Security Implementation Working Group and the Strategic Steering Group.

HQ Fleet

13. Navy Command Headquarters (NCHQ) is directly responsible for delivering Human Security policy as operational outputs both in terms of the Maritime component but also in Amphibious operations through 3 Commando Brigade. NCHQ is to:

- a. **Human Security Directive.** Issue a Human Security Directive for the Naval Service. The initial draft of this will direct a conceptual review of how to implement Human Security in Maritime Operations, focusing on Amphibious Ops, Op LITTEN and Counter Piracy/ Narcotic operations as the priority. The results of this review are to be reported on at the Q1-2 19 VCDS SSG on WPS.
- b. **Human Security Adviser.** Appoint and train a Human Security Adviser to support the 2* WPS Champion and deliver the NCHQ Human Security policy.

- c. **Human Security Focal Points.** Appoint and train Human Security Focal Points throughout the Naval Service.
- d. **MGPAs and MGFPs.** Ensure a pool of personnel are trained as MGPA and MGFPs for deployments with UN/NATO, and all deployable Naval units are provided with Human security training as part of their PDT.
- e. **Defence Engagement.** Ensure all Naval service delivered STTTs integrate Human Security into operational outputs.

HQ Field Army

14. Land Forces have a key role in delivering human security in Defence Outputs. They currently hold most NATO trained Military Gender Adviser individuals mainly based in 77 Brigade. As such Land Forces, working with the Army Human Security Adviser, are required to:

- a. **Human Security Directive.** Issue a Human Security Directive and direct all 2* HQs to produce their own policy.
- b. **MGFPs.** Ensure that by 2020 Land forces deploying to or training other nations to deploy to, UN and NATO missions deploy with an individual trained as Military Gender and Protection Adviser at the HQ level. MGFPs should be nominated down to platoon level for troops operating in population-centric operations.
- c. **Defence Engagement.** Ensure all Land Delivered STTTs integrate the UNSCRs on human security into operational outputs.
- d. **Coordinating Authority.** 77th Brigade is to be supported and appointed as the Defence coordinating authority for the support to the delivery of Human Security Operational Outputs:
 - (1) hold a cadre of trained MGFPs (minimum four OF3 - OF4 rank); with one lead Staff Officer (OF4).
 - (2) support the planning of STTTs, other overseas training, national and international exercises with WPS and CAAC expertise.
 - (3) support unit level training within the UK to ensure the culture of Human Security is embedded in the ethos of the Services.
 - (4) support other Defence organisations with the integration of WPS into CSSF and ODA funded programmes.
- e. **Regionally Aligned Brigades.** 1st (UK) Division is directed to appoint Human Security Advisers into African regionally aligned Brigades: 4, 7, 11 and 160 Bde².
- f. **HQ Provost Marshal.** Direct HQ When operating in areas where CRSV is prevalent and in coordination with civilian agencies who provide support to survivors of CRSV in that area the Military Police are to, in extremis:

² One Capt/Major FTRS from November 2018. These officers may be combined to deploy as a Short-Term Training Team on WPS but their main role will be to integrate UNSCRs on WPS and CAAC into military activity.

- (1) deploy trained personnel who can interview survivors of CRSV and investigate incidents of CRSV;
- (2) deploy trained personnel who can investigate and report on attacks on schools.
- (3) provide training on how to investigate allegations of sexual abuse and exploitation.
- (4) provide training on how to investigate attacks on schools.
- (5) lead operational and tactical training on investigation of Sexual Exploitation and Abuse (SEA – see Part 2 Chapter 2 of this JSP).

HQ Air

15. HQ Air is required to integrate the Human Security policy when delivering operational output within the Air roles. Examples include: intelligence, targeting, the RAF Regiment, logistics, medical, Air Transport and the delivery of Close Air Support to Ground Forces.

- a. **Human Security Directive.** Issue a Human Security Directive to Air components. The initial draft of this will direct a conceptual review of how to implement Human Security in Air Operations, such as on humanitarian assistance and disaster relief missions.
- b. **Human Security Adviser.** Appoint and train a Human Security Adviser to support the 2* Human Security Champion and deliver the Air Human Security policy.
- c. **Human Security Focal Points.** Appoint and train Human Security Focal Points across functional areas. Examples include HQ 22 Training Group, RAF Regiment, Intelligence, operations, planning, logistics and medical.
- d. **MGPAs.** Ensure Air has a pool of trained MGPAs for deployment with the UN and NATO.
- e. **Defence Engagement.** Ensure all Air delivered STTTs integrate Human Security dynamics into operational outputs.

4 WPS International and Regional Legal Frameworks and Definitions

The International Agenda on Women, Peace and Security

1. Armed conflict has an impact on and is influenced by social inequalities and structures based on gender. Women, men, boys and girls have different needs, capacities and roles during conflict. Although they are all made more insecure by armed conflict, women and girls are often particularly vulnerable due to their gender, and their needs and experiences of conflict are rarely heard or responded to. As noted in paragraph 135 of the Beijing Platform for Action (see paras 2 and 4), 'while entire communities suffer the consequences of armed conflict..., women and girls are particularly affected because of their status in society and their sex'.

2. The WPS agenda is therefore anchored in the principle that effective incorporation of gender perspectives and equality can have a meaningful and positive impact on the lives of women, men, girls, and boys on the ground. It interlinks and mutually reinforces aspects critical in respecting human rights and in tackling the root causes of conflict to create sustainable peace. Two major platforms advocating for the same opportunities between women and men were the Convention on the Elimination of All Forms of Violence Against Women drafted in 1979 and the Beijing Declaration for Action in 1995. These two events are widely seen as the foundation for the WPS agenda within the UN. As at August 2018 there are nine WPS UNSCRs.

The Convention on the Elimination of all Forms of Violence Against Women (CEDAW) 1979

3. CEDAW is an international bill of rights for women. It sets out definitions of what constitutes discrimination against women and highlights steps for nations to act. The Convention notes the significance of gender roles. It advocates for equality before the law and notes the importance of engaging with social and cultural norms to eliminate prejudices based on the idea of the superiority or inferiority of the either sex.

Beijing Declaration and Platform for Action 1995

4. The Fourth World Conference on Women met in Beijing 1995 and adopted the Beijing Declaration and Platform for Action. This presented 38 recommendations and commitments to the UN General Assembly. It recognises that the status of women has advanced in some respects but that progress has been uneven, inequalities between women and men have persisted and major obstacles remain, with serious consequences for security. It seeks to ensure the full implementation of the human rights of women and of the child as an inalienable, integral and indivisible part of all human rights and fundamental freedoms. Of note it was during this conference that Hilary Rodham Clinton stated that 'women's rights are human rights and human rights are women's rights'.

UN Security Council Resolutions on WPS

5. **UNSCR 1325 (2000)**. Adopted on 31 October 2000, was the first resolution on WPS, and was unanimously adopted by United Nations Security Council on 31 October 2000 (see Reading List). UNSCR 1325 marked the first time the Security Council addressed the disproportionate and unique impact of armed conflict on women; recognised the under-valued and under-utilised contributions women make to conflict prevention, peacekeeping, conflict

resolution, and peace-building. It also stressed the importance of women's equal and full participation as active agents in peace and security. UNSCR 1325 is routinely summarised as the '3Ps and 2Rs and gender mainstreaming', referring to:

- a. **participation** – that women fully participate in and contribute to peace talks and negotiations and that women in uniform are deployed to peacekeeping and other military operations.
- b. **protection** – that military planners and personnel consider how operations can prevent and protect women, girls, men and boys from CRSV.
- c. **prevention** – that military planners and personnel consider how military operations can prevent violence against women and girls and prevent conflict from occurring or escalating.
- d. **relief and recovery** – measures are taken to address international crises using a gendered perspective. This includes respecting the civilian and humanitarian nature of refugee camps and accounting for the needs of women and girls in the design of such camps and settlements. It also includes providing targeted services in recovery and reconstruction, such as tailored gender-specific DDR processes.
- e. **gender mainstreaming** – that the military mainstreams a gender perspective in its operations by analysing how conflict impacts on women and men, girls and boys differently and responding accordingly.

The 3 Ps

6. The military can contribute to all pillars of UNSCR 1325; however, their role leads them to contributing to the '3 Ps', but this can only be achieved by conducting a gender analysis and before mainstreaming a gender perspective in to plans and operations.

7. The thematic area of **participation** in resolutions 1325 includes women's participation in peacekeeping, peace processes, and politics at the international, regional, national and community levels. Because peacekeeping missions play such a central role in conflict and post-conflict countries, women's participation in this area is of particular concern. Although there is commitment at the highest levels of the UN for increased representation of women in UN peacekeeping missions, women remain under-represented in civilian or uniformed leadership positions. The lack of women in senior positions shows that significant cultural and institutional impediments remain to women's entry and advancement within the Organization.

8. The provisions of UNSCR 1325 include improving partnerships between the security sector and networking between local and international women's rights groups and organisations. At the national and community levels, women often take on different roles during armed conflict, due to men being injured, displaced or fighting. This can include more active involvement in public life, being solely responsible for providing for family members, and being members of fighting forces. Additionally, women are often very active in the formation of and participation in civil society groups that advocate for peace, or organisations that provide support and other services to survivors of violence. The Secretary of State for Defence has established a MOD and Civil Society Working Group; he also meets with Civil Society when travelling overseas.

Military Participation with Civil Society

9. The UN describes civil society as the ‘third sector’ of society, next to governments and businesses. It comprises civil society organisations and non-governmental organisations. It is essential for all parts of Government, including the Ministry of Defence to engage with civil society as they are often the organisations closest to the situation. Civil society knowledge of local issues as well as international systems can provide expertise that benefit planning and operations. They can represent issues not traditionally heard by the military. It is only by understanding their perspective that a military tasked to protect a community understand the context they are operating in. The UK’s civil society network on Women, Peace and Security is Gender, Action for Peace and Security (GAPS) who work closely with HMG (see Guidance Chapter 4).

Protection through Participation

10. Reinforcing the thematic area of participation, UNSCR 1325 specifically names conflict **prevention** as a focus for the participation of women. Prevention includes initiatives aimed at the mainstreaming of a gender perspective into all conflict prevention activities and strategies, the development of effective gender-sensitive early warning mechanisms and institutions, and the strengthening of efforts by the military to prevent violence against women, including various forms of gender-based violence.

11. There are several gender sensitive warning signs that may point to a higher likelihood of the outbreak of conflict. Gender dimensions of pre-conflict situations may include increased commercial sex trade around military bases when there is greater mobilisation of soldiers; a rise in gender-based violence because of increased opportunities due to political instability and the absence of the rule of law; or gender stereotypes propagated by mass media as part of mobilisation campaigns. Women’s organisations, and civil society organisations more broadly, can provide information and data on these and other early warning signs forewarning impending conflict. Incorporating women and women’s groups into conflict prevention processes includes considering and drawing upon the varied perceptions and perspectives of women on why certain conflicts have developed, how they should be handled, and what opportunities there are to prevent escalation.

12. The thematic area of **protection** includes initiatives that strengthen and amplify efforts to secure the safety, physical or mental security, human rights and dignity of women and girls. This area also includes the mainstreaming of women’s rights into post-conflict negotiations, military planning and the execution of military operations. Sexual violence is one of the most persistent human rights violations that women and girls face during and in the aftermath of armed conflict. In many contemporary conflicts, sexual violence has been used strategically to intimidate and demoralise opposing forces. Opportunistic sexual violence also occurs due to general insecurity and the absence or weakness of the rule of law. While the prevalence of sexual violence is being increasingly recognised, to date, the broader political, economic and social costs of sexual violence have been largely underestimated and ignored.

13. Women’s abilities to participate in society and to influence peacebuilding processes can be compromised by the threat or actual experience of sexual violence. Protection from sexual violence is therefore a key aspect of human security. Though the prevalence of sexual violence in armed conflict is receiving increasing attention internationally, sexual violence continues to be surrounded by a culture of silence and impunity. The range and complexity of underlying causes and the many resulting consequences of sexual violence make it a difficult issue to address.

EXAMPLES OF SEXUAL VIOLENCE	
Gender-Based Violence	Conflict-Related Sexual Violence
<p>Any harmful act that is perpetrated against a person's will, and that is based on socially ascribed (gender) differences between males and females.</p> <p>Acts of GBV violate a number of universal human rights protected by international instruments and conventions. Many - but not all - forms of GBV are illegal and criminal acts in national laws and policies.</p> <p>The term 'gender-based violence' highlights the gender dimension of these types of acts; in other words, the relationship between females' subordinate status in society and their increased vulnerability to violence.</p> <p>It is important to note, however, that men and boys may also be victims of gender-based violence, especially sexual violence.</p> <p>The nature and extent of specific types of GBV vary across cultures, countries, and regions. Examples include:</p> <ul style="list-style-type: none"> • sexual violence, including sexual exploitation/abuse and forced prostitution. • domestic violence. • trafficking. • forced/early marriage. 	<p>Rape, sexual slavery, forced prostitution forced pregnancy, forced abortion enforced sterilisation, forced marriage</p> <p>Trafficking in persons when committed in situations of conflict and any other form of sexual violence of comparable gravity perpetrated against women, men, girls or boys that is directly or indirectly linked to a conflict. This link may be evident in:</p> <ul style="list-style-type: none"> • the profile of the perpetrator (often affiliated with a State or non-State armed group, including a terrorist entity or network). • the profile of the victim (who is frequently an actual or perceived member of a persecuted political, ethnic or religious minority, or is targeted on the basis of actual or perceived sexual orientation and gender identity). • the climate of impunity (which is generally associated with State collapse), cross-border consequences (such as displacement or trafficking in persons) and/or violations of the provisions of a ceasefire agreement.

13. **UNSCR 1820 (2008).** Adopted 19 June 2008, UNSCR 1820 is focussed on sexual violence as a weapon of war. SCR1820 recognises sexual violence as a weapon and tactic of war; notes that rape and other forms of sexual violence can constitute a war crime, crime against humanity, or a constitutive act with respect to genocide; it calls for training of troops on preventing and responding to sexual violence and calls for more deployment of women in peace operations.

14. **UNSCR 1888 and 1889 (2009).** Both UNSCRs strengthen elements of the previously adopted resolutions. Specifically, UNSCR 1888 builds on UNSCR 1820 and calls for the appointment of the Special Representative on Sexual Violence in Conflict, as well as establishing Women Protection Advisors (WPAs) within peacekeeping missions, in addition to a Team of Experts, meant to rapidly deploy to situations of sexual violence.

a. UNSCR 1888, adopted 30 September 2009, reiterates that sexual violence exacerbates armed conflict and impedes international peace and security; it calls for leadership to address conflict-related sexual violence and calls for a Team of Experts to investigate cases of sexual violence.

b. UNSCR 1889, adopted 05 October 2009, focuses on post-conflict peacebuilding and on women's participation in all stages of peace processes; it calls for the development of indicators to measure the implementation of UNSCR 1325 (2000).

15. **UNSCR 1960 (2010).** Adopted 16 December 2010, UNSCR 1960 notes that sexual violence during armed conflict remains systematic and widespread. This resolution creates institutional tools to combat impunity and outlines specific steps needed for both the prevention of and protection from sexual violence in conflict. The 'naming and shaming' listing mechanism mandated in the Resolution is a step forward in bringing justice for survivors and a recognition that sexual violence is a serious violation of human rights and international law. However, listing is only limited to situations on the Security Council's agenda.

16. **UNSCR 2106 (2013).** Adopted 24 June 2013, UNSCR 2106 is the sixth resolution on WPS, and the fourth relating to sexual violence in conflict. This resolution builds previous resolutions but also provides more operational detail. For example, this resolution calls for the further deployment of Women Protection Advisors (WPA) in accordance with UNSCR 1888 and that these roles are systematically assessed to ensure that the Advisors are appropriately trained and deployed. UNSCR 2016 also reiterates that many actors involved, such as the Security Council, parties to armed conflict, and all Member States and United Nations entities, must do more to implement previous mandates and combat impunity for these crimes. Of note for the military UNSCR 2106 includes language on women's participation in combating sexual violence and enhancing their participation.

17. **UNSCR 2122 (2013).** Adopted 18 October 2013, this resolution creates stronger measures to include women in peace-processes and calls for regular briefings and reports on WPS issues to various organisations and members of the United Nations. It explicitly affirms an 'integrated approach' to sustainable peace; sets out concrete methods for combating the lack of women's participation; It recognises the need to address root causes of armed conflict and security risks faced by women and calls for the provision of multi-sector services to women affected by conflict.

18. **UNSCR 2242 (2015) WPS and CVE.** Adopted on 13 October 2015, UNSCR 2242 encourages the assessment of strategies and resources in regards to the implementation of the WPS Agenda; it highlights the importance of collaboration with civil society; calls for increased funding for gender-responsive training, analysis and programmes; urges gender as a cross-cutting issue within the Countering Violent Extremism/Counter Terrorist agendas; recognises the importance of integrating WPS across all country situations and asks Member States to at least double the number of women peacekeepers from the military and police.

19. **UNSCR 2331 (2016) WPS, Human Trafficking and CVE.** Adopted in 2016 UNSCR 2331 condemns all instances of trafficking in persons in areas affected by armed conflicts and refers to Da'esh and Boko Haram activity in Iraq, Syria and the Lake Chad Basin as a violation of human rights, potentially amounting to war crimes, and as acts that undermine the rule of law, finance and drive the recruitment of the terrorist groups, exacerbate conflict and undermine development. Member States are encouraged to investigate, disrupt and dismantle trafficking networks, analyse the links between trafficking and the financing of terrorism, and implement robust mechanisms for the identification of victims to provide them with protection and assistance.

UN Sustainable Development Goals

20. The Sustainable Development Goals (SDGs) were established at the United Nations Conference on Sustainable Development in Rio de Janeiro in 2012. The objective was to

produce a set of universal goals that meet the urgent political, environmental and economic challenges facing the world. They make the link between inequality between women and men and insecurity. The SDGs advocate for equality in order to support inclusive and sustainable development.

21. The SDGs replace the Millennium Development Goals (MDGs), which started a global effort in 2000 to tackle the indignity of poverty. The MDGs established measurable, universally-agreed objectives for tackling extreme poverty and hunger, preventing deadly diseases, and expanding primary education to all children, among other development priorities.

22. For 15 years, the MDGs attempted to drive progress in several important areas: reducing income poverty, providing much needed access to water and sanitation, driving down child mortality and drastically improving maternal health. They also kick-started a global movement for free primary education, inspiring countries to invest in their future generations. Most significantly, the MDGs made huge strides in combatting HIV/AIDS and other treatable diseases such as malaria and tuberculosis.

23. The UN SDGs are listed below, number 5 and 16 are most relevant to the military. When seeking funding for programmes being able to link the programme to a SDG will garner more support from cross-government departments (see Chapter 7).



UN Sustainable Development Goals

No Poverty	Clean Water and Sanitation	Sustainable Cities and Communities
Zero Hunger	Affordable and Clean Energy	Responsible Consumption and Production
Good Health and Well-being	Decent Work and Economic Growth	Climate Action
Quality Education	Industry, Innovation and Infrastructure	Life Below Water
Gender Equality	Reduced Inequalities	Life on Land
Peace and Justice / Strong Institutions		Partnerships for the Goals

NATO Approach to Women, Peace and Security

24. The NATO/EAPC approach to WPS is based on the principles set out in the Charter of the United Nations. NATO aims to address gender inequality and integrate WPS through the Alliance's core tasks of collective defence, crisis management and cooperative security. It has a Civil Society Advisory Panel. The CSAP is an independent body to advise NATO. NATO supports the advancement of gender equality through the principles of:

- a. **Integration.** Gender equality is considered as an integral part of NATO policies, programmes and projects guided by effective gender mainstreaming practices. This recognises that each policy, programme and project affects women and men.
- b. **Inclusiveness.** Representation of women across NATO and in national forces is pivotal to enhance operational effectiveness and success. NATO will increase the participation of women in all tasks throughout the International and Military Staff.
- c. **Integrity.** Systemic inequalities are addressed to ensure fair and equal treatment of women and men in the Alliance. Accountability on efforts to increase awareness and implementation of the WPS agenda is a priority.

NATO Bi-Strategic Command Directive (40-1) (2012, updated 2017)

25. The Bi-SC Directive (see Reading List) focuses on military activity and how military operations can implement UNSCR 1325. It directs the integration of a gender perspective into all military exercises, operations, and other military activities. It details roles and responsibilities for Gender Advisors (GENADs) and Gender Focal Points (GFPs).

NATO Committee on Gender Perspectives

26. The department leading on the integration of UNSCR 1325 in NATO is the NATO Committee on Gender Perspectives (NCGP). This promotes gender mainstreaming as a strategy for making the concerns and experiences of both women and men an integral dimension of the design, implementation, monitoring and evaluation of policies, programmes and military operations.

27. The NCGP facilitates the exchange of information among NATO members on gender-related policies and gender mainstreaming, ensuring appropriate coordination on gender issues with the NATO Command Structure and NATO Headquarters, and collaborating with international organisations and agencies concerned with the integration of a gender perspective into military operations.

28. The NCGP is governed by an Executive Committee and supported by the IMS Military Gender Adviser. The Executive Committee is comprised of the Chair, the Chair-Elect, three Deputy Chairs and the IMS Gender Advisor, and must have at least one member of each sex.

29. Each NATO member is entitled to designate one active duty officer of senior rank (or civilian equivalent) as a delegate to the NCGP. Delegates should be familiar with the latest national developments in gender approaches and tools for gender mainstreaming. They should also have knowledge of NATO and national policies relating to the implementation of UNSCR 1325 and related Resolutions. The UK has contributed two Deputy Chairs to the NCGP since 2010.

5 Cross-Government and Defence Contribution to the UK WPS National Action Plan

UK GOVERNMENT WPS ROLES AND RESPONSIBILITIES

Foreign and Commonwealth Office (FCO)

1. The FCO leads on WPS overall for HMG, working closely with the MOD, DFID and the Stabilisation Unit to deliver UK commitments. The FCO holds the secretariat function of the cross-Whitehall working group on WPS, managing the relationships between other government departments working on WPS, and ensuring the agenda progresses in a transparent and strategic way. This includes running of the biannual WPS Steering Group meeting, which Lord Ahmad of Wimbledon chairs.

2. The FCO manages the relationship with diplomatic posts, including colleagues working on WPS in the nine focus WPS countries, and in overseas missions, such as the UN, EU and OSCE. Similarly, the FCO holds the relationship with our key civil society stakeholder GAPS (Gender Action for Peace and Security). FCO colleagues in the UK Mission to the United Nations (New York) push for consistent resolution language that reflects the experiences and needs of women and girls.

3. There are multiple FCO champions on the WPS agenda, including Lord Ahmad, the Minister for the Commonwealth and the UN, and the Prime Minister's Special Representative on Preventing Sexual Violence in Conflict and the Foreign Secretary's Special Envoy for Gender Equality. The Foreign Secretary represents WPS and PSVI in the Cabinet. The FCO leads cross-government on the Preventing Sexual Violence in Conflict Initiative (PSVI), supporting survivors of sexual violence in conflict around the world, tackling stigma and securing justice and accountability.

4. FCO Strategic Programme funds, such as the Global Britain Fund Rules Based International Fund and the Magna Carta Fund support WPS and PSVI programmes in country, including promoting women's leadership and empowerment, their inclusion in peace processes, including in mediation.

FCO Programme Funds

5. The FCO uses a proportion of its core departmental budget to fund project activity to support the policy priorities detailed in the FCO Single Departmental Plan. This funding includes both Official Development Assistance (ODA), and non-ODA funds, to ensure that it can spend funds around the world to promote British interests, including through contributing to the economic development and welfare of developing countries. This small-scale policy programme funding enables the FCO to complement traditional diplomatic activity, respond effectively to changing international situations, and maximise funding from international partners and the private sector. It is used for a wide range of activity designed to protect our people, project our influence and promote our prosperity.

6. The FCO also plays an important role in delivering programmes and projects funded by the Conflict, Stability and Security Fund major which supports the National Security Strategy, and Aid Strategy:

- a. the Conflict, Stability and Security Fund (CSSF), established in 2015, supports work to reduce risk arising from conflict or instability in countries where the UK has important interests.
- b. victims of forced marriage with the Domestic Programme Fund.
- c. some of the government's work on international development, including through our activities on promoting sustainable global growth, human rights, climate change and conflict prevention; this is supported by Official Development Assistance funding.

Department for International Development (DFID)

7. DFID leads the UK's work to end extreme poverty and to make progress against the UN Sustainable Development Goals (SDGs), to help build a safer, healthier and more prosperous world for people in developing countries and in the UK. DFID's departmental priorities are: tackling extreme poverty and helping the world's most vulnerable; promoting global prosperity; strengthening global peace, security and governance; and creating resilience and responding to humanitarian and protracted crises.

8. DFID's work to protect and empower girls and women, giving them voice, choice and control over their lives, has made the UK a global leader in progressing gender equality. Preventing all violence against women and girls, particularly intimate partner violence, and including sexual violence, is a priority for DFID, alongside access to better education and a greater choice on family planning.

9. DFID's approach is to target the root causes of poverty and conflict, which are primarily inequality and exclusion, over longer timeframes, to support lasting social and economic progress. It does this through global policy leadership, and through programmes designed by technical experts and subject to rigorous programme management processes. For example, DFID's international leadership, and technical programme design, has supported the African-led campaign to end Female Genital Mutilation (FGM) to reduce FGM rates in east Africa from 71% to 8% in 20 years.

10. DFID's contribution to the WPS agenda is primarily through the impact of its development programmes in fragile and conflict affected states (FCAS), the majority of which are decentralised and led by DFID country offices. DFID's WPS thematic strengths are: gender equality; the participation and leadership of women and girls in decision making, political empowerment; humanitarian response; preventing violence against women and girls; and gender inclusive and accountable security and justice provision.

UK Defence Funding for Programmes through CSSF and ODA

11. All CSSF programming (both ODA and non-ODA) must comply with the terms of the International Development (Gender Equality) Act 2014, which makes consideration of gender equality a mandatory requirement.

12. Programme managers are expected to include a gender appraisal and apply a gender equality marker (GEM) within each CSSF programme document. Teams should use CSSF Guidance Note Number 4: 'Integrating Gender Issues into Conflict, Stability and Security Fund (CSSF) Programming', available on FCO SharePoint (see Reading List). The following minimum standards have been set for gender in CSSF programming:

- a. programmes should aim for all projects to be at Gender Equality Marker (GEM) 1 unless there is a clear justification for GEM 0.
- b. explanation of GEM scored must be stated clearly in the programme document.
- c. all strategy portfolios must include at least one GEM 2 project or strand (this could include WPS/PSVI programmes).
- d. at a minimum, all targets and indicators in programme results frameworks must be disaggregated by gender, unless there is a specific reason not to do this.
- e. all programmes also should seek to disaggregate targets and indicators by age.
- f. all programmes (ODA and non-ODA) must demonstrate compliance with the International Development (Gender Equality) Act 2014 through a statement in the strategic case of the programme document that confirms and summarises how gender has been considered.
- g. in programme documents, Gender Analysis should be threaded through the strategic case, appraisal case, management & commercial case, not just mentioned in one ID(GE)A compliance paragraph.

Stabilisation Unit

13. The Stabilisation Unit (SU) is a cross-government, civil-military-police unit based in Whitehall. It is funded through the Conflict, Stability & Security Fund (CSSF) and is governed through the National Security Council (NSC). It draws staff from 12 government departments, including the MOD, as well as including military officers and serving police.

14. The SU supports integrated co-ordination of UK government activities in fragile and conflict affected states by acting as a centre of expertise on conflict, stabilisation, security and justice. Alongside a cadre of permanent staff, it also recruits, trains and deploys suitably qualified and experienced civilian experts to support UK government activities in fragile and conflict affected states, and to multi-lateral missions.

15. The SU also has a team dedicated to the capture and analysis of evidence from practical experience to identify and share best practice, inform UK government strategy and policy development, improve operational delivery and increase the impact of its work. The SU's primary responsibilities are to:

- a. provide the link between civil, military and police efforts to build stability overseas.
- b. facilitate cross-government working and lesson learning in planning for and responding to conflict.
- c. share lessons and examples of best practice on stabilisation work.
- d. respond to requests from UK government departments, embassies and country offices for support to fragile and conflict affected states.

16. This work can be broadly defined in thematic streams including Conflict Sensitivity, Monitoring and Evaluation, Transnational Threats etc. Amongst these themed work-strands

there is advice and training available on Gender Conflict and Stabilisation (GCS) issues and they are linked into the broader cross-government WPS agenda.

17. Personnel engaged with GCS or broader WPS/Human Security issues are advised to contact the SU through their permanent 77X LO who is the primary military point of contact for Defence Engagement and associated activity.

UK National Action Plan on WPS

18. The UK was one of the first countries to have a National Action Plan on Women, Peace and Security. It is a cross-government initiative led by the Foreign and Commonwealth Office.

19. **UK National Action Plan (NAP) on Women, Peace and Security (2018-2022).** The NAP is the UK government's 5-year strategy providing an overarching policy framework to ensure that the provisions of UNSCR 1325 and associated Resolutions are incorporated into the UK Government's work on conflict. The Foreign and Commonwealth Office, the Department for International Development and the Ministry of Defence have developed the NAP with support from the Stabilisation Unit. The NAP demonstrates UK commitment to gender equality and the acknowledgement that a gender perspective is essential to building enduring peace and stability.

20. The NAP provides a framework to ensure that WPS mandates are incorporated into the government's defence, diplomacy and development work, centred around 7 strategic outcomes within nine focus countries and the UK:

- a. **Decision-Making.** An increase in women's meaningful participation and leadership in decision making, including conflict prevention and peacebuilding at community and national levels.
- b. **Peacekeeping.** A gender perspective is consistently applied in the setting and implementation of international standards and mandates for peace operations.
- c. **Gender-Based Violence.** An increase in the number and scale of interventions that integrate effective measures to prevent and respond to gender-based violence, particularly violence against women and girls.
- d. **Humanitarian Response.** Women's and girls' needs are most effectively met by humanitarian actors and interventions through needs-based responses.
- e. **Security and Justice.** Security and justice actors are increasingly accountable to women and girls, and responsive to their rights and needs.
- f. **Violent Extremism.** Ensure the participation and leadership of women in developing strategies to prevent and counter violent extremism.
- g. **UK Capabilities.** HMG continues to strengthen its capability, processes and leadership to deliver against WPS commitments.

21. Annexes A and B provide examples of what UK Defence is doing and what it could do to implement the NAP within the focus countries and the UK from a defence perspective. It is important to note that the NAP, and commitments within it, apply to all MOD and military activity in the UK and overseas, not just in the focus countries of the NAP. UK Defence is not present in three of the 2018-22 NAP focus countries.

Broader UK Defence Activity in Support of UNSCR 1325

Women, Peace and Security Chiefs of Defence Network

22. The WPS Chiefs of Defence Network (WPS CHODs Network) was launched in November 2017. The UK, Canada and Bangladesh Chiefs of Defence hosted the inaugural meeting during the UN Defence Ministerial. The aim of the network is to provide a platform for senior officers to share ideas and challenges on how to integrate UNSCR 1325 into operational staff work and military activity.

23. Each member of the WPS CHOD Network has agreed to do one or more of the following:

- a. open more, particularly non-traditional, roles to women in the military.
- b. refresh training to drive cultural change; pre-deployment training (PDT) and basic training to incorporate WPS and a gender perspective as standard.
- c. develop and deploy Female Engagement Teams to make mixed patrols.
- d. select more women for roles and training that would allow them to serve in operational roles such as with the UN.
- e. develop a cadre of qualified Military Gender and Protection Advisors and Military Gender and Protection Focal Points – covering the strategic to the tactical level.
- f. appoint full-time Military Gender and Protection Advisors in at the highest levels of strategic headquarters and operational planning headquarters.
- g. integrate a gender perspective into the strategic and operational planning processes.
- h. develop an internal network of Military Gender Champions (mid-ranking) to implement change.
- i. meet with Civil Society groups representing women's rights to better understand security concerns of women in countries where the military are deployed or are training other militaries to deploy to.

24. The following countries are members of the WPS CHODs Network:

AUSTRALIA	ESTONIA	KENYA	RWANDA
ALBANIA	ETHIOPIA	KYRGYZSTAN	SENEGAL
BANGLADESH	FRANCE	LITHUANIA	SIERRA LEONE
BENIN	GAMBIA	MEXICO	SWEDEN
BELGIUM	GERMANY	NETHERLANDS	UGANDA
BOSNIA-HERZEGOVINA	GUATEMALA	NEW ZEALAND	UK
CANADA	INDONESIA	NIGERIA	UNITED STATES
CHILE	IRELAND	NORWAY	URUGUAY
CZECH REPUBLIC	ITALY	PAKISTAN	
COLOMBIA	JAPAN	ROMANIA	

UK Support to the UN Defence Ministerial 2016

25. UK Defence hosted the UN Peacekeeping Defence Ministerial at Lancaster House in London on 8 September 2016. This followed on from the Leaders' Summit on Peacekeeping in September 2015 and enabled the UK to reaffirm its commitment to UN peacekeeping. From a WPS perspective the UK oversaw the communique which encouraged all Member States to pledge the participation of women in operations and the importance of military personnel being trained in protection and prevention of CRSV. Of note the pledge said:

a. **Participation.** We recognise the indispensable role of women in UN peacekeeping, and in conflict resolution and underscore that their participation at all levels is key to the operational effectiveness of missions as well as to the success and sustainability of peace processes. We remain committed to increasing the participation of women in uniformed roles, and we want to see the integration of women's needs and gender perspectives into all aspects of peacekeeping. We urge the Secretary General to prioritise the appointment of more women in senior UN leadership positions and to double the numbers of women in military and police contingents of UN peacekeeping operations by 2020 and to increase the number of women officers serving in missions as Staff Officers and Military Observers and attending UN Staff Office and Military Observer Training Courses. We aim for 15% of such roles being filled by women by December 2017.

b. **Mixed Patrols (cf NATO Female Engagement Teams).** Every UN peacekeeping mission should can engage with women as well as men in UN mission areas. We support Military Observer Team sites including Mixed Engagement Teams with multiple women officers. We call for Military and Police Gender Advisers in both Field Mission Headquarters and within each self-sustaining formed unit.

c. **Accountability of Senior Officers.** We encourage the Secretary-General to continue to take steps to strengthen the accountability of senior leaders for mainstreaming gender and improving gender balance in their respective missions and departments and welcome the introduction of gender targets as performance indicators in all compacts with senior managers at United Nations headquarters and in the field.

d. **Gender Champions and Doubling the Number of Women Peacekeepers.** We call on all Member States to take substantive measures to increase gender balance in peacekeeping; there are a variety of ways to support this action, including appointing Gender Champions in their national systems, taking steps to increase the number of women in their national militaries, and providing the UN with information on what military roles are open to servicewomen alongside a breakdown of the proportion of male and female officers by rank. These measures should act as a stepping stone to fulfilling the Security Council's request in resolution 2242 to, as a minimum, double the number of women peacekeepers by 2020.

26. The UK is therefore committed to deploying at least 15% women officers on UN missions as staff officers and military advisers and doubling the number of women deployed overall – this includes within the contingents. Numerically this would require the UK to deploy at least 4 women officers (out of the 30 UK UN staff appointments in peacekeeping operations and 40 women in total). The intention is to apply this goal to NATO missions and to see a better gender balance on UK training teams.



Afghanistan



Burma



Democratic Republic of Congo



Iraq



Libya



Nigeria



Somalia



South Sudan



Syria

ANNEX A TO CHAPTER 5

UK DEFENCE ACTIVITY IN SUPPORT OF THE UK WPS NATIONAL ACTION PLAN

Focus Country	Decision Making	Peacekeeping	Gender-Based Violence	Humanitarian Response	Security and Justice	Preventing and countering violent extremism
Afghanistan	<ul style="list-style-type: none"> Afghan National Officer Academy trains women officers every year. 	<ul style="list-style-type: none"> No peacekeeping role. 	<ul style="list-style-type: none"> UK Defence by training and empowering Afghan women in the ANOA and deploying UK women personnel as staff are subliminally messaging the respect for the equality of women. 	<ul style="list-style-type: none"> Any Chief of Defence Directive will incorporate a gender perspective. PJHQ 'O' Plan and follow on orders will include a gender analysis of the area of operations. This will include ensuring that food and supplies consider the needs of pregnant and lactating women, nappies and sanitary products are considered etc. UK Defence responders will be mixed teams. On the ground if the military is interacting with the local population engagement with women and men will be conducted to understand the concerns of all. 	<ul style="list-style-type: none"> UK trainers to encourage Afghan military to engage with women and men to better understand their concerns and threats. Afghan women military personnel to be taught how to engage with civilian women and to conduct key leader engagement. 	<ul style="list-style-type: none"> UK trainers to advocate for the Afghan military to include and listen to women in the populations where they operate. UK trainers to advocate that Afghan military support, enable and if necessary protect women's organisations. UK trainers to encourage men to speak out on behalf of the human rights of women.



Afghanistan



Burma



Democratic Republic of Congo



Iraq



Libya



Nigeria



Somalia



South Sudan



Syria

Focus Country	Decision Making	Peacekeeping	Gender-Based Violence	Humanitarian Response	Security and Justice	Preventing and countering violent extremism
Democratic Republic of Congo	<ul style="list-style-type: none"> The DRC military will be invited to send women officers to attend military training in the UK. The UN MGPA will work with FARDC to increase opportunities for FARDC women military personnel. 	<ul style="list-style-type: none"> UK Defence will continue to deploy the MONUSCO Military Gender and Child Protection Adviser. UK MGPA will continue to deliver and develop the UN Female Engagement Team capability leading to more UN patrols being mixed and better dialogue with Congolese women. UK Planning Officer will support and integrate UNSCR 1325 into UN operational staff work. UK troops train Malawian peacekeepers serving in DRC on preventing and responding to sexual violence in conflict. 	<ul style="list-style-type: none"> UN MGPA responsible for training UN military component on gender dynamics and preventing sexual violence. 	<ul style="list-style-type: none"> Any Chief of Defence Directive will incorporate a gender perspective. PJHQ 'O' Plan and follow on orders will include a gender analysis of the area of operations. This will include ensuring that food and supplies consider the needs of pregnant and lactating women, nappies and sanitary products are considered etc. UK Defence responders will be mixed teams. On the ground if the military is interacting with the local population engagement with women and men will be conducted to understand the concerns of all. 	<ul style="list-style-type: none"> UN MGPA to encourage the UN Force Commander and senior officers to meet with Congolese Civil society. UN MGPA to work with UN Security Sector Reform staff and encourage FARDC to meet with Civil Society. 	



Afghanistan



Burma



Democratic
Republic of Congo



Iraq



Libya



Nigeria



Somalia



South Sudan



Syria

Focus Country	Decision Making	Peacekeeping	Gender-Based Violence	Humanitarian Response	Security and Justice	Preventing and countering violent extremism
Iraq	<ul style="list-style-type: none"> Iraq military invited to send women officers to attend training in the UK. 		<ul style="list-style-type: none"> Iraqi troops taught WPS mandates and Protection of Civilians from sexual violence. Iraqi officer trained on the UK MGPA course. Use UK mixed training teams to demonstrate the equality of women and men in the UK. Iraqi troops encouraged to implement quick impact projects that will support the health, education and well-being of women and girls. 	<ul style="list-style-type: none"> Any Chief of Defence Directive will incorporate a gender perspective. PJHQ 'O' Plan and follow on orders will include a gender analysis of the area of operations. This will include ensuring that food and supplies consider the needs of pregnant and lactating women, nappies and sanitary products are considered etc. UK Defence responders will be mixed teams. On the ground if the military is interacting with the local population engagement with women and men will be conducted to understand the concerns of all. 	<ul style="list-style-type: none"> Iraqi troops taught to conduct key leader engagement with women's groups. Iraqi military encouraged to recruit women. Iraqi military women employed to engage with women's groups. Iraqi military encouraged to have a military Gender Champion. 	<ul style="list-style-type: none"> Iraqi troops encouraged to liaise with religious leaders and discuss how the treatment of women can be an early warning indicator of extremism. Iraqi military encouraged to support equality between women and men. Iraqi troops taught to recognise early warning indicators of religious fundamentalism, e.g. limited mobility for women; forced early marriages; enforcing the veil, burqa. Women included in discussions on how to prevent and counter violent extremism.



Afghanistan



Burma



Democratic
Republic of Congo



Iraq



Libya



Nigeria



Somalia



South Sudan



Syria

Focus Country	Decision Making	Peacekeeping	Gender-Based Violence	Humanitarian Response	Security and Justice	Preventing and countering violent extremism
<p>Nigeria</p>	<ul style="list-style-type: none"> Nigerian military invited to send women officers to attend training in the UK. 	<ul style="list-style-type: none"> Nigerian troops deploying on UN peacekeeping missions receive training WPS and on preventing and responding to CRSV. 	<ul style="list-style-type: none"> Nigerian troops taught WPS mandates and Protection of Civilians from sexual violence. Use UK mixed training teams to demonstrate the equality of women and men in the UK. Nigerian troops encouraged to implement quick impact projects that will support the health, education and well-being of women and girls. 	<ul style="list-style-type: none"> Any Chief of Defence Directive will incorporate a gender perspective. PJHQ 'O' Plan and follow on orders will include a gender analysis of the area of operations. This will include ensuring that food and supplies consider the needs of pregnant and lactating women, nappies and sanitary products are considered etc UK Defence responders will be mixed teams. On the ground if the military is interacting with the local population engagement with women and men will be conducted to understand the concerns of all. 	<ul style="list-style-type: none"> Nigerian troops taught to conduct key leader engagement with women's groups. Nigerian military encouraged to recruit women. Nigerian military women employed to engage with women's groups. Nigerian military are a member of the WPS CHODs Network and are encouraged to have a military Gender Champion. 	



Afghanistan



Burma



Democratic Republic of Congo



Iraq



Libya



Nigeria



Somalia



South Sudan



Syria

Focus Country	Decision Making	Peacekeeping	Gender-Based Violence	Humanitarian Response	Security and Justice	Preventing and countering violent extremism
Somalia		<ul style="list-style-type: none"> UK training teams prepare AU troops (e.g. Uganda) deployed in Somalia on WPS and preventing and responding to conflict-related sexual violence. UK training teams encourage Ugandan infantry units to deploy with Female Engagement Teams – this will enable better entry points for Ugandan women into the AU Force. 	<ul style="list-style-type: none"> Somali troops taught WPS mandates and Protection of Civilians from sexual violence. Use UK mixed training teams to demonstrate the equality of women and men in the UK. Somali troops encouraged to implement quick impact projects that will support the health, education and well-being of women and girls. 	<ul style="list-style-type: none"> Any Chief of Defence Directive will incorporate a gender perspective. PJHQ ‘O’ Plan and follow on orders will include a gender analysis of the area of operations. This will include ensuring that food and supplies consider the needs of pregnant and lactating women, nappies and sanitary products are considered etc. UK Defence responders will be mixed teams. On the ground if the military is interacting with the local population engagement with women and men will be conducted in order to understand the concerns of all. 	<ul style="list-style-type: none"> Somali troops taught to conduct key leader engagement with women’s groups. Somali military encouraged to recruit women. Somali military women employed to engage with women’s groups. Somali military encouraged to have a military Gender Champion. 	<ul style="list-style-type: none"> Somali troops encouraged to liaise with religious leaders and discuss how the treatment of women can be an early warning indicator of extremism. Somali military encouraged to support equality between women and men. Somali troops taught to recognise early warning indicators of religious fundamentalism, e.g. limited mobility for women; forced early marriages; enforcing the veil, burqa. Women included in discussions on how to prevent and counter violent extremism.



Afghanistan



Burma



Democratic
Republic of Congo



Iraq



Libya



Nigeria



Somalia



South Sudan



Syria

Focus Country	Decision Making	Peacekeeping	Gender-Based Violence	Humanitarian Response	Security and Justice	Preventing and countering violent extremism
South Sudan		<ul style="list-style-type: none"> UK troops deployed to UNMISS undergo training on preventing and responding to conflict-related sexual violence. The UK peacekeeping force includes training Military Gender and Protection Focal Points. In extremis, the UK medical staff can respond to civilians affected by conflict-related sexual violence. 	<ul style="list-style-type: none"> In extremis UK troops to support civilian survivors of CRSV. 	<ul style="list-style-type: none"> Any Chief of Defence Directive will incorporate a gender perspective. PJHQ 'O' Plan and follow on orders will include a gender analysis of the area of operations. This will include ensuring that food and supplies consider the needs of pregnant and lactating women, nappies and sanitary products are considered etc. UK Defence responders will be mixed teams. On the ground if the military is interacting with the local population engagement with women and men will be conducted. 		
Burma	No military presence now in Burma					
Libya	No military present now in Libya					
Syria	No military presence now in Syria					



ANNEX B TO CHAPTER 5

NAP STRATEGIC OUTCOME 7: UK CAPABILITIES

Indicator	Activity	Military Lead
Mainstreaming of gender in National Security Council strategies.	Contributions by UK Defence to the NSC to include a gender and age perspective.	Defence Intelligence Ops Directorate Defence Engagement TOG SO1 WPS PJHQ
Integration of WPS into cross-departmental operational plans and programmes at country level.	Contributions by UK Defence to XGov plans and programmes to include a gender and age perspective.	Defence Intelligence Ops Directorate Defence Engagement TOG SO1 WPS PJHQ
Mainstreaming of gender in military doctrine and training materials, and appointment of military gender advisers.	<ol style="list-style-type: none"> 1. DCDC and all single Service doctrine centres to ensure that a gender and age perspective is integrated within doctrinal publications. This should be based on internal and external gender expertise. 2. Appointment of Military Gender and Protection Advisers in: PJHQ Single Service HQs 4,7,11 and 160 Bde 3. Appointment of Military Gender and Protection Focal Points in each UK Defence Engagement Region. 	<ol style="list-style-type: none"> 1. DCDC to forward documents to SO1 WPS who will share with the MGPA Working Group for comment. 2. COS Ops ACOS Ops 3. Regional Deputy Directors – Main Building.
Integration of gender analysis into conflict analysis and research.	CDS Directives, PJHQ, Div and Bde O Plans include a gender analysis.	Defence Intelligence, J2, SO1 WPS and MGPA Working Group, MGPAs and MGPFs.
Training and capacity building of HMG staff to implement WPS commitments.	Stand-alone courses for MGPAs and MGPFs, Prevention and Protection from CRSV included in military career courses and MATTs.	SO1 WPS

6 Children in Armed Conflict

Legal Standards Relating to Violations Against Children

1. Children are affected by armed conflict in various ways. They are killed and maimed, recruited, or used as soldiers, sexually exploited, abducted, their schools are attacked and their access to humanitarian services can be denied. Protecting children from the effects of armed conflict to the UK is a moral imperative and an essential element to break the cycle of violence.
2. In 1997 the UN General Assembly (UNGA) created the mandate of the Special Representative of the Secretary-General for Children and Armed Conflict (SRSGCAAC). The role of this office is to strengthen the protection of children in war zones, raise awareness, promote the collection of information, and foster international cooperation to improve their protection. The mandate was prompted by a report titled 'Impact of Armed Conflict on Children', which highlighted the disproportionate impact of war on children and identified them as the primary victims of armed conflict. The UK is a signatory to all UNSCRs on Children in Armed Conflict.
3. **UNSCR 1261 (1999)**. Adopted on 30 August 1999, this resolution condemned targeting of children in situations of armed conflict, urged parties to armed conflict to take into consideration protection of children and urged states to facilitate DDR.
4. **UNSCR 1324 (2000)**. Adopted on 11 August 2000, this resolution urged member states to sign and ratify the Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict.
5. **UNSCR 1379 (2001)**. Adopted on 20 November 2001, this resolution requested the Secretary-General to attach to his report a list of parties to armed conflict that recruit or use children.
6. **UNSCR 1460 (2003)**. Adopted on 30 January 2003 CAAC and SEA, this resolution noted the exploitation of children by peacekeepers. This resolution requested specific proposals to ensure more efficient and effective monitoring and reporting.
7. **UNSCR 1539 (2004)**. Adopted on 22 April 2004, this resolution asked for an action plan for a systematic and comprehensive monitoring and reporting mechanism on the abuses of children.
8. **UNSCR 1612 (2005)**. Adopted on 26 July 2005, this resolution set up the Council's Working Group on Children and Armed Conflict and highlighted the link between illicit trafficking in small arms and the use of child soldiers.
9. **UNSCR 1820 (2008)**. CAAC and WPS. Adopted on 19 June 2008, this addressed sexual violence in conflict and post-conflict situations especially against girls and asked the Secretary-General for a report by with information on the systematic use of sexual violence in conflict areas and proposals for strategies to minimise the prevalence of such acts with benchmarks for measuring progress.
10. **UNSCR 1882 (2009)**. Adopted on 4 August 2009, this resolution expanded the criteria for the Secretary-General's 'list of shame' in his reports on children and armed conflict beyond the recruitment of children to include the killing and maiming of children and/or rape and other sexual violence against children.

11. **UNSCR 1998 (2011)**. Adopted on 12 July 2011, this resolution expanded the criteria for listing parties to conflict in the Secretary-General’s report on children and armed conflict to include parties that attack or threaten schools and hospitals.

12. **UNSCR 2068 (2012)**. Adopted on 19 September 2012, expressed deep concern about perpetrators who persisted in committing violations against children and reiterated its readiness to adopt targeted and graduated measures against them. The Council also called on the Working Group to consider a broad range of options for increasing pressure on these persistent perpetrators and asked the Special Representative to brief on the delisting process. The resolution was adopted by a vote of 11 in favour, none against and four abstentions (Azerbaijan, China, Pakistan and Russia).

13. **UNSCR 2143 (2014)**. Adopted in March 2014, this resolution urges parties to armed conflict to respect the civilian character of schools and to protect schools from attacks and use, the mainstreaming of child protection in security sector reforms, child protection training for peacekeepers and military personnel and the need to incorporate child protection provisions in peace agreements.

14. **UNSCR 2225 (2015)**. Adopted on 18 June 2015, this was a resolution which added abductions as an additional violation to trigger inclusion of a party in the annexes of the Secretary-General’s annual report.

15. **UNSCR 2427 (2018)**. Unanimously adopted on 9 July 2018, this was a resolution, that provided a framework for mainstreaming protection, rights, well-being and empowerment of children throughout the conflict cycle, as well as in sustaining peace efforts.

Six Grave Violations Against Children

16. The UN Security Council (UNSC) enumerated Six Grave Violations against CAAC to form the basis of an international protection regime for children in armed conflict. The legal basis for these violations was drawn from international humanitarian law, international human rights law and international criminal law. The six grave violations are designated as ‘triggers’ by the UNSC to list parties to armed conflict in an annual report of the SRSG-CAAC. Documentation on violations is gathered through the UNICEF-led Monitoring and Reporting Mechanism on Grave Violations against children.

17. The UNSC gradually created a strong framework for the SRSG-CAAC, making it the leading UN advocate for the protection and wellbeing of children affected by armed conflict. UNSC enumerated Six Grave Violations against Children in Armed Conflict to form the basis of an international protection regime for children in armed conflict. The legal basis for these violations was drawn from international humanitarian law, international human rights law and international criminal law. The six grave violations are designated as ‘triggers’ by the UNSC to list parties to armed conflict in an annual report of the SRSG-CAAC. Documentation on violations is gathered through the UNICEF-led Monitoring and Reporting Mechanism on Grave Violations against children.

18. The table below links the grave violations to legal documentation forbidding the activity.

VIOLATION	RELEVANT INTERNATIONAL STANDARDS
Recruitment and Use of Child Soldiers	Convention on the Rights of the Child (CRC), Article 38 (1)(2). Optional Protocol to the Convention on the Rights of Child on the involvement of children in armed conflict, Annex I. 1977 Geneva Convention Protocol II, Article (4c, d). African Charter on the Rights and Welfare of the Child, Article 22 (2).

VIOLATION	RELEVANT INTERNATIONAL STANDARDS
	<p>ILO Convention 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, Article 3(a).</p> <p>Rome Statute of the International Criminal Court, Article 8(2)(b)(xxvi), Article 8(2)(e)(vii).</p> <p>UN Security Council Resolution 1261 (2) (13).</p> <p>UN Security Council Resolution 1314 (16f).</p> <p>UN Security Council Resolution 1379 (11b) (16).</p> <p>UN Security Council Resolution 1460 (3)(4)(5)(6) (16a).</p> <p>Example: 'states parties shall ensure that persons who have not attained the age of 18 years are not compulsorily recruited into their armed forces.' <i>Article 2</i></p> <p>Additionally, 18 is set as minimum age for the following circumstances:</p> <p><i>Article 1 - direct participation.</i></p> <p><i>Article 3(3(1) - voluntary recruitment.</i></p> <p><i>Article 4(1) - recruitment and use by non-state armed forces.</i></p>
Killing and Maiming of Children	<p>Convention on the Rights of the Child, Article 6.</p> <p>1949 Geneva Convention IV, Article 3(a).</p> <p>Geneva Conventions, Common Article 311(1)(a).</p> <p>UN Security Council Resolution 1261(2).</p> <p>UN Security Council Resolution 1379.</p> <p>UN Security Council Resolution 1460.</p> <p>Example: 'States Parties recognise that every child has the inherent right to life.' <i>Article 6, Convention on the Rights of the Child.</i></p>
Rape and Other Grave Sexual Violence Against Children	<p>Convention on the Rights of the Child, Article 34.</p> <p>1949 Geneva Convention IV, Article 27.</p> <p>Geneva Conventions Common, Article 3(1)(c).</p> <p>1977 Geneva Convention Protocol I, Article 76 (1), Article 77 (1).</p> <p>1977 Geneva Convention Protocol II, Article 4(2)(e).</p> <p>Rome Statute of the International Criminal Court, Article 7(1)(g), Article 8(2)(b)(xxii), Article 8(2)(e)(vi).</p> <p>UN Security Council Resolution 1261 (2).</p> <p>UN Security Council Resolution 1379 (8c) (11d).</p> <p>UN Security Council Resolution 1460 (10).</p> <p>Example: 'States Parties undertake to protect the child from all forms of sexual exploitation and sexual abuse.' <i>Article 34, Convention on the Rights of the Child.</i></p>
Abduction of Children	<p>Convention on the Rights of the Child, Article 35.</p> <p>African Charter on the Rights and Welfare of the Child, Article 29(a).</p> <p>Rome Statute of the International Criminal Court, Article 7(1)(i), Article 7(2)(i).</p> <p>UN Security Council Resolution 1261 (2).</p> <p>UN Security Council Resolution 1314 (17).</p> <p>UN Security Council Resolution 1379.</p> <p>UN Security Council Resolution 1460.</p> <p>Example: 'States Parties shall take all appropriate national, bilateral and international measures to prevent the abduction of...children for any purpose or in any form.' <i>Article 35, Convention on the Rights of the Child.</i></p>
Denial of Humanitarian	<p>1949 Geneva Convention IV, Article 23.</p>

VIOLATION	RELEVANT INTERNATIONAL STANDARDS
Access for Children	Rome Statute of the International Criminal Court, Article 7(1)(b), Article 7(2)(b), Article 8(2)(b)(xxv). UN Security Council Resolution 1261 (11) (17a). UN Security Council Resolution 1314 (7). UN Security Council Resolution 1379 (5). UN Security Council Resolution 1460. Example: 'The High Contracting Parties must permit the free passage of all consignments of essential foodstuffs, clothing, and tonics intended for children, expectant mothers, or maternity cases.' <i>Article 23, 19 GC IV.</i>
Attacks against schools or hospitals	Convention on the Right of the Child, Article 28 (1). 1977 Geneva Convention Protocol I, Article 52. 1977 Geneva Convention Protocol II, Article 4 (a). Rome Statute of the International Criminal Court, Article 8(2)(b)(ix), Article 8(2)(c)(iv). UN Security Council Resolution 1261 (18). UN Security Council Resolution 1314 (14). UN Security Council Resolution 1379. UN Security Council Resolution 1460. Examples: Access to Education: 'States Parties recognise the right of the child to education.' <i>Article 28(1), Convention on the Right of the Child.</i> Attacks on Schools: 'Civilian objects must not be the object of attacks or reprisals. Civilian objects are all objects which are not military objectives - objects which do not make effective contribution to military action. In the event of doubt, schools are presumed not to be military objects.'

UK Framework on Children in Armed Conflict

19. The UK is the 74th country to endorse the Declaration, joining two-thirds of Council of Europe and three-quarters of European Union members in committing to protect education in armed conflict.

20. The Safe Schools Declaration, a political commitment championed by Argentina and Norway, was first opened for endorsement at the Oslo Conference on Safe Schools in May 2015. By endorsing the Declaration, states agree to take specific steps to reduce the risk of attacks on education, including by using the [Guidelines for Protecting Schools and Universities from Military Use during Armed Conflict](#) as a practical tool to guide their behaviour during military operations.

GUIDELINES FOR PROTECTING SCHOOLS AND UNIVERSITIES FROM MILITARY USE DURING ARMED CONFLICT

Parties to armed conflict are urged not to use schools and universities for any purpose in support of their military effort. While it is acknowledged that certain uses would not be contrary to the law of armed conflict, all parties should endeavour to avoid impinging on students' safety and education, using the following as a guide to responsible practice:

Guideline 1: Functioning schools and universities should not be used by the fighting forces of parties to armed conflict in any way in support of the military effort.

- (a) This principle extends to schools and universities that are temporarily closed outside normal class hours, during weekends and holidays, and during vacation periods.
- (b) Parties to armed conflict should neither use force nor offer incentives to education administrators to evacuate schools and universities in order that they can be made available for use in support of the military effort.

Guideline 2: Schools and universities that have been abandoned or evacuated because of the dangers presented by armed conflict should not be used by the fighting forces of parties to armed conflict for any purpose in support of their military effort, except in extenuating circumstances when they are presented with no viable alternative, and only for as long as no choice is possible between such use of the school or university and another feasible method for obtaining a similar military advantage. Other buildings should be regarded as better options and used in preference to school and university buildings, even if they are not so conveniently placed or configured, except when such buildings are specially protected under International Humanitarian Law (e.g. hospitals), and keeping in mind that parties to armed conflict must always take all feasible precautions to protect all civilian objects from attack.

- (a) Any such use of abandoned or evacuated schools and universities should be for the minimum time necessary.
- (b) Abandoned or evacuated schools and universities that are used by the fighting forces of parties to armed conflict in support of the military effort should remain available to allow educational authorities to re-open them as soon as practicable after fighting forces have withdrawn from them, provided this would not risk endangering the security of students and staff.
- (c) Any traces or indication of militarisation or fortification should be completely removed following the withdrawal of fighting forces, with every effort made to put right as soon as possible any damage caused to the infrastructure of the institution. In particular, all weapons, munitions and unexploded ordnance or remnants of war should be cleared from the site.

Guideline 3: Schools and universities must never be destroyed as a measure intended to deprive the opposing parties to the armed conflict of the ability to use them in the future. Schools and universities—be they in session, closed for the day or for holidays, evacuated or abandoned—are ordinarily civilian objects.

Guideline 4: While the use of a school or university by the fighting forces of parties to armed conflict in support of their military effort may, depending on the circumstances, have the effect of turning it into a military objective subject to attack, parties to armed conflict should consider all feasible alternative measures before attacking them, including, unless circumstances do not permit, warning the enemy in advance that an attack will be forthcoming unless it ceases its use.

- (a) Prior to any attack on a school that has become a military objective, the parties to armed conflict should take into consideration the fact that children are entitled to special respect and protection. An additional important consideration is the potential long-term negative effect on a community's access to education posed by damage to or the destruction of a school.
- (b) The use of a school or university by the fighting forces of one party to a conflict in support of the military effort should not serve as justification for an opposing party that captures it to continue to use it in support of the military effort. As soon as feasible, any evidence or indication of militarisation or fortification should be removed and the facility returned to civilian authorities for the purpose of its educational function.

Guideline 5: The fighting forces of parties to armed conflict should not be employed to provide security for schools and universities, except when alternative means of providing essential security are not available. If possible, appropriately trained civilian personnel should be used to provide security for schools and universities. If necessary, consideration should also be given to evacuating children, students and staff to a safer location.

- (a) If fighting forces are engaged in security tasks related to schools and universities, their presence within the grounds or buildings should be avoided if at all possible in order to avoid compromising the establishment's civilian status and disrupting the learning environment.

Guideline 6: All parties to armed conflict should, as far as possible and as appropriate, incorporate these Guidelines into, for example, their doctrine, military manuals, rules of engagement, operational orders, and other means of dissemination, to encourage appropriate practice throughout the chain of command. Parties to armed conflict should determine the most appropriate method of doing this.

21. In addition to disrupting education, military use of educational institutions can turn them into targets for attack by opposing forces, and can put students at risk of death, severe injury, child recruitment, sexual exploitation and psychological harm. Girls and women may be disproportionately impacted: girls and women were targets of attacks on education because of their gender, including through sexual violence, in at least 18 countries worldwide during 2013-2017.

Military Response

22. The military can contribute to the UNSCRs on CAAC and the conventions on being a child by:

- a. monitoring and reporting on the six grave violations within the area of operations.
- b. developing hot spots and mapping of the six grave violations.
- c. training personnel to know how to respond to girls and boys affected by armed conflict.
- d. mapping and liaising with International and Non-Governmental Organisations involved with the protection of children. This will ensure the ability to refer or hand children over to subject matter experts.

7 Modern Day Slavery and Human Trafficking International and Regional Framework

Human Trafficking

1. There is a growing body of evidence demonstrating that humanitarian crises, such as armed conflicts, natural disasters, and protracted unrest, can lead to an increase in trafficking in persons. Humanitarian crises not only intensify existing trends of trafficking in persons, but they can also lead to new forms of trafficking. Trafficking in persons can occur both in crisis-affected areas and out of crisis-affected areas. For example, people may be trafficked as combatants, in order to finance armed conflict, to provide sexual services, for forced labour, for forced marriage and, in some cases, to reinforce the enslavement of ethnic minorities. Largescale internal and cross-border movements caused by crises also create vulnerable populations that can become victims of trafficking.

2. A number of factors make people more vulnerable to trafficking in crisis situations, including: widespread human, material and economic losses caused by crises; hampered ability of families and communities to provide for their basic needs; limited options to seek domestic or international protection safely and regularly; negative coping mechanisms adopted by those affected by the crisis; erosion of the rule of law; and the breakdown of social safety nets and other social protection systems. In a crisis, criminal networks often capitalise on the erosion of the rule of law and the breakdown of State institutions. A general culture of criminality with impunity, abuse, and corruption can set in, which facilitates trafficking in persons.

3. Internally displaced persons, refugees, asylum seekers, and migrants may be approached in transit locations or in planned or spontaneous displacement settings. In official and informal camps, and other residential areas where displaced people are concentrated, criminals with access to such sites may offer bogus employment or education opportunities or pose as relatives and caregivers.

Gender Dynamic in Human Trafficking

4. The United Nations Office on Drugs and Crime estimates that 71 per cent of detected trafficked persons are women and girls, as are 96 per cent of all detected individuals trafficked for the purposes of sexual exploitation. In December 2008, the United Nations General Assembly adopted Resolution 63/156 on Trafficking in Women and Girls, which recognises that crises can exacerbate vulnerabilities to trafficking in persons. In December 2016, the UN Security Council unanimously adopted UNSCR 2331 (2016), which condemns trafficking in persons in areas affected by armed conflicts and urges States to take multiple actions in this regard.

The Palermo Protocol

5. The Palermo Protocol (ratified by the UK in February 2006) seeks to prevent, suppress and punish trafficking in persons, especially of women and children. Article 3 of the Palermo Protocol defines trafficking as:

‘the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the

abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.'

6. The Protocol breaks human trafficking in persons into three constituent elements:
 - a. **The Act (what is done).** Recruitment, transportation, transfer, harbouring or receipt of persons.
 - b. **The Means (how it is done).** Threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability, or giving payments or benefits to a person in control of the victim.
 - c. **The Purpose (why it is done).** For the purpose of exploitation, which includes exploiting the prostitution of others, sexual exploitation, forced labour, slavery or similar practices and the removal of organs.

Modern Day Slavery

7. Modern Slavery is the term used within the UK and is defined within the Modern Slavery Act 2015. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking. Modern Slavery crimes include holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after. Although human trafficking often involves an international cross-border element, it is also possible to be a victim of modern slavery within your own country. It is possible to be a victim even if consent has been given to be moved. Children cannot give consent to being exploited therefore the element of coercion or deception does not need to be present to prove an offence.

8. The UK Modern Slavery Human Trafficking Unit (MSHTU) plays a central role in leading the UK National Crime Agency's fight against serious and organised crime. There are several broad categories of exploitation linked to human trafficking, including:

- a. sexual exploitation.
- b. forced labour.
- c. domestic servitude.
- d. organ harvesting.
- e. child-related crimes such as child sexual exploitation, forced begging, illegal drug cultivation, organised theft, related benefit frauds etc.
- f. forced marriage and illegal adoption (if other constituent elements are present).

9. Human smuggling, a related but different crime, generally involves the consent of the person(s) being smuggled. These people often pay large sums of money to be smuggled across international borders. Once in the country of their final destination, they are generally

left to their own devices. Smuggling becomes trafficking when the element of force or coercion is introduced.

10. It is important to ensure that anti-trafficking responses are systematically included in military planning and execution of operations. In particular, anti-trafficking responses should be:

a. protective, by targeting crisis-affected individuals who are in a particularly vulnerable situation as well as those who have already been trafficked, and ensuring a survivor-centred and gender-sensitive approach.

b. proactive, by starting from the outset of a crisis, even if cases of trafficking have not yet been reported or confirmed.

c. preventive, by identifying and responding to actual or potential risk and protective factors.

d. collaborative, by bringing together the strengths, capacities, and mandates of development and humanitarian actors from different sectors as well as national actors, including law enforcement authorities.

11. Military, humanitarian and development actors should improve collaboration and coordination, and national and international humanitarian actors should be trained to better respond to the needs of trafficked victims and other crisis-affected populations.

12. It is also important to enhance the knowledge base of human trafficking. In particular, collecting data, monitoring, and analysing trafficking in the context of crises, including protective and risk factors, as these can support stronger responses. Existing anti-trafficking prevention and protection models and related policies and guidance, such as referral mechanisms and indicators for the identification of trafficked people, can be adapted to and used in conflict and post conflict setting.

13. Human Trafficking occurs in fragile states and post-conflict situations, particularly when there is widespread poverty and limited rule of law. Hence the military may be operating in a source country or a transit country for human traffickers. Military forces directly tasked with broader stabilisation responsibilities should be aware of the possibility of human trafficking and the supporting criminal networks and address these issues. This is an area where it is important for military forces to create the space in which the police and other Rule of Law organisations can operate.

14. At the operational and tactical level, the military should be aware of agencies in the area who lead on responding to incidents and victims of human trafficking. This will enable the military to know who they can hand victims and perpetrators of human trafficking to.

15. In summary military personnel should know how to recognise and respond to victims of trafficking and who to report them to.

16. This link <https://www.state.gov/j/tip/rls/tiprpt/2018/> provides an update on where MSHT has taken place in 2018.

8 Integrating UNSCRs into UK Defence Training

WPS Training and Doctrine Working Group

1. A WPS Training and Doctrine Working Group (WPS TDWG) will be established and consist of:
 - a. SO1 and SO2 WPS.
 - b. Defence Academy staff.
 - c. DCDC Human Security Focal Point.
 - d. Subject matter experts returning from operations.
 - e. PJHQ Human Security Adviser.
 - f. Staff officers filling a Human Security Adviser post or double-hatted post from each single Service.
 - g. Defence Medical lead on WPS and CAAC.
 - h. Military Police leads on WPS, CAAC and MSHT.
 - i. 77 Bde Human Security Adviser (noting that 77X currently has no CAAC and POC expertise).
 - j. Single Service Training Organisations.
2. New doctrine publications are to be sent to the WPS TDWG to ensure a gender perspective is integrated into the document. Courses on WPS, CAAC, MSHT or POC are to be delivered in consultation with the WPS TDWG in order to share best practice. Presentations are to be reviewed annually by the WPS TDWG.
3. Personnel who have attended a UK Military Gender and Protection course or the Nordic Centre for Gender in Military Operations will be registered on JPA.

Stand-Alone Courses

4. The WPS TRA will in collaboration with Defence Academy facilitate the following residential courses:
 - a. UK Military Gender and Protection Advisers (MG&P) course. A two-week course with a two-day pre-reading and Advance Distributed Learning (ADL) course (Officers and Warrant Officers who will deploy or be employed in a fixed role either dedicated or double-hatted to a post working in human security) International officers may attend this course.
 - b. UK Military Gender and Protection Advisers International Course. A two-week course with a two-day pre-reading and Advance Distributed Learning (ADL) course (Officers and Warrant Officers). This course is for international officers, but some places will be allocated for UK military personnel.

c. 3 day Train the Trainer course for Educators, pre-deployment training staff and personnel involved in delivering training sessions on Human Security.

5. Human Security Focal Points at the tactical level will receive training blistered on to courses already running for Senior Non-Commissioned personnel – eg Brecon SNCO course. MOD WPS team and single Service Human Security Advisers will deliver this training in conjunction with single Service Individual and Training units.

Course Content

6. The courses listed will include an introduction to UNSCRs and their application within a military planning HQ. The following will be covered:

- a. UNSCRs on WPS, CAAC, MSHT and POC.
- b. the UK approach to WPS, CAAC, MSHT and POC.
- c. introduction to international and national organisations working on WPS, CAAC, MSHT and POC.
- d. integrating UNSCRs on x-cutting areas into operational staff work.

Integrating Human Security into the Core Curriculum

7. Single Services through the WPS Training and Doctrine Working Group are directed to integrate WPS, CAAC, MSHT and POC training into career courses for officers and non-commissioned personnel and all pre-deployment training. The following courses are to include a presentation on human security:

- a. Commander's Designate course.
- b. Career Leadership and Management Courses.
- c. All pre-deployment training delivered by MTMC is to include a brief on the WPS, CAAC, MSHT and POC. Personnel are at minimum be aware of the importance of including women in civil-military dialogue and to know how to respond to survivors of conflict related sexual violence, child soldiers, trafficked persons and refugees.
- d. Short Term Training Teams (STTTs) are to ensure that international militaries receive the WPS and CAAC training sessions as a minimum and integrate human security in to exercise scenarios in addition to the class room presentation.

8. Single Services through the WPS Training and Doctrine Working Group are to integrate WPS, CAAC, MSHT and POC training in to the following courses:

TIER ONE COURSES WPS INTEGRATION	COURSE PROVIDER	WPS AND CAAC TRAINING	LOCATION
Royal College of Defence Studies	RCDS	1 x 45 min presentation, mainstreamed across other presentations.	RCDS
Advanced Command & Staff Course (ACSC)		2 x 45 min presentations, mainstreamed across other presentations and exercise scenarios. Choice of elective and dissertation on WPS.	DEFAC

TIER ONE COURSES WPS INTEGRATION	COURSE PROVIDER	WPS AND CAAC TRAINING	LOCATION
Higher Command & Staff Course		1 x 45 min presentation, mainstreamed across other presentations.	DEFAC
ICSC (N) ICSC (L) ICSC (A) /IODD		2 x 45 min presentations, mainstreamed across other presentations and exercise scenarios. Choice of elective and dissertation on WPS.	DEFAC
Initial Naval Training (Officers) Course (INT(O))	IDT(RN)	1 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	BRNC Dartmouth
RMA Sandhurst Initial Officer Training (RMAS)	IDT(A)	2 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	RMA Sandhurst
RAF Cranwell Initial Officer Training (IOT)	IDT (RAF)	1 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	RAF Cranwell
Royal Marines Young Officers Course (RMYOC)	IDT (RN)	1 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	BRNC Dartmouth
International Intelligence Directors Course (IIDC)	IDT(A)	2 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	DISC Chicksands
Battle Group Commander's Course	IDT(A)	1 x 45 min presentation, mainstreamed across other presentations and included in the exercise scenarios.	LWS, Warminster
Brigade Commander's Programme	IDT (A)	1 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	LWS, Warminster
Combined Arms Tactics Course	IDT(A)	1 x 45 min presentation, mainstreamed across other presentations and exercise scenarios.	LWS, Warminster
International Intelligence Analysis Training Course	IDT(RN)	1 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	DISC Chicksands
International Joint Operations Planning Course	IDT(RN)	2 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	PJHQ
Junior Officers' Tactical Awareness course	IDT (A)	1 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	RAF Cranwell
Platoon Battle Commander Course	IDT (A)	1 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	InfBS Brecon
Platoon Sergeants Battle Course	IDT(A)	1 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	InfBS Brecon

TIER ONE COURSES WPS INTEGRATION	COURSE PROVIDER	WPS AND CAAC TRAINING	LOCATION
Stabilisation and Peace Support to Operations Course	IDT(A)	2 x 45 min presentations, mainstreamed across other presentations and exercise scenarios.	IDT(A) TT Warminster
Career and Leadership Management	IDT(A)	7 x slides and 20-minute presentation.	IDT(A) Warminster
Captains Warfare Course	IDT(A)	1 x40 minute presentation and threaded into exercise scenarios.	IDT(A) Warminster
MST	LWC	1x 50-minute presentation and included in scenario training.	Chilwell and Folkestone