



HM Government

# UK National Action Plan on Women, Peace and Security 2018–2022:

## Guidance Note – Implementing Strategic Outcome 2: Peacekeeping



Photo 1: British peacekeeper in Cyprus



Photo 2: British peacekeeper in South Sudan



Photo 3: UN Security Council visit to Colombia, co-led by the governments of Peru and the UK



Photo 4: UK funds Syrian advocate for refugee youth to address the UN Security Council on the situation in Syria

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## About this guidance note

This is one of a series of guidance notes being produced on each of the Strategic Outcomes of the **UK National Action Plan on Women, Peace and Security 2018–2022** to support implementation of policy and programme interventions in each area:

1. Decision-making
- 2. Peacekeeping**
3. Gender-based violence
4. Humanitarian response
5. Security and justice
6. Preventing and countering violent extremism
7. UK capabilities

Suggested citation: *UK National Action Plan on Women, Peace and Security 2018–2022 – Implementing Strategic Outcome 2: Peacekeeping.*

## Acknowledgements

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The note was informed and reviewed by a UK government, cross-departmental group of experts, including from the Human Security Policy Team in the Ministry of Defence (MOD), the Gender Equality Unit in the Multilateral Policy Directorate in the Foreign, Commonwealth and Development Office (FCDO), the United Nations (UN) Peacekeeping Joint Unit of the FCDO and MOD, the Humanitarian, Security and Migration Division of the former Department for International Development (DFID), now part of the FCDO, the UK Mission to the UN in New York, the UK Mission to the European Union (EU) and the UK Joint Delegation to the North Atlantic Treaty Organization (NATO).

Thanks is also due to the following external organisations for their expert inputs and insights including: Elizabeth Cafferty, Njoki Kinyanjui, Geeta Kuttiparambil and Lausanne Nsengimana Ingabire from the UN Department of Peace Operations (DPO), Lone Jessen from the UN Department of Political and Peacebuilding Affairs (DPPA), Pablo Castillo Diaz, Liani Kennealy, Deborah Warren-Smith and Harriette Williams Bright from UN Women, Clare Hutchinson from NATO, Valentina Mirabolano from Keeping Children Safe (KCS), as well as the following members of GAPS UK: Lesley Abela, Hannah Bond, Barbara Cleary, Juliet Colman, Natasha Lewis, Amal Sabrie, Eva Tabbasam and Sabrina White.

# Executive Summary

## Why it matters

**It's the smart thing to do.** Peace operations that are gender-sensitive are **more likely to be effective and achieve their mandates**. For example, military patrols that gather information from communities in a gender-sensitive manner are more likely to gain the trust of both women and men in the community and be able to identify protection threats against civilians.

**To avoid doing harm.** Conflict and instability amplify pre-existing gender inequalities and discrimination and affect women, men, girls and boys differently, resulting in women and men having different needs and priorities. **If gender differences, contextual and other factors** (including sexual orientation, age, religion, ethnicity, (dis)ability) **are ignored, peace operations may do harm** by reinforcing gender inequality and discrimination.

**It's required.** Regardless of size and mandate, **all United Nations (UN) peace operations are required by the UN Security Council to implement the Women, Peace and Security (WPS) agenda.**

## Strategic Outcome 2: Peacekeeping

Strategic Outcome 2: Peacekeeping commits the UK government to ensure that: "A gender perspective is consistently applied in the setting and implementation of international standards and mandates for peace operations". The UK implements this by:

- supporting the setting and implementation of gender-sensitive mandates for UN peace operations
- increasing the representation of women in UN peace operations
- combating sexual misconduct by UN peace operations personnel and supporting survivors to recover and pursue justice

This guidance focuses on UN peace operations. However, many of the principles are equally applicable to the UK's engagement with other types of peace support operations, such as those led by the North Atlantic Treaty Organization (NATO), Organization for Security and Co-operation in Europe (OSCE), European Union (EU) and African Union (AU).

## Quick-read guide 1 (negotiating, funding and monitoring gender-sensitive mandates)

- In the UN Security Council, do **negotiate for existing language on WPS to be protected or strengthened** in mandates for UN peace operations, **and for new language on WPS to be added to address specific gender equality issues facing the country** (for example, lack of women's political participation in a peace process)
- In the Fifth Committee of the UN General Assembly, do **negotiate for adequate funding to implement the mandate in a gender-sensitive manner and prevent and address sexual misconduct by UN peace operations personnel**
- When monitoring the work of UN peace operations, do **request that content on the WPS agenda be included in briefings to the UN Security Council and visits to UN peace operations** by the Security Council or UK government, **and invite women's rights organisations and activists to informally brief the Security Council** on their assessment of the situation and/or on how the peace operation is implementing the WPS agenda

## Quick-read guide 2 (UK military deployments and training support to troop- and police-contributing countries (TCCs/PCCs))

The UK military implements the WPS agenda when engaging with UN peace operations by:

- **leading by example and integrating the WPS agenda into its own deployments** of military contingents to UN peace operations, **deploying mixed engagement teams** to better understand threats to the local population, **meeting the UN gender parity targets for uniformed personnel**, and **abiding by UN standards of conduct that prohibit sexual exploitation and abuse** of the local population and **sexual harassment** in the workplace
- **providing training support to other TCCs and PCCs to conduct military activity in UN peace operations in a gender-sensitive manner**, and **advocating with other TCCs and PCCs to increase the numbers of women that they deploy** and join the **Elsie Initiative for Women in Peace Operations**, aimed at getting more women meaningfully deployed into military and police roles in UN peace operations

## Quick-read guide 3 (gender-sensitive mandate implementation)

The UK promotes gender-sensitive mandate implementation in a range of ways, including by:

- **leading by example**, meaning that, when deployed on UN peace operations, **UK civilian and uniformed personnel are expected to perform their roles in a gender-sensitive manner and abide by UN standards of conduct that prohibit sexual exploitation and abuse and sexual harassment**
- **deploying UK gender experts to help mainstream gender considerations into headquarter policies and procedures for UN peace operations, as well as into the implementation of mandates on the ground**
- **addressing WPS issues with senior leadership in the UN peace operation and the host government, with TCCs/PCCs and with civil society organisations, especially women's rights organisations/defenders**, during routine diplomatic and defence engagement
- ensuring that **UK development and other programming in a country hosting a UN peace operation complements and/or supports the UN peace operation's programme of work on WPS**

## Further resources

### UK government:

Ministry of Defence (2019). *JSP 1325: Human Security in Military Operations*

### UN:

[UN peacekeeping website on WPS](#)

[DPPA website on WPS](#)

Department of Peace Operations (2020). *Gender Equality and Women, Peace and Security: Resource Package*

### NGOs:

[NGO Working Group on Women, Peace and Security Beyond Consultations Toolkit](#)

## Acronyms

AMISOM	African Union Mission in Somalia
AU	African Union
CPX	Command Post Exercise
CRSV	conflict-related sexual violence
CSDP	Common Security and Defence Policy
DFID	Department for International Development
DPO	United Nations Department of Peace Operations
DPPA	United Nations Department of Political and Peacebuilding Affairs
DRC	Democratic Republic of the Congo
EU	European Union
FCDO	Foreign, Commonwealth and Development Office
GBV	gender-based violence
LGBTI	lesbian gay bisexual transgender and intersex
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MOD	Ministry of Defence
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
MRX	Mission Rehearsal Exercise
NAP	National Action Plan
NATO	North Atlantic Treaty Organization
NIO	national investigations officer
OSCE	Organization for Security and Co-operation in Europe
PCC	police-contributing country
SEA	sexual exploitation and abuse
SH	sexual harassment
TCC	troop-contributing country
UN	United Nations
UNAMI	United Nations Assistance Mission for Iraq
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNMISS	United Nations Mission in South Sudan
UNSOS	United Nations Support Office in Somalia
WPS	Women, Peace and Security

## Introduction



### **Strategic Outcome 2: Peacekeeping**

A gender perspective is consistently applied in the setting and implementation of international standards and mandates for peace operations.

**Purpose and scope.** The **UK National Action Plan (NAP) on Women, Peace and Security (WPS) 2018–2022** is the UK government's five-year strategy for integrating a gender perspective into its work to build security and stability overseas, describing how it will protect the human rights of women and girls, and promote their meaningful participation in conflict prevention and resolution. Strategic Outcome 2 of the NAP commits the government to ensure that “a gender perspective is consistently applied in the setting and implementation of international standards and mandates for peace operations”. This note provides practical guidance on how to implement this commitment.

This guidance focuses on the UK's engagement with United Nations (UN) peace operations. However, many of the principles in the guidance note can be applied to the UK's engagement with other types of peace support operations. These include, for example: North Atlantic Treaty Organization (NATO) missions and operations, such as the NATO-led **Resolute Support Mission** in Afghanistan; Organization for Security and Co-operation in Europe (OSCE) missions, such as the **Special Monitoring Mission** to Ukraine; European Union (EU) **Common Security and Defence Policy (CSDP) military and civilian missions**, such as the **EU Training Mission in Mali (EUTM)**; and African Union (AU) peace support operations, such as **AMISOM** (the African Union Mission in Somalia).

This guidance should be read alongside the other NAP Strategic Outcome guidance notes to ensure that best practices on women's political participation, combating gender-based violence and other key issues are incorporated into the UK government's engagement with peace support operations.

**Target audience.** This guidance note is for all UK government officials engaging with UN peace operations, either in London or in British embassies, high commissions and country offices overseas. It is particularly relevant to Foreign, Commonwealth and Development Office (FCDO) and Ministry of Defence (MOD) personnel.

## Section 1. Gender equality and peace operations basics

### **Why does gender equality and the WPS agenda matter for peace operations?**

**It's the smart thing to do.** Peace operations that are gender-sensitive are more likely to be effective and achieve their mandates. For example, military patrols that gather information from communities in a gender-sensitive manner are more likely to gain the trust of both women and men in the community and be able to identify protection threats against civilians. Peace operations that promote women's political participation are more likely to succeed in building lasting peace. Indeed, in peace processes where women were able to exert influence, it was found that peace agreements were more likely to be reached and implemented.<sup>1</sup>

**To avoid doing harm.** Conflict and instability affect women, men, girls and boys differently, and amplify pre-existing gender inequalities and discrimination. This results in women and men having different needs and priorities, which need to be taken into account when building peace and stability. Women and men are not homogenous groups: in conflict, women/girls and men/boys will be affected differently depending on other aspects of identity (for example, sexual orientation, age, religion, ethnicity, (dis)ability), as well as socio-economic status. If gender differences, contextual and other factors are ignored, peace operations may do harm by reinforcing gender inequality and discrimination. For example, a peace operation with a mandate to support a political transition may further marginalise certain groups (for example, indigenous women) if no specific measures are taken to include them in a meaningful way.

**It's required.** Regardless of size and mandate, all UN peace operations are required by the UN Security Council to implement the WPS agenda (see **Box 1**).

### **What do UN peace operations need to do on WPS?**

The UK engages with a wide range of UN peace operations in the NAP's nine focus countries,<sup>2</sup> as well as outside the NAP focus countries (for example, the United Nations Multidimensional Integrated Stabilization Mission in Mali (**MINUSMA**)). UN peace operations in the NAP focus countries range from conflict prevention, peacemaking and post-conflict peacebuilding through UN special political missions in Afghanistan, Iraq and Libya, and through a UN special envoy in Syria, to UN peacekeeping operations in the Democratic Republic of the Congo (DRC) and South Sudan. In the NAP focus countries, the UK also engages with peace support operations led by NATO and the AU (for example, the NATO-led **Resolute Support Mission** in Afghanistan and **AMISOM** in Somalia).

Depending on the breadth of its mandate, a UN peace operation will be required to implement some or all aspects of the WPS agenda. For example, a UN peacekeeping operation with a broad mandate, such as the United Nations Mission in South Sudan (**UNMISS**), will be required to work across all four pillars of the WPS agenda, including on preventing and protecting women and girls from sexual violence, promoting women's political participation, and supporting relief and recovery through "creating the conditions conducive to the delivery of humanitarian assistance" to women and girls.<sup>3</sup>

#### **Box 1. What is the WPS agenda?**

The four main pillars of the Women, Peace and Security (WPS) agenda are: 'prevention', 'participation', 'protection' and 'relief and recovery'. These are described in more detail in the UK National Action Plan on Women, Peace and Security 2018–2022. The WPS agenda derives its mandate from UN **Security Council resolution 1325 (2000)** and its nine subsequent resolutions (**1820, 1888, 1889, 1960, 2106, 2122, 2242, 2467, 2493**). **Security Council resolution 1325 (2000)** was the first resolution that recognised the disproportionate and unique impact of armed conflict on women and girls, acknowledged the contributions women and girls make to conflict prevention, peacekeeping, conflict resolution and peacebuilding, and highlighted the importance of women and girls having equal and full participation, as active agents in peace and security.<sup>4</sup>

### **How does the UK implement the WPS agenda when it engages with UN peace operations?**

Internationally, the UK is a leading voice on the WPS agenda and is the '**penholder**' on Women, Peace and Security in the UN Security Council, taking the lead in negotiating and drafting resolutions on this theme (see **Box 1**). The UK has also signed up to the Action for Peacekeeping **Declaration of Shared Commitments on UN Peacekeeping Operations**, which includes a commitment to implement the WPS agenda and support the UN zero-tolerance policy on sexual exploitation and abuse (SEA), with a victim-centred approach. To ensure that it has a credible voice on the WPS agenda internationally, the UK is also committed to leading by example and implementing the WPS agenda throughout its diplomatic, defence, development and other engagements on peace operations, including in its own military deployments to UN peace operations.



There are three key ways that the UK seeks to implement the WPS agenda when it engages with UN peace operations. These are by:

- i. supporting the setting and implementation of gender-sensitive mandates for UN peace operations
- ii. **increasing the representation of women in UN peace operations**<sup>5</sup>
- iii. combating sexual misconduct by UN peace operations personnel, and supporting survivors to recover and pursue justice

### **Supporting the setting and implementation of gender-sensitive mandates for UN peace operations**

This means that the UK aims to ensure that: **mandates** negotiated for UN peace operations in the UN Security Council are gender-sensitive, and peace operations are given adequate **resources** in the Fifth Committee of the UN General Assembly to implement mandates in a gender-sensitive way; **UK training offered to troop- and police-contributing countries (TCCs/PCCs)** is gender-sensitive; and UN peace operations are supported to integrate gender considerations into the implementation of their mandates.

### **Increasing the representation of women in UN peace operations**<sup>6</sup>

More women are needed in UN peace operations as a matter of principle and for reasons of operational effectiveness. In 2018, the UN issued gender parity targets for TCCs/PCCs and the UN Secretariat to achieve to increase women's representation in peace operations. **The UK has committed itself to meeting UN gender parity targets.**<sup>7</sup> Indeed, in May 2019, the former Defence Secretary Penny Mordaunt committed the UK government to: “ensure that enough UK women are deployed to the UN peacekeeping operation in Cyprus to enable mixed-gender patrols and commit to a minimum of 6% of personnel being women who are available for patrols”; “conduct an MOD study to identify barriers to women joining peacekeeping operations and to taking action on the results of the study”; and “reaffirm the commitment that women make up at least 15% of UK personnel on UN peacekeeping missions by 2028”.<sup>8</sup>

In addition to its own domestic efforts to meet the UN gender parity targets, the UK also supports other TCCs/PCCs, as well as the UN Secretariat, to meet the targets. For example, over the past two years, the UK has contributed funding to the Canadian-led **Elsie Initiative for Women in Peace Operations**, aimed at overcoming barriers and increasing the proportion of women meaningfully deployed in UN peace operations in both military and police roles.<sup>9</sup> The UK is also a member of the Elsie Initiative **Contact Group**, a group of like-minded donors providing practical support to the initiative. As of June 2020, the UK government is also the largest donor to the UN Secretariat's flagship gender parity projects aimed at getting more women at senior levels into UN peacekeeping operations and special political missions: the **Global Call** and the **Senior Women Talent Pipeline**.<sup>10</sup>

### **Combating sexual misconduct by UN peace operations personnel and supporting survivors to recover and pursue justice**

The UK promotes efforts by the UN, other multilateral organisations and the aid sector to: put in place clear standards of conduct prohibiting SEA of the population and sexual harassment (SH) in the workplace; enforce those standards when they are breached; and support survivors to recover and pursue justice. For example, in 2020–21, the UK continued to fund the **UN Victims' Rights Advocate** to help co-ordinate the UN's support to survivors of SEA, including by peace operations personnel. The UK also funded the development of UN peacekeeping's **Sexual Exploitation and Abuse Risk Management Toolkit**, which provides UN peace operations with practical tools for assessing and managing the risk of their personnel engaging in SEA. More recently, the UK supported the development and dissemination of a UN **Code of Conduct on Harassment, including Sexual Harassment, at UN System Events**, which also applies to UN peace operations. **Box 2** contains a summary of how other multilateral organisations implement the WPS agenda in their peace operations.

## **Box 2. How do other multilateral organisations implement the WPS agenda in their peace operations?**

**North Atlantic Treaty Organization (NATO).** NATO aims to address gender inequality and integrate the Women, Peace and Security (WPS) agenda through the alliance’s core tasks of collective defence, crisis management and co-operative security. NATO’s approach to WPS is described in the **2018 NATO/EAPC Women, Peace and Security Policy and Action Plan**, and consists of supporting the advancement of gender equality through the principles of integration, inclusiveness and integrity.<sup>11</sup> In 2019, NATO issued a **Policy on Preventing and Responding to Sexual Exploitation and Abuse** by its personnel. In 2020, NATO is developing an action plan to implement the new policy, with support from staff provided by the UK.<sup>12</sup> NATO also has a **military directive** in place on how to implement UN Security Council resolution 1325 (2000) through its military operations.

**Organization for Security and Co-operation in Europe (OSCE).** The OSCE is committed to mainstreaming gender considerations into the OSCE’s three dimensions (the politico-military, economic and environmental, and human dimensions), as well as into its internal management policies, recruitment and staff development.<sup>13</sup> These commitments include “highlighting and promoting the role of women in conflict prevention and peace reconstruction processes”.<sup>14</sup> As of 2020, the OSCE is also developing guidance on the prevention of SEA by its personnel and updating its **2004 Action Plan for the Promotion of Gender Equality**.

**European Union (EU).** The UK was one of the strongest supporters of the WPS agenda while in the EU and regularly ensured that WPS priorities were reflected in mandates for Common Security and Defence Policy (CSDP) missions and operations. Although the UK has left the EU, it continues to support the 17 EU CSDP missions and operations across Europe, Africa and the Middle East until the end of 2020 through budget contributions as well as personnel. The **EU Action Plan on Women, Peace and Security 2019–2024** describes the EU’s approach to gender equality and gender mainstreaming, which also applies to its CSDP missions and operations. The **EU’s Civilian CSDP Compact** commits EU member states to strengthen civilian CSDP missions, including through gender mainstreaming, and to increase the representation of women on its missions.

**African Union (AU).** The AU has a **10-year Strategy for Gender Equality & Women’s Empowerment** and a **Policy on Prevention and Response to Sexual Exploitation and Abuse for Peace Support Operations**. In 2019, the UK continued to support work to integrate gender sensitivity into AU peace support doctrine and AU Commission standards.<sup>15</sup> The UK also supports the Friends of FemWise group: a group of donors actively supporting the AU Commission’s work to promote greater female mediation efforts.<sup>16</sup> The AU Commission has a **Special Envoy on Women, Peace and Security** who spearheads work on the WPS agenda, including in AU peace support operations.

## **How do UN peace operations implement the WPS agenda?**

UN peace operations have a well-developed body of guidance on how to mainstream gender considerations into everything they do, from conflict analysis, planning and mandate implementation, to reporting and monitoring the mission’s performance. All peace operations also have action plans describing how they will mainstream gender considerations into mandate implementation. Key UN policies and guidelines on gender equality in peace operations are listed under **Useful resources in Section 3**.

In addition, all UN peace operations have action plans to prevent SEA by their personnel (for example, through awareness raising and training), to enforce the UN standards of conduct on SEA when it occurs (for example, by investigating allegations) and to support survivors and children born as a result of SEA. Since the #MeToo movement, UN peace operations are also placing greater emphasis on combating SH in the workplace.

## Section 2. Quick-read guides on implementing the UK’s WPS commitment on peacekeeping



Photo 5: British peacekeepers in South Sudan (Crown copyright 2019)

### **Quick-read guide 1: Negotiating, funding and monitoring gender-sensitive mandates for UN peace operations**

This quick-read guide provides guidance to UK government officials on implementing the Women, Peace and Security (WPS) agenda when **negotiating mandates** for United Nations (UN) peace operations in the UN Security Council, **funding** UN peace operations and **monitoring** the work of the peace operations through the UN Security Council and on the ground. **Box 3** contains the key messages from this quick-read guide.

#### **Box 3. Key messages on negotiating, funding and monitoring gender-sensitive mandates for UN peace operations**

- In the UN Security Council, **do negotiate for existing language on WPS to be protected or strengthened** in mandates for UN peace operations, and **for new language on WPS to be added to address specific gender equality issues facing the country** (for example, lack of women’s political participation in a peace process).
- In the Fifth Committee of the UN General Assembly, **do negotiate for adequate funding to implement the mandate in a gender-sensitive manner and prevent and address sexual misconduct by UN personnel**. For example, this could be funding for gender units and resources to implement gender-specific tasks mentioned in the mandate, as well as funding for the work of conduct and discipline units. **When required, provide additional voluntary funding to support these efforts, as well as to support survivors of sexual exploitation and abuse (SEA) to recover and pursue justice.**
- When monitoring the work of UN peace operations, **do request that content on the WPS agenda be included in briefings to the UN Security Council and visits to UN peace operations** by the UN Security Council or UK government, **and invite women’s rights organisations and activists to informally brief the UN Security Council** on their assessment of the situation and/or on how the peace operation is implementing the WPS agenda.

## Why include language on the WPS agenda in mandates for UN peace operations?

The UK is a champion of the WPS agenda in the UN Security Council and, together with other like-minded member states, lobbies for the inclusion of language on WPS in Security Council resolutions that provide the mandates for UN peace operations. It is important to get language on WPS into peace operation mandates because if it is in the mandate, the international community will pay attention, and peace operations and other actors will be required to implement it. Indeed, one of the Strategic Outcome performance indicators for the **UK National Action Plan on Women, Peace and Security 2018–2022** is the “percentage of UN Security Council mandates [for peace operations] that include WPS language”. Once language on WPS is in the mandate, it also makes it easier for peace operations to secure funding to implement WPS tasks.

## What is the process for negotiating, funding and monitoring gender-sensitive mandates for UN peace operations?

**Step 1 – Mandate negotiations.** The geographic desk in London leads and provides ‘instructions’ for the mandate negotiations to the UK Mission to the United Nations in New York (UKMIS NY). UKMIS NY then negotiates the mandate in the UN Security Council, staying within the remit provided by the instructions. In practice, this is an iterative process between the geographic desk and UKMIS NY, and also involves a range of other UK government departments and offices, including the British embassy or high commission located in the country hosting the peace operation and various teams in London (for example, the UN Peacekeeping Joint Unit and the Gender Equality Unit of the Foreign, Commonwealth and Development Office (FCDO)).

**Step 2 – Funding negotiations.** Once the UN Security Council approves a mandate for a UN peace operation, the UN Secretariat draws up a budget to implement the mandate, which is then debated and approved by UN member states in the **Fifth Committee of the UN General Assembly**, which deals with administrative and budgetary matters. UKMIS NY negotiates in the Fifth Committee on behalf of the UK, and is supported with advice and guidance from a broader team in UKMIS NY and in the FCDO in London and overseas.

**Step 3 – Monitoring mandate implementation.** The UK monitors mandate implementation in a range of ways, including through participating in formal UN briefings to the UN Security Council on mandate implementation and informal briefings to the UN Security Council by civil society representatives, reviewing reports by the UN Secretary-General on peace operations and participating in UN Security Council visits to peace operations. UN Security Council visits to UN peace operations are typically done in preparation for a significant change to the mission’s mandate, functions or size. In addition, the UK conducts its own visits to peace operations (see **Box 4** for an example of addressing the WPS agenda during a UK government visit).

### Box 4. Addressing the WPS agenda during a UK government visit to UNFICYP

In December 2019, political officers from the British High Commission in Nicosia and the Foreign and Commonwealth Office (now FCDO) in London carried out a strategic mission assessment tool (SMAT) visit to the United Nations Peacekeeping Force in Cyprus (**UNFICYP**) in preparation for mandate negotiations in the UN Security Council the following month. The visit included meetings with senior leadership across the mission, including the UNFICYP Gender Affairs Officer and gender focal point inside the Good Offices team.

The trip report included a dedicated section on WPS issues, and highlighted a range of mandate-related challenges, including the need for greater attention to be paid to women’s participation in the political dialogue process and the need for a gender-sensitive socio-economic assessment to examine the economic impact of a political settlement. It also reviewed intercommunal events by civil society organisations, such as **Women’s Walks**, and the extent to which the peace operation met UN gender parity targets across the civilian, police and military components.

These gender issues were subsequently taken up by the UK during mandate discussions, and the ensuing **Security Council resolution 2506** adopted on 30 January 2020 renewing UNFICYP’s mandate contains strong gender equality language interwoven throughout. This includes language on issues identified in the visit, such as on women’s political participation (operative paragraph 5f) and the need for a gender-sensitive socio-economic assessment (in the preambular paragraphs).

**Checklist 1** contains some practical dos and don’ts on negotiating, funding and monitoring gender-sensitive mandates for UN peace operations. Although some points of guidance are targeted at specific parts of government, the guidance will be of interest to all government officials engaging with UN peace operations.

### Checklist 1. Dos and Don'ts on negotiating, funding and monitoring gender-sensitive mandates for UN peace operations<sup>17</sup>

#### *Identifying WPS priorities for mandate negotiations*

*Lead: Geographic desk*

##### **Dos**

- About 6 to 8 weeks before the mandate comes up for renewal, **do find out what the latest WPS priorities for the UN peace operation are and what resources are needed to implement them.** This involves, for example, consulting widely within the UK government, including with gender experts, and considering recommendations by civil society on peace operation mandates (for example, see the NGO Working Group on Women, Peace and Security's **monthly monitoring briefs** to the UN Security Council).
- **Do** seek to **protect existing language** on gender equality and sexual misconduct issues from previous mandate resolution(s) **and – where necessary – strengthen it** (see **Box 5** for an example).
- After consulting broadly within government, **do issue a consolidated set of instructions that includes: strategic objectives, areas where compromise is and isn't possible, and priorities, including on WPS.** Include with the instructions **'supporting evidence' that UKMIS NY can use during mandate and funding negotiations** (for example, facts and figures that illustrate the problem, research on the benefits of taking a gender-sensitive approach, and precedents for any proposed language contained in past UN Security Council resolutions).

##### **Don'ts**

- **When analysing gender priorities, don't view women and men as homogenous groups:** other aspects of identity intersect with gender and may increase vulnerability. For example, the mandate may need to highlight the needs of specific groups such as the need to increase the participation of indigenous women in a peace process.
- **Don't take a narrow view of the WPS agenda** and only consider language on 'protection' issues, such as conflict-related sexual violence (CRSV). Instead, also consider whether language is needed on any of the other three pillars of the WPS agenda (the 'participation', 'prevention' and 'relief and recovery' pillars) and particularly on the issue of women's political participation.
- **Don't use a cookie-cutter approach** to language on gender equality: while some standard language on gender equality is useful to repeat across different countries to maintain the WPS normative framework (for example, on gender mainstreaming into mandated tasks or on adherence to the UN's zero-tolerance approach to SEA), it will also be important to flag country-specific gender issues and trends.

#### *Negotiating the text in the UN Security Council and the funding in the UN General Assembly*

*Lead: UKMIS NY*

##### **Dos**

- **Do push for gender considerations to be included in UN Security Council benchmarks included in the mandate.** These benchmarks are used to measure whether conditions in the country are ripe for the UN peace operation to draw down and exit.
- **Do expect some member states to oppose** language on gender equality and protection of women's human rights in mandate renewal negotiations, and **engage with member states willing to form a cross-regional coalition** that cuts across north–south divides.
- In the **Fifth Committee of the UN General Assembly**, do consider **asking the UN Secretariat to submit a written response** to justify the need for resources for gender-related work in specific peacekeeping operations. This allows for a more detailed response, including specific examples to illustrate the need.

### Monitoring mandate implementation

#### Dos

*Lead: Geographic desk*

- **Do use the UK's statements to the UN Security Council to highlight: challenges to fulfilling gender-related aspects of peace operation mandates, the importance of women's participation and gender equality in resolving conflicts and building peace, and challenges faced by specific groups** (for example, women human rights defenders, sexual and gender minorities, disabled former combatants). For example, the **UK's statement on Somalia on 24 February 2020** highlighted challenges to fulfilling the mandate of the **United Nations Assistance Mission in Somalia (UNSOM)** on women's political participation by requesting clarity on how the 30% quota for women in the Somali Parliament will be implemented.
- **Do find out what gender-related indicators are used by the UN peace operation to measure their performance and implementation of the mandate** and use these to hold the mission to account. For example, the UN Department of Peace Operations (DPO) is tracking 15 WPS indicators in its peace operations.<sup>18</sup> UK officials should pay particular attention to indicators on reported allegations of SEA by UN peacekeeping personnel, and percentages of peacekeeping troops who are female, as these are Strategic Outcome indicators in the **UK National Action Plan on Women, Peace and Security 2018–2022**.

*Lead: UKMIS NY or post*

- **Do invite women's rights organisations, women peacebuilders, women human rights defenders and other civil society representatives to informally brief the Security Council** (known as an **Arria-formula meeting**) on their assessment of the situation and/or on how the peace operation is implementing the WPS agenda. For example, in 2019, the UK funded Ms Nujeen Mustapha, a young refugee from Syria with cerebral palsy, to brief on how the conflict is having an impact on women, girls and other persons with disabilities<sup>19</sup> (see **Photo 4**).
- When inviting women peacebuilders and civil society organisations to brief the UN Security Council, **do ensure that the risk of reprisals against them have been identified** (for example, online or physical threats) **and steps taken to mitigate them**.
- **Do include WPS issues** in the terms of reference for **UN Security Council visits**, ensure that meetings are scheduled in-country with gender experts and women's rights organisations, and include WPS-related issues in talking points for meetings with senior leadership in the UN peace operation and host government. Take the **same approach when planning and conducting UK government visits** to peace operations (see **Box 4**).
- **After meeting with women's rights organisations and activists or inviting them to brief the Security Council, do provide them with feedback** on how their information was used and on the outcome of their recommendations.

#### Don'ts

- **When setting up meetings with civil society organisations, including women's rights organisations and activists, don't only meet with the 'usual suspects'**. This might not always be possible, but do try to identify the groups that are often excluded and aim to get a diverse group of perspectives from civil society, including from rural and indigenous women, persons with disabilities, and sexual and gender minorities.

### What type of WPS language is included in mandates for UN peace operations?

To date WPS language has been included in mandates for UN peace operations in the following ways:

- in a **dedicated operative paragraph describing the objectives for the peace operation to achieve on gender equality** (for example, on gender mainstreaming into mandated tasks, increasing women's political participation in elections, on preventing and responding to gender-based violence (GBV))
- through **references to gender equality throughout other operative paragraphs**, including paragraphs listing **priority and additional mandated tasks and conditions that must be met for the mission to draw down and exit**
- as a request for the **UN Secretary-General's reporting to include gender analysis**<sup>20</sup> (not just sex- and age-disaggregated data), where this is needed to better understand how the peace operation is implementing its WPS mandate
- in a **dedicated preambular paragraph recalling existing commitments on WPS**

### Box 5. Example of negotiating WPS language during the MONUSCO mandate renewal process<sup>21</sup>

During mandate renewal discussions in 2019, the UK protected language on WPS and SEA in the mandate for the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (**MONUSCO**). The UK also secured stronger language on repatriating units when there is evidence of misconduct (operative paragraph 45), and inserted references to the “full, effective and meaningful” participation of women in all aspects of MONUSCO operations (see operative paragraph 32 describing the mandate). The rationale for this language is based on the distinct meaning of “full” (across the board), “effective” (leading to outcomes and not being ignored) and “meaningful” (on significant issues). The UK secured a reference on the need to protect “all” survivors of GBV, to highlight that GBV also affects men and boys (see preambular language). The UK also supported the inclusion of language to request that MONUSCO supports the government to advance women’s political participation and meet their 30% constitutional quota on women’s political participation (see operative paragraph 32). For the full text of the MONUSCO mandate approved in 2019, see **UN Security Council resolution 2502 (2019)**.

### What type of WPS resources are negotiated in the Fifth Committee?

In the Fifth Committee of the UN General Assembly, the UK aims to secure adequate funding for UN peace operations to implement mandates in a gender-sensitive manner and to prevent and address sexual misconduct, while maintaining pressure on the UN to strive for efficiency and cost-effectiveness. This can mean negotiating for adequate resources, for example, for:

- **gender experts**, including at a senior level (for example, at UN Headquarters as well as in gender units and other components of a peace operation)
- the implementation of **gender-related tasks specified in the mandate** (for example, combating GBV) or implementing other mandated tasks in a gender-sensitive way (for example, gender-sensitive transition planning as the peace operation draws down and exits)
- **capacity-building** of UN peace operations personnel on gender awareness and gender-related aspects of the mandate, such as prevention of CRSV
- **initiatives** to increase the **representation of women** in peace operations at all levels
- **consultations with civil society organisations**, especially women’s rights organisations and activists
- **conduct and discipline teams** and the peace operation’s **programme of work to prevent and respond to SEA and sexual harassment (SH)** by UN peace operations personnel and to **support survivors of SEA and children** born as a result of SEA

### How else does the UK fund peace operations for WPS work?

In addition to providing funding through assessed contributions,<sup>22</sup> the UK funds WPS work in peace operations through voluntary contributions. Possible entry points for providing voluntary contributions for WPS work in peace operations include:

- core funding to UN entities on specific WPS issues
- contributing to multi-donor trust funds that deliver projects in a particular thematic area of WPS (for example, **UN Trust Fund in Support of Victims of SEA** and the **Women’s Peace and Humanitarian Fund**)
- contributing funds prioritised or earmarked for WPS work to UN multi-donor trust funds or multi-year appeals that benefit peace operations
- contributing funds to the **UN Secretary-General’s Peacebuilding Fund** (which can fund projects run by peace operations and has a strong gender and youth empowerment focus, including on LGBTQI+ youth<sup>23</sup>)
- supporting specific projects identified as having the potential to make a catalytic difference on WPS

## Quick-read guide 2: Implementing the WPS agenda through UK military deployments and training support

This quick-read guide provides guidance to all personnel from the Ministry of Defence (MOD) who engage with United Nations (UN) peace operations. This includes UK military contingent commanders and other contingent personnel deploying to or serving in UN peace operations, personnel responsible for deploying UK military contingents to UN peace operations, and defence attachés, as well as all UK government personnel providing training support to other troop- and police-contributing countries (TCCs/PCCs).

For the UK MOD, ‘human security in military operations’ covers its approach to implementing its commitments on: Women, Peace and Security (WPS); children and armed conflict; modern slavery and human trafficking; protection of civilians; sexual exploitation and abuse; and cultural property protection. This quick-read guide focuses on specific aspects of human security: implementing the WPS agenda, protecting civilians from conflict-related sexual violence (CRSV), and addressing sexual exploitation and abuse (SEA) of the population and sexual harassment (SH) in the workplace.

Key messages from this quick-read guide are provided in **Box 6**. Practical guidance on how to implement these key messages is provided in **Checklist 2**, and there is also a series of **questions and answers** to explain the UK’s commitment to meeting UN gender parity targets and the importance of gender-sensitive training support to TCCs/PCCs. The guidance in **Checklist 2** is based on the **UK Joint Service Publication (JSP) 1325** (parts 1 and 2) on human security in military operations, as well as on UN requirements.

### Box 6. Key messages on implementing the WPS agenda through UK military deployments and training support

The UK military implements the WPS agenda when engaging with UN peace operations by:

- **leading by example and integrating the WPS agenda into its own deployments** of military contingents to UN peace operations (see **Checklist 2** and **JSP 1325**); **deploying mixed engagement teams** to better understand threats to the local population; **meeting the UN gender parity targets for uniformed personnel** (see **questions and answers** to explain the UK’s commitment to meeting UN gender parity targets); and **abiding by UN standards of conduct that prohibit SEA of the local population and SH** in the workplace
- **advocating with other TCCs/PCCs to increase the numbers of women that they deploy**, and encouraging countries to join the **Elsie Initiative for Women in Peace Operations**, aimed at getting more women meaningfully deployed into military and police roles in UN peacekeeping
- **providing training support to other TCCs and PCCs to build their capabilities to conduct military activity in UN peace operations in a gender-sensitive manner** (see **questions and answers** for use in advocacy with TCCs/PCCs)

### What are UK military contributions to UN peace operations?

As of February 2020, the UK had a total of 567 military personnel (8% or 47 of whom were women) deployed to UN peace operations:<sup>24</sup> 538 contingent personnel (8% or 43 of whom were women) and 29 military staff officers and military observers (14% or 4 of whom were women). This includes the deployment of a force gender and child protection adviser to the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (**MONUSCO**) (see **Box 10**). Most military contingent personnel (hereafter referred to as ‘contingents’) were deployed to the United Nations Peacekeeping Force in Cyprus (**UNFICYP**) and the United Nations Mission in South Sudan (**UNMISS**), with a small number deployed to the United Nations Support Office in Somalia (**UNSOS**).

In Cyprus, UK contingents conduct patrols along the buffer zone that separates the Greek and Turkish Cypriots, and in South Sudan, UK military contingents had an engineering role. In March 2020, the UK concluded its four-year deployment to South Sudan, and is currently planning to deploy 250 peacekeepers to the United Nations Multidimensional Integrated Stabilization Mission in Mali (**MINUSMA**) in the final quarter of 2020.<sup>25</sup> Contingents deploying to Mali will provide a reconnaissance capability in direct support of the mission’s protection of civilians mandate.<sup>26</sup>

### How can the UK ensure that its deployments of contingents implement the WPS agenda?

Guidance is provided in **Checklist 2** on how the UK military can address the WPS agenda before, during and after deploying contingents to UN peace operations.



## Checklist 2. Integrating the WPS agenda into UK military deployments to UN peace operations

### *Composition of UK military contingents*

- **Do ensure that all deployments to peace operations either include or have access to human security advisory expertise.**<sup>27</sup> For example, in its upcoming deployment to Mali, the UK will include a human security adviser to advise the contingent's senior commanders, as well as trained human security focal points (one per platoon) to advise at the tactical level.
- **Do identify a national investigations officer (NIO)**<sup>28</sup> **who can investigate** acts of serious misconduct by UK contingent members while deployed on UN peace operations, **including acts of SEA and SH.** Where appropriate, include this expertise in the deployment to ensure a rapid start to any investigation.
- **Do meet the UK's commitments on increasing women's representation** in its deployments to UN peace operations (see **Box 7**). For example, when generating a deployable battalion or unit, engagement teams should have at least 50% women and at least one of the three command structure positions for the team should be filled by a woman<sup>29</sup> (see **section below** on **mixed engagement teams**).

### *Vetting of UK military contingents*

- **Do certify** to the UN upon deployment or rotation of military contingents **that no individual** has committed, or been alleged to have committed, violations of international human rights law and international humanitarian law, or **been repatriated on disciplinary grounds (including for SEA or SH) and barred from participation in future UN peace operations.**<sup>30</sup>
- **On arrival** in the UN peace operation, **do provide an updated list of contingent personnel to allow the UN to conduct its own vetting** of contingent members for a prior history of misconduct in UN peace operations, **including sexual misconduct.**<sup>31</sup>

### *Pre-deployment training of UK military contingents*

- **Do comply with UN pre-deployment training standards**, which include recommended training materials on **CRSV, SH** in the workplace (under the broader topic called 'conduct and discipline'), and **prevention of SEA** of the population (see also **Useful resources in Section 3** for links to the latest UN training content).
- When conducting pre-deployment training for contingents, **do include content on human security in both the classroom-based training** (the 'all-ranks brief') **as well as all military exercises** (the Command Post Exercise (CPX) and Mission Rehearsal Exercise (MRX)). For example, the training plan for the 2020 deployment to Mali includes UN recommended lessons on CRSV, conduct and discipline (which includes SH), and SEA as part of the all-ranks brief, and will include scenarios on human security issues in the MRX using both male and female role-players. Human security advisers will also be part of the CPX exercise for Mali in 2020.
- When conducting pre-deployment training on human security topics such as SEA and SH, **do use case studies to spark discussion and clarify** what to do if UK domestic and military law differs from UN standards of conduct.
- **Do tailor training content to address gender and cultural issues in the country context** to which contingents will be deploying (for example, there are mission-specific scenarios in the **UN's pre-deployment training scenarios on CRSV**).
- **Do provide human security training to mixed engagement teams** to ensure that they are effective in collecting information from both women and men. For example, the UK is planning to provide human security training to mixed engagement teams deploying to Mali in 2020.
- **Do provide training to the human security adviser and tactical human security focal points** so that they can provide effective advice on deployment. For example, the Defence Academy of the UK runs its own human security advisers course twice a year and aims to get all human security advisers trained before deployment. The UK is also planning a bespoke course to train the tactical human security focal points deploying to Mali in 2020.
- At pre-deployment, **do involve expertise from across the UK government to brief contingents on the country context, including human security issues.** For example, development, political and other experts from the Joint Sahel Department briefed UK contingent members deploying to Mali in February 2020 on the country context, which included information on gender dynamics in the country.

#### *During deployment*

- **Do comply with MOD guidance on how to integrate human security into military operations** (see the one-page summary of **JSP 1325** describing key actions for J1–J9 personnel), **as well as with UN guidance in this regard** (see **Useful resources in Section 3**). For example, the contingent will have to comply with UN mission-specific guidance on gender-sensitive military operations (such as UN Directives for Force Commanders on gender equality issues), as well as mission-specific restrictions to prevent SEA (for example, UN lists of out-of-bounds areas where prostitution is known or suspected to occur).
- **Do ensure commanders follow UN guidance and best practice on assessing the risk of their soldiers engaging in misconduct, including acts of SEA** (for example, sex with camp workers in exchange for money) and **SH** (for example, at UN social events), and **reporting allegations of SEA and SH to the UN** (see UN peacekeeping’s **Sexual Exploitation and Abuse Risk Management Toolkit**).
- **Do ensure commanders regularly remind members of their contingents of their obligations to report allegations of SEA, including rumours and suspicions**, and how to report them.
- If an allegation of serious misconduct is made against a UK military contingent, **do consider conducting a joint UK–UN investigation** instead of a purely UK-led investigation to maximise transparency and avoid any misperceptions of a cover-up. This is the preferred approach of the UN for allegations of SEA and SH (where SH involves a person outside of the contingent).<sup>32</sup>

#### *After deployment*

- **Do include human security as a line of enquiry** in any reviews, lessons learned exercises (for example, post-operational tour reports, campaign management reviews) and when de-briefing military contingents on their deployment to UN peace operations. This should include creating a safe space for contingent members to raise sensitive issues, such as sexist attitudes, language and stereotypes about women in uniform.

### **What is the UK doing to increase women’s representation in UN peace operations?**

The UN has set targets for member states as well as the UN Secretariat to increase the representation of women in UN peace operations (hereafter called **UN gender parity targets**). The UK has committed itself to meeting UN gender parity targets for its military deployments<sup>33</sup> (see **Section 1** for a description of the commitments by the former Defence Secretary, Penny Mordaunt). The UN gender parity targets and the UK’s progress in meeting them are outlined in **Box 7**.

#### **Box 7. How does the UK measure up to the UN gender parity targets?**

The **UN gender parity targets** were issued in 2018 and give TCCs/PCCs a decade to meet them, with incremental targets along the way. TCCs are expected to deploy military contingents with at least 6.5% women by 2020 and 15% women by 2028. For military staff officer and military observer positions based in peace operations, TCCs are expected to deploy 17% women by 2020 and 25% women by 2028. The UN has also stated that TCCs who don’t send enough female candidates to fill their national allocations of military staff officer and military observer positions in UN peacekeeping will see those posts re-allocated to other TCCs which have already met the gender parity targets and are able to nominate more female officers.<sup>34</sup>

As of February 2020, the UK was close to meeting the UN gender parity targets for 2020: 8% of its military contingent personnel were women (well over the 6.5% UN target) and 14% of its military staff officers and military observers were women (under the 2020 UN target of 17% women).

### **What are mixed engagement teams in UN peace operations?**

UN Statements of Unit Requirements, which describe the number and type of personnel that the TCC should include in its deployment to a peace operation, now request an engagement team with at least 50% women as part of each infantry battalion.<sup>35</sup> UN guidance also recommends that one of the three command structure positions for the team is filled by a woman.<sup>36</sup> As of 1 January 2021, engagement teams will be compulsory for each contingent, and TCCs will not be able to deploy without them.<sup>37</sup> Engagement teams can enhance the situational awareness of a mission by engaging with populations to get information on where there are vulnerable areas and communities in need of protection.<sup>38</sup>

Two frequently asked **questions and answers** are provided below **to explain the UK’s commitment to meeting UN gender parity targets**. UK officials, such as defence attachés, can also use these points when advocating with other TCCs/PCCs on the need to increase the number of women meaningfully deployed in military and police roles in UN peace operations.

### Question: Is this about political correctness?

**Answer:** No, this is not only a point of principle. There are real operational benefits to increasing the number of female peacekeepers deployed. Greater numbers of women in contingents lead to, for example, increased engagement with populations and higher reporting about sexual violence from the local community. Female peacekeepers can access populations and places that are closed to men, improving information about security risks and concerns, including on CRSV and other forms of gender-based violence (GBV).

A more diverse military force brings different perspectives and skillsets to the table, and results in improved decision-making, planning and results. Female peacekeepers also serve as role models for women and girls in post-conflict settings, encouraging them to advocate for their own rights and pursue non-traditional careers.

### Question: How can we reach UN gender parity targets when we don't have enough women in the UK armed forces?

**Answer:** In 2018, the UK armed forces employed over 15,000 women. Not all of these servicewomen are available or suitable for UN deployments (for example, they may not have the right skills). However, across the armed forces, this represents a significant pool of women from which to select. The MOD's commitment to address barriers to servicewomen joining peacekeeping operations, and to a more gender-balanced environment<sup>39</sup> in the armed forces should also help the UK to meet UN gender parity targets over time.

Women have only been allowed to serve in close combat roles in the UK armed forces since October 2018,<sup>40</sup> and the number of women in regular close combat units remains very low. However, the majority of peacekeepers deployed by the UK aren't required to come from ground close combat roles. Contingents deploying to peace operations can also be selected from parts of Defence where women are better represented, such as from Combat Support Arms and Combat Service Support, and there is also the possibility to force generate more servicewomen from reserve forces. UN guidance also stipulates that engagement teams can be made up of women and men from any branch of the military.<sup>41</sup>

### What type of WPS training does the UK offer countries deploying on peace operations?

The UK provides training support to improve the capabilities of TCCs and PCCs deploying on UN and other peace support operations. This typically involves building knowledge and skills on how to conduct gender-sensitive military and policing operations while deployed on UN peace operations, as well as building the capability of gender experts and focal points to advise military and police commanders and leadership on how to conduct gender-sensitive operations (see **Box 8** for an example). Such training support is either delivered overseas (for example, through the UK's British Peace Support Team (Africa) or BPST(A), based in Nairobi) or via UK-run courses (for example, the UK Military Gender and Protection Advisers International Course from the Defence Academy of the UK).

#### **Box 8. Example of BPST(A) training on human security to a TCC**

The UK's BPST(A) is a key training provider for partner African countries deploying on UN and African Union (AU) peace operations. In the past, it has delivered training on GBV to Malawian troops deploying to **MONUSCO**, as CRSV is a key aspect of the conflict in the Democratic Republic of the Congo (DRC). This gave troops a better understanding of the context into which they deployed. BPST(A) also trained Malawian mixed engagement teams on how to gather information from communities in a gender-sensitive manner. This made the Malawian teams more effective at identifying protection threats and enabled MONUSCO to better implement its protection of civilians mandate. (A **YouTube video** has been made showing BPST(A)'s support to the Malawian Defence Force, in preparation for their deployment to the DRC.)

### Advocacy tips for discussion with TCCs and PCCs on training and WPS

At times, UK officials, such as defence attachés, have the opportunity to advocate with TCCs and PCCs about the added value of integrating human security considerations into trainings for their personnel deploying on peace operations. Three frequently asked **questions and answers** are provided below for use in advocacy.

#### Question: What can I do if a TCC/PCC doesn't see the importance of training contingents on human security?

**Answer:** Three points can be highlighted to TCCs and PCCs. These are:

1. Training on human security is not a 'nice to have' – it is needed to ensure soldiers are effective on the ground, understand how to implement protection of civilian mandates, and act in accordance with international humanitarian law and the law of armed conflict (see **Box 8** for an example).
2. The UN requires mixed engagement teams for specific theatres, and these teams will need human security training to help them engage effectively with both women and men in the population.
3. The UN has pre-deployment training standards, which TCCs and PCCs are expected to meet before deploying to UN peace operations. These training standards include a requirement to train on a range of human security issues, such as CRSV and prevention of SEA and SH.

#### Question: How can I ensure that more women in uniform benefit from UK training?

**Answer:** During routine diplomatic and defence engagement with TCCs and PCCs, there will be opportunities to lobby the leadership to increase the number of female candidates nominated for UK-provided courses, and to highlight that the MOD requires that 15% of places on international Tier One UK-funded courses are reserved for international women officers.<sup>42</sup> Invitations to training courses can also encourage applications from female candidates or set aside a minimum number of spaces for female participants (as appropriate). Where numbers are low in a particular branch of the security services, the UK can encourage nominations of more junior female candidates with leadership potential or female candidates with potential to be re-trained in functions that will be deployed on peace operations.

#### Question: How can I build the capacity of TCCs/PCCs on human security in a sustainable way?

**Answer:** The UK can build the internal capacity of TCCs and PCCs to train or deliver advice on human security issues in UN peace operations by, for example, running train-the-trainer courses for TCCs and PCCs' trainers on human security issues, or training human security or gender advisers and focal points in TCCs/PCCs who advise on how to mainstream human security considerations into military and police operations once on the ground. For example, BPST(A) has trained African Union Mission in Somalia (**AMISOM**) gender focal points to better deliver advice on mainstreaming gender considerations into military operations.

Another best practice is to identify former course participants from TCCs/PCCs who can advocate within their services for candidates with the right profiles to be nominated to gender adviser and human security adviser courses. This will maximise the chances that the right people are nominated for these courses and that trainees will use their newly acquired skills after the course.

## **Quick-read guide 3: Promoting gender-sensitive mandate implementation**

This quick-read guide provides advice and examples of how UK government officials can promote gender-sensitive mandate implementation when deployed to a United Nations (UN) peace operation, or when based in a British embassy, high commission or country office overseas conducting diplomatic engagement, defence engagement, or development and other programming. Key messages are included in **Box 9**. **Checklist 3** provides practical tips on how to implement these key messages and Boxes **10** and **11** provide examples to illustrate the points made.

### **Box 9. Key messages on promoting gender-sensitive mandate implementation**

The UK promotes gender-sensitive mandate implementation in a range of ways, including by:

- **leading by example**, so that when deployed on UN peace operations, **UK civilian and uniformed personnel are expected to perform their roles in a gender-sensitive manner and abide by UN standards of conduct that prohibit sexual misconduct**
- **deploying UK gender experts to help mainstream gender considerations into headquarters policies and procedures** for UN peace operations, as well as into the **implementation of mandates** on the ground (see **Box 10** for an example)
- during routine diplomatic and defence engagement, **addressing Women, Peace and Security (WPS) issues with senior leadership in the UN peace operation and the host government, with troop- and police-contributing countries (TCCs/PCCs)**, and with civil society organisations, especially **women's rights organisations/defenders** (see **Box 11** for an example)
- ensuring that **UK development and other programming** in a country hosting a UN peace operation **complements and/or supports the UN peace operation's programme of work on WPS**

### **Box 10. Mainstreaming gender considerations into military operations in MONUSCO<sup>43</sup>**

The UK has deployed Major Charmaine Geldenhuys in 2018, followed by Major Samantha Toop in 2019, as the Force Gender and Child Protection Adviser to the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (**MONUSCO**). Both officers supported MONUSCO in mainstreaming gender considerations into UN military operations through a range of activities, including developing a three-year gender mainstreaming plan, providing training to military gender focal points, highlighting gender considerations during the planning of military operations, supporting the development of pocket cards for military contingents with key dos and don'ts on responding to conflict-related sexual violence (CRSV) and on reporting child protection violations, as well as capturing best practices and lessons learned on the role of all-female and mixed engagement teams in promoting WPS.<sup>44</sup>

### **Checklist 3. Promoting gender-sensitive mandate implementation**

*UK secondments and deployments to UN peace operations*

- **Whatever your role, do ensure that you perform your role in a gender-sensitive manner.** To do this, start by finding out **what the peace operation's priorities are on WPS** and familiarise yourself with **mission-specific gender action plans, as well as UN guidance on gender mainstreaming** for your topic area (see **Useful resources in Section 3**).
- **Do uphold UN standards of conduct, which prohibit** sexual exploitation and abuse (SEA) of the population, and workplace discrimination, harassment and sexual harassment (SH). This includes ensuring that you **complete UN mandatory induction courses**, which include e-learning courses on gender awareness, prevention of SEA of the population and prevention of SH in the workplace.<sup>45</sup>

*UK diplomatic and defence engagement overseas in British embassies and high commissions*

- **When engaging bilaterally with political and defence actors in the host government, do ask how they are implementing gender-related tasks and commitments** contained in UN Security Council mandates for peace operations. These resolutions will include tasks not only directed at the peace operation, but also at the host government and other actors.
- **When meeting with the UN peace operation, do ask civilian, police and military leadership how they are implementing gender equality commitments** contained in UN Security Council mandates for peace operations, **and also meet with their gender experts.**
- **Do meet regularly with civil society organisations, including women’s rights organisations/activists,** to understand their views on the situation in the country and the progress made by the peace operation in implementing their mandates as well as their recommendations for Security Council mandates (see **Checklist 1** for more ‘dos’).
- **Do include** in the UK government’s **political and defence reporting** information on **how the UN peace operation is implementing gender-related aspects of its mandate.**
- **Do host, organise or support events and activities in-country** on promoting gender-sensitive implementation of peace operation mandates, increasing women’s representation in peace operations, and prevention of SEA and SH (see **Box 11** for an example).
- **Do offer training support to TCCs/PCCs** to build their capabilities to conduct gender-sensitive operations when deployed on UN peace operations (see also **Quick-read guide 2**).
- **Do advocate with TCCs/PCCs on gender-sensitive mandate implementation and on the importance of increasing women’s representation in peace operations,** and encourage countries to join the **Elsie Initiative for Women in Peace Operations** (see **questions and answers** on UN gender parity targets in **Quick-read guide 2**).

*UK development and other programming in countries hosting peace operations*

*Assessment*

- **Do develop contacts with different components of the UN peace operation** (for example, civil affairs officers, women’s protection advisers, gender advisers, rule of law advisers) **who can provide gender analysis of the situation on the ground, particularly in remote parts of the country** where the UK government may not have access for security reasons. This can provide useful information for UK programme design.

*Planning*

- **When designing the UK government’s humanitarian, development, and peace and security strategies and programmes in-country and deciding on UK funding priorities, do ensure that these complement and/or support** the UN peace operation’s programme of work on WPS. For example, promoting women’s political participation in the peace process is both a mandated task of the United Nations Assistance Mission for Iraq (**UNAMI**) and a priority of the UK government in-country, and there will be opportunities to ensure complementarity of effort. Good sources of information for understanding what the UN peace operation plans to do on WPS include the Integrated Strategic Framework (ISF)<sup>46</sup> for the country and the mission-specific gender action plan. The ISF for a country is the UN-wide peace consolidation plan, which includes planned activities on WPS for both the UN peace operation and other UN entities operating in-country.
- **Do advocate for** the UN peace operation, humanitarian community and development community in-country to have **a co-ordinated approach on addressing SEA** of the population by their personnel, including a co-ordinated approach to referring survivors of SEA to local services to receive emergency and longer-term support.<sup>47</sup>

*Funding*

- For many mandated tasks, UN peace operations have little to no programmatic funding. **Do consider** supporting programmatic activities through the **use of UK bilateral funds in support of gender-related mandated tasks, or continuing catalytic work on WPS started by the peace operation.** For example, **Civil Affairs** for the United Nations Mission in South Sudan (UNMISS) is supporting community-level reconciliation efforts, which include the participation of women’s groups and youth groups. The UK government in South Sudan is considering how this initial catalytic work with communities could be continued through longer-term UK funding channelled through development actors.<sup>48</sup>
- **Do provide funding to support gender-sensitive planning and implementation of transitions from UN peace operations to UN country team presences** focused on longer-term recovery and development (see also **Quick-read guide 1** on funding).

### **Box 11. Preventing sexual exploitation and abuse by UN peacekeeping personnel**

The UK Ministry of Defence (MOD) and Foreign, Commonwealth and Development Office (FCDO) are jointly leading engagement with TCCs to UN peacekeeping across Latin America. This started in 2018, when the UK hosted the launch of a global initiative for countries involved in UN peacekeeping operations to take urgent action to safeguard children from abuse by peacekeepers. Since then, the NGO **Keeping Children Safe** (KCS) has partnered with the MOD to lead and support initiatives to provide pre-deployment training on child safeguarding for Uruguayan troops deploying to peacekeeping operations.<sup>49</sup> In addition, with the MOD, KCS led a two-week course on investigating safeguarding allegations for key personnel about to be deployed to **MONUSCO** and contributed to the delivery of the inaugural Human Security in Peacekeeping Operations Training Course for contingents from across the region. As a result of this initiative, the Government of Uruguay now applies a child safeguarding policy to its deployments to peacekeeping missions,<sup>50</sup> and other TCCs in the region are following that example.

## Section 3. Reference materials

### Useful resources

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#### UK government resources

- The UK military's policy on integrating human security into its military activities, including in peace operations, is described in: Ministry of Defence (2019). *Joint Service Publication 1325 on Human Security in Military Operations (JSP 1325)*, consisting of: *Part 1: Directive; Part 2: Guidance*. A **one page summary** of the guidance is also available

#### UN resources

##### *UN guidance*

UN peace operations led by the UN Department of Peace Operations (DPO):

- DPO's approach to implementing the Women, Peace and Security (WPS) agenda in its peace operations is described in its **2018 policy on gender-responsive peacekeeping operations**, and the **Action4Peacekeeping Initiative**
- The **UN peacekeeping and WPS website** contains key policies and other guidance documents, statistics on WPS indicators and stories from the field
- DPO (2020). ***Gender Equality and Women, Peace and Security: Resource Package***. This is a 'how to' guide that provides practical guidance on implementing WPS mandates and commitments, including good practices and case studies drawn from the field. Chapter 17 (Working with the Military Component) provides guidance for UK military contingents deployed to UN peace operations
- DPO guidance on mixed engagement teams is available in section 3.6.2. on page 67 of: DPO (2020). ***UN Infantry Battalion Manual (UNIBAM)***, Second Edition
- DPO (2018). ***Uniformed Gender Parity Strategy 2018–2028***
- The **UN website on conduct and discipline** includes key documents for military personnel on prevention of sexual exploitation and abuse (SEA). This includes UN peacekeeping's ***Sexual Exploitation and Abuse Risk Management Toolkit*** (funded by the UK government), which describes expectations for UK military commanders on assessing and managing the risk of their personnel engaging in SEA

UN peace operations led by the UN Department of Political and Peacebuilding Affairs (DPPA):

- The **DPPA website on WPS** contains key policies as well as short fact sheets on women in elections, mediation support and other topics
- DPPA (2017). ***Guidance on Gender and Inclusive Mediation Strategies***
- DPPA (2012). ***Guidance for Mediators: Addressing Conflict-Related Sexual Violence in Ceasefire and Peace Agreements***

Other UN resources:

- UN Women's website on **peace and security**
- UN website with information on the **UN system's efforts on prevention of sexual exploitation and abuse by UN personnel**
- The Office of the UN's **Special Representative on Sexual Violence in Conflict**
- **UN Code of Conduct: To Prevent Harassment, including Sexual Harassment, at UN System Events**

##### *UN pre-deployment training materials*

- **UN core pre-deployment training materials** (updated in 2017) for use in training civilian, police and military personnel, including lesson 2.4 (women, peace and security), lesson 2.6 (conflict-related sexual violence), 3.3 (conduct and discipline), which includes content on workplace sexual harassment, and 3.4 (SEA). Note: these are due to be updated by the UN in 2021
- For military personnel:
  - **UN Specialised Training Materials (STM) on Conflict-related Sexual Violence (CRSV)**, including conceptual models, presentations, mission-specific scenario-based exercises, lesson plans and videos



- UN **Specialised Training Materials (STM) on Prevention of Sexual Exploitation and Abuse by UN Personnel**, available in two formats: an online format consisting of an e-learning course on prevention of SEA (a **basic version** or a **version for managers/commanders**) and an offline format consisting of a PowerPoint presentation for use in classroom-based training of contingent personnel
- For police personnel:
  - **Module on Prevention and Response to Conflict-related Sexual Violence**, including videos, scenarios for formed police units (FPUs) and handouts
  - UN **Specialised Training Materials (STM) on Prevention of Sexual Exploitation and Abuse by UN Personnel**, available in two formats: an online format consisting of an e-learning course on prevention of SEA (a **basic version** or a **version for managers/commanders**) and an offline format consisting of a PowerPoint presentation

*Other external resources*

- GAPS UK, Women for Women International, Amnesty International, Womankind and Saferworld (2018). **Beyond Consultations Toolkit**, a tool to promote meaningful engagement of women in fragile and conflict-affected countries, which includes a range of best practices
- The **NGO Working Group on Women, Peace and Security** monitors and analyses the daily work of the UN Security Council to assess its implementation of the WPS agenda. Its **monthly monitoring briefs** contain analysis of Security Council resolutions for peace operations. Its report on **Mapping Women, Peace and Security in the UN Security Council: 2017** analyses the WPS content of recent resolutions and UN Secretary-General reports for peace operations. Its annex (pages 60–64) contains a summary of WPS provisions in 18 peace operations over recent years
- The UN Security Council Informal Experts Group on Women, Peace and Security meets regularly to discuss the situation in countries on the agenda of the Council, which includes countries where there are peace operations. **Minutes of these meetings** provide rich information on WPS challenges in the country as well as recommendations for mandates of peace operations

## Glossary of terms

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<b>Conflict-related sexual violence (CRSV)</b>	“Refers to rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilization, 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 the purpose of sexual violence/exploitation.” <sup>51</sup>
<b>Gender</b>	Term used to describe the roles, behaviours, attitudes and attributes that a given society, at a given time, considers appropriate for men and women. <sup>52</sup> While sex differences are based on biology, gender differences are socially defined and differ between countries and cultures. This means that they are not fixed and can be changed. <sup>53</sup> Gender attributes, opportunities and relationships are socially constructed and are learned through the socialisation process. <sup>54</sup> There are variations in how people experience gender; and gender is increasingly understood as not being binary, but on a spectrum; and an individual may not identify with the sex they were assigned at birth. <sup>55</sup>
<b>Gender-based violence</b>	“An umbrella term for any harmful act that is perpetrated against a person’s will, and that is based on socially ascribed gender differences between males and females.” <sup>56</sup>
<b>Gender equality</b>	“The state of being equal in status, rights and opportunities, and of being valued equally, regardless of sex or gender identity and/or expression.” <sup>57</sup>
<b>Gender identity</b>	Gender identity relates to a person’s innate sense of their own gender, whether male, female or something else (for example, non-binary), which may or may not correspond to their sex assigned at birth. <sup>58</sup>
<b>Gender-sensitive</b>	<p><b>Gender-aware and gender-sensitive approaches</b><sup>59</sup> take differences and inequality between all women and men, girls and boys into account:</p> <ul style="list-style-type: none"><li>✓ <b>Gender and social analysis</b> use sex-disaggregated information and data to understand the different needs, priorities, opportunities and barriers that women and men face. It helps to understand the drivers and consequences of gender inequality and discrimination.</li><li>✓ <b>Disaggregation by other social characteristics</b>, such as age, disability, geography, race, ethnicity, religion, caste, class, socio-economic group and LGBTQI+ status, helps us to understand how different social characteristics interact with being a ‘woman’ or a ‘man’, so that some women and men face multiple and overlapping layers of discrimination (intersectionality).</li><li>✓ <b>Participatory approaches</b> such as community consultations and meeting with women’s rights organisations can help to understand their needs in order to design the most appropriate programmes. It can be a useful way to complement secondary data analysis and hear directly from beneficiaries.</li></ul>
<b>Sexual and gender minorities</b>	Refers to people whose sexual orientation, gender identity and/or sexual practices fall outside the socially accepted norms in a given society. <sup>60</sup> It does not primarily refer to a minority status by numbers, but “denotes the power imbalance that renders sexual and gender minorities invisible or apparently less worthy of inclusion”. <sup>61</sup> The term is used in this guidance note instead of the commonly used umbrella term of LGBTQI+ (and variations thereof) as this is recognised as a concept with roots in the Global North and is not necessarily inclusive of local understandings and terms that are used to describe sexual and gender minorities.

<b>Sexual exploitation and abuse</b>	UN definition: “Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another ... sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.” This definition also includes sexual relations with a child, defined as a person under the age of 18 years. <sup>62</sup>
<b>Sexual harassment</b>	UN definition: “Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. While typically involving a pattern of behaviour, it can take the form of a single incident. Sexual harassment may occur between persons of the opposite or same sex. Both males and females can be either the victims or the offenders.” <sup>63</sup>
<b>Sexual orientation</b>	Sexual orientation refers to a person’s sexual and/or romantic attraction to other people. Sexual orientations include, but are not limited to, heterosexual, homosexual and bisexual. <sup>64</sup>
<b>Women’s rights organisations</b>	Women-led organisations working to advance gender equality and women’s rights.

## Endnotes

- 1 Paffenholz, T and others (2016). *Making Women Count – Not Just Counting Women: Assessing Women’s Inclusion and Influence on Peace Negotiations*. Geneva: Inclusive Peace and Transition Initiative (The Graduate Institute of International and Development Studies) and UN Women.
- 2 The nine focus countries in the UK NAP on WPS are: Afghanistan, Burma, the Democratic Republic of the Congo (DRC), Iraq, Libya, Nigeria, Somalia, South Sudan and Syria.
- 3 See the mandate for UNMISS at: <https://unmiss.unmissions.org/mandate>.
- 4 UN peacekeeping website: <https://peacekeeping.un.org/en/promoting-women-peace-and-security>.
- 5 Based on: <https://peacekeeping.un.org/en/women-peacekeeping>.
- 6 Based on: <https://peacekeeping.un.org/en/women-peacekeeping>.
- 7 <https://www.gov.uk/government/news/number-of-servicewomen-on-un-peacekeeping-operations-to-increase>.
- 8 <https://www.gov.uk/government/news/number-of-servicewomen-on-un-peacekeeping-operations-to-increase>.
- 9 HM Government (n.d.). ‘2019-20 Championing our Values Programme Document’ [internal document].
- 10 HM Government (2020). *UK National Action Plan on Women, Peace and Security 2018-2022: Annual Report to Parliament 2019*. London: Foreign & Commonwealth Office, Department for International Development and Ministry of Defence, page 47.
- 11 Based on: NATO (2018). *NATO/EAPC Women, Peace and Security: Policy and Action Plan 2018*. Brussels: NATO, page 7.
- 12 HM Government (2018). *UK National Action Plan on Women, Peace and Security 2018-2022: Annual Report to Parliament 2018*. London: Foreign & Commonwealth Office, Department for International Development and Ministry of Defence, page 12.
- 13 OSCE (2010). *Gender Matters*. Vienna: Organization for Security and Co-operation in Europe.
- 14 <https://www.osce.org/gender-equality>.
- 15 HM Government (2020). *UK National Action Plan on Women, Peace and Security 2018-2022: Annual Report to Parliament 2019*.
- 16 HM Government (2020). *UK National Action Plan on Women, Peace and Security 2018-2022: Annual Report to Parliament 2019*.
- 17 Based on: key informant interviews with UK government and UN officials; NGO Working Group on Women, Peace and Security (2018), *Mapping Women, Peace and Security in the UN Security Council: 2017*; and Gender Action for Peace and Security UK (GAPS UK) (2019), *The 10 Steps: Turning Women, Peace and Security Commitments to Implementation*.
- 18 For the full listing of 15 WPS indicators, see: DPO (2020). *Gender Equality and WPS Resource Package*. For an example of a report on WPS indicators relating to women’s political participation, see: DPO (2019). *Strengthening Accountability on Women, Peace and Security in Peacekeeping?*
- 19 See: United Nations Security Council (2019). 8515th meeting, 24 April (S/PV.8515).
- 20 For example, paragraph 41 of the mandate resolution for UNMISS (S/RES/2514 (2020)) asks for analytical reporting on how the mission is implementing its mandate on women’s political participation: “... the participation of women in peace processes, and an analysis of the mission’s political engagement on this issue...”.
- 21 Based on: HM Government (2020). *UK National Action Plan on Women, Peace and Security 2018–2022: Annual Report to Parliament 2019*, page 11.
- 22 Assessed contributions are the dues countries pay in order to be a member of the UN. The amount each member state must pay is calculated relative to the country’s wealth and population, except for the P5 (UK, France, USA, China and Russia) who pay an additional premium to the Peacekeeping Budget. The Peacekeeping Budget pays for UN peacekeeping operations, whereas the Regular Budget pays for UN special political missions. This results in the UK paying for a greater share of peacekeeping budgets than budgets for special political missions.
- 23 See: <https://www.pbfgyipi.org>.
- 24 [https://peacekeeping.un.org/sites/default/files/03\\_countryandmission\\_21.pdf](https://peacekeeping.un.org/sites/default/files/03_countryandmission_21.pdf).
- 25 <https://www.gov.uk/government/news/uk-to-deploy-250-troops-to-mali-on-peacekeeping-operations>.
- 26 <https://www.gov.uk/government/news/uk-to-deploy-250-troops-to-mali-on-peacekeeping-operations>.
- 27 See also paragraph 14 b) of JSP 1325, Part 1, on page 12.
- 28 See the requirement for a National Investigations Officer in the draft revised model Memorandum of Understanding between the UN and troop-contributing countries (A/61/19 (Part III) of 12 June 2007).
- 29 See section 3.6.2 on page 67 of DPO (2020). *UN Infantry Battalion Manual (UNIBAM)*, Second Edition.
- 30 See the UN requirement described at: <https://conduct.unmissions.org/prevention-vetting>.
- 31 See: <https://conduct.unmissions.org/prevention-vetting>.
- 32 United Nations General Assembly (2004). *Report of the International Law Commission on the work of its fifty-sixth session*, 22 November (A/59/510); <https://conduct.unmissions.org/enforcement-investigations>; UN Department of Field Support (2018), *Sexual Exploitation and Abuse Risk Management Toolkit*.
- 33 <https://www.gov.uk/government/news/number-of-servicewomen-on-un-peacekeeping-operations-to-increase>.
- 34 UN fax dated 19 June 2019 from the DPO Military Adviser to all TCCs on ‘Deployment of female military staff officers and observers in 2019’.

- 35 DPO (2018). *Uniformed Gender Parity Strategy 2018-2028*, page 8; *Action for Peacekeeping: Summary, Uniformed Gender Parity Strategy 2018-2028*.
- 36 See section 3.6.2. on page 67 of DPO (2020). *UN Infantry Battalion Manual (UNIBAM)*, Second Edition.
- 37 DPO (2018). *Uniformed Gender Parity Strategy 2018-2028*, page 8; *Action for Peacekeeping: Summary, Uniformed Gender Parity Strategy 2018-2028*.
- 38 See section 3.6.2. on page 67 of DPO (2020). *UN Infantry Battalion Manual (UNIBAM)*, Second Edition.
- 39 See Women in Defence Charter at: <https://www.gov.uk/government/publications/women-in-defence-charter/women-in-defence-charter>.
- 40 See: <https://www.army.mod.uk/news-and-events/news/2018/10/women-in-ground-close-combat-roles/>.
- 41 See section 3.6.2. on page 67 of: DPO (2020). *UN Infantry Battalion Manual (UNIBAM)*, Second Edition.
- 42 See: **JSP 1325**, Part 1, page 9.
- 43 Based on: HM Government (2020). *UK National Action Plan on Women, Peace and Security 2018-2022: Annual Report to Parliament 2019*, and key informant interview, April 2020.
- 44 See: MONUSCO Practice Note (August 2020). *MONUSCO's Engagement Teams: Promoting the Women, Peace and Security Mandate* [internal document].
- 45 As of July 2020, mandatory courses to be completed on arrival in a UN peace operation include: 'I Know Gender: An Introduction to Gender Equality for UN staff course' (**LMS-2375-4**); 'Prevention of Sexual Harassment and Abuse by United Nations Personnel – Working Harmoniously' (**LMS-2965-5**); 'Prevention of Sexual Exploitation and Abuse by UN Personnel' (**LMS-2398-3**) or 'Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders' (**LMS-2399-3**).
- 46 For a description of this plan, see: UN (2016). **Policy on Integrated Assessment and Planning**. Note that sometimes the UN Development Assistance Framework for a country doubles up as an Integrated Strategic Framework.
- 47 See the webpage on SEA and SH of the Inter-Agency Standing Committee Champion for further guidance: <https://interagencystandingcommittee.org/iasc-champion-on-protection-from-sexual-exploitation-and-abuse-and-sexual-harassment>.
- 48 Key informant interview with DFID South Sudan, April 2020.
- 49 [https://www.keepingchildrensafe.global/americas-case-studies/#Safeguarding\\_Children\\_in\\_the\\_context\\_of\\_UN\\_Peacekeeping\\_Missions](https://www.keepingchildrensafe.global/americas-case-studies/#Safeguarding_Children_in_the_context_of_UN_Peacekeeping_Missions).
- 50 [https://www.keepingchildrensafe.global/americas-case-studies/#Safeguarding\\_Children\\_in\\_the\\_context\\_of\\_UN\\_Peacekeeping\\_Missions](https://www.keepingchildrensafe.global/americas-case-studies/#Safeguarding_Children_in_the_context_of_UN_Peacekeeping_Missions).
- 51 Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict (2017) *Report of the Secretary-General on Conflict-related Sexual Violence (S/2017/249)*, Eighth Annual Report.
- 52 HM Government (2019). *'How To' Guidance Note on Gender Equality: A Practical Guide to Integrating Gender Equality into DFID and HMG Policy and Programming* [internal document]. London: Department for International Development.
- 53 DFID (2008). **The Gender Manual: A Practical Guide**. London: Department for International Development.
- 54 UN Women, **Gender Equality Glossary**.
- 55 Based on: UK Office for National Statistics (2019). **'What is the difference between sex and gender?'**
- 56 HM Government (2018). *UK National Action Plan on Women, Peace and Security 2018-2022*, page 12.
- 57 HM Government (2019). *'How To' Guidance Note on Gender Equality: A Practical Guide to Integrating Gender Equality into DFID and HMG Policy and Programming* [internal document]. London: Department for International Development. Based on the definition of gender equality in UN Women, **Gender Equality Glossary**.
- 58 Stonewall (2017). **Glossary of terms**.
- 59 HM Government (2019). *'How To' Guidance Note on Gender Equality: A Practical Guide to Integrating Gender Equality into DFID and HMG Policy and Programming* [internal document]. London: Department for International Development.
- 60 Myrntinen, H and Daigle, M (2017). *When Merely Existing is a Risk: Sexual and Gender Minorities in Conflict, Displacement and Peacebuilding*. London: International Alert.
- 61 Dwyer, E and Woolf, L (2018). *Down by the River: Addressing the Rights, Needs and Strengths of Fijian Sexual and Gender Minorities in Disaster Risk Reduction and Humanitarian Response*. Melbourne: Edge Effect, page 2.
- 62 UN Secretary-General's Bulletin on *Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13)*; see also the NATO standards of conduct on SEA contained in its policy: [https://www.nato.int/cps/en/natohq/official\\_texts\\_173038.htm](https://www.nato.int/cps/en/natohq/official_texts_173038.htm).
- 63 UN Secretary-General's Bulletin on *Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority (ST/SGB/2008/5)*.
- 64 Stonewall (2017). **Glossary of terms**.



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