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Guidelines

Implementing a Gender Perspective into the Military Component of United Nations Peacekeeping Operations

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Acronyms and abbreviations

ASCOPE	areas, structures, capabilities, organization, people and events
CLA	community liaison assistant
CMOS	Current Military Operations Service
COA	course of action
CONOPS	concept of operations
CRSV	conflict-related sexual violence
DDR	disarmament, demobilisation and reintegration
DMS	Director of Mission Support
FGM	female genital mutilation
FGS	Force Generation Service
FRAGO	fragmentary order
GAM	gender with age marker
GRCA	gender-responsive conflict analysis
HCT	humanitarian country team
HOM	Head of Mission
HOMC	Head of Military Component
IAP	information acquisition plan
IMTC	Integrated Mission Training Centre
JMAC	joint mission analysis centres
JOC	joint operation centre
KLE	key leadership engagement
MARA	monitoring, analysis and reporting arrangements
MGFP	military gender focal point
MILAD	military adviser
MPET	Military Performance and Evaluation Team
MPKI	military peacekeeping-intelligence
MPS	Military Planning Service
MSD	Mission Support Division
MSV	military skill validations
NGO	non-governmental organization
OMA	Office of Military Affairs
OPLAN	operational plans
OPORD	operating orders
PDT	Policy and Doctrine Team
PIR	priority information requirements
PMESII	political, military, economic, social, infrastructure and information
POC	protection of civilians
PRR	prosecution, rehabilitation and reintegration
QIP	quick impact project
SGBV	sexual and gender-based violence
SOPs	standard operating procedures
SUR	standard unit requirement
TCC	troop-contributing country
UGPS	Uniformed Gender Parity Strategy
UN-CIMIC	United Nations civil-military coordination
UN-MDMP	United Nations military decision-making process
UNCT	United Nations country team
WARNORD	warning order

WPA	women’s protection adviser
WPS	women, peace and security

DPO GUIDELINES ON IMPLEMENTING A GENDER PERSPECTIVE INTO THE MILITARY COMPONENT OF UNITED NATIONS PEACEKEEPING OPERATIONS

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A. PURPOSE AND RATIONALE

1. The revision of the guidelines on implementing a gender perspective into the military component of United Nations Peacekeeping Operations seeks to support the practical translation of existing mandates on gender equality and women, peace and security (WPS) to United Nations military peacekeeping personnel. The guidelines will be of value to troop-contributing countries (TCCs) and the military component of peacekeeping missions.

2. The role of the military component in peacekeeping missions is primarily to provide a safe and secure environment for the implementation of Security Council mandates. The activities of the military component have direct and indirect impacts on the local population in countries hosting peacekeeping operations. Therefore, it is necessary to understand, identify and respond to any impact of the work of military peacekeepers on different groups within the local population to ensure that security concerns, needs, and priorities of women, men, girls and boys are adequately and equitably addressed throughout all phases of peacekeeping operations.

3. The Guidelines are designed to support pre-deployment preparations, planning operations during deployment, and further complement the existing *Policy on Gender Responsive United Nations Peacekeeping Operations, the DPO Gender Equality and Women Peace and Security Resource Package and the Policy on Preventing and Responding to Conflict-Related Sexual Violence.*

4. These Guidelines are guided by the overarching goal of gender equality and the scope of the WPS framework (UN Security Council Resolution 1325 and subsequent resolutions). The guidelines also aim to support a more integrated response by military personnel in peacekeeping missions, United Nations Headquarters and across DPO when working to implement the WPS mandates.

B. SCOPE

5. The Guidelines apply to all military personnel in United Nations peace operations. The guidelines will support and guide Heads of Mission (HOM), Force Commanders, military planners, military observers, staff officers and Commanders in planning, preparing and conducting peacekeeping operations.

6. The Guidelines are also relevant to regional organizations engaged in peacekeeping activities. In this regard, they should also be considered complementary to existing guidance developed by regional partners to advance other WPS mandates.

7. The Guidelines are presented to correspond with the two levels of military engagement in peacekeeping: operational and tactical. At these levels, there is a focus on the specific roles and actions of the military component in implementing gender equality and gender perspectives.

   a. Operational-level guidance is targeted at military components at Force and Sector Headquarters military component in peace operations.
   b. Tactical-level guidance is targeted at military personnel deployed in formed contingents deployed in peace operations.

C. DEFINITIONS OF KEY CROSS-CUTTING TERMINOLOGY AND CONCEPTS

8. The military components in peacekeeping missions play an important role in integrating a gender perspective into all operations and activities. This section defines cross-cutting terminology, which will be used throughout this document.

   8.1. **Gender perspective** considers gender-based differences in status and power and considers how such differences shape the immediate needs, as well as the long-term interests, of men, women, and gender-diverse people[1]. A gender perspective should be included in all analyses, plans, policies, implementation processes, activities, and reports in peacekeeping. Without the integration of a gender perspective, it is difficult to determine if a peace operation is fulfilling its mandate to the protect existing gender groups.

   8.2. **Gender mainstreaming**[2] aims to make concerns and experiences of diverse genders an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, security, legal, economic, and societal spheres so that all genders benefit equally. The ultimate goal is to achieve gender equality. Gender mainstreaming applies also to team composition and the allocation and

[1] In the context of these guidelines, gender-diverse people include LGBTQ+ people, including those with different gender identity and different expressions
[2] Gender mainstreaming definition, from www.un.org/womenwatch/daw/csw/GMS.PDF.

assignment of roles and tasks at all levels. Gender mainstreaming is also commonly referred to as gender integration. The focus is often placed on making sure that women's perspectives are reflected, as women and girls are generally among the most marginalized part of the populations, and their perspectives can be made invisible by non-gendered analysis. Gender integration is part of the global strategy of the United Nations for promoting gender equality[3].

8.3. **Gender responsive** or **gender sensitive**[4] means that the particular needs, priorities, power structures, status and relationships between men and women are recognized and adequately addressed in the design, implementation and evaluation of activities. The approach seeks to ensure that men and women are given equal opportunities to participate in and benefit from an intervention and promotes targeted measures to address inequalities and promote the empowerment of women.[5] In the Guidelines, the terms "gender responsive" and "gender sensitive" are used interchangeably, although there is a nuanced difference between them. Gender responsiveness goes beyond the mere recognition and awareness of gender-related aspects in processes, plans, projects, and so on, and it considers these aspects in design, execution, and evaluation.

8.4. **Gender-responsive operations** entail the integration of gender mainstreaming efforts in the planning and conduct of operations while recognizing, considering, supporting and contributing to gender mainstreaming efforts. Gender-responsive operations include ensuring women peacekeepers have equal opportunities to participate, lead and access training and work-related activities, including equal assignment of roles, positions, and responsibilities**.** It also includes ensuring that the military component of a peacekeeping mission consults a variety of community members of all genders and different ages equally om order to understand specific needs or concerns. The following are elements of gender-responsive operations:

a. Ensuring operations are based on gender-responsive conflict analysis.
b. Collecting gender, sex- and age-disaggregated data, and gender-sensitive information related to specific situations and gender responsive indicators (e.g., boys or girls are not attending school, the influx of money into a specific community and how it is distributed across men, women and children.
c. Ensuring report formats to collect information on the population are designed to be gender, sex- and age-disaggregated.
d. Ensuring women's full, equal and meaningful participation in all roles, tasks and assignments, with equal access to training and professional development opportunities and responsibilities.

8.5. **Gender-responsive conflict analysis (GRCA)** explores gender roles, gender norms and power dynamics and their relationship within the conflict environment. In addition to exploring the actors, causes and dynamics of a conflict, a gender-responsive conflict analysis considers how gender shapes and is shaped by conflict. Conflict analysis starts with recognizing gender differences in terms of needs, capacities, and opportunities among people from different genders and in terms of participation and access to peace and security. Ultimately, GRCA will address common gender biases, perspectives, and considerations in gender-responsive conflict analysis and will provide a more accurate and comprehensive understanding of the root causes, triggers, and drivers of conflict

[4] Further explanation can be found in www.un.org/esa/sustdev/csd/csd15/lc/gender_terms.pdf .
[5]Further explanation can be found in https://www.undp.org/publications/gender-responsive-national-communications .

for informed and more effective action, including protection of civilians (POC) mandates by the military component.

8.5.1. The U-2 Section and Peacekeeping-Intelligence has a particular responsibility to ensure that gender, sex, and age-disaggregated information is collected as part of the force's information acquisition plan (IAP)[6], acquisition management, and military peacekeeping-intelligence (MPKI) reporting.

8.5.2. The information acquired must be organized and processed to assess its relevance to the mission and the mandate. The areas, structures, capabilities, organization, people and events (ASCOPE) and political, military, economic, social, infrastructure and information (PMESII) factors (see annex A) are relevant and will also help to identify shortfalls in information, but additional relevant factors may also be identified. The output of the gender analysis could be a gender-responsive intervention, for example, a task, recommendation, request for information, consideration for further planning, and so on. There could be both resource and communication requirements relating to that output. A gender risk assessment associated with implementation or non-implementation of that output may also be needed. The output of a gender analysis may result in a revised aim for new or reviewed operations.

8.5.3. GRCA can be used at any level in the military component and is of critical importance in operational planning and should be considered in daily tasks. For example, in some regions, agricultural activities vary with season, and harvesting is a primary role for women and children. During that period, robust and consistent patrols must be conducted along frequently used routes to prevent conflict-related sexual violence (CRSV) that is often used against women and girls.

8.6. **Conflict-related sexual violence** 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.

8.6.1. CRSV can be linked to the profile of the perpetrator, who is often affiliated with a State or non-State armed group, which includes terrorist entities ; or the profile of the victim, who is frequently an actual or perceived member of a political, ethnic or religious minority group and targeted on the basis of actual or perceived sexual orientation or gender identity; or during a climate of impunity, which is generally associated with State collapse, cross-border consequences such as displacement or trafficking, and/or violations of a ceasefire agreement.

8.6.2. CRSV also encompasses trafficking in persons for the purpose of sexual violence or exploitation, when committed in situations of conflict. It is important to note that most data collected on CRSV shows a high prevalence of this type of violence against men, but women, boys, girls and gender-diverse people can also be victims.

[6] Information acquisition should be systematic and based on mandates, resolutions, United Nations policies and guidance, open sources, national authorities, international organizations, non-governmental organizations (NGOs), as well FHQ reporting requirements.

8.6.3. There is significant stigma around this type of violence, which destroys social cohesion and increases levels of vulnerability. For this reason, it is often used as a strategic weapon of war to disperse local communities from certain areas.

8.7. **Sexual and gender-based violence (SGBV)** is any type of violence directed against individuals or groups based on their sex or gender. The reference includes any act that inflicts physical, mental, or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty in the public or private sphere. Women, men, girls and boys can all be victims of gender-based violence. SGBV is pervasive, far reaching and not necessarily related to conflict. It includes, for example, domestic violence and harmful practices such as forced genital mutilation and forced marriage.

D. GUIDELINES

9. **Operational-level military guidance**: at the operational level, military tasks and actions span a wide range of activities. These activities are translated from strategic guidance, the military CONOPS, field-level operational plans (OPLAN), doctrine and guidance, terms of reference, and the mission's mandate. Gender considerations at the operational level should be incorporated in protection activities; support activities; monitoring, reporting and verification activities; early warning indicators, and military liaison activities.

9.1. **Military protection activities**: operational-level planning for military activities to protect civilians should include guidance that enables commanders to address specific protection challenges faced by men, women, girls, boys, and gender-diverse people. Direct and regular interaction and engagement with the broadest possible cross-section of the local population will further enable planners to obtain a more comprehensive overview of protection challenges faced by the most vulnerable groups in the community. Military planners must consult with the mission Gender Unit, Child Protection Unit, CRSV Unit, Women Protection Adviser, the Human Rights Unit, the representative from the Office of Victims' Rights Advocate and other mission components.

9.2. **Humanitarian Assistance**: the military components can support and facilitate access to humanitarian assistance by providing a safe and secure environment for those humanitarian actors in the area who have or are requesting support. It is important to ensure that the entire community being supported has equal access to humanitarian assistance.

9.2.1. When supporting humanitarian assistance actors, the needs and priorities of vulnerable members of the population such as elderly groups, persons with disabilities, pregnant women and lactating mothers, children and gender-diverse people should always be considered and analysed. Follow on safe transport for local women who have received humanitarian assistance from distribution points to their homes is also important in this context.

9.2.2. Military operations to protect humanitarian and UN personnel and assets that support survivors of sexual and gender-based violence should be reminded consistently of the need to uphold the highest standards of professional conduct.

9.3. **Military support activities**: military peacekeepers are increasingly being required to undertake wider and wider varieties of complex tasks to include support for building

sustainable institutions of governance for the Host Country, human right monitoring, security sector reform, support to demobilization-disarmament-reintegration of former combatants and the creation of safe and secure environments for the humanitarian assistance. Field Missions are often responsible for far more than security and political aspects and now include economic and development considerations.

9.3.1. Disarmament, Demobilization and Reintegration: operational planning of military activities that support DDR programs must take into account the increasing role of women and girls as combatants or supporters directly or indirectly in relation to armed groups. During planning for DDR support, the military must be mindful of applicable counter-terrorism frameworks, and terrorist organization designations within the Area of Operations. The disarmament process should also consider that stigmatization of ex-combatants, whether men, women, boys or girls, will differ based on ages and gender and could represent an obstacle for participation in the process. UN military peacekeepers may be in a position to provide advice and support to local authorities and communities on how to ensure women and girls are included in and have access to DDR programmes. For example, in Sierra Leone women combatants didn't want to be part of the disarmament process. Women ex-combatants were judged by the community as they had intimate relation with many male combatants and would not be accepted by the community. The disarmament process should be sensitive to the concept of femininity and masculinity that will impact reintegration.

a. United Nations Global Counter-Terrorism Strategy: the military component should recognize the need to ensure complementarities and coordination of efforts with prosecution, rehabilitation and reintegration (PRR) strategies, taking into account gender and age sensitivities and in line with the United Nations Global Counter-Terrorism Strategy[7].

b. DDR Cantonment Sites: the design and layout of cantonment sites should be carefully considered. In general, they should contain separate living quarters for men and women ex-combatants and ensure adequate security (e.g., lighting, locks for bathrooms) to protect each group from the risk of sexual harassment and sexual and gender-based violence.

9.3.2. Electoral security: operational planning for the provision of electoral security by uniformed peacekeepers also provides an opportunity to assess and respond to security risks that may impede the participation of elderly, women and gender-diverse people in electoral processes, whether as voters or candidates. Such cases may require uniformed personnel to be deployed along routes that may be primary for registration or for polling stations during the election. Close coordination between the UN military and police components, and relevant national or local authorities should occur. It bears highlighting that in some settings women have traditionally not played an active role in politics, and women who now choose to stand as candidates may experience intimidation, harassment and violence within the local communities. Security planning for elections should incorporate an assessment of security risks for both women, men and gender-diverse candidates, poll workers and voters.

[7] Additional information to consider as part of the UN Global Counter-Terrorism Strategy can be found in A/RES/75/291 and Security Council resolutions 2178 and 2396.

9.3.3. Prevention and responses to Conflict-Related Sexual Violence: the military component is responsible to monitor, analyse, and report CRSV while ensuring the "do no harm" and confidentiality principles for any victims and survivors. Reports and information on cases of CRSV must be shared in a timely manner with the nearest women's protection adviser (WPA) or human rights component for a comprehensive investigation and follow-up.

a. Analysis of CRSV trends and patterns informed by inputs from the human rights component and WPAs must be integrated into the military component's analysis, planning, reporting, and prevention and response systems. Early warning indicators of CRSV, which have been developed to identify indicators of potential, impending or ongoing CRSV, can be used to plan and prioritize activities by the military component.

b. Monitoring, Analysis and Reporting Arrangements (MARA) Working Group. The military component also participates in the MARA Working Group chaired by the field Mission's senior WPA to support information sharing, integrated analysis, and planning prevention and responses initiatives. Most women, boys and girls face protection risks beyond CRSV, as they are disproportionately affected by conflict, which should be considered in the monitoring and analysis.

9.4. **JOC and JMAC Reporting Requirements**: the reporting requirements need to inform joint operation centres (JOC) and joint mission analysis centres (JMAC) and as such must be clearly defined in order to determine the threats facing men, women, girls, boys, gender-diverse people and vulnerable groups. Guidance on operational reporting developed by the JOC should include security risks faced by women, men and vulnerable populations and should underline the use of gender, sex- and age-disaggregated data. As an example, if abductions appear to be occurring in a certain area, understanding if the abductees are only men who are being targeted or if it is a combination of men and girls will be essential to understanding the motive and threat. Other patterns in the area regarding specific groups (e.g., ethnic, linguistic or religious groups, the elderly, persons with disabilities, people based on their gender identity or sexual orientation, etc.) can also significantly influence the nature of the tactical-level interventions required to address the problem.

9.5. **Monitoring, reporting, and verification activities**: Monitoring, reporting and verification tasks, including patrolling, investigations, and information operations, should be conducted, to the extent possible, by a gender-diverse team. Monitoring and reporting tasks should seek to consult multiple diverse sources of information and engage as many parts of the population as possible (e.g., ethnic, linguistic and religious minorities, people living with disabilities, pregnant women, people belonging to the LGBTQ+ community, etc.) and incorporate the respective views and concerns regarding how insecurity affects each group.

9.5.1. Monitoring, reporting and verification activities can be greatly enhanced by communicating with local women and women's organizations, facilitating situational awareness, and force protection. In situations where women are engaged in outdoor commerce activities, they often have their 'ears to the ground' and can sense changes in the security environment.

9.5.2. When cultural or language barriers impede effective communication between military peacekeepers and members of the local population, the use of interpreters,

including local women, can expand the outreach between military personnel and women and children from the local population. Keep in mind the “do no harm” principle in all circumstances and at all times, in order to not jeopardize the life, physical and psychological safety, freedom and well-being of those who enter into contact with military peacekeepers.

9.5.3. Allegations of human rights violations or abuses should be promptly recorded and properly reported to the field Mission the mission for verification, investigation and follow-up. In some cases, a joint investigation, follow-up actions, and advocacy may be direction by the HoM and in coordination with the human rights component.

9.6. **Military liaison activities**: operational planning should include liaison and coordination with all Mission components for a holistic, comprehensive, and consolidated response. Coordination with other mission components will help clarify roles and responsibilities and work towards ensuring an efficient and effective holistic response.

9.6.1. With the support of WPAs, sector-level headquarters must ensure that troops on the ground are regularly provided with updated information about local referral services for survivors of sexual violence, including sexual exploitation and abuse, especially in situations where military personnel are the first point of contact.

9.6.2. Civil assistance activities are partially designed to promote confidence-building with the local population and can be effectively implemented through consultations with local women's organizations. Considerations of cultural and safety concerns or issues must be part of the planning of such exchanges. Quick impact projects (QIPs) provide an excellent opportunity for engaging and empowering local women. The military component may be asked to support the identification or execution of QIPs focused on women and girls, minorities or elders, and these initiatives should be discussed in close collaboration with the respective CIMIC (S-9, G-9 and U-9) section and with mission counterparts to ensure the successful implementation of a civilian lead QIPs project.

10. **Tactical-level military guidance**: at the tactical level, the Force Headquarters (FHQ) provides the overarching guidance through OPLANs, FHQ SOPs, and FRAGOs for planning of military operations, activities, and tasks. Tactical-level protection tasks, patrolling, checkpoint duties, reporting, and monitoring and verification tasks must include gender considerations during planning and execution.

10.1. **Patrol tasks**: military patrols should be as gender diverse as possible and include a community liaison assistant if available. Patrolling provides opportunities to engage with local communities and supports information gathering and analysis for military planning and operations to provide a protective environment.

a. When possible, engagement with the local population should inform the planning and identification of patrol routes and schedules to improve the understanding and security of the overall population. Separate consultations with women should be considered particularly if they are not comfortable speaking in the presence of men or the patrol as a whole. These engagements may provide an improved, more comprehensive overview of the local area and allow mission leadership to more fully understand where their priorities should lie.

b. As an example, normal, domestic activities such as fetching water and firewood, or commerce-related activities may be affected by the movements and actions of armed groups or individuals that have an adverse effect on the security environment. The domestic activities undertaken by women may expose them to attacks, kidnapping and sexual violence.

10.2. **Checkpoints tasks**: military peacekeepers must be attentive to situations of armed groups using women, girls, and boys to transport illegal materials through checkpoints. In creating a secure environment, peacekeepers must appreciate the role women play in conflict, including as combatants (either willing or coerced) or survivors of violence. The military should ensure that checkpoints and roadblock tasks and responsibilities include mixed teams to ensure the appropriate provisions to mainstream gender and ensure culturally sensitive procedures, including conducting searches for women, men and gender-diverse people.

10.3. **Protection tasks**: the military undertakes prevention and protection activities to physically protect the population. Engaging daily with the local population, including women, children and vulnerable populations, is of the essence to identifying different sources of information relating to security risks and threats in the area of operation. With regard to SGBV and CRSV, military personnel may come into direct contact with victims/survivors or witnesses of sexual violence and human rights violations. They should be trained to serve as first responders to such cases. As an example, survivors of sexual violence may distrust local authorities or local police and may prefer to approach UN peacekeepers for support. Military peacekeepers may be the first point of contact for victims of domestic violence in situations where they are in need of medical services. When responding to cases or information on sexual and domestic violence, military personnel should always follow the guiding principle of "do no harm", and the survivor-centred approach of confidentiality, informed consent, gender sensitivity and the best interest of children Training for military contingents should include prevention and response to incidents and allegations of CRSV. Additionally, the training must include guidance that victims and survivors be referred to assistance service providers as per established referral pathways as quickly as possible, subject to obtaining informed consent.

10.4. **Reporting, monitoring, and verification tasks**: reporting activities should include gender, sex- and gender-disaggregated data and gender-sensitive information as related to specific situations. Reporting should generate a more detailed understanding of the environment and ensure more effective military interventions and responses. Monitoring and verification tasks further provide an opportunity to consult with the local population, whose insights will produce a more comprehensive situational awareness of the current operating environment. As an example, consultations with locals may lead to extending patrols, including foot patrols, to areas where women are most active in their daily activities, such as marketplaces, water collection points and communal facilities. Military personnel must always understand and assess the impact of their operations, in particular when entering spaces “owned by women.” For instance, when women may feel less at ease or insecure in the presence of foreign military, who are mostly men, this situation must be avoided.

11. **Mainstreaming a Gender perspective at the Force Headquarters (FHQ)**: this section describes the roles and responsibilities of the different branches and functions within an

FHQ and will focus on integrating a gender perspective into daily military work. A gender perspective refers to how peacekeepers recognize and understand how women, men, girls, boys, and gender-diverse people experience conflict differently. Mainstreaming a gender perspective requires the military to consider the security situation and the different threats faced by each population group and understand their differing needs. Military activities and operations need to consider these differences accordingly. Integration of a gender perspective into planning and all tasks should be a specified objective and will support the accomplishment of the mission mandate. The following section will highlight specific ways in which to U-Branches can mainstream gender perspectives into their routines.

11.1. **U-1 – Personnel and administration**: the U-1 staff branch deals primarily with all matters concerning human resources, including personnel readiness/services and headquarters management. It includes monitoring unit strength status, monthly strength reporting to UNHQ, personnel management. Responsibilities primarily related to gender mainstreaming include the following:

a. Hiring in coordination with Director of Mission Support (DMS) and integrating local civilian staff, ensuring all gender is equally employed and considered in positions such as community liaison assistant (CLA).
b. Maintaining gender, sex- and age-disaggregated data of units (which should also include ranks).
c. Supervising personnel welfare opportunities; considerations for mental health support and welfare activities for women, men and gender-diverse people and ensuring physical and psychological medical assistance.
d. Gathering end-of-tour-reports and noting any concerns of peacekeepers, including women, men and gender-diverse people. The end-of-tour report to UNHQ and mission leadership should include a note regarding obstacles to an enabling environment and meaningful participation of women and gender diverse peacekeepers.
e. Being responsible for, in coordination with the mission's conduct and discipline team, conduct and discipline arrangements of military personnel, including aspects of prevention and response to alleged misconduct.
f. Proposing mechanisms to support contingents with a low number of deployed women military peacekeepers.

11.2. **U-2 – Military peacekeeping-intelligence (MPKI)**: the U-2 staff branch deals with all matters concerning MPKI and supports military security operations within the Force Headquarters. The peacekeeping-intelligence cycle is intended to enhance situational awareness and the safety and security of United Nations personnel and inform and report on activities and operations related to protection of civilian. The U-2 Branch should strive to integrate a gender-responsive approach during the analysis of human terrain and actor evaluation stages of the Analysis of the Operating Environment process. The U-2 branch has an extremely important role to play in enhancing the gender responsiveness of the United Nations military component. The U-2 branch is responsible for:

a. Conducting gender-responsive conflict analysis in collaboration with the MGA to provide a clear understanding of issues relating to gender roles and norms that influence instability or the use of violence in the area of operation.
b. Providing advice to the United Nations military component through data collection:
    - changes in patterns of gender roles and gender norms.

- UN early-warning system and indicators.
- core indicators on CRSV and gender-based violence (GBV).

c. Data should be disaggregated by sex, gender, age, and ethnicity, at a minimum.
d. The U-2 branch is also responsible for the FHQ information acquisition plan and should support training, as required for military contingents regarding gender-responsive data collection.

11.3. **U-3 – Current operations**: the U-3 staff branch deals with all matters concerning operations with multiple cells such as current operations, U-3/5, air operations, and, if applicable maritime operations and information operations.

11.3.1. The U-3 ensures that the planning, activities, and operations conducted by the military component are gender-responsive. Planning for, and orders issued for the conduct of operations, activities, and tasks of the military component should effectively address gender perspectives and concerns during operations.

11.3.2. As an example, when setting up a vehicle checkpoint to detect weapons, U-3 planning must consider the participation of woman peacekeepers in conducting body searches on women. A second example is coordination between the U-3, U-1, and the MGA to identify the most effective way to deploy female military observers to team sites and ensure the proper level of female military representation is available in each sector of operation to support military operations.

11.3.3. U-3 planning must identify the impact of operations on local gender power dynamics in the community, access to resources by the population, and to mitigate negative impacts as much as possible.

11.4. **U-4 – Logistics**: the U-4 staff branch is the principal adviser to the HOMC/FC on the overall logistics that affect the military operations and works closely with the Mission Support Division (MSD) in fulfilment of logistics requirements of the force. Among other responsibilities, the U-4 works with U-5 and MSD to facilitate a smooth and efficient troop rotation and plan, and coordinate and facilitate logistics support in conjunction with MSD. In the case when as staff officer and TCC have an agreement with the United Nations to provide logistical support, the U-4 needs to provide gender-sensitive equipment (e.g., body armour appropriate for the shape of women's bodies) and separate facilities.

11.5. **U-5 – Plans and policy**: the U-5 staff branch is responsible for conducting future planning and providing advice to the Force Commander on military plans, policy issues, and to identify different courses of action to address security and civilian protection challenges. The U-5 must consider a gender-responsive conflict analysis when analysing the mission and developing Courses of Action (COA). While developing a COA, the U-5 branch will include the specific needs of each gender in terms of protection, gender-responsive early warnings, prevention and response to CRSV and resources required to conduct an operation. Close collaboration with the MGA, the U-9, and the Office for the Coordination of Humanitarian Affairs (OCHA), the U-5 will work to identify how to best include civilian organizations (i.e., IGOs, NGOs) supporting the local population into the planning process in order to enhance gender-responsive operations.

11.6. **U-6 – Communications**: the U-6 staff branch is responsible for all matters related to military communications and information technology**.** In coordination with other staff, U-6 will actively coordinate with a variety of external agencies to develop the information and communications plans, manage the information network, obtain required services and support mission requirements.

11.7. **U-7 – Training**: the U-7 staff branch is responsible for military induction training, in-mission training, establishing the training needs of military contingents and supporting the Integrated Mission Training Centre (IMTC) in the delivery of training to the military component. The training package should include sessions on the WPS agenda, how to prevent and respond to cases of CRSV, and how to conduct gender-responsive analysis. The U-7 also conducts in-mission training (i.e., induction and refresher training activities), and the U7 must ensure that all military peacekeepers complete mandatory gender training.

11.8. **U-8 – Military engineering**: the primary responsibility of the U-8 staff branch is to plan, coordinate and implement assigned engineer tasks in accordance with mission priorities.

11.8.1. Engineers may support humanitarian and non-military activities in a peacekeeping operation, such as rebuilding infrastructure of host countries. This may entail supporting civilian construction projects that are deemed crucial to implementation of the field Mission mandate.

11.8.2. During planning processes or in support of activities or construction projects, the U-8 branch should work to ensure that proper considerations are made to the needs of military personnel of all genders through proper consultations with each group (e.g., adequate and well-situated accommodations and facilities) (see Annex E). The same considerations also should be made for activities, projects, construction or assistance provided to support the host countries, (e.g., well situated and easy access to a market, availability of enough restrooms and washrooms for women, as experience has shown that women whether pregnant or not, use the restroom more often and longer than men)[8]. Women are more likely to take their children into the women's restrooms, and so more consultation with local women is required to tailor construction to the needs of the population. The U-8 branch should also consider accessibility for people with disabilities.

11.9. **U-9 –Civil-military coordination (UN-CIMIC)**: the U-9 staff branch facilitates the interaction between the military component and other entities in the mission area, such as UN humanitarian and developmental actors, host country civilian authorities, women's groups, governmental and regional organizations, international organizations and NGOs. The role of UN-CIMIC personnel is to develop a comprehensive civilian operational picture and the analysis of such, in order to support planning and the conduct of military operations. It provides an interface to share, gather, verify and analyse information on the civilian operational environment and to utilize the U-9's liaison responsibility with mission components and partners, as well as NGOs, to consolidate valuable information.

[8] Details observation and report are available on https://washmatters.wateraid.org/sites/g/files/jkxoof256/files/female-friendly-public-and-community-toilets-a-guide.pdf .

12. **Military gender adviser (MGA)**: the MGA is part of the Force Commander's Command Group Advisors and responsible for coordinating and guiding the implementation of the UN Security Council's resolutions on WPS and cross-cutting resolutions[9]. The MGA's tasks can be divided into five main areas of responsibility: advisory, gender analysis, monitoring, reporting, and collaboration with different stakeholders (see Annex B for further details).

    12.1. The MGA should develop and implement a FHQ military gender strategy, whose aim is to provide a long-term plan for the military component to support the implementation of the WPS agenda and gender equality. (Annex C provides a Gender Strategy template).

    12.2. The MGA has a key role to support the military planning team in developing and conducting military plans to ensure that the mission is gender responsive. The MGA works to support the operational and tactical-level implementation of the WPS agenda and gender equality within the broader peacekeeping mandate framework. The mission's gender adviser will provide substantive leadership to ensure the integration of a gender perspective into the overall mission strategic plan and provide contributions at the strategic level.

    12.3. Another role of the MGA is to propose specific military operations, projects or activities, based on areas of responsibility, to support gender equality (e.g., access to the resources, equality of rights and equal opportunities within an area, etc.). The MGA should liaise with the Sector military gender focal points, police, and civilian component gender focal points, UNCT, and (if the local government and the mandate permits), collaborate with the host State security forces.

    12.4. The MGA will also support information sharing and analysis on CRSV with the senior WPA and participate in the MARA Working Group on behalf of the FHQ.

13. **Military gender focal points:** The FHQ should strive to designate a military gender focal point in each U-Branch. This is a good practice that should cascade down to the Sector level and to each Brigade level unit at a minimum. The FHQ MGA is designated to provide technical guidance to all military gender focal points and maintain a network to improve information and communication between all levels. The military gender focal points are responsible for supporting the implementation of the WPS agenda. Below is a generic organizational chart that shows the potential placement of miliary gender advisers and military gender focal points at Force Headquarters (FHQ), Sector Headquarters (SHQ) and at contingent level.

[9] The following UN Security Council's Resolutions deal with WPS and cross-cutting issues: 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019) and 2493 (2019).

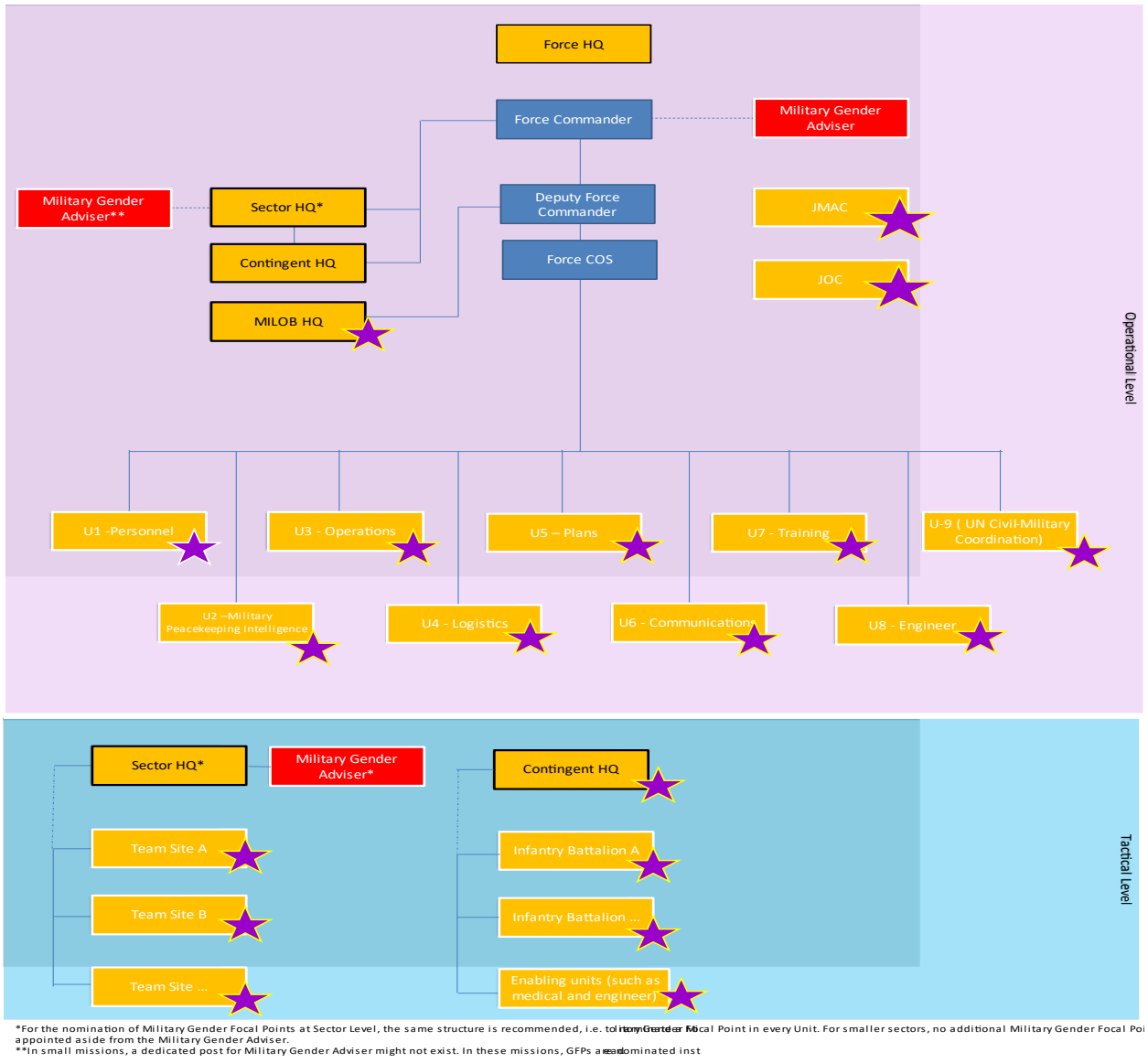

Figure 1: Identification of Military Gender Advisors in a Generic FHQ Structure

14. **Incorporating a Gender perspective into UN-MDMP:** UN-MDMP is a coordinated military planning process used to plan and determine the preferred method of executing operational tasks. During the UN-MDMP, staff officers identify the best way to execute a mission by considering the operational environment; the magnitude of the problem and possible

resistance from certain groups; the capability and resources the military component has in order to respond to the situation; and time required to execute the task.

14.1. Staff officers from each branch (U-1 through U-9) participate in the planning process by providing the specialized perspective of their branch regarding the mission at hand. This perspective relates to their understanding of the problem and provides possible solutions for the HOMC/FC to decide on how the military component can respond. During the planning stage, incorporation of a gender perspective can be seen as an "enabler", which will support accomplishment of the military operation if properly addressed and considered during the planning process. Understanding the gender perspective allows planners to incorporate considerations related to the protection and participation of vulnerable populations, thereby improving operational effectiveness. Annex D suggests ways to integrate gender perspectives into the UN-MDMP.

15. **Collaboration and coordination mechanisms between the MGA FHQ U-Branches**: The MGA or gender focal point should be part of the FHQ planning team and support all planning tasks. The MGA is responsible for providing inputs and recommendations during the development of operation orders, warning orders (WARNORDs) and the planning of all activities. The FHQ MGA and U-Branch MGFP should collaborate and coordinate to effectively implement the field Mission's mandate, the UN's WPS agenda and to support gender equality.

15.1. The following table gives an overview of the tasks for the U-Branch MGFP in support of their activities, responsibilities, and operational planning processes.

Branches	MGFP in support to the MGA
U-1 – Personnel and Administration Staff Branch	The MGA should coordinate and exchange with the MGFP on a daily basis to exchange on the following: a. Recommend the allocation of posts to more women peacekeepers at the Force Headquarters, Sector Headquarters and recommend to the chief military observer to have gender-balanced representation in military observer team sites and remote locations and headquarters. b. Provide a plan to assign women peacekeepers to support an operation in coordination with U-5 and U-3 (when required). c. Provide an overview of the availability of women military peacekeepers from units and Engagement Platoons in the area where a military operation will be conducted.
U-2 – Military peacekeeping Intelligence (MPKI)	The MGA should coordinate with the MGFP on a daily basis to exchange ideas and information about their respective activities. The MGFP will advise the U-2 branch on how to conduct the gender-responsive conflict analysis. The MGA should coordinate the following: a. Ensure that PIRs include the nature of threats facing men, women, gender-diverse people, boys, and girls, and occurrences of GBV including CRSV. PIRs are set by the commander during the direction phase of the MPKI cycle and it

	is essential that early engagement occurs between leadership and the MGFP to integrate gender perspectives from the outset. b. Engage and interact equally with local men, women, gender-diverse people, boys and girls when developing situational awareness. c. When directing the acquisition of information, ensure that men, women, boys, girls and gender-diverse people are consulted. Women may be consulted separately, as required. d. Monitor activities of armed groups and report on incidents of GBV, including CRSV, and other human rights abuses and violations. e. Ensure reports are gender, sex and age-disaggregated and disaggregated according to community, ethnicity or religion, as well as other possible factors of discrimination or increased vulnerability, as different communities are affected differently by conflict dynamics and security threats. Women, men, boys and girls of specific communities may experience the conflict differently than do other communities. f. Ensure reports highlight differences in security threats between men, women, gender-diverse people, boys and girls g. Map population movements to identify areas of potential vulnerability for specific groups; for example, identify remote firewood gathering activities by women and girls and plan POC patrols or monitoring accordingly. h. Identify trends and patterns of human rights violations and share early warning information, notably using early-warning indicators of CRSV.
U-3 – Operations	The MGA should constantly coordinate efforts with the U-3 operations branch. The MGA supported by the MGFP should provide and/or coordinate the following: a. Ensure the preparation and coordination of Force Headquarters SOPs, OPLANs, fragmentary orders (FRAGOs) and warning orders (WARNORDs) include direction on engagement with women and girls, and how to refer incidents of CRSV and includes direction on how to respond to, prevent and report these incidents. b. Ensure that safe corridors of movement are established if United Nations operations will affect women, men, girls and boys. Ensure that information operations include women and youth as target audiences. c. Ensure both women men peacekeepers are available for searching tasks and checkpoints. d. Coordinate with the human rights component, United Nations Police, Gender Unit, WPAs and child protection, and the POC advisers. e. Monitor and report human rights violations and abuses, including CRSV. f. Ensure orders include guidance on how to: ➢ Respond to survivors of sexual and gender-based violence.

	➢ Provide appropriate support using women mission personnel, both uniformed and civilians). ➢ Know whom to inform (e.g., United Nations, a local NGO, etc.). ➢ Provide physical protection to survivors and witnesses in line with established procedures. g. Ensure orders and WARNORDs specify the need for women community language assistants. h. Ensure that key leader engagement includes engagement with civil society, women's groups and their networks, and groups representing youth. i. Assist U-5 and U-3 information operations by informing them of where and when incidents of CRSV and other human rights abuses occur.
U-4 – Logistics	Provide advice and collaborate with the U-4 branch on all related issues for a smooth and efficient unit rotation, for example, TCCs' responsibility to provide necessary and easy access to facilities and accommodation for all genders. Ensure supply chains account for female-specific medical/sanitary supplies.
U-5 – Plans and Policy	The MGA should coordinate with the MGFP in order to: a. Support the U-5 (or supported by the MGFP in the U-5) branch when it develops courses of action by providing information on: ➢ The impact of courses of action on all genders and the mechanisms for mitigating any negative effects. ➢ Gender mainstreaming when conducting operations: ➢ Who is in charge of communicating information about the operation to the community? Who is most trusted by the community? ➢ What are the rules for social interaction with different genders during operations? b. Assist in U-5 and U-3 information operations by informing them of where and when incidents of CRSV and other human rights abuses occur.
U-6 – Communications	The MGA should collaborate and coordination with the MGFP within U-6, with a variety of external agencies to support the development of the information and communications plans.
U-7 – Training	The MGA should coordinate with the MGFP on a daily basis to exchange ideas and information about their respective activities: a. Collaborate with U-7, to actively identify training requirements and allocations of resources in support of training to include training needs on gender and CRSV. b. Ensure equal opportunities to attend all military training are given to all. c. Support planning of periodic training for sector commander and/or battalion commander and/or selected officers to include training on gender.

U-8 – Military engineering	The MGFP in U8 and the MGA will collaborate to ensure that the planning process and execution of activities or constructions projects incorporate the appropriate considerations based on the needs of military personnel of all genders. The same considerations should also be made for activities, projects, construction tasks, and assistance the host countries.
U-9 – UN-CIMIC	The MGA is to support the MGFP in U9 in order to: a. Ensure liaison and engagement takes place with women, men and diverse minorities. b. Ensure gender, sex- and age-disaggregated data collection at all levels when drawing the civil picture and other diversity features that may render some groups more vulnerable. c. Include inputs and recommendations given by MGA to Include gender analysis as an integral part of the in the UN-CIMICs development of the civil-operational estimate d. Provide HOMC/FC with gender-related background information for key leadership engagement (KLE) in close coordination with MGA.

E. ROLES AND RESPONSIBILITIES

16. The OMA Military Advisor in the Department of Peace Operations, along with the HOMC/FC, are responsible for ensuring that the military component in peacekeeping operations is gender responsive**.**

17. The MGAs in each mission will advise mission leadership on how to integrate a gender perspective into the military component. The mission network of MGFPs present in each military unit, function and contingent, ensures that all military personnel are guided in integrating a gender perspective into their day-to-day operations. It is imperative that all personnel consider gender perspectives in their tasks and are aware of the responsibility to integrate a gender perspective into their actions**.**

F. TERMS

Civil assistance activities: civil assistance is a support function that includes three types of related activities undertaken by the military component of a United Nations integrated mission:

- Provide lifesaving supplies and assistance if no other political authority or humanitarian or development actor has the access or ability to do so in a timely and effective manner to eliminate the threat of loss of life.
- Give support to the civilian population and authorities, or community support projects, which are often related to physical infrastructure repair and rehabilitation and are designed to help filling the gaps.
- Support humanitarian and development actors in the operational context of alleviating human suffering.

Conflict-related sexual violence (CRSV): 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. That link may be evident in the profile of the perpetrator, who is often affiliated with a State or non-State armed group, which includes terrorist entities; as well as in the profile of the victim, who is frequently an actual or perceived member of a political, ethnic or religious minority

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

Gender balance: refers to the equal representation of women and men at all levels of employment[10].

Gender equality[11]: refers to the equal rights, responsibilities and opportunities of women, men, girls and boys. Equality does not mean that women and men will become the same, but rather that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not solely a women's issue; it should concern men as well. Equality between women and men is seen as both a human rights issue and a precondition for and an indicator of sustainable, people-centred development.

Gender equity: the process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a means. Equality is the result.

Gender expression: gender expression refers to peoples' manifestation of their gender identity, and the one that is perceived by others. Typically, people seek to make their gender expression or presentation match their gender identity or identities, irrespective of the sex that they were assigned at birth**.**

Gender identity: refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other gender expressions, including dress, speech and mannerisms.

Gender sensitivity: being gender-sensitive or acting in a gender-sensitive manner means using respectful and non-discriminatory language and taking into account the different situations, needs and attributes of women, men and others, in order to make sure behaviours, mindsets or programmes respect the human rights of all persons.

Gender with age marker (GAM): looks at the extent to which essential programming actions address gender- and age-related differences in humanitarian response.

[10] The United Nations General Assembly has affirmed the urgent goal of achieving 50/50 gender distribution in all categories of positions within the Organization. Achieving a balance in staffing patterns and creating a working environment conducive to a diverse workforce improves the effectiveness of policies and programmes and enhances the capacity of the United Nations to better serve the entire population.

[11]The definition used was extracted from UN-Women, OSAGI Gender Mainstreaming – Concepts and definitions. Committee on the Elimination of Discrimination against Women (2010), general recommendation No. 28 on the core obligations of States parties under article 2 of the Convention on the Elimination of All Forms of Discrimination against Women.

Intersectionality: a term, coined by American law professor Kimberlé Crenshaw, refers to an intersectional approach that shows the way people's social identities can overlap, creating compounding experiences of discrimination.[12]

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

Sexual and Gender-based Violence (SGBV): sexual and gender-based violence is any type of violence directed against individuals or groups on the basis of their sex or gender. The reference includes any act that inflicts physical, mental or sexual harm or suffering; threats of such acts; coercion; and other deprivations of liberty in the public or private sphere. Women, men, girls and boys can all be victims of SGBV. It is pervasive, far-reaching and not necessarily related to conflict. It includes, for example, domestic violence and harmful practices such as FGM and forced marriage.

Sexual abuse: actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

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

F. REFERENCES

Normative or superior references

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B. Handbook for United Nations Field Missions on Preventing and Responding to Conflict Related Sexual Violence, 2020.

C. The Protection of Civilians in United Nations Peacekeeping Handbook, 2020.

D. Policy on Child Protection in United Nations Peace Operations, 2017.

E. Policy on Gender Responsive United Nations Peacekeeping Operations, 2018.

F. Policy on United Nations Field Missions: Preventing and Responding to Conflict-related Sexual Violence, 2019.

[12] Further explanation can be found www.unwomen.org/en/news/stories/2020/6/explainer-intersectional-feminism-what-it-means-and-why-it-matters .

G. Security Council resolution 1325 and subsequent resolutions on women, peace and security.

H. United Nations Military Peacekeeping Glossary of Abbreviations, 2020.

I. United Nations Military Peacekeeping-Intelligence Handbook, 2019.

J. Manual for Child Protection Staff in United Nations Peace Operations, 2019.

K. Guidelines: Gender and peacekeeping-Intelligence, 2022.

Related procedures or guidelines

A. United Nations Infantry Battalion Manual, January 2020.

B. United Nations Military Peacekeeping-Intelligence Handbook, April 2019.

C. Guidelines on Gender and peacekeeping-Intelligence, 2022.

D. MINUSMA: Gender Strategy 2019–2021.

E. DPA Gender Factsheet, September 2017.

F. DOS, Engineering Support Section, under the Logistics Division, Office of Supply Chain Management: 200-person camp conceptual design for military – support document, 2020.

G. MONITORING AND COMPLIANCE

16. The Department of Peace Operations through OMA and field missions will monitor the implementation of these Guidelines and will propose amendments when required.

H. CONTACT

17. Point of contact for these Guidelines is Department of Peace Operations/OMA Gender Focal Point or Policy and Doctrine Team.

I. HISTORY

18. This guideline supersedes the first version.

APPROVAL SIGNATURE:

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Under-Secretary-General for Peace Operations
Department of Peace Operations (DPO)

DATE OF APPROVAL: 13 February 2023

Annex A

ASCOPE-PMESII Analysis

The **ASCOPE-PMESII** analysis is conducted by the peacekeeping-intelligence staff during the analysis of the human terrain within the MPKI cycle. The relevant factors are then further examined during the actor evaluation stage – where all relevant actors could impact the mission/mandate are further analysed**.**

ASCOPE-PMESII stands for areas, structures, capabilities, organization, people and event (ASCOPE) factors and political, military, economic, social, infrastructure and information (PMESII). This analytical model for gender analysis can be conducted addressing the areas, strengths, weaknesses and interdependencies of main actors in the PMESII domains. When analysing these factors from a gender perspective, the role, position and situation of men, women, boys and girls should be considered in relation to each domain. These are suggestions to relevant factors within the PMESII domains:

ASCOPE
Areas: physical locations and terrain that effects all relevant actors e.g., boundaries or police districts.

Structures: significant infrastructure (e.g., bridges, religious sites, hospitals and schools).

Capabilities: key functions such as administration, food/water supply, health/welfare provision.

Organizations: political, social, religious, tribal and so on. These must be understood and their likely influence assessed.

People: the local population including tribes, groupings, political parties, threat actors and any other relevant human actors. Within each population, leadership, intentions, relationships, pattern of life, needs and any other subfactors can be considered.

Events: harvest season, market timings, public holidays and religious festivals, for example.

PMESII
Political: proportion, representation and influence of men and women in government, parliament, political parties, both on national and local levels. Male and female actors and networks in civil society and politics. Male and female participation in elections and other political processes. Levels and of threats against women politicians compared with men.

Military: proportion and representation of men and women in national armed/security forces, as well as irregular armed groups, including their rank, positions and functions.

Economic: the role of men and women in different economic areas, for example, agriculture, industry or finance. The economic position of men and women, including the percentage of women in labour force compared with that of men, differences in remuneration for equal work, and the percentage of paid work and unpaid care and domestic work. Possible legal or social constraints on men and women's economic activities and property ownership. Percentage of unemployment among youth (broken down by gender). Levels of literacy of men, women, girls and boys.

Social: number of men, women, boys and girls in the population. Ethnicities, socioeconomic groups, religions and their respective gender dimensions. Humanitarian situation and demographics, including refugees and internally displaced people. Health and education such as maternal health, maternal mortality rate and access to education for boys and girls. Social structure with female or male community or traditional leaders, including heads of household. Access and rights in judicial and legal system. Incidents of violence against groups by the attackers considered to be of “low status” or against vulnerable people, sick, elderly, living with disabilities and so on.

Infrastructure: men and women's access to freedom of movement and possible constraints, including access to vehicles and condition of roads. Access to basic resources such as water, food, electricity, for example, and services such as sanitation, education, health facilities including sexual and reproductive health.

Information: information and communication tools that influence men and women, that is, TV, radio, printed media, cell phones, Internet, and access to technical equipment. Literacy levels for men and women. Another point that should be considered is who has access to information and the type of sources used.

Annex B

Tasks of the military gender adviser and military gender focal point

The military gender adviser's tasks can be divided into four main areas:

1. Advisory responsibility

a. Advise the Force Commander on strategies for the effective implementation within the military component of women, peace and security (WPS) mandates which are also reflected in the WPS commitments in the Secretary-General's Action for Peacekeeping Initiative (A4P) and A4P+ ensuring full, equal and meaningful participation of women in all stages of the peace process, and systematically integrating a gender perspective into all stages of analysis, planning, implementation and reporting.
b. Advise the Force Commander on strategies to create an enabling work environment that ensures the full, equal and meaningful participation of men, women and gender-diverse people in the military component.
c. Advise the Force Commander and military personnel on implementing procedures to prevent sexual exploitation and abuse by United Nations military and gender-based violence (GBV) in the local community, through outreach and awareness campaigns targeted at the local population, in close collaboration with the UN-CIMIC unit, Information Operations branch, the civilian mission gender adviser and the police gender adviser or gender focal point.
d. Advise the Force Commander and the military personnel on potentially differing operational requirements of military personnel based on their gender at the operational and tactical levels.
e. Advise the Force Commander and the military personnel on the prevention of conflict-related sexual violence and coordinate efforts with civilian and police components.
f. Provide assistance and guidance to the chiefs of all military branches (U-1 through U-9) or the respective military gender focal point in each branch, the military information operations office, as well as to other key personnel, on integrating a gender perspective in their branch and work, including in key decisions, drafting orders and other important documents.
g. Provide guidance and support to the military gender focal points through briefings, regular meetings and exchanges. Together with the conduct and discipline teams, organize regular briefings on prevention of misconduct, including the zero-tolerance policies against sexual exploitation and abuse, and harassment, including sexual harassment, discrimination and abuse of authority (command responsibility).

2. Gender analysis-related responsibilities

a. Conduct gender analysis and provide recommendations and inputs to all military personnel on integrating gender perspectives at all levels and in all branches for gender-responsive/transformative approaches. This should also include an understanding about the gender roles and norms in the area of operation and how these roles and norms affect and are affected by conflict.
b. Provide an analysis and brief of gender-specific issues and concerns related to the military component in presentations on the activities of peacekeeping operations.
c. Provide assistance and advice to the chiefs of the different military offices/functions (U-1 through U-9), Military Office of Information Operations, and key personnel on

implementing gender mainstreaming in planning and implementing their plans and activities.

3. Monitoring and reporting responsibilities

a. Oversee consolidation of good practice and lessons learned on implementing WPS mandates by the military component, both in gender mainstreaming and substantive matters and on gender parity and creation of an enabling environment conducive to gender equality in the workplace.
b. Share all CRSV alerts and reports received by the military component with women's protection advisers as soon as possible.
c. Monitor and support gender-based reporting activities using disaggregated data to facilitate military operations planning.
d. Support mission efforts to establish and maintain an effective monitoring and reporting mechanism on CRSV, including an early warning framework in coordination with the U-2 and U-3 branch.
e. Advocate and support the creation of a network of gender focal points in each military branch (U-1 through U-9) for better coordination, information exchange and increased assistance to the chiefs of the military branches (U-1 through U-9) to integrate a gender perspective in each branch.

4. Collaboration with different stakeholders

a. Represent the military component on the mission-level (mission senior gender adviser office), as well as on relevant interagency working groups.
b. Establish and maintain contacts with women's organizations in the Area of Operation to support military outreach activities, in conjunction with the civilian mission gender adviser.
c. Collaborate with the civilian mission gender adviser to identify and support implementation of civil assistance projects targeting women and girls.
d. Collaborate and coordinate with the civilian mission gender adviser or gender focal point, women protection adviser and other relevant counterparts.
e. Establish and maintain contact with civilian organizations and police and civilian components of the mission to coordinate efforts to implement mandates related to the WPS agenda, as well as gender mainstreaming across the mission.
f. Identify how military components can support the efforts of civilian organizations to increase women's participation, representation and empowerment in peace processes, including local conflict resolution and prevention processes.
g. Collaborate, at the request of the host country, with the country’s armed forces to integrate a gender perspective and support their participation in implementing Security Council resolution 1325 and the subsequent resolutions on WPS.
h. Creation or support for the creation of gender strategy documents and the drafting of a mission gender policy.
i. Design and maintain a military gender action plan/strategy to support the implementation of the WPS agenda during current military operations and integrating a gender perspective into the military component in the mission, including considerations of gender parity and gender equality in the workforce.
j. Support the development or revision of SOPs and other important guidance to include a gender perspective in the conduct of military operations and activities.

Military gender focal points (MGFP) tasks

MGFPs are double hatted and appointed in mission, and MGAs are usually specific staff positions working under the guidance of the senior staff officer (U-1 through U-9) at Force Headquarters, team leaders at team sites and in the contingent, with the technical guidance of the military gender adviser at Force Headquarters. The military gender focal point is responsible for supporting the implementation of the mandates on the WPS agenda within the framework of the broader peacekeeping mandate in the tactical-level activities of military peacekeepers.

Specific tasks include:

a. Advise the chain of command and the military staff of the brigades and battalions in order to integrate a gender perspective and the considerations and recommendations from a gender-responsive analysis in the planning of operations and in the current activities and the military operations.
b. Provide advice on gender-responsive strategies and appropriate responses to support the protection of women, girls, boys and men from various threats, including sexual exploitation and abuse by United Nations personnel and gender-based violence.
c. Identify vulnerabilities specific to women, men, girls and boys in the local community.
d. Raise peacekeepers' awareness of gender equality internally in the operation of the contingent, for example, through advising equitable distribution of tasks.
e. Ensure the participation of women and girls in working groups on early warning mechanisms and the protection of civilians (POC).
f. Provide training to peacekeepers on gender perspective and protection strategies, child protection and SGBV including CRSV.
g. In coordination with the other advisers, on the protection of women, disseminates information in the contingent on the support services for survivors of sexual violence available locally and the existing referral systems.
h. Establish and maintain links with organizations external to the mission (both international and national) in order to support the implementation of the WPS agenda.
i. Support the collection of information
    - Collect or obtain and use quantitative data disaggregated by sex, age and gender. Always break down data by gender and age and by as many other relevant categories as possible, including ethnicity, political affiliation, disability, displacement, religion and so on (See *Gender Inclusive Village Assessment in the United Nations Infantry Battalion Manual, January 2020*)
    - Ask diverse actors in the area of operation, not just women's organizations or their representatives, about gender-related dynamics, challenges and issues.
    - Ensure that the methods of collecting and reporting data follow high ethical standards. When reporting on sexual violence, staff should always obtain informed consent of victims/survivors, ensure confidentiality and ensure that their actions cause them no further harm
    - Verify data by triangulation (i.e., compare data to reports, surveys and so on, by other reliable entities or sources) to reduce the likelihood of bias based on gender that affects results.
    - Consult regularly with local women to identify specific security risks faced by women and girls.

Annex C

Military Gender Strategy – proposed format

Introduction

1. The aim of the military gender Strategy should be to provide a long-term strategy for the United Nations military component to support the implementation of the Women, Peace, and Security Agenda and gender equality with the host-nation security for and within the United Nations military component.

2. If the mission has a mission gender strategy, the objective of the military gender strategy will be to operationalize the tasks attributed to the United Nations military component.

3. If the mission doesn't have a mission gender strategy, the objective of the military gender strategy will be to operationalize the findings of the gender-responsive conflict analysis and the gender-based analysis regarding the meaningful participation of United Nations peacekeepers who are women and gender minorities in the United Nations military component decision-making process and participation in all type of operations.

4. The military gender strategy should be developed in collaboration with the gender focal points of each military branch (U-1 to U-9 and the information operations office), the Sector Headquarters military gender advisor and the military gender focal points.

5. The Force Headquarters military gender adviser needs to work closely with U-4, U-6 and the finance office to secure the resources required to implement the Strategy.

6. The proposed format for the military gender strategy is the following:
References:

A. Mission gender strategy
B. Gender-responsive conflict analysis
C. Gender-based analysis regarding meaningful participation of United Nations peacekeeper women and gender minorities to United Nations military component decision-making process and participation in all types of operations.
D. Host country national action plan (if available)

1. Situation

a. Provide a summary of the United Nations Mission Gender Strategy
b. Provide a summary of the gender-responsive conflict analysis finding regarding the four pillars of Security Council resolution 1325.
c. Provide a summary of the gender-based analysis findings regarding meaningful participation of peacekeeper women and gender minorities in the United Nations military component decision-making process and participation in all types of operations.
d. Provide an assessment of the host country's capacity and effort to implement their national action plan

2. **Strategy objectives:**

Provide main goals regarding the implementation of the WPS agenda to:

a. Mitigate obstacles to the meaningful participation of host country women and gender minorities to decision-making and peace processes.
b. Prevent and response to CRSV
c. Support and participate in the United Nations mission effort to prevent sexual exploitation and abuse by the United Nations peacekeepers
d. Develop protection of civilian plan considering gender-based security threats
e. Mitigate obstacles to the meaningful participation of women peacekeepers participation to the decision-making process and all types of military operations.

3. Concept of operation:

a. Line of efforts
b. Coordination mechanisms
    i. Coordination with the civilian and police component
    ii. Coordination with the non-governmental organizations
    iii. Coordination with the host country security forces
c. Reporting mechanisms using gender with age markers
d. Briefing plan for the United Nations military component to support the implementation of the Strategy.

4. Logistic support:

a. List of the resources already planned and approved to support the implementation of the Strategy.
b. Process to request additional resources,

5. Signal and communication:

List of champions that will support the implementation of the Strategy.

List of annexes:

- Annex A - Graphic of the Military Gender Strategy with lines of effort
- Annex B - Tasks and activities to implement the Military Gender Strategy.

Annex D

Incorporating Gender Perspectives into the UN-MDMP – Sample

UN-MDMP is a coordinated military planning process used to plan and determine the preferred method of executing operational tasks.

Step 1 – Define the operational environment

At this stage, staff officers analyse the environment in which the operation will take place and identify what will be needed for the military component to move and work in that environment. For example, the operational requirements for troops will be different if the operation takes place in a city, desert or jungle.

Contribution of military gender adviser

a. Assist in the analysis of the human terrain and actor evaluation stages of the MPKI cycle and be prepared to brief GRCA during the step 1.
b. Support U-2 to adapt its analysis by adding a gender perspective, as follows:
   - Providing context analysis (actors, causes and capabilities).
   - Understanding conflicting dynamics in real-time by constructing a scenario to assess observed trends.
c. Consider the capacity of the military, civilian and police components of the mission and United Nations agencies, as well as the ability of NGOs to engage and meet the specific needs of men, women, boys and girls during the operation.

Step 2 – Mission analysis

At this stage, staff officers analyse the tasks that need to be accomplished, the risks inherent in accomplishing the mission and the mitigation mechanisms that can be put in place to reduce risk.

Contribution of the military gender adviser

a. Identify the age and gender-specific risks and vulnerabilities of the civilian population, including early-warning indicators of CRSV; order them by priority according to risk and threat levels; and identify what mitigation mechanisms should be considered. The identification can be done in collaboration with the POC advisers, gender advisers, women's protection advisers and child protection advisers.
b. Identify how operations and tasks have effects on the various parts of the population.
c. Analyse how the operation/tasks will affect different segments parts of the population in the area specifically looking at gender power dynamic and access to resources.
d. Advise the staff on the responsibilities of the military component to be gender responsive, taking into consideration the following questions:
   - How can the military operations be conducted so that all genders in the host country can be engaged and part of the solution?
   - How could the military operations negatively impact the gender roles and norms, and how can this be mitigated?
   - What are the specific protection needs of the different groups in the area of operation, including of men, women, girls, boys and gender-diverse people? For example, how will their gender roles isolate them from the rest of the community and make them more vulnerable?

- How could gender roles and norms render all genders more susceptible to retaliation or taxation from the armed groups after the operations, and how can the military mitigate the risk? Can it do this, for example, by increasing patrols in areas of higher vulnerability?

Step 3 – COA Development

At this stage, staff officers (SO) will participate in brainstorming sessions to identify different courses of action to accomplish the mission. They will then present these COAs (options) to the force commander to choose the one that will allow the operation (mission) to be achieved.

Contribution of the military gender adviser

a. Provide advice on the proposed COAs by identifying impacts on different parts of the population, and their ability to access proposed solutions
b. Promote the equal participation of women, men, girls and boys in the proposed protection mechanisms.
c. Support the development of early warning indicators and mechanisms to better protect civilians.
d. Advise on the following for each COA:
    - How the COA will impact each gender differently.
    - How the gender roles and norms of each gender could influence the conduct of the COA.
    - Who could mobilize the population in support of the COA based on gender roles.
    - Which resources the military component should consider in order to be gender-responsive/transformative, for example, how to conduct engagement and reach all genders, and what support could be required for victims of SGBV including CRSV.

Step 4 – COA analysis, comparison and selection

At this stage, staff officers will analyse the COAs regarding their advantages and disadvantages, conduct the COA comparison based on the agreed-upon criteria and recommend the most suitable COA to the force commander for her or his selection and approval.

Contribution of the military gender adviser

a. Coordinate with the U-9 UN-CIMIC, civilian and police components of the mission and NGOs regarding protection efforts for the selected COA and the coordination mechanisms that should be in place.
b. Discuss with the engagement platoon and military gender focal points at the battalion level the tasks they could perform in support of the selected mode of action and then include their inputs in the operation orders (OPORD) that headquarters will send to battalions

Step 5 – Decision and production of an operation order

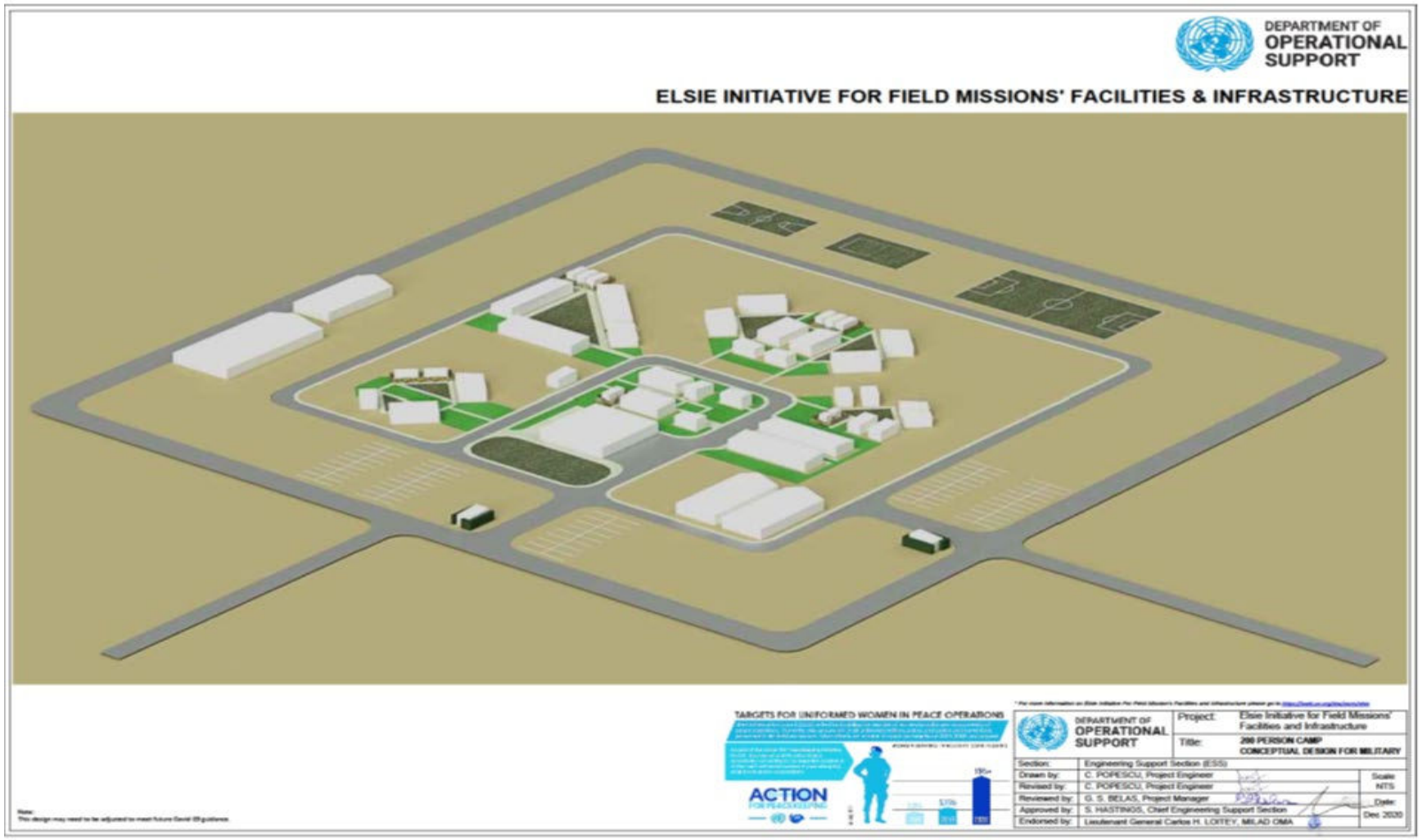
At this stage, staff officers will finalize the COA chosen by the force commander and develop the OPLAN/operating orders (OPORD)/FRAGO to instruct the subordinate headquarters or manoeuvring elements, such as infantry battalions, to conduct the operation and tasks given. Throughout the process, the staff officers will coordinate and harmonize the plans with the subordinate headquarters or manoeuvring elements to ensure that they understand the plan and orders and have the resources to accomplish them, or to amend them based on their interpretation of the situation at the tactical level.

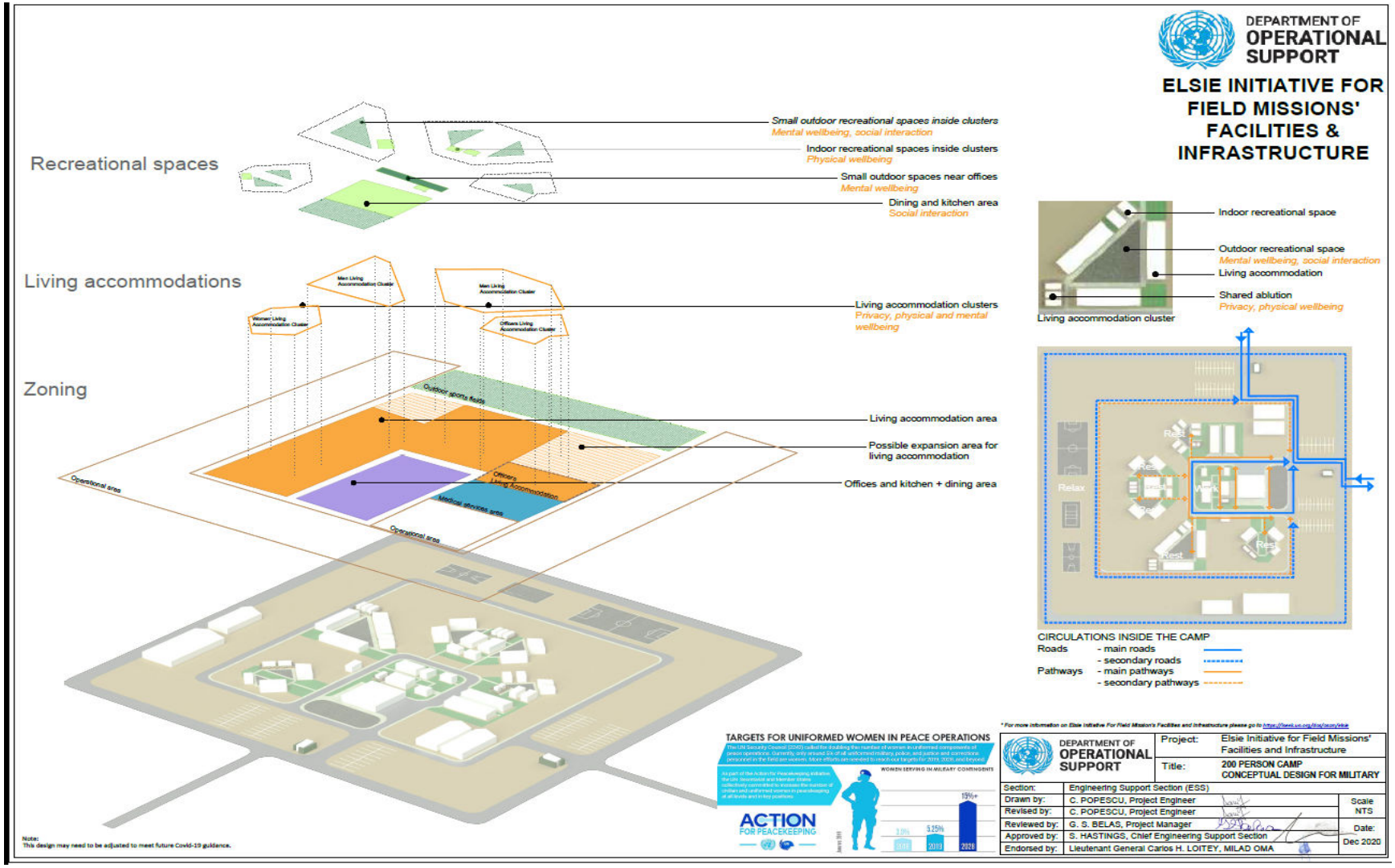
Contribution of the military gender adviser

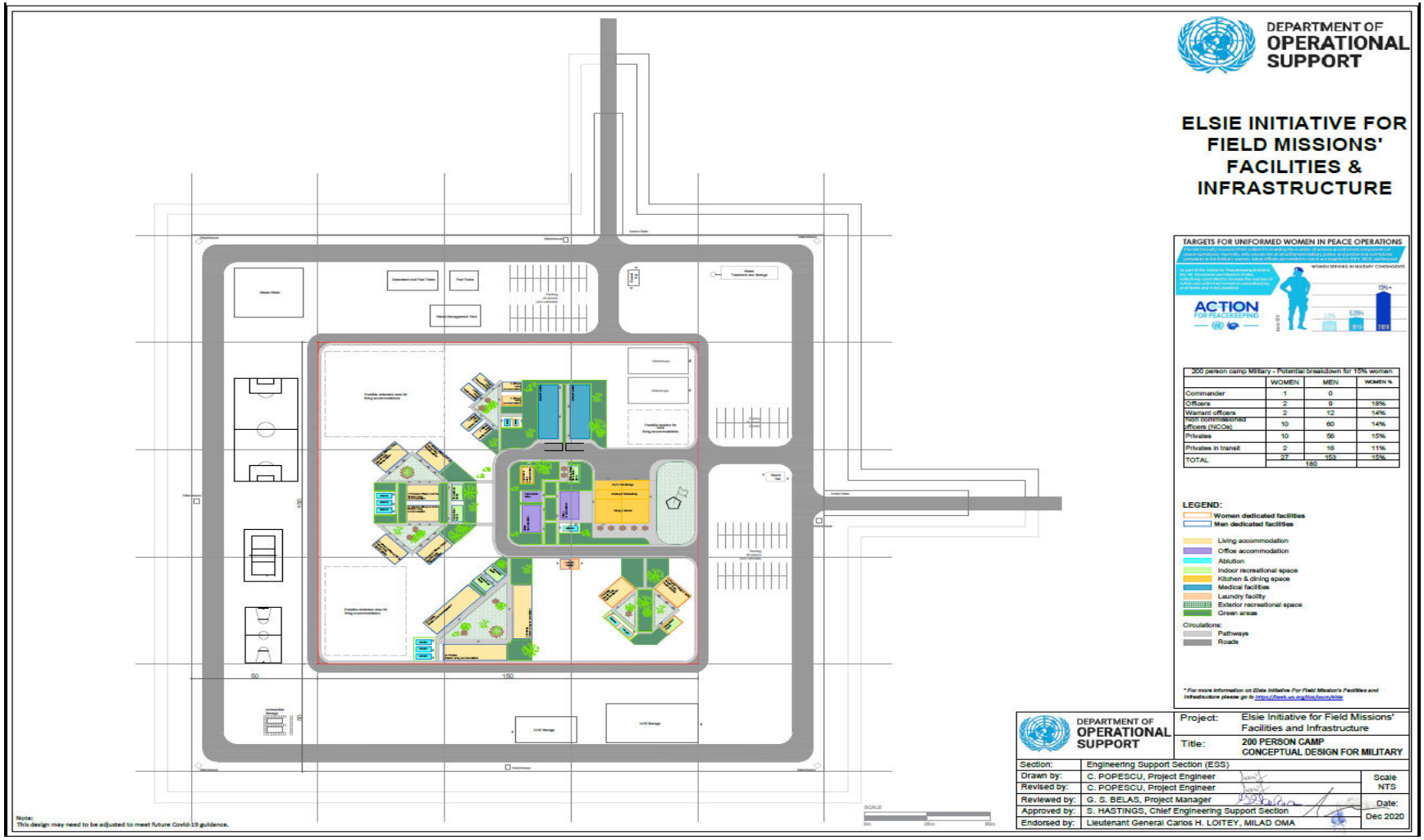
a. The task of the MGA is to discuss with the MGFP for feedback regarding suggestions for modifying the plan or the need for additional support or resources.

Annex E

200-person camp conceptual design with Gender considerations




DEPARTMENT OF OPERATIONAL SUPPORT
ELSIE INITIATIVE FOR FIELD MISSIONS' FACILITIES & INFRASTRUCTURE
Recreational spaces
Small outdoor recreational spaces inside clusters
Mental wellbeing, social interaction
Indoor recreational spaces inside clusters
Physical wellbeing
Small outdoor spaces near offices
Mental wellbeing
Dining and kitchen area
Social interaction
Living accommodations
Living accommodation clusters
Privacy, physical and mental wellbeing
Zoning
Outdoor sports fields
Living accommodation area
Possible expansion area for living accommodation
Officers Living Accommodation
Offices and kitchen + dining area
Medical services units
Operational area
Operational area
Indoor recreational spaoe
Outdoor recreational space
Mental wellbeing, social interaction
Living accommodation
Shared ablution
Privacy, physical wellbeing
Living accommodation cluster
Rest
Work
Relax
CIRCULATIONS INSIDE THE CAMP
Roads - main roads
- secondary roads
Pathways - main pathways
- secondary pathways
TARGETS FOR UNIFORMED WOMEN IN PEACE OPERATIONS
ACTION FOR PEACEKEEPING
WOMEN SERVING IN MILITARY CONTINGENTS
3.9%
3.25%
15%+
2018
2028
Note:
This design may need to be adjusted to meet future Covid-19 guidance.
DEPARTMENT OF OPERATIONAL SUPPORT
Project: Elsie Initiative for Field Missions' Facilities and Infrastructure
Title: 200 PERSON CAMP CONCEPTUAL DESIGN FOR MILITARY
Section: Engineering Support Section (ESS)
Drawn by: C. POPESCU, Project Engineer
Revised by: C. POPESCU, Project Engineer
Reviewed by: G. S. BELAS, Project Manager
Approved by: S. HASTINGS, Chief Engineering Support Section
Endorsed by: Lieutenant General Carlos H. LOITEY, MILAD OMA
Scale NTS
Date: Dec 2020


DEPARTMENT OF OPERATIONAL SUPPORT
ELSIE INITIATIVE FOR FIELD MISSIONS' FACILITIES & INFRASTRUCTURE
TARGETS FOR UNIFORMED WOMEN IN PEACE OPERATIONS
ACTION FOR PEACEKEEPING
200 person camp Military - Potential breakdown for 15% women
WOMEN
MEN
WOMEN %
Commander 1 0
Officers 2 9 18%
Warrant officers 2 12 14%
Non commissioned officers (NCOs) 10 60 14%
Privates 10 56 15%
Privates in transit 2 16 11%
TOTAL 27 153 15%
180
LEGEND:
Women dedicated facilities
Men dedicated facilities
Living accommodation
Office accommodation
Ablution
Indoor recreational space
Kitchen & dining space
Medical facilities
Laundry facility
Exterior recreational space
Green areas
Circulations:
Pathways
Roads
DEPARTMENT OF OPERATIONAL SUPPORT
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