

A person wearing military camouflage gear is shown from the chest up, looking through binoculars. The person is in a field with a grassy hill in the background. The entire image has a green tint. The text is overlaid on the left side of the image.

Gender in military operations: **Guidance for military personnel working at tactical level in Peace Support Operations**

This handbook Gender in military operations: Guidance for military personnel working at tactical level in Peace Support Operations 'is the result of a collaborative effort.

The content of this publication was researched and developed by OSCE Gender Adviser Lotta Ekvall at the Gender Section in the Office of the Secretary General of the OSCE. The author gratefully acknowledges the excellent guidance and support of colleagues from inside and outside the Organization who imparted their invaluable knowledge and experience on a wide set of issues throughout the development of the publication: Ewa Sapiezynska and Graziella Pavone from the OSCE Office for Democratic Institutions and Human Rights; Leena Avonius and Maaïke van Adrichem from the Gender Section; Oleksandr Kyrylenko from the OSCE Office of Special Representative Co-ordinator for Combating Trafficking in Human Beings; Patrick Farrelly from the OSCE High Level Planning Group; Tarik Ndif from the OSCE Conflict Prevention Centre; representatives of the Nordic Center for Gender in Military Operations; and Hubert Molin from the Swedish Armed Forces.

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Foreword

The OSCE is committed to promoting gender equality both inside the organization's own work and in OSCE participating States. The 2005 OSCE Ministerial Council decision on *Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation* specifically recognizes that the knowledge, skills and experience of both women and men are essential to peace, sustainable democracy, economic development and therefore to security and stability in the OSCE region.

As a regional arrangement under Chapter VIII of the Charter of the United Nations, the OSCE is also committed to promoting the implementation of United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security and related resolutions that link gender equality and security.

The publication at hand is the newest addition to the OSCE's collection of toolkits and guidance on integrating a gender perspective into efforts to build peace and security. It illustrates how a gender-sensitive approach to operational practices can benefit conflict prevention, crisis management and post-conflict rehabilitation and provides concrete suggestions on enhancing women's participation in peace operations.

This guidance focuses on military operations, but its lessons can also be useful for those working in civilian crisis management operations. I am convinced that this publication will mark an important step towards better implementation of our joint commitments.



Thomas Greminger

Secretary General
OSCE

1. Introduction

Even though OSCE participating States (pS) acknowledge gender equality as an integral part of comprehensive security, further work is required to ensure full implementation of the Women, Peace and Security agenda throughout the Organization and its pS.

Men, women, boys and girls are components of a gendered system, and therefore have a distinct influence on, and are distinctly influenced by, armed conflict. However, women and girls are disproportionately adversely affected, and thus, have a unique perspective to share and solutions to offer.

To realize the transformative potential of the Women, Peace and Security agenda the international community must move from words to action. International organizations, states, military actors, civil society and others must implement agreed commitments across all thematic areas addressed by UN Security Council (UNSC) Resolution 1325 and subsequent resolutions related to Women, Peace and Security. Integrating gender perspectives, advancing women's participation, ensuring protection of civilians including women and girls, and respect for human rights are critical throughout the conflict cycle—from conflict prevention to post-conflict reconstruction.

Despite the strengthening of international frameworks in the 18 years since the first gender-focused UNSC resolution was adopted in 2000, no significant progress has been made on how to address gender dimensions while conducting military operations at the tactical level in Peace Support Operations.

All such operations should be conducted in adherence to UNSCR 1325 and subsequent resolutions on Women, Peace and Security, along with other relevant international commitments.

This manual suggests practical entry points on how to account for gender dimensions when conducting operations related to Peace Support Operations. The manual is designed to assist military personnel at tactical level to realize national and international commitments by providing materials and examples of how gender perspectives might be integrated when conducting military operations.

For illustrative purposes, examples given are deliberately chosen from cultural contexts with gender dimensions involving a high degree of difficulty and complexity. It goes without saying that the manual's guidance needs to be flexibly applied to the given context and culture of respective theatres of operation.

2. Operational Benefits from the Inclusion of Gender Perspective

Using gender perspectives and gender dimensions as an external operational tool contributes to enhanced mission accomplishment.

Integrating gender perspective in operational planning and activities benefits military missions and operations as it strengthens the overall operational picture and situational awareness, which provide guidance to selection and design of interventions that is essential for establishing a safe and secure environment. Some benefits are enlisted here below.

Sex-disaggregated data:

- ✓ Adds depth and context to Situational Awareness;
- ✓ Enables comprehensive Analysis and Assessments;
- ✓ Increases knowledge of the vulnerabilities of different groups in society;
- ✓ Identifies the need for involvement of different stakeholders in activities.

Female participation:

- ✓ Enables increased outreach to local women and women's organizations, as well as helping to facilitate data gathering among those groups;
- ✓ Allows the conduct of operations that are sensitive to local culture; e.g. body search, patrolling, and check-points;
- ✓ Provides additional perspectives and inputs to operational and security measures and identifies the needs of interventions;
- ✓ Decreases hostility levels towards the mission when adhering to cultural sensitivities;
- ✓ Improves the protection of the civilian population.

Knowledge of Conflict-Related Sexual Violence and Gender-Based Violence:

- ✓ Provides guidance of time, places and situations that require presence and/or interventions;
- ✓ Contributes to the detection of abuses;
- ✓ Contributes to Situational Awareness and understanding of the prevalence of abuses;
- ✓ Contributes to early warnings of rising tensions;
- ✓ Remains a necessary first step to ensure access of survivors to justice in order to fight impunity for such crimes.

Knowledge about the behaviours of traumatized people and survivors of sexual abuse:

- ✓ Leads to better conditions for engagements;
- ✓ Identifies how to engage/approach potential survivors;
- ✓ Provides directives of optimum Posture and Profile when interacting with local populations with potential survivors;
- ✓ Facilitates recognition of indicators of abuses.

Gender analysis:

- ✓ Provides information about potential security threats to women, men and children, enabling more adequate protection operations and contributing to the overall security situation;
- ✓ Provides information about important routes/places and areas for women, men and children, enabling for a more comprehensive prioritization of infrastructure support, such as demining interventions;
- ✓ Shows distinctive patterns of movements of men, women and children, which contributes to assessments of Freedom of Movements (FoM) priorities and interventions;
- ✓ Contributes to the overall operational picture, development and design of campaigns and of Courses of Action (CoA).

Engagement with women, women's NGOs and female stakeholders:

- ✓ Enhances cultural awareness;
- ✓ Enhances Situational Awareness from more complete information collection, via the inflow of additional and complementary information;
- ✓ Enhances the reliability of information by engaging more sources;
- ✓ Provides for a more comprehensive operational picture;
- ✓ Provides a more comprehensive foundation for decision making, planning and execution of operations;
- ✓ Contributes to enhanced Force Protection;
- ✓ Contributes to enhanced mission accomplishment.

3. Team Composition

Gender-balanced teams offer the possibility to draw from a broader pool of skills and competencies and create a wider basis from which units can elaborate, when composing the optimum team for the conduct of operations (gender balance is not the same as gender parity and is not internationally determined, but deemed to be when either gender's representation does not exceed 60 per cent).

Make sure the personnel are adequately trained for the actual tasks in the operational setting. Ad hoc and temporary solutions such as transferring female officers from other non-operational units to take part in specific operations could jeopardize the safety of the entire team.

Having teams composed of both women and men increase possibilities to reach out, engage and retrieve information, leading to a more comprehensive approach and better situational awareness.

Benefits of gender-balanced teams:

- ✓ Provide the ability to address all situations and gender segregated gatherings;
- ✓ Provide the ability to split up, men and women if needed, and still have enough ability for their own self-protection—contrary to when only having few members of either gender;
- ✓ Allow for more complete information collection supporting the overall situational awareness and operational picture;
- ✓ Provide for more effective communication and collaboration, and have an increased ability to reach out to all members of community;
- ✓ Further the awareness of motivations, concerns and priorities of women, men, girls and boys;

3. TEAM COMPOSITION

- ✓ Increase insight into how planned actions play out to members of community;
- ✓ Increase the quality of problem solving and flexibility, as diverse skills are represented within the team/unit;
- ✓ Widen the pool of talent and form a more complete or complementary team/unit;
- ✓ Allow for teams to act as positive role models and generate inspiration to involve women in peace processes;
- ✓ Allow for teams to act as positive role models by demonstrating the ability for women to work alongside men and not reinforcing gender stereotypes.

4. Gender Analysis

Gender analysis is a type of socio-economic analysis that uncovers gender roles and power structures within a given society or context. Circumstances can vary significantly between different regions of a country or among different ethnicities within a country. Gender analysis identifies relations between men and women in their respective roles, status, social positions and privileges. It also shows how they live their daily lives and the resources they depend upon, along with areas or routes important to everyday business.

The integration of gender perspectives in Peace Support Operations enables planning at all levels to better understand the societal and structural processes, contexts and expected effects— influencing how military operations and missions are conducted. By looking at the entire population, recognizing their specific needs and contributions and providing the appropriate comprehensive response, operational environment understanding is enhanced.

Conducting a gender analysis prior to any operation is essential to ensure operational responses are effective and will have the intended outcome, while also protecting against unintentional harm to any group of the society.

It can be necessary to assess the situation for different categories of men and women. This can include assessing:

- ✓ Women and men as politicians;
- ✓ Women and men as activists;
- ✓ Women and men as human rights defenders;
- ✓ Women and men who challenge gender norms.

Gender analysis could also include intersectional conditions relevant to the area of operations (AOO), including:

- ✓ Religion
- ✓ Ethnicity
- ✓ Social class/status
- ✓ Disabilities

The following example of an analysis matrix is only one model of how an analysis could be conducted. This particular analysis focuses on the following four components:

Activity profile

The activity profile will show how men and women live their lives, what they do, where they are most likely to reside, what duties or activities they perform, and how they allocate their time between certain areas and places.

Depending on the context and nature of the operation more detailed information might need to be explored, such as:

- ✓ Gender and age distinction: identifying whether adult women, adult men, their children—girls or boys, or elderly men or women carry out an activity.
- ✓ Activity venue: specifying where the activity is performed, in order to reveal people's mobility. For instance, is work done at home, in the family field, the family shop, or elsewhere (within or beyond) the community? What routes are used to get to and from those places?
- ✓ Time allocation: specifying what percentage of time is allocated to each activity, and whether it is carried out seasonally, daily or only during weekends or other specific days.

Resources profile

The resources profile will reveal what resources people use to carry out everyday activities, and uncover vulnerabilities or dependencies these divisions bring about. It is valuable to ask which resources people are dependent on and who controls those resources. Women frequently have access to but do not control resources, and therefore do not automatically enjoy the benefits from resources.

- ✓ Access to a resource provides the opportunity to use a resource.
- ✓ Control over a resource determines the power to decide how a resource is used and who can access it.
- ✓ The beneficiary benefits from the outcome and use of the resource (production, exploitation, treatment). These can be in the form of agricultural gains, economic benefits, or other dividends.

Influencing factors

This section allows military operations to chart factors which influence differences in the division of labour, access, control and benefits of resources from a gender perspective. It also assists in identifying external factors which if changed would influence the behaviour of women, men, girls and boys. Influencing factors can include:

- ✓ Community norms and social hierarchy: family norms, cultural practices and religious beliefs;
- ✓ Demographic conditions: where people move and live and the gender- and age disaggregated composition of these groups;
- ✓ Institutional structures: nature of government, bureaucracy;
- ✓ Economic factors: general economic conditions, poverty rates, inflation, existing social benefits, levels of corruption;
- ✓ Political factors: external and internal political settings, influencers and stakeholders;
- ✓ Legal parameters: judicial system, access to basic rights and services and discriminatory laws;
- ✓ Education: education levels and access to education;
- ✓ Information: Access of information and existing information channels;
- ✓ Violence: Prevalence of different forms of violence and who is exposed to which form of violence;
- ✓ Power structures: formal and informal power— who has power/influence over whom?
- ✓ Infrastructure: availability and conditions.

Consequences

How do the factors of the activity and resources' profile impact women's, men's, girls' and boys' lives? Do they make them particularly vulnerable in some situations or during specific circumstances? How are they affected by the conflict, political change or economic decisions and what does it mean for their ability to influence events and developments? For example could increasing level of violence initiate displacement?

	WOMEN	MEN	GIRLS	BOYS
Activity Profile – Who does what, where and when?	<ul style="list-style-type: none"> – Stays in the village and care for the household. – Fetch water and firewood in the forest in the mornings. 	<ul style="list-style-type: none"> – Work in the city factory during daytime. – Spend evenings in the city together with friends. 	Responsible for small herds (few animals). <ul style="list-style-type: none"> – Stay closer to the village. 	<ul style="list-style-type: none"> – Go to school during mornings. – Responsible for larger herds. – Go further away from the village in the afternoons.
Resources Profile – Who accesses, controls and benefits from available/valued resources?				
Water	Access/benefit	Control/benefits	Access	Access
Firewood	Access/benefit	Control/benefits	Access	Access
Land	Access/benefit	Control/benefits	Access	Access
Livestock	Access	Control/benefits	Access	Access
Equipment	Access	Control/benefits	Access	Access
Basic needs	Access	Access	Access	Access
Outside income	–	Control/benefits	–	–
Information	–	Control/benefits	–	–
Education	–	Control/benefits	–	Access/benefits
Credits	–	Control/benefits	–	Access/benefits
Influence/status.	–	Control/benefits	–	–

	WOMEN	MEN	GIRLS	BOYS
<p>Influencing factors</p> <ul style="list-style-type: none"> – What causes explain the activity and resources profiles? – Community norms and social hierarchies. – Demographic factors. – Institutional structures. – Political factors. – Legal parameters. – Educational level. – Information. – Prevalence of violence. 	<ul style="list-style-type: none"> – Traditional division of labour. – Conflict and the installation of the new border has curtailed accessible land and resources. – No education. – Not allowed to own land or property. – Do not inherit from spouse. 	<ul style="list-style-type: none"> – Traditional division of labour. – Some education. – Take part in community political work. 	<ul style="list-style-type: none"> – Traditional division of labour. – Have better access to land as it is closer to home. 	<ul style="list-style-type: none"> – Traditional division of labour. – Conflict and the installation of the new border has curtailed accessible land.
<p>Consequences</p> <ul style="list-style-type: none"> – What are the consequences of the activity and resources profile? 	<ul style="list-style-type: none"> – Cannot decide about own movements. – Cannot afford to travel to the city or provide for basic needs. – Is totally dependent of male relatives' decisions. 	<ul style="list-style-type: none"> – Have the responsibility to provide for the family. – Vulnerable if not able to fulfil the role as provider. 	<ul style="list-style-type: none"> – Less exposure to the border. – Less risk of being detained (both because they move less close to the border but also because they are seen as less of a threat). – Freedom of movement curtailed due to cultural traditions. 	<ul style="list-style-type: none"> – Forced to move closer to the border since the larger herds need larger areas. – Greater risk of being detained (both because they move further away from home, but also because they are seen as more threatening). – Freedom of movement curtailed due to political reasons.

Assessments

The findings of the analysis should be used during planning of operations when developing concepts of operations and courses of action (COA). The analysis will enable assessments of the operation's impact on men and women, boys and girls.

Below is an example of how the findings in the gender analysis could be further used in planning;

	FACTORS	DEDUCTION	CONCLUSION
Women	Militias ambushing and attacking women on the move the area of X.	Militias using attacks of sexual violence as a strategy of war. Women are vulnerable on their way to and from the market, and when collecting water or firewood.	<ul style="list-style-type: none"> - Support the establishment of rapid response mechanism. - Conduct firewood, market-route, water-route, field patrols and escorts.
Men	Unrest in the city Y forced the only factory to close down.	Lack of possibilities for men to provide for their families may force them to join the fighting and expose them to lethal risks.	<ul style="list-style-type: none"> - Prepare and alert units who are able to conduct crowd riot control and deploy them to city Y.
Girls	Targeted when going to school in order to prevent them from taking part in education.	Girls without protection are particularly exposed and vulnerable.	<ul style="list-style-type: none"> - Increase presence of uniformed personnel at the road to and from the school. - Initiate targeted public information campaigns.
Boys	Parties/armed groups rely on conscription, abduction or other forms of forced recruitment.	Young boys and adolescence men in the area of X are at most risk.	<ul style="list-style-type: none"> - Increase presence of uniformed personnel in the area X. - Initiate targeted public information campaigns.

5. Sources of Information

Gathering information from diverse sources through the engagement of women, men, girls and boys provides access to additional and different types of information; thereby increasing Situational Awareness and leading to better founded decisions and planning. This in turn enhances operational effect and Force Protection, allowing for a comprehensive operational picture. A comprehensive approach requires the gathering of information from and dissemination of information to women as well as men.

All interlocutors have their own affiliations and motivations when they share information with representatives of international Peace Support Operations. Information needs to be validated and verified from different sources, which a more inclusive approach enables. Confidence building measures, such as dialogue and meetings between civilians and security actors, can promote constructive civilian interactions among international and local stakeholders.

In addition, due to gender roles and responsibilities in communities and societies, women and men often have different or complementary types of information and can sometimes be more or less willing to share certain types of information. Methods of data collection should be reviewed, ensuring that the identity and confidentiality of those individuals who provide information is protected. When exploring sensitive topics it is necessary to be aware of the need to establish trust and confidence.

Official representatives, male or female, might only speak on behalf of the organization or institution they represent. The picture they convey might not necessarily reflect the views of ordinary local people, and therefore not be nuanced enough to reflect the particular situation, needs and priorities of local women, men, girls and boys.

Consider local women as potentially:

- ✓ Actors—combatants and members of vigilant groups;
- ✓ Active agents of communities;
- ✓ Points of influence;
- ✓ Possible sources of information;
- ✓ Possible resources for conflict prevention initiatives/strategies;
- ✓ Possible resources for mediation initiatives/strategies;
- ✓ Possible resources for reconciliation initiatives/strategies.

Remember that men and women often:

- ✓ Are affected differently by decisions;
- ✓ Have different access to information;
- ✓ Have different opinions;
- ✓ Have different priorities;
- ✓ Have different needs.

Avoid potential biases in assessments, such as:

- ✓ She is a woman, therefore not capable or does not know about this situation;
- ✓ They are uneducated, they don't know how to make a bomb or use a weapon;
- ✓ He/she is too young, he/she doesn't know how to shoot.

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6. Patrolling

Patrolling is a military tactic. Small groups or individual units are deployed from a larger formation to achieve a specific objective, and then return and report in support of the overall campaign of the mission. The duration of a patrol will vary from a few hours to several weeks, depending on the objective and the type of units involved. The most common activity is to collect information by carrying out reconnaissance patrols, or to provide reassurance to the local population.

In order to ensure a high level of Situational Awareness and a comprehensive operational picture it is essential to be able to engage with men as well as women, or to access gender segregated gatherings. Collecting sex-disaggregated data will contribute to enable timely decisions and planning, enhance operational effect and Force Protection.

The CCIRs (Commander Critical Information Requirement), PIRs (Priority Intelligence Requirements) and RFIs (requests for information) and the need for sex-disaggregated data should determine the patrol plan.

What is the purpose of the patrol?

- ✓ **Presence:** the impact the mere presence of a military force may have on perceptions can be significant, and deploying even limited capability to the right place at the right time can add substantial credibility of commitment, or act as a major contribution to deterrence. Take care to signal the right messages for the purpose of the task, while also considering how women, men, boys and girls may perceive your presence differently due to their gendered roles and experiences.
- ✓ **Posture and Profile:** the posture of the troops on the ground can demonstrate both commitment and intent, either as a deterrent or open up for dialogue, and must always be considered and balanced with the requirements of force protection. Make sure to signal the right messages for the purpose of

the task, while also considering how women, men, boys and girls differently perceive appearances due to their gendered roles and experiences.

How?

- ✓ On Foot
- ✓ By vehicle
- ✓ Mix of both

How accessible would the patrol be to women, men, boys or girls, considering the purpose of the patrol? Combined with the posture and profile, different options would have different effects on the outcome.

Where?

- ✓ Roads
- ✓ Footpaths
- ✓ Agricultural and Commercial Areas (farmland, fishing locations, industrial zones, and others),
- ✓ Places (café, hair dresser, market square, town square and others),
- ✓ Institutions (medical centers, schools, municipal institutions).

Identify which roads, areas or institutions are important and used by men, women, boys and girls, in order to have the best outreach. If targeting a specific audience, use gender analysis to determine where the patrol is most likely to encounter them.

When?

- ✓ Morning
- ✓ Afternoon
- ✓ Evening
- ✓ Weekday
- ✓ Weekend
- ✓ Festivities, celebrations or traditional gatherings
- ✓ Spring
- ✓ Summer
- ✓ Autumn
- ✓ Winter

Following the societal and gender analysis, the time of the day, week, or year is important for understanding when a campaign is likely to have the highest impact. This includes an assessment of the sequence of activities, in order to be successful according to the purpose of the campaign. Use gender analysis to find out if there are different times when men, women, boys and girls are accessible, and for how long.

Who?

- ✓ Mixed composition
- ✓ All female
- ✓ All male
- ✓ Hierarchical roles of patrol members
- ✓ Female interpreters
- ✓ Male interpreters

The composition of the team conducting the meeting/engagement may have a direct effect on the outcome of the engagement. Sometimes it will be proper to have men approaching or engaging and sometimes it will be more effective to use women, or a mixture of the two. Consider the hierarchical roles that male and female patrol members have. For instance, who act as patrol leader? It is important to include interpreters in this assessment if they are used or part of the team. Having an all-female approach with a male interpreter or vice versa will affect the result. Analyse the assigned task and consider whether gender dimensions suggest either approach.



6. PATROLLING

CHECKLIST PATROLLING	YOUNG WOMEN	ELDERLY WOMEN	YOUNG MEN	ELDERLY MEN	GIRLS	BOYS
WHAT/HOW?						
Walking						
Driving						
WHERE?						
Road						
a)						
b)						
c)						
Footpath						
a)						
b)						
c)						
Places						
a)						
b)						
c)						
Areas						
a)						
b)						
c)						
Institutions						
a)						
b)						
c)						
WHEN?						
Morning						
Afternoon						
Evening						
Weekday						
Weekend						
Festivities, celebrations or traditional gatherings						
Spring						
Summer						
Autumn						
Winter						
WHO?						
Mixed composition						
All female						
All male						
Female interpreters						
Male interpreters						

7. Reporting

The many different reports throughout military structures are essential components of developing Situational Awareness, contributing to the overall operational picture. Reports are one of a range of sources used to collect information and support analysis to provide assessed guidance and direction, thereby assisting commanders in their operational or campaign planning decisions. In order to enable accurate assessments and analysis, relevant reporting mechanisms must include gender dimensions and provide disaggregated data.

Do not treat the population as one homogeneous entity and do not consider all men alike, nor all women.

Unless it is known who is doing what, where and when, analysis and assessments could be incomplete, and resulting actions and reactions may be ineffective and lead to unintentional consequences for local men and women—potentially preventing mission accomplishment. Unless it is known who is affected—women, men, girls or boys—and who among them is most at risk at particular times and places, the provided protection and security measures may be off target.

Population information should at a minimum be broken down by:

- ✓ Sex
- ✓ Age

And preferably, include other relevant factors, such as:

- ✓ Ethnicity
- ✓ Religion
- ✓ Social status/class

To also capture diverse conditions for different categories of men and women, explore:

- ✓ Women and men as politicians;
- ✓ Women and men as activists;
- ✓ Women and men as human rights defenders;
- ✓ Women and men who challenge the gender norms.

This set of follow-up questions could be used in order to enhance Situational Awareness and unveil prevailing power relations in a specific context or situation:

NOT ONLY...	BUT ALSO...
Which needs or interests?	Whose needs or interests?
What activities do people perform?	Who does what, where and when?
What resources exist?	Who controls those resources?
How many women?	Which women?
How many men?	Which men?
Who is included?	Who participates?
Who is excluded?	Reason for exclusion?
Who talks?	Who is listened to?
What interventions?	Impact of interventions to women, men, girls and boys?
What has changed?	Impact of change to women, men, girls and boys?

When reporting about abuses

If receiving testimonies from survivor(s) of sexual violence, information regarding the gender of the perpetrator(s) and survivor(s) should be included, where possible, without documenting identifiable details or information regarding the individual(s) involved (i.e. name, address, etc.). Methods of collecting information should be reviewed, ensuring that the identity and confidentiality of those individuals who provide information are protected. Victims of other forms of human rights violations most likely require the same precautions. Informed consent must always be sought from victims/survivors and other individuals to use the information they provide for reporting or other purposes. The identities of victims, witnesses, the source of information and alleged perpetrators should never appear in public reports. Special measures to safeguard the confidentiality of recorded information must always be taken.

8. Engagement

The UN recognizes that women's full participation in peace processes is fundamental to building peace and security. Lack of control over one's lives sometimes leads to the experience of a loss of dignity, leading to a feeling of powerlessness. The active participation/involvement of women and men affected by a crisis in identifying their security needs and interests can substantially improve Situational Awareness, operational effectiveness and stabilization. Participation and engagement can be encouraged by holding one-on-one talks or focus group meetings that involve local women and men.

Make sure to capture the views of the different categories of the society by giving everyone the possibility to express their views. This may require separate meetings for different groups in order to enable everyone to feel comfortable to speak. Sometimes several initial meetings need to be conducted in order to first start building trust, before exploring or receiving certain information or exposing participants to a wider audience of peers.

Active engagement in communities and societies increases the credibility of the force among the population and thereby influences peoples' willingness to cooperate with military units.

When engaging consider:

- ✓ Security risks to local women and men involved;
- ✓ Time;
- ✓ Location;
- ✓ Seating arrangements;
- ✓ Placement of persons;
- ✓ Assigned hierarchical roles of female and male military personnel;
- ✓ Ensuring equal and active engagement by participants;
- ✓ Asking questions which are open-ended and not leading;
- ✓ Cultural context-sensitive matters such as respect of elderly;
- ✓ Using gender-sensitive language;

- ✓ Posture and profile of military personnel; and
- ✓ Using male or female interpreters.

Be deliberate with what should be achieved during an engagement and carefully select and create a favourable setting and atmosphere for the meeting/ interaction. Make sure to prepare the setting and layout in a way that enables positive sharing conditions. Many women who would like to participate or meet are constrained by household responsibilities or restricted movement. Consult the gender analysis when considering the conditions.

Further tips that can assist in holding successful meetings include:

- ✓ Sometimes it is important that the meeting or event is public and visible. Visibility may lend credibility, though in turn might pose a greater security risk;
- ✓ Let women know the context and purpose of the meeting ahead of time;
- ✓ Schedule the time of the meeting or event in accordance with their schedules. Find out when workload is less, and when it is safe for women to move about freely;
- ✓ Offer transportation to and from meetings and events, while considering who else would be in the same transport;
- ✓ When approached by or approaching individuals be aware that sometimes it is good to meet in the open, but sometimes it is better to meet covertly;
- ✓ Try to make attendance worthwhile. Ask the participants what they would like from you (without committing to anything);
- ✓ Examples of topics of discussion and questions might include:
 - Who are the relevant international actors and what do they do for women?
 - Are participants aware of the mission mandate and what the operation is accountable for?
 - Tell them how you can be contacted about security or protection issues.
 - Let them know about planned and upcoming activities.
 - Describe how the international community perceives the situation in the country, including security concerns.
 - Discuss documents (such as international conventions and resolutions) and laws that their government has passed.
 - Discuss women's situations, laws, and budget expenditures in other countries.
 - Ask for feedback on how international actors have used information that the women have provided, and if it has led to any action.

Who?

The composition of the team conducting the meeting/interaction may have a direct impact on the outcome of the engagement. Sometimes it will be appropriate to have men approaching or engaging, and at others it will be more effective to use women or a mixture of the two. Consider the hierarchical roles of male and female members; for example, who is the leader? The ranks of participants from the unit should also be considered to avoid misinterpretation, or over- or under-estimation of the meeting and the counterpart(s).

It is important to include interpreters when composing the team. Having an all-female approach with a male interpreter or vice versa will affect the result. Analyse the assigned task and consider whether gender dimensions suggest either approach.

How?

When exploring sensitive topics such as the prevalence of domestic violence or sexual abuse consider the composition of the team/unit and who addresses the topic. Be aware of the need for trust and confidence surrounding these matters. Informed consent must always be sought from victims/survivors and other individuals to use the information they provide for reporting or other purposes. The identities of victims, witnesses, source of information and alleged perpetrators should never appear in public reports. Special measures to safeguard the confidentiality of recorded information must always be taken.

The appropriate body language together with posture and profile is critical to the success of any engagement as it can demonstrate commitment and intent—whether that be as a deterrent or open up for dialogue—and must be considered and balanced. Be sure to signal the right messages suited for the purpose of the meeting/engagement, and always considering how women, men, boys and girls might perceive appearances differently due to gendered roles and experiences.

Gender-sensitive language

Routinely avoid when not relevant the use of language that refers explicitly or implicitly to only one gender. Ensure that, through the use of gender-sensitive and inclusive language, persons are equally addressed in their equal value, dignity, integrity and respect.

Examples of gender-sensitive language include:

GENDERED LANGUAGE	GENDER-NEUTRAL LANGUAGE
Man	Person, individual
Mankind	People, human beings
Man-made	Machine-made, hand-made, synthetic
The common man	The average or ordinary person
To man (verb)	To operate, to cover, to staff
Chairman	Chair, chairperson, coordinator
Mailman	Mail carrier, letter carrier, postal worker
Policeman	Police officer

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9. Psychological Operations (PSYOPS) and Information Operations

Information operations are the integrated employment, during military operations, of information related capabilities in concert with other lines of operation to influence, disrupt, corrupt, or usurp the decision making of adversaries and potential adversaries, while protecting their own. Information is a strategic resource, vital to security. Military operations depend on information for many simultaneous and integrated activities.

Units engaged in PSYOPS work with the scene of information in order to influence behaviours and attitudes of people to achieve political and military objectives. Military forces process vital information about the security situation which may influence the security of civilian populations and therefore share information in order to keep people out of harms way, such as mine threats or upcoming operations. When designing campaigns, be sure not to reinforce gender stereotypes through programme activities or behaviour, but rather to challenge

In order to have the maximum effect and intended outcome and outreach of campaigns, a thorough gender analysis should be the starting point for the campaign's design and execution.

them where appropriate. Allow women to have greater visible and for women and men to perform nontraditional duties if producing radio or television messages.

What topics or content should be covered?

This depends on the situation in the area of operation and also on the operational objectives of the mission. The existing or emerging situation may require rapid and substantial campaigns directed at a specific target audience in harms way, or iteratively be of a more general public nature.

How?

- ✓ Radio
- ✓ Television
- ✓ Social media (twitter, Facebook, LinkedIn, Instagram, YouTube or other)
- ✓ Pamphlets with pictures
- ✓ Pamphlets with text
- ✓ Word of mouth
- ✓ Posters and notices in local languages

Literacy rates, educational levels, and access to and quality of available information for men, women, boys and girls must be taken into account when selecting the format for distributing messages, in order to adapt messages and content to the targeted audience. A review of what types of media different groups use and in what frequency should determine the type of media that is best used for the information campaign, as well as its sequence and intensity.

Where?

- ✓ Roads
- ✓ Footpaths
- ✓ Agricultural and Commercial Areas (farmland, fishing locations, industrial zones, and others)
- ✓ Places (café, hair dresser, market square, town square and others)
- ✓ Institutions (medical centers, schools, municipal institutions, religious facilities)

Apply the gender analysis matrix to identify which roads, areas or institutions are most frequented used by men, women, boys and girls in order to have the greatest outreach.

When?

- ✓ Morning
- ✓ Afternoon
- ✓ Evening
- ✓ Weekday
- ✓ Weekend
- ✓ Festivities, celebrations or traditional gatherings
- ✓ Spring
- ✓ Summer
- ✓ Autumn
- ✓ Winter

Following the societal and gender analysis, the time of the day, week, or year is important for understanding when a campaign is likely to have the highest impact. This includes an assessment of the sequence of activities, in order to be successful according to the purpose of the campaign. Use the gender analysis to find out if there are different times when men, women, boys and girls are accessible, and for how long.

Use correlation with other situations or activities to reinforce positive attitudes or to avoid overwhelming negative trends.

To whom?

- ✓ Young women
- ✓ Elderly women
- ✓ Young men
- ✓ Elderly men
- ✓ Boys
- ✓ Girls

Different stakeholders should be explored to ensure the most effective outreach of media campaigns. Consider designing distinctive information campaigns targeted to different ages and genders. Since women often have responsibility for children and other relatives, information should not be limited to men only, but spread to other audiences as well. Men might be absent from the home during most daylight hours for outdoor work, whereas women might work in the vicinity of their homes and as such might be easier to reach. In certain cultures it can be hard to directly reach out to women and girls. In these instances indirect

alternatives should be explored, such as giving the information to a son in the school to pass on to his mother and sisters.

By whom?

- ✓ Mixed composition
- ✓ All female
- ✓ All men
- ✓ Hierarchical roles patrol members
- ✓ Female interpreters
- ✓ Male interpreters

Applying a gender analysis to the assigned task will indicate the optimum team composition when conducting the meeting/engagement and will have a direct effect on the outcome of the operation. Sometimes it will be appropriate to have men approaching or engaging, and at other times it will be more effective to use women or a mixture of the two. Consider the hierarchical roles of the male and female patrol members. For instance, who is the patrol leader? The ranks of the team should be considered to avoid misinterpretation, or over- or underestimating the meeting and the counterpart(s).

It is important to include interpreters in considerations if they are used or part of your team. Having an all-female approach with a male interpreter or vice versa will affect the result. Analyse the assigned task and consider whether gender dimensions suggest either approach.



CHECKLIST PSYOPS/INFO OPS	YOUNG WOMEN	ELDERLY WOMEN	YOUNG MEN	ELDERLY MEN	GIRLS	BOYS
WHAT/HOW?						
Radio						
Television						
Social media						
Pamphlet pictures						
Pamphlet text						
Word of mouth						
Posters and notices in local languages						
WHERE?						
Road a)						
b)						
c)						
Footpath a)						
b)						
c)						
Place a)						
b)						
c)						
Area a)						
b)						
c)						
Institution a)						
b)						
c)						
WHEN?						
Morning						
Afternoon						
Evening						
Weekday						
Weekend						
Festivities, celebrations or traditional gatherings						
Spring						
Summer						
Autumn						
Winter						
WHO?						
Mixed composition						
All female						
All male						
Female interpreters						
Male interpreters						

10. Search Operations

Depending on the geographical and cultural context, coercion against women and children might be perceived as an attack on the entire society and/or nation due to existing gender roles.

Search operations are usually used in complex environments to seize personnel or key materials that an opponent may utilize. Materials could include weapons caches, mobile phones, explosives, contraband, evidence or information. Search operations may also be conducted for other reasons, such as to ensure that areas or premises are clear and safe, as a show of force, or to demonstrate to the local populace that the military force are in control of the area.

Insensitive search operations might lead to unrest or substantial media attention which can challenge a force's credibility among the population and influence the population's willingness to cooperate; therefore having a negative impact on Situational Awareness, Force Protection and mission accomplishment. As such, it is imperative that soldiers are aware of and trained about International Humanitarian Law (IHL) principles of distinction, proportionality and precaution together with valid Rules of Engagement (RoE).

Planned search of buildings/homes and persons should:

- ✓ Alert before entering (soft entry);
- ✓ Use mixed teams to enable body search of women and men;
- ✓ Assemble women and children separately;
- ✓ Not allow men to be alone with or touch women;
- ✓ Avoid men talking with young women;
- ✓ Bring a local witness (elders, religious leaders or other respected persons);
- ✓ Be aware that women may be offensive in order to protect their honour or by choice;

- ✓ Keep in mind that if working in an environment where women are covered, it can be acceptable for male personnel to instruct a woman to tighten her clothes to enable him to see if she is carrying any objects; and
- ✓ Use female and male interpreters.

If the security assessment permits, try to alert the inhabitants before entering so that women have time to dress according to the local requirements. If not possible be prepared to demonstrate respect by offering something for women to cover themselves with.

At planned search operations of buildings there should be male and female personnel conducting the operations. This is to ensure the possibility to search all members of the household, as well as rooms where women and children are staying, including rooms to which only women have access. Female personnel are to search women and younger children while male personnel search men and older boys.

To the extent possible a female military interpreter should be used while talking to women and children. If this is not an option a female local interpreter should be used for this purpose.

After having concluded the body search, ask family elders or someone of equivalent standing to gather women and children in an area that has already been searched and cleared—or, when existing, outside the house but still within the walled perimeters of the house—in order to avoid a situation where male personnel might accidentally end up in a room alone with women while continuing the search. It can also be culturally insensitive to talk to young women as strict hierarchical levels often exist within families.

As the honour of the family often rests upon the shoulders of women there can be serious or even lethal consequences for women if a woman's honour is compromised. Bringing village elders, religious authorities or other respected persons as witnesses might limit the possibility of false accusations or misperceptions brought forward due to the operation. Redeeming initiatives by the local population to restore their honour might have indiscriminate effects to the mission or mission personnel that can continue a long time after the alleged misbehaviour.

Hasty search of buildings and homes:

If the need arises for an immediate search of buildings or homes, the search should be conducted with the personnel available on site. Consider whether the military advantage of the search can be justified (military necessity) according to the principles of IHL and outweighs the loss in respect of the force to the public if the search is insensitively performed according to the existing gender roles and culture.

- ✓ From a gender perspective, it should be avoided as far as possible to have male soldiers alone in a room with women and children.
- ✓ If working in an environment where women are covered, it can be acceptable for male personnel to instruct a woman to tighten her clothes to enable him to see if she is carrying any objects.
- ✓ Media campaigns must be ready to counter false accusations.

When the search is completed it is vital that the force can secure information on what has happened and that information on the operation, if the security assessment permits, is provided to local men and women together with other organizations working in the area, in order to prevent the spreading of incorrect information and to enable justification.

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CHECKLIST SEARCH OPERATIONS	
WHAT/HOW	Applicable/regarded
Alert before entering (soft entry)	
Mixed teams for body search	
Bring a local witness (elders, religious leaders or other respected person)	
Female interpreters	
Male interpreters	
Gather women and children separately	
Don't allow men to be alone with women	
Avoid talking with young women	
Ready media campaigns	

11. Checkpoints

Depending on the geographical and cultural context, coercion against women and children might be perceived as an attack on the entire society and/or nation due to existing gender roles.

A checkpoint is a stationary or temporarily created point used as a means of controlling movement, where people and vehicles are searched by someone before being allowed to continue.

Body searches can encompass a wide range of activities, including simple 'pat-down searches', strip searches, body cavity searches, and the taking of fingerprints, blood or DNA samples. All of these activities affect a person's dignity and privacy, albeit to varying degrees, and should therefore be carried out only when necessary or appropriate.

Where?

- ✓ Who will be affected by the checkpoint?
- ✓ Could the access to important societal services, such as hospitals and schools, be obstructed by the checkpoint?
- ✓ How and why do women, men, girls and boys travel and move in the area where the checkpoint is located?
- ✓ How important is the free passage of the location of the checkpoint for the livelihood of different members of society?
- ✓ Which mode of transport do men and women use when crossing the checkpoint?

Further, it is important to consider what impact the position of the checkpoint will have on men, women, boys and girls. For example, which facilities and resources are located on either side of the checkpoint and how important and frequently are they used by the different categories of the local population.

When?

- ✓ Morning
- ✓ Afternoon
- ✓ Evening
- ✓ Weekday
- ✓ Weekend
- ✓ Spring
- ✓ Summer
- ✓ Autumn
- ✓ Winter

Following the societal and gender analysis, the time of the day, week, or year when checkpoints are likely to have the most negative consequences should be considered. Assessments of activities against, for example, the annual harvest cycle should be analysed to ensure that the timing of the activation/duration of the checkpoint takes into account the needs of women and men given their responsibilities and occupations.

By Whom?

- ✓ Ensure the composition of the unit permits for the body search of men, women and children.

Body searches should be carried out professionally by a person of the same gender and in the least intrusive manner possible, thus minimizing the inherently humiliating character of the search. As such, female personnel should search women and younger children, while male personnel search men and older boys.

How?

- ✓ Ensure there are separate searching facilities for men and women.
- ✓ Ensure the search facilities are covered from view.
- ✓ If working in an environment where women are covered, it can be accepted for male personnel to instruct a woman to tighten her clothes to enable him to see if she is carrying any objects.

11. CHECKPOINTS

There can be serious or even lethal consequences for women if a woman's honour is compromised. Redeeming initiatives by the local population to restore their honour might have indiscriminate effects to the mission or mission personnel that can continue long after the alleged misbehaviour. Insensitive search operations might also lead to unrest or substantial media attention which can challenge a forces credibility amongst the population, and influence the population's willingness to cooperate; thereby negatively impacting Situational Awareness, Force Protection and mission accomplishment.

- ✓ Consider separate search lines for the elderly, for the sick, and for pregnant women.
- ✓ Consider the installation of basic facilities such as water and separate toilets for men and women.

It is important to ensure that detention facilities meet the distinctive basic needs of women, men, girls and boys.

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CHECKLIST CHECKPOINTS (CP)	YOUNG WOMEN	ELDERLY WOMEN	YOUNG MEN	ELDERLY MEN	GIRLS	BOYS
WHERE?						
Who will be adversely affected by the CP?						
Could access to important societal services, such as hospitals and schools, be hindered or obstructed by the CP?						
How and why do women, men, girls and boys travel and move in the area of the CP is located?						
How important is free passage through the CP for the livelihood of different members of society?						
Which mode of transport do men and women use when crossing the check point?						
WHEN?						
Morning						
Afternoon						
Evening						
Weekday						
Weekend						
Festivities, celebrations or traditional gatherings						
Spring						
Summer						
Autumn						
Winter						
WHO?						
Does composition of the team enable body search of men, women and children?						
Female interpreters						
Male interpreters						
HOW?						
Separate searching facilities for men and women.						
Ensure cover of view of the search facilities.						
Separate search lines for the elderly, for the sick, and for pregnant women.						
Installation of basic facilities such as water and separate toilets for men and women.						

12. Crowd and Riot Control

Even though prohibited by International Humanitarian Law (IHL), the use of women, children and elderly as shields or simply mixing them among the crowd as a tactic when conducting riots persists.

Riot control refers to the measures used by police, military, or other security forces to control, disperse, and arrest/detain people who are involved in a riot, unlawful demonstration, or protest.

Women, children, and the elderly are often used as pawns in civil disturbance operations. The deliberate positioning of innocent or weak persons directly facing authorities, with aggressive and violence-prone individuals or groups behind them, is commonly an attempt to provoke authorities to react. Often, this tactic is to exploit the situation and media attention for propaganda value. Despite the perception of sometimes being weaker, women, children, and the elderly can be equally as committed to the insurgency as those behind them.

These considerations place delicate demands on military forces that are mandated to conduct crowd and riot-control, and requires adequate response mechanisms when considering the methods, type of offensive equipment and degree of force adopted.

According to International Humanitarian Law, there are some principles to be considered:

- ✓ **Rule 1. The Principle of Distinction:** The parties to the conflict must at all times distinguish between civilians and combatants. Attacks may only be directed against combatants. Attacks must not be directed against civilians.

- ✓ **Rule 11. Indiscriminate attacks:** Indiscriminate attacks are prohibited.
- ✓ **Rule 14. Proportionality in Attack:** Launching an attack which may be expected to cause incidental loss of civilian life, injury to civilians, damage to civilian objects, or a combination thereof, which would be excessive in **relation to the concrete and direct military advantage** anticipated, is prohibited.
- ✓ **Rule 15. Precautions in Attack-**In the conduct of military operations, constant care must be taken to spare the civilian population, civilians and civilian objects. All feasible precautions must be taken to avoid, and in any event to minimize, incidental loss of civilian life, injury to civilians and damage to civilian objects.
- ✓ **Rule 22. Principle of Precautions against the Effects of Attacks:**
The parties to the conflict must take all feasible precautions to protect the civilian population and civilian objects under their control against the effects of attacks.

This entails several considerations of gender dimensions:

- ✓ Does the threat assessments take account of gender dimensions?

Conduct a gender analysis of the context and the specific situation in order to understand the underlying dimensions of the crowd's actions. Seek to ensure the maximum possible Situational Awareness, including conducting an assessment of the different possible reactions from the crowd. Pertinent questions might include:

- ✓ What is the composition of the crowd?
- ✓ Is any category of the crowd particular vulnerable, and how?
- ✓ What are the crowd's traditional behaviours or cultural repertoires?
- ✓ Is the environment culturally mixed or homogenous?

Assessing crowds requires its own set of questions. These questions should be answered before a crowd assembles or as quickly as possible if a gathering occurs without notification. It is important not to treat the population as one homogeneous entity, and to avoid considering all men alike, nor all women.

Remember that culture influences the way people think and behave. What people do during protests is not universal. Actions vary, depending on a group's

composition and the culture of each participant. Understanding the goals of the protesters can help in deciding options for response.

- ✓ Consider whether the Technical and Tactical Procedures (TTPs) incorporate gender dimensions.
- ✓ Consider the impact of response options on women, men and children.
- ✓ Consider equipment and communications capability and public interface.

Assess what degree of force can be used and deemed proportional when facing:

- Children
- Women
- Men
- Pregnant women
- Elderly men
- Elderly women

- ✓ Train units on tactics and techniques.

Training scenarios in crowd and riot control should reflect diversity, and not only encompass strong, loud, young men. Efforts should be made to expose soldiers to mixed crowds in order to prepare for such situations and enables adaptation of Technical and Tactical Procedures (TTPs), to ensure the most appropriate response methods.

- ✓ Use translators/interpreters as necessary and consider whether they should be female or male.

Remember that language barriers might represent a significant challenge. Take care not to forget to include the interpreters in the equation if they are used or part of your team. Analyse the situation and consider whether gender dimensions imply to use either male, female or mixed groups of translators/interpreters.

- ✓ When calling on the crowds to disperse, consider the most appropriate method whether be loud-hailer or printed notices in the local language.

Literacy rates, educational levels, and access to and quality of available information for men, women, boys and girls must be taken into account when selecting the format for distributing messages. Adapt messages and content to fit with targeted audiences.

- ✓ Consider what to do with detained personnel, keeping in mind the distinctive needs of women, men and children.
- ✓ Consider the distinctive impact of detaining different individuals, e.g. village elder or religious leaders.
- ✓ Consider the likely reaction to and possible implications of detaining women.
- ✓ Consider the distinctive needs of women, men and children regarding detaining facilities.

Social status should not be neglected; detaining a village elder or religious leader could have significant effects (positive and negative), compared to arresting common men or women.

Further, due to gender roles it might be inappropriate to gather women, men and/or children together in one room or facility. It is important to ensure that detention facilities meet the distinctive basic needs of women, men, girls and boys.

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12. CROWD AND RIOT CONTROL

CHECKLIST CROWD RIOT CONTROL	YOUNG WOMEN	ELDERLY WOMEN	YOUNG MEN	ELDERLY MEN	GIRLS	BOYS
WHAT?						
Do threat assessments include gender dimensions?						
What is the composition of the crowd?						
Is any category of the crowd particular vulnerable, and how?						
What are their traditional behaviours or cultural repertoires?						
Is the environment culturally mixed or homogenous?						
HOW?						
Do the Technical and tactical procedures consider gender dimensions?						
Have the distinctive impact of response options for women, men and children been considered?						
Has equipment, communications capability and methods been assessed?						
How much physical force can be used and seen as proportional?						
Are the units trained on integrating gender dimensions into tactics and techniques?						
How will detained persons be handled, whether men, women or children?						
WHO?						
Are translators/interpreters necessary and should they be female or male?						
If passing out handbills requesting crowd dispersal, has the design been considered?						
What role does social status play?						
Is detention facility design appropriate?						

13. Demining

Landmines, improvised explosive devices (IEDs), unexploded ordnance (UXO) and explosive remnants of war (ERW), hereafter referred to as mines, pose distinctive threats to women's, men's, girls' and boys' lives, as well as the well-being and socioeconomic development of individuals and communities. Mines render large tracts of agricultural land unusable with a negative impact on the local food supply, also making the gathering of firewood wild vegetables difficult and dangerous. Urban areas might be impossible to resettle after conflict due to the threat of mines.

Mine clearance operations do not always result in permanent security as areas that were once cleared can become infected again after flooding or landslides. This calls for a constant assessment and monitoring of mine threats. Other mine action could include finding and destroying mines, assisting mine victims, teaching people how to remain safe in a mine-affected environment, and destroying stockpiled mines.

Assessments of how the clearance of mines could best improve the lives of individuals and the community should be a priority in order to assess the impact of mine clearing to women, men, girls and boys; and also to consider how different sections of the community plan to use cleared land.

How? Do assessments include gender dimensions?

- ✓ Collect sex and age disaggregated data of casualties and injuries for assessment of threat.
- ✓ Sex-disaggregated data provides the basis for the analysis of which population segments are most at risk of mines.

Disaggregated data will outline who are affected—women, men, girls or boys—and who among them is most at risk, and at what time and place. This enables for adequate protection and security measures along with helping to establish priorities for mine clearing activities.

- ✓ Gather information from women and men about the location and impact of the threat.

It is important to collect the views of women, men and children on how suspected contaminated areas obstruct daily life. Mine injuries in families can have different implications for women and men due to existing gender roles. Often, women tend to hold primary responsibility for household work and for the health care of family members and the care of dependents, while men are often responsible for physical work in the public sphere and are the breadwinners. Therefore, the loss of a limb can affect women and men differently. Being an amputee can also affect a woman's marriage prospects. In some cases, married women with disabilities face divorce and are left with the sole responsibility for children and risk of poverty.

- ✓ Is any group more exposed to the threat of mines than others?

Individuals' exposure to and knowledge of any possible mines threats will differ. For example, mines deliberately designed to look like toys have been deployed to target children.

- ✓ Include gender dimensions when prioritizing mine-action.

Prioritization is a fundamental component of demining activities and should be as inclusive as possible, taking into account the distinctive concerns of women, men, girls and boys. This includes taking into account that women, men and children of different age and background have different priorities and different levels of experience in dealing with the imminent threat of mines.

Socio-economic analysis of mine threats must also include gender perspectives in relation to the usage of and access to land, water, firewood, housing, services and infrastructure.

Where?

- ✓ Are specific groups using particular roads or footpaths?
- ✓ Which institutions are important to the different groups of society?
- ✓ Which places and areas are most important to the different groups of society?

In many parts of the world affected by mines, women and men tend to spend their days differently. Women and men may be concentrated in different economic sectors or have different roles in the same sector. Some institutions are more frequently used by certain groups in society due to the nature of the institution. There is also often a marked gender division of labour in agriculture. Women and men often grow different crops and have responsibility for various tasks within the crop cycle. Women may face dangers when gathering fuel or water while men may be in greater danger on public roads, given their greater mobility relative to women.

When?

- ✓ Time to perform clearing of mines.
- ✓ Sequence of mine clearing.

Following the societal and gender analysis, the time of the day, week, or year, when the clearing of mines is most likely to have the least negative consequences should be considered. Assessments of activities against, for example, the annual harvest cycle should be analysed to ensure that the timing of demining activities takes into account the needs of women and men given their responsibilities and occupations.

To whom?

- ✓ Direct and design information campaigns to the most vulnerable.

To ensure the most effective outreach of media campaigns different stakeholders should be explored. Consider designing distinctive information campaigns based on age and gender. Since women often have responsibility for children and other relatives, information should not be limited to men only, but spread to other audiences as well. Men might be absent during most daylight hours for outdoor work, whereas women might work in the vicinity of their homes and hence may be easier to reach. In certain cultures it can be inappropriate to directly reach out to women and girls. In such instances alternative contact methods should be

explored, such as giving the information to a son in the school to pass on to his mother and sisters.

Literacy rates, educational levels, and the access to and quality of available information for men, women, boys and girls must be taken into account when selecting the format for distributing messages, in order to adapt content to the targeted audience. A review of the types of media the different groups use and in which frequency should determine the media that are best suited to the information campaign, as well as its sequence and intensity.



CHECKLIST DEMINEING	YOUNG WOMEN	ELDERLY WOMEN	YOUNG MEN	ELDERLY MEN	GIRLS	BOYS
WHAT/HOW?						
Do assessments consider gender dimensions?						
Are sex-disaggregated data of casualties and injuries collected and analysed?						
Does prioritization of mine clearance consider gender dimensions?						
Is there a distinctive threat to individuals?						
How can clearance improve individual's lives?						
How do different community sectors plan to use cleared land?						
Is any category exposed to a particular type of mine?						
WHERE?						
Road a)						
b)						
Footpath a)						
b)						
Place a)						
b)						
Area a)						
b)						
Institution a)						
b)						
WHEN?						
Morning						
Afternoon						
Evening						
Weekend						
Festivities, celebrations or traditional gatherings						
Spring						
Summer						
Autumn						
Winter						
Sequence of mine clearing.						
WHO/INFORMATION CAMPAIGNS?						
Radio						
Television						
Social media						
Pamphlet pictures						
Pamphlet text						
Word of mouth						
Posters and notices in local language						
TO WHOM?						
Is any group more exposed to mine risks?						

14. Targeting Processes

It is important to include a gender perspective during the target selection process, in order to understand the effects of the strike and to ensure that elimination of selected targets supports the overall military objectives without causing unnecessary suffering or unintended effects.

Targeting is the process of selecting and prioritizing targets and matching the appropriate response to them, taking into account operational requirements and capabilities. Targeting systematically analyses and prioritizes targets and matches appropriate lethal and nonlethal actions to those targets to create specific desired effects to achieve military objectives.

During the targeting process, it should be identified who would most likely be affected by the strike and the consequences the strike would have on the different groups of society. A gender analysis, together with information from local people—both men and women—and local organizations, contributes to this assessment and should be an integrated component of the validation of targets.

The following International Humanitarian Law principles should be considered:

- ✓ Rule 1. **The Principle of Distinction:** The parties to the conflict must at all times distinguish between civilians and combatants. Attacks may only be directed against combatants. Attacks must not be directed against civilians.
- ✓ Rule 11. **Indiscriminate Attacks:** Indiscriminate attacks are prohibited.
- ✓ Rule 14. **Proportionality in Attack:** Launching an attack which may be expected to cause incidental loss of civilian life, injury to civilians, damage

to civilian objects, or a combination thereof, which would be excessive in **relation to the concrete and direct military advantage** anticipated, is prohibited.

- ✓ **Rule 15. Precautions in Attack:** In the conduct of military operations, constant care must be taken to spare the civilian population, civilians and civilian objects. All feasible precautions must be taken to avoid, and in any event to minimize, incidental loss of civilian life, injury to civilians and damage to civilian objects.
- ✓ **Rule 22. Principle of Precautions against the Effects of Attacks:** The parties to the conflict must take all feasible precautions to protect the civilian population and civilian objects under their control against the effects of attacks.

Considerations which should accompany the target selection process

- ✓ What military objective is set out to be accomplished?

Will the strike have the intended outcome or could the strike cause unnecessary suffering or unintended effects to any group of the society? Gender analysis will contribute to a more comprehensive understanding of the potential impact, consequences or courses of events that could follow.

- ✓ On what basis has the target been chosen?

Does the information collected reflect the role/function and the distinctive importance of the target to women, men, girls and boys? Who has contributed to the assessment and was the process inclusive of the priorities and needs of women, men, girls and boys?

- ✓ Which groups in society will be affected by the strike?
- ✓ To what degree will men, women, girls and boys be exposed to the actual physical damaging effects of the weaponry used?
- ✓ Will the type of weapons and munitions deployed affect women, men, girls and boys differently?
- ✓ How important is the target to the livelihood of different members of society?

To assess the effects of the strike it is important to have an understanding of and analyse the way women, men, girls and boys use the targeted area, or if the impact will deny access to another area or resource, that would be affected in their usability because of the strike.

- ✓ Who is using the targeted infrastructure/object and how do they use it?
- ✓ Why and how often do women, men, girls and boys travel and move in the targeted area?
- ✓ Which mode of transport do men and women use when crossing the targeted area?
- ✓ Do women, men, girls and boys use different roads in the vicinity of the target?
- ✓ Are important societal services such as schools or markets located near the target?

When assessing the impact of the strike it must be understood and analysed that the impact on a community may be significantly different for its future viability if casualties are from a cross-section of the population, or from a specific category. The impacts from the loss of a high proportion of elderly men will differ from the loss of a high proportion of young women.

These questions will contribute to the assessment of the effects of the strike and its design, in order to minimize incidental loss of civilian life, injury to civilians and damage to civilian objects.

- ✓ What is the security situation in the area and which areas and roads are safer for women and men respectively?
- ✓ How might security be affected after the strike, if different members of society no longer are able to travel by usual means of transport or forced to use other more unsecure roads?
- ✓ How might security be affected after the strike, if different members of society no longer are able to access or use the targeted area?

In order to understand and be able to protect civilian populations against the effects of attacks, the direct and indirect consequences of the attack should be assessed. Will any group be forced to use less secure roads after the strike or would they be compelled to perform their daily activities in a more unsecure area?

- ✓ When and how often is the targeted infrastructure/facility used by different members of society?

When should the strike be conducted in order to minimize the incidental loss of civilian life, injury to civilians and damage to civilian objects?

- ✓ If pre-warning measures are considered before the strike, have they been designed in a gender-sensitive and inclusive manner?

To ensure the most effective outreach of media campaigns, different stakeholders should be explored. Consider designing distinctive information campaigns based on age and gender. Since women often have responsibility for children and other relatives, information should not be limited to men only, but spread to other audiences as well. Men might be absent during daylight hours for outdoor work whereas women might work in the vicinity of their homes and hence may be easier to reach. In certain cultures it can be inappropriate to directly reach out to women and girls. In such instances alternative ways should be explored, such as giving the information to a son in the school to pass on to his mother and sisters.

Literacy rates, educational levels, and the access to and quality of available information for men, women, boys and girls must be taken into account when selecting the format for distributing messages, in order to adapt content to the targeted audience. A review of the type of media different groups use and in which frequency should determine the media that is best suited for the information campaign, as well as its sequence and intensity.

14. TARGETING PROCESSES

CHECKLIST TARGETING PROCESS	YOUNG WOMEN	ELDERLY WOMEN	YOUNG MEN	ELDERLY MEN	GIRLS	BOYS
WHAT/HOW?						
What is the military objective set out to be accomplished?						
On the basis of what has the target been chosen?						
Which groups in society will be affected by the strike?						
To what degree will men, women, girls and boys be exposed to the actual physical damaging effects of the weaponry used?						
Will the type of weapons and munitions deployed affect women, men, girls and boys differently?						
How important is the target to the livelihood of different members of society?						
WHERE?						
Who is using the targeted infrastructure/object and how do they use it?						
Why and how often do women, men, girls and boys travel and move in the targeted area?						
Which mode of transport do men and women use when crossing the targeted area?						
Do women, men, girls and boys use different roads in the vicinity of the target?						
Are protected sites and other important societal services such as schools or markets located near the target?						

CHECKLIST TARGETING PROCESS	YOUNG WOMEN	ELDERLY WOMEN	YOUNG MEN	ELDERLY MEN	GIRLS	BOYS
WHEN?						
When and how often is the targeted infrastructure/facility used by different society members?						
IMPACT ASSESSMENT AND DESIGN						
What is the security situation in the area and which areas and roads are safer for women and men respectively?						
How might security be affected after the strike, if different members of society no longer are able to travel by usual means of transport or forced to use other more unsecure roads?						
How might security be affected after the strike, if different members of society no longer are able to access the targeted area?						
WHO/INFORMATION CAMPAIGNS?						
Radio						
Television						
Social media						
Pamphlet pictures						
Pamphlet text						
Word of mouth						
Posters and notices in local language						
TO WHOM?						
Is any group more exposed than others?						

15. Conflict Related Sexual Violence (CRSV)

Sexual violence in conflict inflicts unimaginable suffering. It is designed to destroy individuals, families and communities. In so doing, it perpetuates conflict and instability, often for generations.

According to The Rome Statute of the International Criminal Court (ICC), crimes of sexual violence can include: different forms of penetrative rape, sexual slavery, forced prostitution, forced pregnancy and forced sterilization or abortion. Crimes of sexual torture, sexual humiliation and forced nudity may likewise constitute sexual violence. Sexual violence in armed conflict are grave breaches of the Geneva Conventions and their first Protocol and can constitute war crimes, crimes against humanity, acts of genocide or gross violations of human rights.

The widespread use of rape and other forms of sexual violence in armed conflicts around the world is one of the gravest, most persistent and most neglected injustices. However, it is not an inevitable consequence of war if properly addressed. Although women and girls make up the vast majority of CRSV survivors, men and boys are also exposed to sexual violence. CRSV is one aspect of the overall security situation for which military personnel must have strategies in place.

Providing protection/Safe and Secure Environment (SASE)

- ✓ Presence:
 - How?
 - Where?
 - When?
 - Who?
 - Posture and profile.

The gender analysis will provide details on how to design and execute military presence to have the most effective result. The impact that the mere presence of a military force may have on an affected society can be significant. Deploying even limited capability to the right place at the right time will convey the message of being aware of what is happening, show commitment to act if necessary, and provide a major contribution to deterrence.

- ✓ Disarmament

The availability of small arms and light weapons (SALW) increases the threat of sexual violence against women. Reducing the presence of those weapons will have positive effects on the overall security situation and assist in the reduction of CRSV.

- ✓ Freedom of Movement (FoM)

Roadblocks and checkpoints are not the only obstacle to Freedom of Movement (FoM). The presence of armed groups, the threat of sexual violence or general lawlessness significantly affect people's movements. Providing a more stable and secure environment will enable individuals to move more freely, reducing exposure to potential risks and facilitating the seeking of shelters.

- ✓ Code of Conduct

There are examples of cases where personnel in Peace Support Operations have been the perpetrators. It is important that mission personnel work in full concordance with the mission Code of Conduct. Under no circumstances can the mission risk its credibility by failing to report and forcefully deal with all forms of abuse, underlining a policy of zero tolerance for such misconduct.

✓ Investigations

If the mission has the mandate to conduct investigations of CRSV, and the survivor is willing to proceed, an investigation will be conducted. Make sure that information received is valid and upholdable as evidence for a potential trial. If the force does not have the formal competence, the complainant of CRSV should be referred to the judicial system if it exists or another organization more suited to assist.

Interviewing women

Women who have experienced CRSV may be alone or in groups, and may still be exposed to the crime's perpetrators. Whatever the circumstance, they are victimized and exploited in one way or another. Feelings of fear, guilt, shame, hopelessness, anger and relief will influence their behaviour, which is unpredictable, but certain measures are recommended in all circumstances.

- ✓ It is unlikely that a woman will respond to male investigators.
- ✓ Although there is no guarantee that female investigators will elicit better cooperation, it is far more preferable that they conduct the investigation, particularly for the female victim's sense of security.
- ✓ A woman must be in attendance as a witness at all times. If no female personnel are available, a known and trusted NGO or women's organization can sit in as an observer.
- ✓ If they can be identified, separate the survivor from the perpetrator.
- ✓ A female officer must conduct body and property searches.
- ✓ Establish immediate contact with women's organizations dealing with CRSV and survivors' advocates.
- ✓ Ensure that physical and medical needs are attended to.

Interviewing men

Personnel must reconsider common assumptions about the power, authority and autonomy of men. Men, particularly if they experience sexual violence and exploitation, will experience extreme shame and humiliation.

- ✓ Specific circumstances will dictate men's responses, but they may be unwilling to respond to male investigators.

- ✓ It may be difficult for male investigators to regard sexually-exploited men as 'survivors'. In such cases, consider using a female investigator, accompanied by a male observer.
- ✓ If they can be identified, separate the victim from the persecutor.
- ✓ Establish immediate contact with organization's dealing with sexual violence and victim advocates (services and shelters for men are rare or non-existent).
- ✓ Ensure that physical and medical needs are attended to.

Interviewing children

Boys and girls experience CRSV in different ways. Girls are more likely to suffer sexual exploitation, though boys may also be victims. Their common fear and mistrust of adults should be a major consideration.

- ✓ Child welfare advocates must be contacted immediately and be present at all times for further investigation and interviews, which need to be conducted by trained specialists.
- ✓ Special, child-friendly environments should be created as 'safe' locations for children during the interview process.
- ✓ Prior to the interview, access should be provided to any medical aid or assistance needed by the child and the interviewer should check if the child is hungry or thirsty, needs the toilet or wants to sleep. In all such cases, the needs of the child should be met before any interview commences.

Participation

- ✓ Key Leader Engagement (KLE) including with female stakeholders/ organizations.
- ✓ Engagement including with female official representatives.
- ✓ Engagement including with local women.

In order to understand the prevalence, root causes and possible counter measures to CRSV, make sure women's views of the situation are known and that their suggestions of possible solutions are considered.

The circumstances of the CRSV abuse should be analysed to determine future protection measures and the needs of survivors of CRSV should also be assessed in order to arrange for suitable assistance.

Monitoring

- ✓ Early warnings.
- ✓ Propagation.
- ✓ Trends.

To maintain situational assessment, it is important to recognize and react to early warning indicators. The situational assessment should include perspectives on threats to all societal groups, differentiating between women, men, girls and boys. An increase in reports on violence against or harassment of women and girls could be an early warning indicator of rising tensions. Harassment and persecution of men who refuse to take up arms or who are not perceived to fulfil the 'masculine' ideal of a combatant may also reflect rising level of tensions and potential risks of CRSV.

Reporting

- ✓ Collect sex-disaggregated data and statistics.

The mission reporting system must plan for the security of identifiable details of persons involved. Methods of collecting information should be reviewed ensuring that the identity and confidentiality of concerned individuals is protected. Information regarding the gender of the perpetrator(s) and survivor(s) should be included, but without documenting identifiable details or information regarding the individuals involved (i.e. name, address, etc.). The identities of survivors, witnesses, source of information and alleged perpetrators should never appear in public reports.

Informed consent must always be sought from survivors and other individuals to use the information they provide for reporting or other purposes.

Without absolute confidentiality and information security, information of the prevalence and propagation of CRSV will not be possible.

Assistance

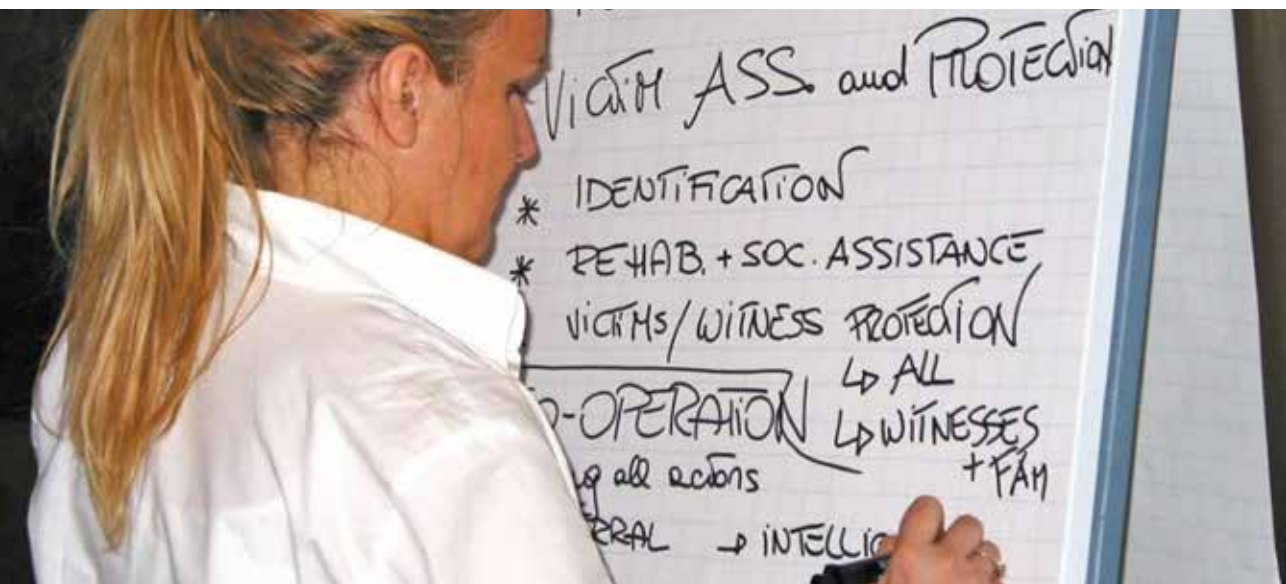
- ✓ Health care.
- ✓ Safe havens.
- ✓ Judicial system.
- ✓ International organizations (IO) and non-governmental organizations (NGO).

Make sure mission personnel are aware of where to find and how to access existing health care facilities and safe havens, and that they are informed about which organizations are active in the area and their field of work.

Fighting Impunity

- ✓ Address Conflict Related Sexual Violence at peace negotiations and mediation.
- ✓ Address Conflict Related Sexual Violence in Key Leader Engagement.

Sexual violence committed in armed conflict must not be viewed as a lesser crime. The overwhelming majority of victims never see justice for what they have endured, nor do they receive the necessary assistance and support. As a critical element of prevention efforts the culture of impunity for those who commit these crimes needs to be addressed. Bringing those responsible for sexual violence to justice could contribute to ending impunity.



Training and education

- ✓ Conflict Related Sexual Violence.
- ✓ Indicators.
- ✓ Testimonies.

Mission personnel must have knowledge of Conflict Related Sexual Violence and be able to detect potential prevalence of abuse as well as be able to identify survivors.

There is no way of knowing when or what may trigger a survivor of sexual violence to speak out. It may take years or decades before they share their story. As potential receivers of testimonies, mission personnel have to be aware of the delicacy of such situations and also be mentally prepared. Interacting with survivors of CRSV can be overwhelming and cause emotional reactions when exposed to horrific experiences from survivors.

This adapted list from the World Health Organization (WHO) Ethical and Safety Recommendations for Interviewing Trafficked Women can work as guidelines on how to act when exposed to survivors who want to share their experience or give testimony.

GUIDELINES ENGAGEMENT OF SURVIVORS	CONSIDERED
Do no harm	
Treat each woman, man, or child and the situation as if the potential for harm is extreme until there is evidence to the contrary. Do not undertake any interview that will make a person's situation worse in the short or long term.	
Know your subject and assess the risks	
Learn the risks associated with CRSV and each individual's case before conducting an interview.	
Prepare referral information. Do not make promises that you cannot fulfil	
Be prepared to provide information in a person's native language and the local language (if different) about appropriate legal, health, shelter, social support and security services, and to help with referral, if requested.	
Adequately select and prepare interpreters and co-workers	
Weigh the risks and benefits associated with employing interpreters, co-workers or others, and develop adequate methods for screening and training.	
Ensure anonymity and confidentiality	
Protect a respondent's identity and confidentiality throughout the entire interview process—from the moment she/he is contacted until after details of her/his case are shared/made public.	
Obtain informed consent	
Make certain that each respondent clearly understands the content and purpose of the interview, the intended use of the information given, her/his right not to answer questions, her/his right to terminate the interview at any time, and her/his right to place restrictions on how the information is used.	
Listen to and respect each individual's assessment of the situation and risks to her/his safety	
Recognize that each person will have different concerns and that the way she/he views these concerns may differ from how others might assess them.	
Do not re-traumatize anyone	
Do not ask questions intended to provoke an emotionally charged response. Be prepared to respond to a woman's or man's distress and highlight her/his strengths.	
Be prepared for emergency intervention	
Be prepared to respond if a person says she/he is or someone else in imminent danger.	
Put information collected to good use	
Use information in a way that benefits an individual woman or man or that advances the development of lessons learned and interventions for vulnerable people generally.	

Possible indicators of Conflict Related Sexual Violence

Circumstances such as the location and the person’s background should also be taken into consideration.

CHECKLIST POSSIBLE INDICATORS OF SEXUAL VIOLENCE	EXISTS
Suicide attempts	
“Cutting”/Self-mutilation	
Sexual promiscuity	
Substance or alcohol abuse	
Depression or anxiety	
Panic attacks	
Irritability/Anger - Sudden mood swings: rage, fear, insecurity or withdrawal	
Disassociation. Person seems distracted or distant at odd times or often loses the meaning of sentences and has difficulty in concentrating or focusing.	
Impaired memory/Memory loss	
Phobic/Compulsive behaviours	
Hyper-vigilance (always being “on your guard”)	
Exaggerated “startle response”	
Difficulty with relationships	
Unusual fear of certain people or places	
Anorexia/Bulimia/Overeating or refusal to eat (eating disorders)	
Has a sudden change in eating habits	
Flashbacks	
Uncontrolled fear by jumping at every noise	
Uncoordinated movement of hands, legs	
Frequent standing up and uncomfortable sitting	
Avoiding eye-contact and lack of concentration	
Nightmares/sleep disturbances	
Leaves “clues” that seem likely to provoke a discussion about sexual issues	
Thinks of self or body as repulsive, dirty or bad	

16. Trafficking in Human Beings (TIB)

Trafficking in human beings is the second largest criminal activity in the world, following drug trafficking and before illegal arms trade. Trafficking in human beings involves the transport of women, men, boys and girls in an organized way, with or without their consent, to another region or abroad where they are exploited for profit by one or various actors.

People are trafficked for numerous purposes such as sexual exploitation, forced labour, forced begging, domestic servitude, removal of organs, criminal activities, marriage or adoption. The human rights of these persons are violated in a variety of ways. Women and girls are particularly affected and make up the vast majority of victims of forced commercial sexual exploitation.

The assessment of trafficking in humans should be part of the overall security situation. Although dealing with trafficked people is not a primary task for military personnel and they might not be best placed to deal with the survivors, there is the possibility they may be in a situation where they are required to render assistance.

If the mission mandate includes for providing a Safe and Secure Environment, the mission must have plans and strategies in place to deal with trafficking in human beings and have knowledge of the phenomena.

Providing protection/Safe and Secure Environment (SASE)

- ✓ Presence
 - How?
 - Where?
 - When?
 - Who?
 - Posture and profile.

The gender analysis will provide answers to the details on how to design and execute a military presence to have the most effective result. The impact that the mere presence of a military force may have on an affected society can be significant. Deploying even limited capability to the right place at the right time will convey the message of being aware of what is happening, show commitment to act if necessary, and provide a major contribution to deterrence.

- ✓ Disarmament

The availability of small arms and light weapons (SALW) increases the threat of sexual violence against women. Reducing the presence of those weapons will have positive effects on the overall security situation and assist in the reduction of TIB.

- ✓ Freedom of Movement (FoM)

Roadblocks and checkpoints are not the only obstacle to Freedom of Movement (FoM). The presence of armed groups, the threat of sexual violence or general lawlessness can significantly affect people's movements. Providing a more stable and secure environment will enable individuals to move more freely, reduce the exposure to potential risks, and facilitate the seeking of shelter.

- ✓ Code of Conduct

It is important that mission personnel work in full concordance with the mission Code of Conduct. Under no circumstances can the mission risk its credibility by failing to provide a Safe and Secure Environment if mission personnel themselves do not conform to the rules and regulations. All forms of abuse must be reported and forcefully dealt with, underlining the zero tolerance for such misconduct.

✓ Investigations

If the mission has the mandate to conduct investigations of CRSV, and the survivor is willing to proceed, an investigation will be conducted. Make sure that information received is valid and upholds as evidence for a potential trial. If the force does not have the formal competence, the complainant should be referred to the judicial system if it exists or another organization more suitable to assist.

Interviewing women

Trafficked women may travel alone or in groups—with or without traffickers. Whatever the circumstance, they are victimized and exploited in one way or another. Feelings of fear, guilt, shame, hopelessness, anger and relief will influence their behaviour, which is unpredictable, but certain measures are recommended in all circumstances.

- ✓ It is unlikely that a trafficked woman will respond to male investigators.
- ✓ Although there is no guarantee that female investigators will elicit better cooperation, it is far preferable that they conduct the investigation, particularly for the female victim's sense of security.
- ✓ A woman must be in attendance as a witness at all times. If no female personnel are available, a known and trusted NGO or women's organization can sit in as an observer.
- ✓ If they can be identified, separate the survivor from the trafficker.
- ✓ A female officer must conduct body and property searches.
- ✓ Establish immediate contact with women's organizations dealing with trafficking in human beings and survivor's advocates.
- ✓ Ensure that physical and medical needs are attended to.

Interviewing men

Mission personnel must reconsider common assumptions about power, authority and the autonomy of men. Men, particularly if they are trafficked for sexual exploitation, will experience extreme shame and humiliation. If trafficked for labour/debt bondage or other forms of livelihood servitude, their primary motivation is often to provide for their families. If detected, they may develop feelings of personal failure and anxiety because they can no longer fulfil that role.

- ✓ Specific trafficking circumstances will dictate men's responses, but they may be unwilling to respond to male investigators.

- ✓ It may be difficult for male investigators to regard trafficked men as 'survivors'. In such cases, consider using a female investigator, accompanied by a male observer.
- ✓ If they can be identified, separate the victim from the trafficker.
- ✓ Establish immediate contact with organizations dealing with trafficking in human beings and victim advocates (services and shelters for men are usually rare or non-existent).
- ✓ Ensure that physical and medical needs are attended to.

Interviewing children

Boys and girls experience trafficking in different ways. Girls are more likely to suffer sexual exploitation, whereas boys are more often victims of forced labour. Their common fear and mistrust of adults should be a major consideration.

- ✓ Child welfare advocates must be contacted immediately and be present at all times for investigation and interviews, which should be conducted by trained specialists.
- ✓ Special, child-friendly environments should be created as 'safe' locations for children during the interview process.
- ✓ Prior to the interview, access should be provided to any medical aid or assistance needed by the child and the interviewer should check if the child is hungry or thirsty, needs the toilet, or wants to sleep. In all cases, the needs of the child should be met before any interview commences.

Participation

- ✓ Key Leader Engagement (KLE) including with female stakeholders/ organizations.
- ✓ Engagement including with female official representatives.
- ✓ Engagement including with local women.

In order to understand the prevalence, root causes and possible counter measures to trafficking in human beings (TIB), make sure women's views of the situation are known and that their suggestions of possible solutions are considered.

The circumstances of the TIB abuse should be analysed to determine future protection measures, and the needs of survivors of TIB should also be assessed in order to arrange for suitable assistance.

Monitoring

- ✓ Early warnings
- ✓ Propagation
- ✓ Trends

To maintain situational assessment, it is important to recognize and react to early warning indicators. The situational assessment should include perspectives on threats to all societal groups, differentiating between women, men, girls and boys. Increased rumours and reports on suspected abduction, or persons being incentivized to leave their place of residence, could be an indicator that trafficking in human beings is taking place.

Reporting

The mission reporting system must plan for the security of identifiable details of persons involved. Methods of collecting information should be reviewed ensuring that the identity and confidentiality of concerned individuals is protected. Information regarding the gender of the perpetrator(s) and survivor(s) should be included, but without documenting identifiable details or information regarding the individuals involved (i.e. name, address, etc.). The identities of survivors, witnesses, source of information and alleged perpetrators should never appear in public reports.

Informed consent must always be sought from survivors and other individuals to use the information they provide for reporting or other purposes. Without absolute confidentiality and information security, information of the prevalence and propagation of TIB will not be possible.

Assistance

- ✓ Health care
- ✓ Safe havens
- ✓ Judicial system
- ✓ International organizations (IO) and non-governmental organizations (NGO)

Ensure mission personnel are aware of where to find and how to access existing health care facilities and safe havens, and that they are informed about which organizations are active in countering trafficking in human beings.

Training and education

- ✓ Trafficking in human beings
- ✓ Indicators
- ✓ Testimonies

Mission personnel must have knowledge of trafficking in human beings and be able to identify signals that might indicate potential involvement in trafficking in human beings.

There is no way of knowing when or what may trigger a survivor of trafficking to speak out. It may take years or decades before they share their story. As potential receivers of testimonies, mission personnel have to be aware of the delicacy of such situations and also be mentally prepared. It can be overwhelming and cause emotional reactions when exposed to horrific experiences from survivors.

Informed consent must always be sought from survivors and other individuals to use the information they provide for reporting or other purposes. The identities of survivors, witnesses, source of information and alleged perpetrators should never appear in public reports. Special measures to safeguard the confidentiality of recorded information must always be taken.



This adapted list from the World Health Organization (WHO) Ethical and Safety Recommendations for Interviewing Trafficked Women, provide guidelines on how to respond when exposed to survivors who want to share their experience or give testimony.

GUIDELINES FOR THE ENGAGEMENT OF SURVIVORS	CONSIDERED
Do no harm	
Treat each woman, man, or child and the situation as if the potential for harm is extreme until there is evidence to the contrary. Do not undertake any interview that will make a person's situation worse in the short or long term.	
Know your subject and assess the risks	
Learn the risks associated with phenomena and each individual's case before conducting an interview.	
Prepare referral information. Do not make promises that you cannot fulfil	
Be prepared to provide information in a person's native language and the local language (if different) about appropriate legal, health, shelter, social support and security services, and to help with referral, if requested.	
Adequately select and prepare interpreters and co-workers	
Weigh the risks and benefits associated with employing interpreters, co-workers or others, and develop adequate methods for screening and training.	
Ensure anonymity and confidentiality	
Protect a respondent's identity and confidentiality throughout the entire interview process: from the moment she/he is contacted until after details of her/his case are shared or made public.	
Obtain informed consent	
Make certain that each respondent clearly understands the content and purpose of the interview, the intended use of the information given, her/his right not to answer questions, her/his right to terminate the interview at any time, and her/his right to place restrictions on how the information is used.	
Listen to and respect each individual's assessment of the situation and risks to her/his safety	
Recognize that each person will have different concerns and that the way she/he views these concerns may differ from how others might assess them.	
Do not re-traumatize anyone	
Do not ask questions intended to provoke an emotionally charged response. Be prepared to respond to a woman's or man's distress and highlight her/his strengths.	
Be prepared for emergency intervention	
Be prepared to respond if a person says she/he or someone else is in imminent danger.	
Put information collected to good use	
Use information in a way that benefits an individual woman or man or that advances the development of lessons learned and interventions for vulnerable people generally.	

Possible indicators of Trafficking in Human Beings

Circumstances such as the location and the person's background should also be taken into consideration.

CHECKLIST POSSIBLE INDICATORS OF TRAFFICKING IN HUMAN BEINGS	EXISTS
Heavy security and restrictive access at brothels or other workplace	
Secretive advertisements for services	
Be found or connected to a type of location likely to be used for exploitation	
Traveling with minimum belongings	
Lack of identification or travel documents	
Can't speak the local language	
Can't move about and live in the local community	
Have limited or no social interaction	
Accompanied everywhere	
Unfamiliar with the neighborhood they are in	
Do not know their home or work address	
Being unable to leave their work environment	
Allow others to speak for them when addressed directly	
Can never speak alone	
Show fear and anxiety	
Show signs of physical abuse or injury	
Describes moving jobs suddenly or often	

17. Disarmament, Demobilization, and Reintegration Processes (DDR)

The objective of a DDR process is to contribute to security and stability in post-conflict environments, supporting the reduction of arms available in a region so that recovery and development can begin. The DDR of combatants is a complex process, with political, military, security, humanitarian and socio-economic dimensions. It includes removing weapons from the hands of combatants, taking the combatants out of their armed structures and helping them to re-integrate socially and economically into society. DDR processes seek to support male and female combatants, as well as women, men, girls and boys associated with armed forces. Unfortunately child soldiers as combatants are an increasing trend. They may be beaten, drugged, or exposed to horrific trauma (such as having to kill their own parents or their playmates) in order to break their spirit and force them to be compliant. Such cases require distinctive directed interventions.

Generally the military will not have the leading role of a DDR process but rather will be responsible for specific elements of the process, such as disarmament, demobilization and possible overall site security.

Disarmament is a process aimed at the collection, control and disposal of weapons. It can include safe weapon storage and the potential destruction of collected weapons.

Demobilization can be seen as the opposite of the mobilization of combatants to an armed group. In the military sense, demobilization serves to disband an armed unit and or reduce the number of combatants in an armed group, be it regular or irregular.

Reintegration is defined as the processes by which ex-combatants acquire civilian status and gain access to civilian forms of work and income, together with rehabilitation efforts and assistance. This is essentially a social and economic process with an open timeframe, which mainly takes place in the communities at the local level. It is an integral part of the overall reconstruction and development of a post-conflict society and, though a national responsibility, may require outside assistance. Reintegration initiatives are long-term processes.

Inclusive selections

- ✓ Ensure an inclusive definition of the term “ex-combatant”.
- ✓ Include supporters and dependents of armed groups.

Keep in mind that ex-combatants should not only refer to members of armed formations, but include all women, men and children associated with the armed formations. Supporters and dependents are people who are directly involved with armed fighters but are not classified combatants. These groups, primarily women and girls, support combatants (voluntarily or forced) while not directly engaging in combat, but may carry supplies, cook food, wash clothes or provide sexual services. They are often not a focus of DDR activities, as they are not seen as security threats and tend to be neglected.

- ✓ Do not limit the process by making the handover of weapons or munitions a necessary condition to DDR selection.

Some groups may not be considered for DDR programmes, due to the fact of not having weapons or munitions to trade in. Yet, their lives could still be disrupted by the armed conflict and require reintegration measures.

Inclusive processes

- ✓ Include women in the design and implementation of the DDR process.
- ✓ Establish distinctive reintegration programmes for women, men, girls and boys.

There is a high risk if women are not involved in the design of the process that programmes will fail to meet the distinctive needs of women and children—and thereby will discourage people from taking part in the processes.

- ✓ Draw on the traditional roles of mothers and wives to encourage disarmament.

Having women appeal to armed groups or individuals in their capacity as mothers or wives has been shown to be effective and give positive results.

- ✓ Recognize barriers to the participation of women.

Convincing women to participate may be difficult. Due to existing gender roles it might be controversial for women to be seen as having taken up arms or to have been affiliated with armed groups. They might therefore be reluctant to come forward or to receive assistance, and may require specific outreach measures.

- ✓ Be aware of the limits of the self-reintegration efforts of women.

If women do not feel safe or welcomed in a DDR process, they are likely to attempt to 'self-reintegrate' and disappear without taking advantage of any of the opportunities that the DDR offers. Their capacity for self-reintegration is likely to be limited, possibly resulting in homelessness, isolation and exclusion from safe and paid work, with little or no prospect of post-traumatic stress disorder (PTSD) interventions.

- ✓ Identify and reach out to women and children with information campaigns.

Different stakeholders should be explored to ensure the most effective outreach of media campaigns. Literacy rates, educational level, and access to and quality of available information for men, women, boys and girls must be taken into account when selecting the format for distributing messages, in order to adapt messages and content to the targeted audience.

It is important to communicate the DDR eligibility criteria and emphasize its gender specific benefits to female combatants, dependents and supporters, in order to avoid misconceptions that women or children are not eligible for DDR processes.

- ✓ Consider local traditions and culture relevant to the process.

It is important to carefully consider the appropriateness of traditions and norms, as they might have the effect of reinforcing traditional gender inequalities. Offering education to girls might be controversial in some cultures, contrary to the view of the majority of international community and universal human rights.

Design

- ✓ Include women and female personnel in the implementation and design of the DDR process.

The inclusion of women familiar with the local post-conflict situation in the design of the DDR process, who also have an understanding of the needs of local women and men, significantly increases the prospect of adequately identifying ex-combatants, supporters and dependents.

- ✓ Separate transportation facilities for men and women.
- ✓ Separate accommodation and ablution, separate housing, as well as basic medical and sanitary supplies areas for women and men.
- ✓ Provide psychological counselling and reconciliation programmes.

It is unlikely that abused women will respond to male counsellors. Abused men may also be unwilling to respond to male counsellors. The best prospect for successful interventions requires the availability of both female and male counsellors.

- ✓ Provide skills training and education to former fighters.

Ensure that skills training and education address the specific needs of men and women, but are not limited to reflect traditional division of labour, as women who have joined armed formations have often left their traditional gender roles. Programmes should consider the different interests of persons and not only reflect traditional sexual division of labour, such as cooking, tailoring, and mat

weaving that support but limit the “return” of women into the domestic and private sphere.

- ✓ Consider existing community-based reintegration rituals.

Identify whether mandatory local rituals exist which can support the reintegration process, in order to avoid the risk of having persons, especially women and children, who have formally passed the DDR process, denied entry back into their community. Consider carefully the impact that such traditions may have in reinforcing gender inequalities.

- ✓ Manage the expectations of returnees by informing them of the potential changes in their community, as well as potential difficulties they might encounter upon their return.
- ✓ Raise female ex-combatants’ awareness about the needs of women in communities, and vice versa.
- ✓ Encourage female ex-combatants to join women’s organizations to help bridge the divide between ex-combatants and the community.
- ✓ Create community-based networks or centres to help family members of returning ex-combatants cope with the transition.

Former female combatants face a number of unique challenges which can make the reintegration process even more difficult. This applies particularly where such participation transgresses the traditional gender norms of communities which have maintained or reverted to traditional gender roles in the aftermath of conflict. Many armed groups have a formal gender equality and egalitarian platform which can be particularly attractive to women. In turn, this might create reluctance or difficulties of returning to communities, and to more traditional gender roles than they were accustomed to as combatants.

Women may face ‘double discrimination’ in the labour market, with employers reluctant to employ former female combatants due to misconceptions about their sexuality, promiscuity or violent tendencies—further restricting their access to the job market. Women returning from armed groups who have children conceived during conflict, and who might have to continue their lives as single parents, might face particular difficulties.

Abducted persons, mostly women and children are not likely to stay around for assistance, but rather escape their captors immediately if not separated. Separation will also prevent further risks of abuse.

18. Quick Impact Projects (QIPs)/ Cimic Projects

Quick Impact Projects (QIPs) are small-scale, low-cost projects that are planned and implemented within a short timeframe, with the purpose of showing immediate effects. Cimic projects tend to have a longer time frame which allow for a more strategic focus where results are not expected to have an immediate impact.

Different actors other than Peace Support Operations also fund and implement projects in various thematic areas. Good coordination with development and humanitarian actors working in the same mission area is essential to ensure that projects do not duplicate or undermine each other's work.

It is important that gender perspectives are taken into account throughout the project phase, to ensure that different groups of the society benefit equally from the project, and that resources are equally distributed among women, men, girls and boys.

What?

- ✓ Have men's, women's and children's needs and priorities been analysed?
- ✓ Have women and men been directly consulted in identifying such needs and priorities?

It is advisable that all interventions aimed to improve the living conditions of a population adopt an inclusive approach in order to ensure an understanding of prevailing basic needs or other existing challenges in the society. This approach can also support local capacity development, help to ensure local ownership,

and build confidence between the mission and local population and contribute to the success of the project.

Why?

- ✓ Might the project reduce someone's access to or control of resources and benefits?
- ✓ Might the QIP negatively affect the situation of any category of the society in some other way?
- ✓ What will be the effects on men, women, and children in the short and longer term? Will it change the behaviour, mode of activity or bring about a change of location of daily activities?

Even if laws treat women and men as equals, in many cases women still do not have equal access to and control over resources and assets. This may lead strategies that solely address inequalities in a generic way without focused interventions to perpetuate inequalities.

Although frequently QIPs contribute to reducing the gaps in access to basic goods and services, when carefully selected they may lead to longer term strategic results for gender equality and women's empowerment. Improving security around roads leading to school through the installation of street lamps might enable more girls to attend school and thereby also have long term positive effects.

- ✓ Does the unit have the time and capability to support and protect members of society during the change process?

How will the project affect the access of women, men, girls and boys to treatment, service, representation and distribution of power and resources?

Who?

- ✓ How can the project design be adjusted to ensure participation of the targeted audience in terms of personnel, location and timing?

Following the gender analysis, the time of the day, week, or year, should be carefully selected, and assessed against major activities—for example, the annual harvest cycle—in order to enable participation of both women and men.

18. QUICK IMPACT PROJECTS (QIPS)/CIMIC PROJECTS

- ✓ Who will benefit from the project? Are the projects distributed in a gender-balanced matter, so that men, women and children benefit equally?

Identify the different groups of society who are potential beneficiaries or final users. A gender analysis will assist in identifying the different social positions inhabited by women and men based on gender roles.

- ✓ Are there appropriate opportunities for women and men to participate in and contribute to the project?
- ✓ Are men and women given equal opportunities to deliver goods and services to the project?

What kind of impact on employment status between women and men can be expected? How many jobs will be created? What will the expected employment ratio of females to males look like? Could both women and men benefit from increased experience and knowledge through their involvement in the project?

- ✓ Are women and men involved in the collection and interpretation of lessons identified?
- ✓ Are women and men involved in the evaluation of the project?
- ✓ Does the evaluation of the project reflect both women's and men's perceptions on whether the project was successful or not.

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CHECKLIST QUICK IMPACT/CIMIC PROJECTS	
WHAT/HOW	Considered
Have men's, women's and children's needs, opportunities and priorities been analysed?	
Have women and men been directly consulted in identifying such needs, opportunities and priorities?	
Might the project reduce someone's access to or control of resources and benefits?	
Might the QIP negatively affect the situation of any category of the society in some other way?	
What will be the effects on men, women, and children in the short and longer term? Will it change the behaviour, mode of activity, or bring about a change of sites of activities?	
Does the unit have the capability to support and protect members of society during the change process?	
Who will benefit from the project? Are the QIPs distributed in a gender-balanced matter, so that men, women and children benefit equally?	
Are there appropriate opportunities for women and men to participate in and contribute to the project?	
How can the project design be adjusted to ensure participation of the targeted audience in terms of persons, location and timing?	
Are men and women given equal opportunities to deliver goods and services to the project?	
Are men and women involved in the collection and interpretation of lessons identified?	
Are women and men involved in the evaluation of the project?	

19. Humanitarian Assistance: Equal Aid Distribution

The provision of humanitarian aid is generally not a lead role for military forces. Contributing to the establishment of a Safe and Secure Environment in which the humanitarian actors can operate and people in need can receive assistance is the most common role.

Every situation is unique and support needs may vary. To establish the conditions for military interventions, cooperation is required with the lead humanitarian actor and other stakeholders.

The gender analysis ensures a more accurate understanding of the situation and facilitates the design of appropriate interventions to address the distinctive needs of women, men, girls and boys.

What are the population demographics?

- ✓ Total number of households/family members – disaggregated by sex and age.
- ✓ Number of single female- and male-headed households and number of households headed by children (girls and boys).
- ✓ Number of unaccompanied children, elderly, disabled, pregnant and lactating women.

Who can be expected to request for humanitarian assistance and which parts of the population need special attention? This information should be possible to be retrieved from the gender analysis, or from the overall responsible humanitarian actor.

Women-headed households are often unable to access services because there is no help with child care or support to collect water or firewood. Single male-headed households often have specific needs as they may not have the skills to cook, to care for young children or to do household chores.

What is the social, political, cultural and security context? What has changed as a result of the emergency?

- ✓ What are the existing power structures (formal and informal) within the community?
- ✓ Are these structures intact, particularly if the disaster has required housing survivors in camps?
- ✓ Are there differences between women's and men's positions/roles and responsibilities?
- ✓ Are all members of the community equally affected by the emergency? Are women, men, girls and boys affected differently?
- ✓ How many people were previously highly vulnerable? What has changed?
- ✓ How many women have been rendered vulnerable by the loss of a male companion?
- ✓ If there are weapons in circulation, who controls them and who is most at risk? How does this affect access to humanitarian assistance?

Analyse the impact of the humanitarian crisis on women, girls, boys and men. Be certain, for example, that all needs assessments include gender issues in the information gathering and analysis phases, and that women, girls, boys and men are consulted in assessment, monitoring and evaluation processes.

In order to ensure an accurate understanding of the situation, be sure to assess the extent of required assistance and design interventions to meet these circumstances. The above set of questions will also contribute to the understanding of the security situation of women, men, girls and boys.

Design

- ✓ Ensure that distribution points are as close as possible to beneficiaries, and accessible (distance should be no more than 10 kms).
- ✓ Ensure that the distribution arrangements regarding time, place, schedule or sequence do not discriminate against vulnerable or marginalized groups.
- ✓ Ensure that size and weight of aid packages do not discriminate against vulnerable or marginalized groups.
- ✓ Content of aid packages should be adapted to the different needs of women, men, boys and girls.
- ✓ Ensure that all people of concern are equally and fully informed about the aid interventions; for example, the size and composition of the ration, beneficiary selection criteria, place and time of distribution, and that no service fee will be charged.

To be effective, programmes must therefore be centred on the needs of individuals and communities. The best method for knowing their needs, and for being able to design solutions and assess programmes, is through direct dialogue with persons targeted for humanitarian action—women, girls, boys and men—and by involving them in programme design, implementation, monitoring and evaluation.

Data on who benefits from assistance during an emergency should also be reported by sex and age. Without this breakdown it is impossible to ascertain who benefits or if assistance is reaching the population proportionately. Good data and analysis are important to identifying which groups are being marginalized and for what reasons.

Security

- ✓ Incorporate strategies to prevent, monitor and respond to violence, including gender-based violence and sexual exploitation and abuse. For example, morning distributions may allow beneficiaries to reach home during daylight.
- ✓ Adopt positive measures to redress any discrimination in the allocation of resources. For example, by giving priority to the dispersal of food and aid to children under the age of five, the sick, the malnourished, pregnant and lactating women, and other vulnerable groups.
- ✓ Consider, to the extent possible, direct or easily accessible distribution to the most vulnerable groups, and/or the provision of means of transportation to communities or groups of beneficiaries.

- ✓ Identify, together with communities and partners, safe and easily accessible areas for distribution.
- ✓ Services are to be designed to reduce women's and children's time spent getting to, at, and returning from distribution points. Consider travel routes when providing security.

Designed services should meet the needs of women and men equally. Each actor should review the way in which they work and make sure women and men can equally access and benefit from the services. Actors should continuously monitor who is using the services and consult with the community to ensure all sections of society have equal access.



CHECKLIST EQUAL AID DISTRIBUTION	CONSIDERED
Ensure that distribution points are as close as possible to beneficiaries, and accessible (distance should be no more than 10 km).	
Ensure that distribution arrangements including time, place, schedule or sequence do not discriminate against vulnerable or marginalized groups.	
Ensure that size and weight of aid packages do not discriminate against vulnerable or marginalized groups.	
Content of aid packages should be adapted to the different needs of women, men, boys and girls.	
Adopt positive measures to redress the discrimination in allocation of resources. For example, by giving priority for feeding/receiving aid to children under the age of five, the sick, the malnourished, pregnant and lactating women and other vulnerable groups.	
Incorporate strategies to prevent, monitor and respond to violence, including gender-based violence and sexual exploitation and abuse. For example, morning distribution may allow beneficiaries to reach home during daylight.	
Ensure that all people of concern are equally and fully informed about the aid interventions; for example, the size and composition of the ration, beneficiary selection criteria, place and time of distribution, and that no service fee will be charged.	
Consider, to the extent possible, direct or easily accessible distribution to the most vulnerable groups, and/or the provision of means of transportation to communities or groups of beneficiaries.	
Identify, together with communities and partners, safe and easily accessible areas for distribution.	
Services are to be designed to reduce women's and children's time spent getting to, at, and returning from distribution points. Consider travel routes when providing security.	

20. Humanitarian Assistance: Disaster relief

While disasters pose threats to lives and livelihoods of everyone in their path, they tend to have different impacts on women, men, girls and boys. A vulnerability approach to disasters would suggest that inequalities in exposure and sensitivity to risk, as well as inequalities in access to resources, capabilities and opportunities, systematically disadvantage certain groups of people, rendering them more vulnerable to the impact of natural disasters. Biological and physiological differences between genders are unlikely to explain large-scale gender differences in mortality rates. Social norms and gender roles provide some further explanation.

Many factors contribute to the large gender disparities in mortality rates, but what is likely to matter most is the everyday socio-economic status of women, men and children.

The ability of communities and the people who reside there to cope with the hazard at hand will also influence the magnitude of the impact on different individuals. In other words, the poor are likely to live under circumstances that make them less likely to survive and recover from a disaster event. Studies have also shown that disaster fatality rates are much higher for women than for men.

Women's vulnerabilities during disasters

- ✓ Traditional clothing limits their mobility.
- ✓ Lack of life-saving skills such as swimming, climbing or driving, which may not be considered proper for girls to learn or perform.
- ✓ Cannot leave home without male companion.

- ✓ Less access to information. No awareness of early warnings and how to react.
- ✓ Less access to education on how to survive in disaster situations.
- ✓ Cultural norms restricting rescue by male personnel or treatment by male doctors.
- ✓ Gendered division of labour, with exposure to dangerous areas or places.
- ✓ Women spend more time indoors.
- ✓ Women's role as a primary caregiver with an increased prioritization and responsibility for children and elderly.
- ✓ Less access to transportation.
- ✓ Less access to medical facilities.
- ✓ Physically weaker.
- ✓ Vulnerable to sexual violence.
- ✓ In the aftermath of a disaster, the loss of male partner might bring on the responsibility to take on the role as family provider. The possibilities to uphold that role could be limited due to lack of resources.

It is recognized worldwide that people's vulnerability to risks depends to a large extent on the assets they have available. In general, women tend to have more limited access to assets; these can include: physical, financial, human, social, natural capital such as land, credit, decision-making bodies, agricultural inputs, technology, extension and training services. All of these can affect a woman's capacity to survive.

Mens' vulnerabilities during disasters

- ✓ Traditional gender roles expose men to danger, where men are expected to be stronger and protective, and obligated to rescue vulnerable or helpless persons/women.
- ✓ The gender role as family provider and protector might enforce an obligation and expose men to hazardous situations in their pursuit of protecting and providing for family members.
- ✓ Loss of female partners brings on changes in the family structure which can result in the loss of status and influence when forced to take upon non-traditional gender roles.

Men who are perceived as not coping might be stigmatized and relegated to a lesser status by being judged as not measuring up to the ideas of manhood expected by hegemonic masculinity. Men, often raised not to cry and not to seek help, might react to their own failures or their trauma with anger and aggression,

or turns to the solace of drugs and alcohol, with results that sometimes exacerbate abusive or harmful behaviours and increase risk to women and children.

- ✓ Heightened exposure to criminality during unstable situations.
- ✓ Gendered division of labour with exposure to dangerous areas or places.
- ✓ Men are more prone to acquire and die from parasitic and infectious diseases.

The risks to men's health that emerged from hyper-masculine and risk-taking behaviours hold the potential for physical injury and death. Despite danger to men's health, these behaviours might be tolerated and even rewarded, with labels of 'heroism', and the awarding of bravery medals.

- ✓ Men are more predisposed to post-traumatic stress disorder due to prevailing norms around masculinities, where it can be even more challenging for men to talk about their emotions, express their feelings, share experiences or to seek and receive the proper help needed.

Pressure on men to conform to idealized notions of masculinity, particularly for those considered 'heroes' during the crisis, can inhibit recovery from trauma due to the stigma associated with seeking counselling and men's reluctance to talk about either their trauma or their treatment.



21. Further resource material

International Framework

United Nations, UNSCR on Women Peace and Security:

<http://www.securitycouncilreport.org/un-documents/women-peace-and-security/>

International Committee of the Red Cross–IHL Database, Customary IHL:

<https://ihl-databases.icrc.org/customary-ihl/eng/docs/home>

United Nations, Universal Declaration of Human Rights:

<http://www.un.org/en/universal-declaration-human-rights/>

United Nations, Charter of the United Nations:

<http://www.un.org/en/charter-united-nations/>

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW): <http://www.un.org/womenwatch/daw/cedaw/>

Beijing Declaration and platform action:

<http://www.un.org/womenwatch/daw/beijing/platform/>

UNDPKO, DFS Guidelines Integrating a Gender Perspective into the Work of the United Nations Military in Peacekeeping Operations: http://www.un.org/en/peacekeeping/documents/dpko_dfs_gender_military_perspective.pdf

UN, Gender Resource Package for Peacekeeping Operations: http://www.peacewomen.org/sites/default/files/dpko_genderresourcepackage_2004_0.pdf

NATO, Bi-Strategic Command Directive (BI-SCD) 40-1 Integrating UNSCR 1325 And Gender Perspective Into The NATO Command: http://www.nato.int/nato_static_fl2014/assets/pdf/pdf_2015_04/20150414_20120808_NU_Bi-SCD_40-11.pdf

NATO, EAPC Policy for the implementation of UNSCR 1325 on Women, Peace and Security and related resolutions:

http://www.nato.int/cps/en/natohq/official_texts_109830.htm

NATO, Allied Command Operations (ACO) Gender Functional Planning Guide
July 2015: <http://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/courses/genad/07-aco-gender-functional-planning-guide.pdf>

OSCE, MC Decision No. 14/05 Women In Conflict Prevention, Crisis
Management And Post-Conflict Rehabilitation: <http://www.osce.org/mc/17450>

OSCE, MC Decision No. 14/04 2004 OSCE Action Plan For The Promotion Of
Gender Equality: <https://www.osce.org/mc/23295>

OSCE, MC Decision No. 7/09 Women's Participation In Political And Public Life:
<http://www.osce.org/mc/40710>

OSCE, MC Decision No. 3/11 on elements of the conflict cycle, related to
enhancing the OSCE's capabilities in early warning, early action, dialogue
facilitation and mediation support, and post-conflict rehabilitation:
<http://www.osce.org/mc/86621>

OSCE, MC Doc 4/15 Ministerial Declaration On Preventing And Countering
Violent Extremism And Radicalization That Lead To Terrorism:
<http://www.osce.org/cio/208216>

DCAF, Teaching Gender In The Military: <http://www.dcaf.ch/sites/default/files/publications/documents/DCAF-PfPC-Teaching-Gender-in-the-Military-Handbook.pdf>

Peace Operations Training Institute, "International Humanitarian Law and the
Law of Armed Conflict": http://cdn.peaceopstraining.org/course_promos/international_humanitarian_law/international_humanitarian_law_english.pdf

Gender analysis

CASCADE, Capacity building for scaling up of evidence-based best practices
in agricultural production in Ethiopia, Manual on Gender Analysis Tools:
https://agriprofocus.com/upload/CASCADE_Manual_Gender_Analysis_Tools_FINAL1456840468.pdf

Conciliation Resources, Gender & conflict analysis toolkit for peacebuilders:
<http://www.c-r.org/resources/gender-and-conflict-analysis-toolkit-peacebuilders>
KOFF Center for Peacebuilding, Gender Analysis of Conflict: http://koff.swisspeace.ch/fileadmin/user_upload/koff/Publications/GENDERAnalysis_of_Conflic_Handout.pdf

Oxfam, A Guide to Gender-Analysis Frameworks: <https://www.ndi.org/sites/default/files/Guide%20to%20Gender%20Analysis%20Frameworks.pdf>

Saferworld, Gender analysis of conflict: <https://www.saferworld.org.uk/downloads/.../gender-analysis-of-conflict-toolkit.pdf>

Worldbank, Module 4 Gender Analytic Tools:

http://web.worldbank.org/archive/website01031/WEB/IMAGES/TDG_G_E_.PDF

PSYOPS and Information Operations

NATO, AJP-3.10.1(A) Allied Joint Doctrine For Psychological Operations:

<https://info.publicintelligence.net/NATO-PSYOPS.pdf>

United States Army John F. Kennedy Special Warfare Center and School

(USAJFKSWCS), GTA 33-01-001 Psychological Operations Leaders Planning

Guide: <https://fas.org/irp/doddir/army/psyopplan.pdf>

Checkpoints

OSCE-ODIHR, Border Management and Gender:

<http://www.osce.org/odihr/30690>

Crowd and Riot Control

Headquarters Department of the Army Washington-FM 3-19.15 Civil Disturbance

Operations: <https://fas.org/irp/doddir/army/fm3-19-15.pdf>

Demining

UN, Gender Guidelines For Mine Action Programmes: <http://www.mineaction.org/sites/default/files/publications/MA-Guidelines-WEB.pdf>

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Landmines: <http://www.oecd.org/social/gender-development/1896552.pdf>

Swiss Campaign to Ban Landmines, Gender and Landmines: from concept

to practice: http://www.gmap.ch/fileadmin/Gender_and_Landmines_from_Concept_to_Practice/SCBL_-_Gender___Landmines_2008_rev_Sep09.pdf

Conflict-Related Sexual Violence

UN, Addressing Conflict-Related Sexual Violence An Analytical Inventory Of

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UN, Matrix: Early-Warning Indicators Of Conflict-Related Sexual

Violence: http://peacemaker.un.org/sites/peacemaker.un.org/files/MatrixEarlyWarningIndicatorsCSV_UNAction2011.pdf

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UN, Conflict-Related Sexual Violence Report Of The Secretary-General On 15 April 2017 | s/2017/249: <http://www.un.org/en/events/elimination-of-sexual-violence-in-conflict/pdf/1494280398.pdf>

UN WOMEN, Gender-Responsive Early Warning: Overview and How-to Guide: <http://cu-csds.org/wp-content/uploads/2009/10/unwomen2012vdk.pdf>

DCAF, Sexual Violence In Armed Conflict-Global Overview And Implications For The Security Sector: http://www.dcaf.ch/sites/default/files/publications/documents/sexualviolence_conflict_full.pdf

DCAF, Preventing and Responding to Sexual and Domestic Violence against Men: http://www.dcaf.ch/sites/default/files/publications/documents/SDVAM_FINAL%20online.pdf

DCAF, Practice Guide: Domestic Violence: http://www.dcaf.ch/sites/default/files/publications/documents/Practice-Guide-Domestic-Violence_Eng-Final.pdf

West Virginia S.A.F.E., Training and Collaboration Toolkit—Serving Sexual Violence Victims with Disabilities Indicators of Sexual Violence: <http://www.fris.org/Resources/ToolKit-Disabilities/PDFs/Section-B/B2.%20Indicators%20of%20Sexual%20Violence.pdf>

Trafficking in Human beings

UNODC, What is human trafficking: <https://www.unodc.org/unodc/en/human-trafficking/what-is-human-trafficking.html>

UNODC, Human Trafficking Indicators: https://www.unodc.org/pdf/HT_indicators_E_LOWRES.pdf

UN WOMEN, Human Trafficking: <http://www.unwomen.org/-/media/headquarters/media/publications/en/uncommentaryeutraffickingdirective2011.pdf>

OSCE Resource Police Training Guide: Trafficking in Human Beings: <http://www.osce.org/secretariat/109935>

OSCE_SPMU, Trafficking in Human Beings: Identification of Potential and Presumed Victims: <http://www.osce.org/secretariat/78849>

OSCE-ODIHR, Border Management and Gender; <http://www.osce.org/odihr/30690>

EU&ILO, Operational indicators of trafficking in human beings: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_105023.pdf

ILO, Indicators of trafficking of adults for labour exploitation: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_105884.pdf

DCAF, Countering Human Trafficking: The UK's Efforts: <http://www.dcaf.ch/sites/default/files/publications/documents/1511DCAF-MSS-GravettTHB-UK.pdf>

DCAF, Strategies Against Human Trafficking: The Role of the Security Sector: <http://www.dcaf.ch/sites/default/files/publications/documents/Trafficking%2520Complete.pdf>

DCAF, Security Sector Responses to Trafficking in Human Beings: http://www.dcaf.ch/sites/default/files/publications/documents/PP21_Bastick_Grimm_.pdf

Disarmament, Demobilization, and Reintegration processes (DDR)

UN WOMEN, Getting it Right, Doing it Right: Gender and Disarmament, Demobilization and Reintegration: <http://www.unwomen.org/-/media/headquarters/media/publications/unifem/gettingitrightdoingitright.pdf>

UN DDR Programme Management Toolkit: <http://www.unddr.org/tools.aspx>

UN WOMEN, UNSCR 1325 And Female Excombatants: Case Study Of The Maoist Women Of Nepal: <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/unscr1325-and-ex-combatants.pdf>

OSCE, Handbook of Best Practices on Small Arms and Light Weapons: <http://www.osce.org/fsc/13616>

DCAF, Disarmament, Demobilization and Reintegration and Security Sector Reform: http://www.dcaf.ch/sites/default/files/publications/documents/DDR-SSR_edited_14.03.2012.pdf

FBA, Disarmament, Demobilization, and Reintegration Programs-An Assessment: https://fba.se/contentassets/7da0c74e1d22462db487955f2e373567/ddr_programs_-an-assessment.pdf

FBA, DDR and community-based integration: https://fba.se/contentassets/c32c8c19b653446983ba748d844ff800/ddr_brief_final.pdf

ICT, Transitional Justice and Female Ex-Combatants: Lessons Learned from International Experience: http://www.peacewomen.org/assets/file/ddr_femaleexcombatants.pdf

DPI, DDR and Former Female Combatants: <http://www.democraticprogress.org/wp-content/uploads/2016/03/DDR-and-female-combatants-paper.pdf>

SEESAC, Gender And SALW In South East Europe-Main Concerns And Policy Response: http://www.seesac.org/f/docs/Armed-Violence/Gender_and_SALW_publication_eng-web.pdf

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UNDP, Gender Mainstreaming Made Easy: Handbook For Programme Staff:

http://www.undp.org/content/dam/somalia/docs/Project_Documents/Womens_Empowerment/Gender%20Mainstreaming%20Made%20Easy_Handbook%20for%20Programme%20Staff1.pdf

OSCE, Aide-Mémoire on Gender Mainstreaming Projects:

<http://www.osce.org/gender/26402>

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https://interagencystandingcommittee.org/system/files/legacy_files/IASC%20Gender%20Handbook%20%28Feb%202007%29.pdf

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LSE, The gendered nature of natural disasters: the impact of catastrophic events on the gender gap in life expectancy, 1981–2002: http://eprints.lse.ac.uk/3040/1/Gendered_nature_of_natural_disasters_%28LSE%29.pdf

Women's Health Goulburn North East (WHGNE), Men on Black Saturday:

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