



# Gender Equality in the Military

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## The Canadian Armed Forces and Department of National Defence's Women, Peace and Security Agenda

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## Overview

- Introduction
- History of Women, Peace and Security
- Gender Perspectives in Operational Planning
- Women, Peace, and Security Agenda in the Canadian Armed Forces / Department of National Defence
- Discussion

2

## Why Integrate Gender Perspectives?



*When you think about military operations—tanks moving, aircraft flying, shooting at targets—these operations may change in quality or characteristic when we formally account for gender perspectives and issues related to vulnerable populations at the outset. It's an important part of real military planning that will help make the CAF [Canadian Armed Forces] a more effective institution.*

- General Jonathan Vance, Chief of the Defence Staff



3

## The Canadian Approach



- The National Action Plan is Canada's commitment to integrate gender perspectives across all government departments.
  - A renewed Plan will soon be launched
- The Canadian Armed Forces (CAF) is at the forefront of military gender integration and women account for 11.2% of deployed personnel on current missions.
- The CAF does not differentiate on the basis of sex when selecting for deployment and women participate in all aspects of international missions.
- The CAF is actively taking steps to integrate gender perspectives into the analysis, planning, execution and evaluation of all CAF operations.

4

## Gender-Based Analysis Plus (GBA+)



- GBA+ is an analytical tool used to account for gender and other identity factors.
- Used by DND/CAF to incorporate gender perspectives and support implementation of the WPS agenda.
- GBA+ can help improve operational effectiveness by including gender and other factors into planning and analysis.



5



<http://swc-cfc.gc.ca/med/multimedia/videos/gba-acs-sg-en.html>

6

## Canada & WPS Agenda



- A Chief of Defence Staff (CDS) Directive requires civilian and military organizations to integrate WPS Resolutions into CAF planning and operations.
- Highlights included the introduction of three CAF Gender Advisors and the creation of a UNSCR 1325 Implementation Working Group (UIWG).
- UIWG promotes Gender Based Analysis Plus (GBA+) training, establishes a monitoring and reporting framework and builds a network of GBA+ experts across DND/CAF.
- Commitment to ensure gender considerations are mainstreamed into all aspects of the preparation and conduct of peace support operations.

7

## Canadian Defence & Security Initiatives



### GBA+ Training

- CAF personnel receive specific training on the protection of women and children and other vulnerable populations during conflict.
- Gender perspectives are included in training provided to international partners.
- Courses address changes in the global security environment, particularly the evolving cultural environment of many military forces and the expanding role of women in military organizations.

8



### Additional Initiatives

- The creation of a Responsibility Centre on WPS that will report to the CDS and the Deputy Minister
- A pilot initiative to embed gender advisors on Peace Support Operations
- Appointment of a GBA+ Champion for DND/CAF



9

## DISCUSSION

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10



## Case Study #1: No Gender Perspective



## Case Study #2: With Gender Perspective



## Range of Possible Security Threats



Men	Women	Boys	Girls
<ul style="list-style-type: none"> <li>• Robbery</li> <li>• Assault</li> <li>• Homicide</li> <li>• Gang violence</li> <li>• Forced to rape own family members</li> <li>• Rape and Sexual torture</li> <li>• Human trafficking</li> <li>• Domestic violence</li> <li>• Forced labor</li> <li>• Killed as combatants in armed conflict</li> <li>• Vulnerability as IDP</li> </ul>	<ul style="list-style-type: none"> <li>• Domestic violence</li> <li>• Sexual assault/harassment</li> <li>• Dowry death</li> <li>• Rape</li> <li>• Human trafficking</li> <li>• "Honor killings"</li> <li>• Forced pregnancies</li> <li>• Killed as combatants in armed conflict</li> <li>• Forced sterilization /genital mutilation</li> <li>• Confinement</li> <li>• Acid attacks</li> <li>• Vulnerability as IDP</li> </ul>	<ul style="list-style-type: none"> <li>• Gang violence</li> <li>• Child abuse, rape</li> <li>• Bullying</li> <li>• Abduction</li> <li>• Human trafficking</li> <li>• Buying/selling for prostitution</li> <li>• Child soldiers</li> <li>• Vulnerability as IDP</li> <li>• Violence connected to cultural rhythms</li> <li>• Slave work</li> <li>• Street violence</li> </ul>	<ul style="list-style-type: none"> <li>• Infanticide</li> <li>• Child abuse, rape</li> <li>• Human trafficking</li> <li>• Abduction</li> <li>• Vulnerability as IDP</li> <li>• Forced child marriage</li> <li>• Buying/selling for prostitution</li> </ul>