

Gender Advisor Use Cases

Operationalizing Women, Peace, and Security: Real World Examplesⁱ

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1. Introductionⁱⁱ

Data from around the globe show that standard peace and security processes routinely fail to include women when their meaningful participation has been proven to reduce conflict and advance stability. A growing body of international research show that security efforts are more successful and sustainable when women contribute to prevention and early warning, peacemaking, peacekeeping and post conflict resolution and rebuilding. Women often take a collaborative approach and organize across cultural and sectarian divides, which increases the prospects of long-term stability and reduces the likelihood of state failure, conflict onset and poverty.

Women's central roles in family and community afford them a unique vantage point to recognize unusual patterns of behavior and signs of impending conflict. This influential half of the population is not only left out of the peace process, but often ignored in military strategy. This results in lack of reporting processes leading to strategic blind spots and increased operational risks. Better results are attained when a gender perspective is included in all phases of military planning from the tactical to strategic levels. It has also been determined that when women are deployed in security and military missions, better communications and information gathering occur with local populations. Incidents of sexual assault and harassment decrease. WPS is based on the fundamental acknowledgement that women and security are inextricably linked, throughout the conflict spectrum. Women and girls bear the disproportionate impact during crisis and conflict, therefore, they have a large stake in security.

There is a significant linkage between the security of women and the security of states. Overlooking the contributions of 50 percent of the world's population is a strategic handicap. Some may suggest that there is not enough evidence establishing women's critical contributions to peace and security efforts to justify spending resources or time promoting their integration. Indeed, given the historical exclusion of women from security apparatuses and peace processes, there are fewer examples in this arena than others. However, within the last 20-years, empirical analysis by the U.N. solidifies that women's participation in early warning and prevention, peace building, peacekeeping and post conflict recovery processes is associated with far better outcomes.

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United States allies have institutionalized Gender Perspective (GP) at the strategic, operational, and tactical levels through policies, training and procedures. Over the past two decades, many NATO partners have created best practices and offer hundreds of practical examples of how looking at military and security operations through a gender lens leads to more sustainable success. To prevent conflict and build lasting peace wherever war, violence and instability threaten communities, it is important to look through a gender lens and take a holistic approach ensuring those often most affected by conflict—women and children—are not ignored.

2. Examples

A. STABILITY OPERATIONS: COMMUNICATIONS & TRAINING

Including all Listeners in Radio Communications

A U.S. communication group developed extensive radio programming for Eastern Afghanistan without taking into consideration the gender of listeners. Despite multiple hours of pre-deployment training, cultural awareness briefings and mission analysis, these officers missed one crucial element—gender analysis. They developed an intricate system to consistently communicate the military campaign plan with the Afghan people. Over 500K hand cranked radios were handed out to Afghan villages over a large area. The group completely omitted women even though they play key roles in society. During the day, the men were mostly out working away from the home while the women stayed listening to the radio. A Brigade Information Officer noticed this and brought it up to the communications group. The IO had spoken to a female engagement team in the area familiar with the area. They were able to derive that mothers and babies were dying in childbirth and that their primary concern was healthcare. For cultural and religious reasons, these Afghan women were not comfortable going to a male doctor and female physicians had either fled or been killed so none were available. From this the radio programming shifted focus to address pre-natal health and the group suggested initiatives that were resourced to address these needs. Within six months of a shift in programming, incidents of death in childbirth and infant mortality decreased by 50% across eastern Afghanistan. Women began calling into the station and it raised awareness among military units and local politicians. Many lives were saved by incorporating gender considerations into this initiative reaching out to women and not just men.

Source: Katrina Gehman, “Including all Listeners in Radio Communications in Afghanistan,” Stability Operations Lessons Learned and Information Management System (SOLLIMS), 9 May 2017, <https://sollims.pksoi.org/lesson/view/id/2604>. (Also appears in *SOLLIMS Lessons Learned Sampler: Operationalizing Women, Peace, and Security*, volume 8, Issue 2, November 2017, pp. 25-26. <http://pksoi.armywarcollege.edu/index.cfm/resources/pksoi-publications/pksoi-lesson-reports-sollims-samplers/sollims-sampler-volume-8-issue-2/>)

Early Warning: Technology, Messaging and Elections

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Election seasons unearth deep-seated division within a nation and often trigger violence as a result. Women's participation in early warning mechanisms can mitigate this instability. This is evident in Kenya's 2013 election when citizens' use of cell phones were used to report violent incidents, dispel rumors and disseminate messages of peace. Violent elections in 2008 resulted in 1,300 people killed and another 650,000 displaced.

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Participants in the post-election violence used text messaging to fuel divisions and mobilize attacks. After witnessing this firsthand, a local woman started an NGO in an aim to prevent this from happening again. She collaborated with local peacebuilders, 50 organizations as well as a large telecom company, analyzed the conflict dynamics and gaps in communications. She became determined that the same mediums used to spread violence could be used in the future to incite peace. Focus groups were created to determine which kind of messaging would influence their behavior for various demographic groups and gender. Young males required de-escalating messaging whereas females generally spread messaging. Various identity groups were consulted, unlike in 2008. This information became the basis to counter rumors and hate. By the 2013 election, the platform had over 65,000 subscribers in 20 locations. Messages could be targeted by location and election communications were monitored and responded to, quickly. Due to the efforts of all the volunteers and peacebuilding organizations aimed at preventing electoral violence, the 2013 election was relatively peaceful.

Source: Katrina Gehman, "Early Warning Systems to Prevent Extremist Violence in Kenya," Stability Operations Lessons Learned and Information Management System (SOLLIMS), 18 August 2017, <https://sollims.pksoi.org/lesson/view/id/2607>. (Also appears in *SOLLIMS Lessons Learned Sampler: Operationalizing Women, Peace, and Security*, volume 8, Issue 2, November 2017, pp. 5-7. <http://pksoi.armywarcollege.edu/index.cfm/resources/pksoi-publications/pksoi-lesson-reports-sollims-samplers/sollims-sampler-volume-8-issue-2/>)

Using Gender Roles to Collect Illegal Weapons More Effectively

A NATO Led Stabilization Force in Bosnia and Herzegovina was tasked to carry out Harvest Operations, which collected illegal weapons. An extensive media campaign, targeted towards men, was implemented to raise awareness in the local population of the dangers of illegal weapons and local authorities had issued amnesty laws under which locals could hand them over without consequences. Nevertheless, many still kept their weapons despite media and laws. SFOR brought in a GENAD and a strategy to target women as well as men was implemented. The new campaign focused on security concerns of women. Task forces started talking to the local women about illegal weapons, informing them about the risks of having illegal weapons in the home, especially for children. The amount of confiscated weapons increased significantly highlighting the fact that if a gender perspective would have been implemented earlier, they may have collected more upfront and reduced security threats to both troops and the community.

Source: Nikolina Marceta, "Using Gender Roles to Collect Illegal Weapons More Effectively," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 28-29. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>)

TRAINING

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Necessity for Pre-Deployment Training on Conflict-Related Sexual Violence (Dancing Boys)

A decorated Green Beret was almost forcibly retired from the military due to physically confronting a U.S. backed Afghan police commander who raped a boy in Afghanistan. He knew it was wrong but was punished and received a relief for cause. It was included in his record and years later after a review of his case, was cleared. The NY Times reported that Soldiers had been instructed to look the other way to such incidents of child abuse considering them cultural practices to use teenage boys as sex slaves for dancing and entertainment. Most of these boys came from poor families and were used as status symbols. In some cases, the same police funded by the U.S. to defeat the Taliban and protect the villages were participating in this explosive practice. There were also cases of the raping of girls and forced marriages to the very police officers that committed the atrocity. The local villagers were upset at the behavior of these U.S. backed organizations who were committing the atrocities which many locals viewed as worse than the Taliban. Conflict Related Sexual Violence (CRSV) is a threat to security and becomes increasingly dangerous if not addressed by commanders and other leaders. Lack of clarity in not only reporting such violations but also taking action against them set the scene for Soldiers to be punished when they tried to actually do something about a human rights violation and a war crime. This underlines the importance of clear policy to protect child abuse victims, training for Soldiers and Standards of Behavior training for U.S. backed security forces responding to second and third order effects of sexual violence downrange. Having a Gender Advisor (GENAD) involved from the early stages of planning could have helped the commander ensure these gender norms were addressed and the U.S. backed police were trained on expectations and understood accountability.

Source: Katrina Gehman, "Necessity for Pre-Deployment Training on Conflict-Related Sexual Violence," Stability Operations Lessons Learned and Information Management System (SOLLIMS), 28 April 2017, <https://sollims.pksoi.org/lesson/view/id/2590>. (Also appears in *SOLLIMS Lessons Learned Sampler: Operationalizing Women, Peace, and Security*, volume 8, Issue 2, November 2017, pp. 27-30. <http://pksoi.armywarcollege.edu/index.cfm/resources/pksoi-publications/pksoi-lesson-reports-sollims-samplers/sollims-sampler-volume-8-issue-2/>)

Training on Gender Perspective Led to Changed Actions in the Field

Somalian troops consisting of 600 soldiers, almost all male, and many illiterate with little or no knowledge of human rights, international humanitarian law or gender perspectives conducted training and debated rape used as a weapon of war. Scenarios included analyzing an entire operational mission and extracting key portions relating to gender perspective. They were able to pull pieces of information such as where villages were being destroyed, men being killed, women being raped, girls kidnapped and used for enemy recruitment or prostitution and boys being taken as child soldiers. Through this analysis, the Commander was briefed in a very different way than the operations, personnel, intelligence and logistics staff. The Commander had a better understanding of the whole picture and realized operation blind spots existed. Emphasis would be placed

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in those areas to bolster security and allow freedom of movement, aid agency access and violations of international law to cease. By applying a gender perspective, the enemy would have less forms of 'currency' and their efforts to grow, terrorize and disrupt would have been thwarted. Soldier recognized with this training they would be able to rebuild the country and improve the situation for men, women, boys and girls.

Source: Garry McKeon, "Training on Gender Perspective led to Changed Actions in the Field," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, p. 55. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

B. CRISIS RESPONSE

Higher Mortality Rates for Women in Natural Disasters

Several U.S. Military handbooks and guides to include Foreign Humanitarian Assistance (FHA, Civil Affairs FHA Planning Guide from HQDA, Disaster Response Staff Officer's Handbook) and DoD Support to Foreign Disaster Relief do not focus on gender considerations in a disaster. The lack of emphasis on the integration of gender considerations increases operational risks. To emphasize the fact that during natural disasters mortality rates are higher for women than men, several examples exist. In 2004 the Indian Ocean Tsunami which struck 14 countries produced 230,000 fatalities with the most coming from a village in Aceh, India where 80% of the victims were female. Three times as many women died in Cuddalore, India than men. This has been linked to a lack of tree climbing skills and swimming which only men had been taught. Also in coastal areas men were out fishing or working the fields in agriculture areas while women and children were home. Victims of the 1991 cyclone in Bangladesh killed 140,000 people where 90% were girls and women. Turns out women were ill-informed about the coming hazard and were not allowed to make decisions about evacuating. More recently in 2011, the earthquake and tsunami that struck East Japan produced 54% female fatalities in the country's three most affected prefectures. A women's socio- economic status greatly affects the gender gap in mortality rates-the higher her status, the smaller the gap. Thus it is not the biological/physical capabilities of women per se that put them at a disadvantage-it is inequalities in access to resources, capabilities, and opportunities that systematically disadvantage certain groups of people, rendering the more vulnerable to the impact of natural disasters. Even if a women survives, she faces many challenges if aid is not incorporated in a gender sensitive way. Gender considerations are important across all contexts, yet often overlooked. Some examples include: ration cards registered in their husband' name making it hard to obtain benefits; security threats in the form of poor shelters in IDP camps, sexual assault cases in poorly lit latrine areas; wash facilities not equip for menstruation articles; and freedom of movement in the form of unsecure routes.

Source: Katrina Gehman, "Gender Considerations in Humanitarian Assistance/Disaster Relief," Stability Operations Lessons Learned and Information Management System (SOLLIMS), 18

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August 2016, <https://sollims.pksoi.org/lesson/view/id/2537> and <https://sollims.pksoi.org/lesson/view/id/2487>. (Also appears as “Host Nation Gender Considerations in Humanitarian Assistance/Disaster Relief” in *SOLLIMS Lessons Learned Sampler: Operationalizing Women, Peace, and Security*, volume 8, Issue 2, November 2017, pp. 14-17. <http://pksoi.armywarcollege.edu/index.cfm/resources/pksoi-publications/pksoi-lesson-reports-sollims-samplers/sollims-sampler-volume-8-issue-2/>)

C. CONFLICT PREVENTION & RESOLUTION

Implementation of a Peace Agreement Addressing Underlying Social Norms

People from various identity groups and populations have suffered in different ways throughout Columbia’s past half century of war. A recent and historic peace process between the government of Columbia and the largest leftist rebel group provided an opportunity for provisions for these varying groups to be taken into account during the implementation of peace accords-especially gender sensitivity in demobilization and reintegration processes. Columbia’s 52-year armed conflict with the Revolutionary Armed Forces of Colombia (FARC) had left over 220,000 dead and more than five million people displaced. In the 1960s it operated as a self-defense force and lacked resources. By the 1980s, however, the FARC began to use extortion, kidnapping and drug trade to finance its activities. Men have been more likely to be kidnapped, tortured or forcibly recruited whereas women were more likely displaced and subject to sexual violence and enslavement. Human forms of currency and tactics such as these have been used for centuries. The peace process between the government and FARC covered a span of five years. Initial talks spanned four years prior to that. Initially few women partook in the talks. However, after women’s groups protested the absence of female negotiators and a gender perspective in the agreement, the table expanded. In 2014 a sub commission on gender was developed and recommendations were taken into account. Since 60% of the delegation victims were women, they gave a voice that was absent previously. This humanized the victim’s voice to their various traumatic experiences. In 2016, however, the peace deal was narrowly voted down. Mostly due to gender language split among urban/rural lines with rural communities concerned about ‘diverse sexual orientation’ language threatening their traditional family values. Although a gender perspective was included in the final Havana agreement, implementation will remain a challenge. Women still face stigmatism when they want to fight instead of performing more domestic roles. The peace process did incorporate women but it is more than the signing of a paper, it offers an opportunity to address underlying social inequities and injustices of a society that are the roots of conflict.

Source: Katrina Gehman, “Incorporating Inclusive Security in the Columbia-FARC Peace Process,” Stability Operations Lessons Learned and Information Management System (SOLLIMS), 28 April, 2017, <https://sollims.pksoi.org/lesson/view/id/2589>. (Also appears as “Incorporating Inclusive Security in the Columbia-FARC Peace Process and Disarmament, Demobilization, and Reintegration” in *SOLLIMS Lessons Learned Sampler: Operationalizing Women, Peace, and Security*, volume 8, Issue 2, November 2017, pp. 8-11. <http://pksoi.armywarcollege.edu/index.cfm/resources/pksoi-publications/pksoi-lesson->

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reports-sollims-samplers/sollims-sampler-volume-8-issue-2/)

D. PEACEKEEPING

USSOCOM Utilizing Cultural Support Teams (CST)

In Support of Village Stability Operations (VSO) CSTs played a significant role during Key Leader Engagements (KLE). Typically KLEs, in addition to village elders, including women, International and Afghan Non-Government Organizations and Government Organizations, United States Agency for International Development, United States Department of Agriculture, and US and International Security Assistance Force military personnel. These weekly events took place with local leaders and landowners as well. During these engagements USSOCOM stressed the importance of women in society. They were able to establish programs for women such as: becoming a mid-wife and female education. One of the more rewarding moments for one of the CST team was after being at VSO site for about a month, a widow approached us wanting to present a grievance during our town hall meetings. This was the first of many events to follow the local female population actively involved with local and provincial matters. CSTs provided simple humanitarian items such as socks, shoes, and clothing. They worked closely with nonprofit organizations and non-governmental organizations to arrange the delivery of clothing, blankets, and school supplies. They established a clean stove program since most of the homes we visited prepared food on crude stoves using solid fuels causing health problems. They conducted basic health classes and passed out picture health pamphlets, another established program eventually operated by women. CSTs supported Civil Affairs Teams rebuilding infrastructure such as dams, schools, and clinics in different locations, providing opportunities to reach out and engage the population. In many instances women were not out in public, however, we interacted with the males and children on a regular basis. Working with the local Special Forces Medical Sergeant CSTs manage medical supplies for medical outreach and announce events through weekly KLEs and through radio broadcasts. CSTs operated medical clinics on the local compounds we build rapport and a bond with the local community. This improved relations with the community, garnered trust and allowed us to represent the U.S. in a positive way.

Source: This entry appears to be supported by two sources:

David Mosinski, "Expanding Village Stability Operations through SOF-GPF Integration," Stability Operations Lessons Learned and Information Management System (SOLLIMS), 21 February, 2013, <https://sollims.pksoi.org/lesson/view/id/968>, and

David Mosinski, "Women's Rights in Afghanistan: the Village and VSO," Stability Operations Lessons Learned and Information Management System (SOLLIMS), 23 July, 2014, <https://sollims.pksoi.org/lesson/view/id/968> (Also appears in *SOLLIMS Lessons Learned Sampler: Women, Peace, and Security*, volume 5, Issue 3, August, 2014, pp. 6-9. <http://pksoi.armywarcollege.edu/index.cfm/resources/pksoi-publications/pksoi-lesson-reports-sollims-samplers/sollims-sampler-volume-5-issue-3/>)

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Using Creative Methods to Engage With Local Women

A Major took part in a mission in DR Congo, Africa as a military observer to a UN mission. His team covered a rather large area (100 x 150 km) with a lot of small villages with only three roads. Despite challenges, they systematically visited two villages a day and began seeing patterns of the gender structure where men were active in the day staying in the village and women worked outside of the village fetching water, doing laundry, farming or going to the market. The team rarely interacted with the women as their visits were mostly in the daytime. A year prior a Special representative to the UN identified that there had been over 380 women systematically raped in his AO. The teams were asked to look into the reliability of these accusations. They decided to go where the women did laundry during the day to get a better understanding of the area. Through an interpreter, they informed the women they were interested in conversing about the topic. A few women approached them in their UN truck. The next day, approximately 100 women came up to them creating an opportunity to inform the women of their mission there. Through this dialogue it turns out the accusations were false and the women felt safe enough to leave the villages. The UN team of six men was unaware how to connect with this populous, initially. They realized they could communicate with women as long as they did it on the local women's terms and a manner acceptable to them.

Source: Jan Mathiesen, "Using Creative Methods to Engage With Local Women," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 34-36. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Gender-Mixed Liaison and Monitoring Teams (LMT) Enhanced the Credibility of the Mission

In a Kosovo Force (KFOR) NATO-led mission, complaints were coming in from the population saying that KFOR personnel were ill-informed and seldom up-to-date with what was happening in the field. With a partial picture, troops would often show up for large demonstrations, late, for example. Leaders realized they needed a mixed team and built one with two females and four males. By having a more gender balanced team they managed to communicate with organizations and parts of society that previously had been closed allowing for strategic blind spots. The gender mixed teams received more information than pure male teams and larger units themselves. The teams had male and female interpreters giving them higher credibility in society, as they reflected society. The Commander began using mixed teams, frequently, covering a wider part of the population which increased mission situational awareness and gave KFOR the possibility to enhance operational effect.

Source: Jörgen Sävmark, "Gender-Mixed Liaison and Monitoring Teams (LMT) Enhanced the Credibility of the Mission," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, p. 33. Also available at

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<https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Misconceptions about the Attitude of the Local Population towards the Mission

Local women in Bosnia and Herzegovina assumed that the Liaison and Observation teams (LOTs) were spies and did not want to be seen talking to them. These teams were the Commanders eyes and ears on the ground and the link between the local population and HQs. As part of a joint project, local workshops were arranged to include influential women, female NGOs, and representatives from the local police and military forces. Once the women found out about the purpose of LOTs, they did not have a problem talking with male soldiers. They discussed their security concerns to include domestic violence, illegal weapons in homes and they reported conflict related sexual violence. Since rape is a weapon of war, it is considered a war crime and is valuable information to the mission. From this point, all LOTs were given gender based training and taught how to conduct gender analysis and give the same amount of attention to women as men. Moving past stereotypes and engaging with the local population enhances the operational effect to have a complete image including gender roles and social structures.

Source: Stefan Kichebner, "Misconceptions about the Attitude of the Local Population towards the Mission," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 40-41. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Capacity to Increase Prevention of Sexual Violence in IDP Camps

Joint patrolling was occurring around several Individually Displaced Persons (IDP) camps. Nigerian military patrolled outside and the Nigerian police patrolled inside. They were all male. The troops quickly realized the women in the camps were not comfortable talking to the police and female soldiers and police were integrated into the mission. This decision led to the women in the camps communicating on issues such as violations of human rights such as sexual violence and sexual harassment harming the women. Further information influenced operational planning changing the patrol routes that increased security for both men and women and violations decreased significantly.

Source: Titilayo Agbomabini, "Capacity to Increase Prevention of Sexual Violence in IDP Camps," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, p. 49. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Counter-Insurgency and After Actions Following Kinetic Operations

A Lt Col was involved in several small firefights in Afghanistan where many insurgents were killed. The insurgents often had family close by in local villages and he was able to analyze the consequences of the kinetic operations on the family members left behind.

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Most of them were women and children and they were left very exposed to different security risks. Because men were mostly heads of household, the families were at risk of extreme poverty or starvation. In such an exposed position, families are likely to accept aid from whoever is offering it. If the insurgents provided support, they were likely to continue to recruit new members left behind. Teenage boys were especially vulnerable as they may have had to take up arms to support the family. Mixed engagement teams visited the villages and could explain the course of events. They were able to collaborate with development aid agencies especially focused on farming projects allowing families to get back on their feet and become self-supporting. *A gender perspective was implemented understanding the need to act preventatively because even if they are not our enemy today, they could be tomorrow if we fail to provide security in the aftermath of actions.*

Source: Per Nilsson, "Counter-Insurgency and After Actions Following Kinetic Operations," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 20-21. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

E. GENDER ANALYSIS

Gender Analysis Identified that Roadblocks Affected Men, Women, Boys and Girls Differently

A GENAD advised three groups; KFOR Command Group, HQ KFOR Staff and Subordinate units and Liaison Monitoring teams. She advised at the strategic, operational and tactical levels on how to conduct gender analysis to assess the effect of roadblocks on the population. It was identified that mostly unemployed men were paid to guard them, thus motivated to keep them in place. These roadblocks interrupted the supply of food and supplies which mostly impacted women and children more than men since some of the men had begun to establish new supply routes. They kept children from attending school. This realization that the situation would get worse, at different speeds for women, men, boys and girls led to the Commander of KFOR to accelerate the process and perform a complete encirclement of the communities to further reduce supplies. Cutting off the new resupply routes as well as the official roads put pressure on the leaders and push

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them to the tipping point more quickly. It shortened the crises and lessened the impact on women and children. Force was only used at a few critical roadblocks. Casualties were kept to a minimum and the relationship between KFOR and the Kosovo Serbian community did not deteriorate.

Source: Elisabeth Schleicher and Andy Young, "Gender Analysis Identified that Roadblocks Affected Men, Women, Boys and Girls Differently," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 14-15. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Gender Perspective: A Highly Valued Tool to the Commander

A Brigadier General (BG) served as the Commanding Officer for a multi-national task force in the International Security Assistance Force (ISAF), a NATO-led mission in Afghanistan. Their main camp was Mazar-E-Sharif. Their primary tasks were to train, advise, assist, mentor and support relevant units of the Afghan National Security Forces in order to transition responsibility to ISAF to ANSF including handing over camps in an orderly manner. This required a thorough analysis of Afghan society and culture. The BG argued that you simply have to apply a gender perspective in order to maintain good situational awareness. He knew he had to understand the different pillars of society as well as the different gender roles played by men, women, boys and girls. He worked with his GENAD right away to take part in operational planning and analysis from the beginning. His staff had adequate training on how to integrate gender aspects into all parts of the Command and Control process. He made sure he showed his troops that he believed in this work and it is about understanding society as a whole. He faced difficulty when training the ANSF on the implementation of a gender perspective but in the end the local nationals saw the clear advantages to having as many female soldiers and officers as male ones. Looking back he saw the need to implement this perspective into pre-deployment training as this could have prevented unnecessary security risks, both for the mission and population.

Source: Michael Claesson, "The Gender Perspective: A Highly Valued Tool to the Commander," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 22-23. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Discovering Agents for Change through Gender Analysis of the Local Community

A Demobilization, Disarmament and Reintegration (DDR) Commander as part of a UN mission in Darfur had the mandate to support implementation of the peace agreement and protection of civilians together with the Sudanese government. The DDR section consisted of 32% women enabling them to properly engage with local women. This gave them insight as to how to improve their work by using a gender perspective. They realized Darfur women took part in the peace process to a large extent. They were active

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in advocating for the safety of their family and were visible in mobilizing the community. Especially groups called Hakamas who used a singing method of activating people. In peacetime their singing would maintain social order and in war, they sang to encourage their sons and husbands to fight at the front. They sometime travelled with the armed forces as their singing would spur the fighters. The DDR section realized that they had to involve the Hakamas in order to transition the community to peace. They contracted the Hakamas and trained them on the purpose of DDR, peace-building, gender and human rights. With this training the Hakamas developed songs about peace and a better future. They then performed these songs at large events. Thanks to applying a gender perspective, the DDR team identified the influence of the Hakamas and partnered with them in changing the direction for Sudanese youth and longer-lasting peace.

Source: Joseph Ekwale, "Discovering Agents for Change through Gender Analysis of the Local Community," in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 25-26. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Women's Patterns of Movement as Indicators of the Security Situation (sex disaggregated data)

A young Lieutenant received pre deployment gender perspective training. Before deploying to Afghanistan he studied the country and discussed with others how operations would affect the local population. He began discussing this perspective with the intelligence unit and other branches gaining better insight how they could benefit from using a gender perspective. They realized that by analyzing patterns of movement in both men and women, they could gain a better understanding of the operational environment. Initially they interacted with male elders and often lacked good intelligence as the elders often had their own agendas. The Lieutenant and his team began to watch the way women acted as an indicator to the security situation. If there were any dangerous elements present or some violent actions were planned in the area, it was likely most men warned their wives and they stayed away. They also knew that the women wanted to protect their children and were very aware of the security situation. They deduced that if women were not present, it was an indicator of a change for the worse. While leaders in the community said one thing, actions of the populous said another. Patrols then began collecting sex-disaggregated data which was fed upwards so Commanders could make better informed decisions. Checkpoints were created and sex disaggregated data was obtained highlighting patterns.

Source: Joachim Ottosson, "Women's Patterns of Movement as Indicators of the Security Situation" in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 30-31. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Gender Advisor Use Cases

Reporting On Sex-Disaggregated Data Gave Operational Results

A Captain was deployed with an Irish Infantry unit supporting a UN mission as a GENAD. It was apparent that there was a need to gather further data in order to analyze the conditions. In order to analyze gender relations in society, sex disaggregated data on men, women, boys and girls is essential. This is important information to the mission to be able to analyze how the whole population is affected by any of the mission operations. She created a gender report and it became part of regular patrol reporting. *The newly acquired sex disaggregated data made sure that the mission was on based operational planning and actual facts about the whole population, not assumptions or stereotypes.* This resulted in several successful and improved effects. For example, they became aware that 95% of agriculture workers were women so they implemented women in the patrol teams which enabled the team to assist them appropriately. They also learned that men were out socializing during the day yet women were running errands. From this observation it was apparent women had little influence and access to the public sphere. The teams prioritized women involvement in the community. From this they learned about limited mobility routes and security issues. By having the facts, they could address the needs of the local population and engage with them in a manner sensitive to their everyday lives.

Source: Deidre Carbery, "Reporting On Sex-Disaggregated Data Gave Operational Results" in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 42-44. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Gender Analysis of Patrol Route Detected Potential Security Risk

A Gender Advisor (GA) advised the Commander and Command Staff during the operational planning process. He noticed a patrol route and recognized that it went through a bazaar where only women were allowed according to local customs. He noticed the call sign of the patrol and knew there were no female soldiers in the unit. His advice was to change the route or include a balanced amount of female soldiers in the unit. The choice was the latter and the male soldiers pulled security positions outside while the female soldiers could go into the bazaar. Males soldiers entering the bazaar could have resulted in a security situation that would have been a risk to both their own troops as well as local national women. The action would have been insensitive and would be harmful to the reputation on ISAF in Afghanistan. With a gender perspective, better situational awareness was obtained and force protection was improved.

Source: Mikael Wallentin Åström, "Gender Analysis of Patrol Route Detected Potential Security Risk" in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, p. 13. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Gender Advisor Use Cases

The Different Impact on Men and Women Factored Into Planning of Logistics

In Afghanistan, a Gender Advisor advised the Commander on injustice or disproportional harm directed towards one group based on their gender and stepped in the planning process and suggested alternative ways of action. A large-scale operation was planned using heavy vehicles and maximum force protection during late autumn where rain and snow were likely. This meant the roads were likely to be damaged. The Gender Advisor analyzed the composition of the population and observed most to be women and children who used the roads for bus travel to school and to reach midwives when giving birth. By using more traditional means of transport like donkeys would take up to eight hours. This meant women and children were dependent on roads in their everyday lives for basic services such as education and health care. Most of the men worked elsewhere. This was valuable input to the planning process where security concerns and factors needed to be considered. The unit ended up using lighter vehicles as well as excluding certain areas and the impact on the everyday lives of the population would be limited.

Source: Urban Rådestad, "The Different Impact on Men and Women Factored Into Planning of Logistics" in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 16-17. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Consulting the Whole Population on Their Security Situation

A Gender Advisor noticed that there was a village in Afghanistan that suffered from a poor security situation due to the presence of insurgents. The village had a large school with around 3,000 students where the boys and girls were taught at different times of the day. Only female teachers were allowed to teach the girls and of the 20, only one remained because the female teachers were fearful due to the poor security situation. This meant girls were not being educated as there were no teachers to teach. In order to improve security, the ISAF decided to set up a checkpoint which improved security and some of the female teachers returned to work. The GA understood that this checkpoint would limit the insurgent freedom of movement and decreased their influence. Due to the success, another checkpoint was implemented at another location based on feedback from the female teachers themselves in order to give optimal security for the school. Within months, 15 returned to work. This resulted in the school resuming its activities providing education for both boys and girls. The male headmaster was now paying attention and started participating in ISAF interactions and important information was exchanged to include reports of significant decreases in the number of IEDs used once checkpoints were established which fostered trust between the groups. This intelligence may have never been captured and women, boys and girls would have continued to be negatively impacted if not for gender analysis and implementation of checkpoints.

Source: Håkan Lundberg, "Consulting the Whole Population on Their Security Situation" in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 18-19. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre->

Gender Advisor Use Cases

[for-gender-in-military-operations/whose-security-2015-low-resolution.pdf](https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf)

Deploying Female Soldiers Essential to Living Up to International Mandates

A Major General (MG) was deployed to Iraq under the UN Security Council resolution 1483 (lifting sanction on Iraq and pledging international assistance). His Joint Task Force mission was to provide security around the humanitarian aid for the most vulnerable who were mainly women and children. It became apparent the biggest obstacle was the women's ability to access services by the military personnel. They approached the camp for food, cloths, school materials and medical support for them and their children but with only men at the checkpoint, they could not search women properly. At the same time, the first ever female Italian soldiers arrived and were immediately positioned to both search teams and aid distribution teams. Having females deployed was key to mission success of meeting the humanitarian needs of the most vulnerable and reducing security risks.

Source: Luciano Portolano, "Deploying Female Soldiers Essential to Living Up to the Mandate" in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, p. 47. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/whose-security-2015-low-resolution.pdf>

Receiving New Information by Discovering Informal Female Networks

A GENAD arrived in Chad and Central African Republic Region but before this, she visited the Northern part of the mission area of operations (AO) and was advised to be culturally sensitive and to avoid contact with the local women. The GENAD built a team of female interpreters and other female staff officers with the expectation that they would be successful liaising with the local women as she knew ignoring half the population leads to poor situational awareness. She asked her male counterparts in the area to advise the local women they were coming and wished to meet with women from the various villages. Historically there was a rivalry between villages and this was the first time had all met together. During the meetings, everyday problems such as a shortage of water and security threats arose. Women stopped collecting firewood for fears of armed men. The female team began obtaining valuable information for the mission. They also discovered that they did not trust the local police as they harassed and stole from the population. The team was then able to train local police not to violate human rights and the mission firmly condemned these actions. The meeting and newly created network showed the will of the local women. They worked to end the rivalries and work towards peace and improve humanitarian assistance effects. By listening and interacting with local women directly, instead of relying on second-hand information, the mission ended up being much more successful in a shorter amount of time.

Source: Monica Larsson, "Receiving New Information by Discovering Informal Female Networks" in *Whose Security: Practical Examples of Gender Perspectives in Military Operations, 2015*. Edited by the Nordic Centre for Gender in Military Operations, pp. 38-39. Also available at <https://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre->

Gender Advisor Use Cases

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Gender Advisor Use Cases

3. Conclusionⁱⁱⁱ

These examples span regions all over the world and cover initiatives such as crisis response to peacekeeping in order to address the questions of why and how operationalizing Women, Peace, and Security matter in military and security operations.

WHY? WPS is relevant in order to:

- a. Prevent Conflict: Women's involvement in "early warning mechanism can mitigate instability and prevent violence."
- b. "Create Sustainable Peace: Peace Agreements are more likely to last longer when women are meaningfully involved in their creation." According to the U.N. and NATO, peace negotiations are 64% less likely to fail and treaties last three times as long when at least 30% of women participate and have decision making-power in the process. This is what is defined as 'meaningful participation'.
- c. To Increase Situational Awareness: By consulting local women who have differing perspectives than men due to different social roles leads to better situational awareness and stronger protection of civilian strategies, likely reducing attacks.
- d. "To Meet the Needs of Entire Communities:" Inclusion of local women improves security for all.

HOW? "WPS be operationalized across the spectrum of conflict" by:

- a. "Encourage Participation of Women in Decision-Making: Consult with women and include them in decision making." Often critics will say the U.S. and its' allies cannot impose our values on other countries but we should be asking the question whose values? Whose country? If we are only consulting the men, then we are allowing only half the population to define the cultural values of the country. In each country that is male-dominated, there are many women awaiting their chance to have a voice and lead. They were never given the opportunity. Or they never believed they could and when they see women military and security forces it allows them to think they too can partake in the process.
- b. "Support Women's Roles in Conflict Prevention:" Include women in various industry groups in strategy development to prevent violent extremisms and in early warning mechanisms to mitigate instability.
- c. "Promote Equal Access to Relief and Recovery:" Perform a rigorous "gender analysis with sex-disaggregated data of the affected population in order to target" those most at risk. "Include women leaders in the humanitarian response." Incorporate gender assessments into doctrine, handbooks and guides.

Gender Advisor Use Cases

- d. “Develop Violence Protection Mechanisms: Provide pre-deployment conflict related sexual violence training for security sector personnel. Improve the capacity for police to investigate allegations’ of human rights violations, decreasing the destabilizing issue of impunity.
- e. “Institutionalize WPS: Ensure each mission has a Gender Advisor (GENAD) to remind leadership to speak to both women and men in order to better understand the local security situation. Proactively seek to include women trainers and host nation women.”

ⁱ COL Oswald-Hrutkay, Veronica, USAWC WPS Lead, facilitated completing source information for this document in collaboration with Mr. John Dougherty, PKSOI Lessons Learned Analyst and MAJ Erica Courtney (see below), 10 October 2019.

ⁱⁱ The author of this section (Introduction) was written 10 September 2019 by Erica Courtney, MAJ, USAR, NATO certified Gender Advisor to the Joint Chiefs of Staff (since 2017).

ⁱⁱⁱ The source of this section (Conclusion) is primarily from SOLLIMS Lessons Learned Sampler, “Operationalizing Women, Peace, and Security,” Volume 8, Issue 2, November 2017, under Conclusion, page 31.