

United Nations  
Department of Peacekeeping Operations  
Department of Field Support  
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## Policy

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# Gender Responsive United Nations Peacekeeping Operations

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Contact: DPKO-DFS Gender Unit / OCOS  
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## **DPKO and DFS POLICY ON Gender Responsive United Nations Peacekeeping Operations**

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### **A. PURPOSE**

1. This Policy is designed to guide DPKO and DFS on how to operationalize gender equality and the Women, Peace and Security (WPS) mandates, as guided by the eight Security Council Resolutions.<sup>1</sup> The Policy outlines the vision, principles and strategies necessary to implement DPKO-DFS's gender equality and WPS mandates, with the aim of ensuring a strong institutional culture that promotes accountability and leadership in peacekeeping operations at Headquarters, regional centers and missions.

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### **B. SCOPE**

2. This Policy amends the DPKO and DFS Gender Equality Policy (2010.25). The scope of this Policy is guided by the four pillars of the WPS mandates, namely: women's participation at all levels of decision making in peace building; prevention of conflict and all forms of violence against women; protection of women and girls and their rights; and gender responsive relief and recovery.
3. This Policy applies to all DPKO and DFS personnel in peacekeeping operations, at Headquarters, regional centers and missions. Compliance with this policy is mandatory for all civilian (substantive and support), police and military personnel at all ranks and levels. Civilian personnel include civilian staff, seconded personnel, contractors, consultants and staff on mission.
4. This Policy is guided by the overarching goal of gender equality, and its scope grounded in the Security Council's Resolutions to implement the Women, Peace and security (WPS) mandates. To succeed, this goal requires that numerous strategies be employed, namely; gender mainstreaming/gender integration, gender parity, and the prevention and response to Sexual and Gender-Based Violence (SGBV), including Conflict Related Sexual Violence (CRSV). This policy does not however address gender parity, SGBV, Sexual Exploitation

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<sup>1</sup> 1325 (2000), 1820 (2008), 1888 (2009) and 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013) and 2242 (2015)

and Abuse (SEA) and CRSV. Specific policies and guidelines on these are developed separately and are complimentary to the Gender Policy.<sup>2</sup>

### C. RATIONALE

5. DPKO and DFS personnel are obliged to integrate gender equality and the WPS mandates into all aspects of their work in compliance with the eight Security Council resolutions. The blueprint for gender within peacekeeping is rooted in Security Council resolution 1325 (2000), which was the first resolution to address the disproportionate and unique impact of armed conflict on women.
  6. This Policy reflects the changing landscape and emerging standards for gender equality in conflict and post conflict settings. It takes into consideration the recommendations of the review by the High-Level Independent Panel on Peace Operations (HIPPO) and the High-Level Review of the Implementation of UN Security Council Resolution 1325.
  7. This Policy provides clarity on the functions of peacekeeping operations in implementing the WPS mandates. Peacekeeping operations are well positioned to advance women, peace and security through their comparative advantage, extensive field presence and strategic access to senior leadership of national governments to advocate for gender integration in national policies and reform.
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### D. POLICY

#### D. 1. Goal

8. The ultimate goal of this Policy is to ensure all DPKO and DFS work is gender responsive. All staff are required to integrate gender in their daily work in line with the gender equality and women, peace and security principles to achieve tangible and measurable results. The Policy is aimed at increasing operational effectiveness and efficiency of peacekeeping operations by responding to the differentiated needs, concerns and contributions of women and men.

#### D. 2. Principles

9. **Accountability:** Ensuring that all uniformed and civilian staff personnel and senior leadership advance the principles of gender equality and WPS mandates, in peacekeeping operations, priorities and functions.
10. **Inclusiveness:** Making women and men's priorities, needs and contributions equally valued in all peacekeeping operations.
11. **Gender Parity:** The staffing profile at Headquarters and in the missions, reflects institutional commitments to the equal representation of women and men in all positions, ranks and levels and in the recruitment and procurement policies and practices.

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<sup>2</sup> The SGBV and CRSV policies and guidelines are forthcoming.

### **D.3 Priority Outcomes**

12. Strengthened managerial leadership and accountability on implementation of the gender equality and WPS mandates across DPKO and DFS.
13. Strengthened systems and mechanisms for monitoring progress and producing analytical evidence-based progress reports on gender equality and WPS mandates.
14. Strengthened capacities and knowledge of all DPKO and DFS personnel - civilian, police and military - to advance the gender responsiveness of peacekeeping operations.
15. Strengthened DPKO and DFS engagement and partnerships with other United Nations entities and partners, internally and externally at Headquarters and in missions, to achieve gender equality and WPS related results.

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## **E ROLES AND RESPONSIBILITIES**

The overall responsibility of implementing this policy lies with all peacekeeping personnel and is guided by the Resolutions of the Security Council on Women, Peace and Security.

### **E.1 Leadership and Accountability**

#### **a) Senior Leadership**

16. Under-Secretaries-General (USGs), Special Representatives of the Secretary-General (SRSGs)/Heads of Mission (HoM) and all senior leadership are responsible for providing the overall leadership and ensuring accountability for the implementation of the institutional commitment to gender equality and WPS mandates across Headquarters and peacekeeping operations.
17. Senior leadership at Headquarters and missions shall leverage their political engagement and advocate at the highest political levels to ensure effective implementation of the gender equality and WPS mandates.
18. The USGs' Gender Taskforce is a quarterly forum that serves as the senior most accountability mechanism through which DPKO and DFS USGs' and senior management track the progress of implementation of the commitments on gender equality and WPS mandates. The DPKO and DFS Gender Unit shall provide support to the USG Gender Taskforce.
19. Heads of DPKO and DFS Divisions/Sections are responsible for ensuring that their Divisions/Sections comply with this Policy, that gender equality and WPS deliverables are integrated into their respective unit, section and team work-plans and that all staff are held responsible for implementation of the same in all aspects of their work.

#### **b) All Staff**

20. All DPKO and DFS personnel shall include concrete gender equality and WPS deliverables in all work plans and performance appraisals.

### **c) Gender Affairs**

21. The Gender Advisers, Gender Units and Gender Focal Points at Headquarters and in missions<sup>3</sup>, are responsible for supporting and facilitating the implementation of this Policy, and fostering close collaboration across components and functions in all peacekeeping operations. They shall provide strategic advice and technical and operational support on gender equality and WPS mandates.
22. Gender Units shall be located in the office of the SRSGs and Heads of Mission<sup>4</sup>, to provide direct strategic advice to senior leadership on advancing gender equality and the WPS mandates.
23. Gender Units shall;
  - Provide strategic advice and technical support to all offices/units/sections on developing effective strategies to mainstream gender equality and the WPS mandates throughout substantive and support functions, and across civilian, police and military components.
  - Strengthen the capacity of all DPKO and DFS personnel - civilian, police and military - to advance gender equality and the WPS mandates, and assist senior leadership in monitoring progress and ensuring accountability and compliance by all personnel.
  - Operationalize, facilitate and coordinate the implementation of gender equality and WPS mandates, as well as support all functions and components for the adequate delivery, in line with the mission's mandate.
24. In addition, gender focal points shall be appointed across DPKO and DFS components in Headquarters and in missions to support offices/sections/units' level planning and implementation of gender equality and WPS mandates. They shall:
  - Provide day to day support to their respective offices/sections/units on integration of gender and WPS mandates.
  - Identify entry points for integrating gender within respective functions.
  - Liaise with the gender units for technical and substantive support to the respective functions.

### **E.2 Policy and Planning**

25. Gender equality and WPS principles shall be reflected in all strategic documents, policies and guidelines relevant to peacekeeping operations to ensure that the peace and security gains are achieved, and to mitigate negative impacts on women and girls.
26. All Headquarters and missions' planning processes shall be informed by a gender-responsive conflict analysis at all stages of mission planning in line with the gender equality and WPS mandates.
27. Gender expertise shall be included from the onset of planning processes and provided to the Integrated Operational Teams (IOT) and Integrated Mission Task Forces (IMTF). The

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<sup>3</sup> The uniformed gender advisers and focal points work in liaison and coordination with the gender units.

<sup>4</sup> The uniformed gender advisers and focal points are placed with the military and police respectively.

Gender Units shall serve as a central resource in providing guidance, technical support and coordination on gender related aspects in such processes/teams at Headquarters and in missions.

### **E.3 Analysis and Reporting**

28. Reports of the Secretary-General to the Security Council on peacekeeping shall always reflect evidence based progress on the implementation of gender equality and the WPS mandates. Gender deliverables shall be integrated throughout the reports and a dedicated section on gender and WPS included. Challenges and achievements related to the implementation of gender equality and WPS mandates within the context of the mission mandate shall be highlighted.
29. Reports in peacekeeping operations shall always include gender analysis utilizing qualitative and quantitative data, disaggregated by sex and age. Gender Advisers and Gender Focal Points at Headquarters and missions, shall provide technical support and coordination on gender analysis for reporting purposes.

### **E.5 Partnerships**

30. DPKO and DFS have strategic access to Member States and country level leadership through the Under-Secretaries-General and the Heads of Missions. All external international, regional and national partnerships shall be guided by this exclusive and comparative advantage to promote gender equality and WPS mandates.
31. In formalizing partnerships within the United Nations system, DPKO and DFS shall optimize departmental comparative advantage and strategies, and consider each entity's strengths. Partnership initiatives shall be coordinated to strengthen the provision of substantive and technical support to peacekeeping operations in coordination with Gender Units, relevant mission components and the respective UN Country Team.
32. DPKO and DFS shall strengthen cooperation with the Department of Political Affairs and UN Women in the implementation of the gender equality and WPS mandates through joint programmes and initiatives to enable more coordinated and cohesive gender responsive peacekeeping operations.
33. DPKO and DFS shall strengthen engagement with civil society and women's organizations in advancing gender equality and WPS mandates across all peacekeeping operations through joint initiatives and advocacy.

### **E.6 Rule of Law, National Institutions and Political Processes**

34. Constitutional and electoral initiatives and processes shall promote women's full and equal participation in political and electoral processes, advance equal rights of women, and guarantee their civil, economic, political, social rights and freedoms. Peacekeeping Operations shall advocate with national authorities and support initiatives that promote equal opportunities for women's participation as candidates, in registration and in voting processes; advocate for recruitment and appointment of women as elections officials and monitors; support capacity-building for women candidates running for public office; adopt gender-responsive electoral laws and promote public awareness on women's political participation.

35. Peacekeeping Operations shall support national institutions, legislations and policies to promote and respond to women's needs, priorities and interests. This includes capacity building and enabling equal and effective participation of women in conflict resolution, peacebuilding processes, planning and governance, as well as initiatives to protect women's rights.
36. Peacekeeping operations shall provide support to public administration institutions to draw attention to the specific priorities of women and facilitate the inclusion of women's equal rights in the reconstruction and reform of national and local governance structures. Such support may relate to the amendment of laws that discriminate against and impede the protection of women's and girls' rights; support to the development of gender responsive national laws; and the incorporation of mechanisms to ensure accountability for all forms of SGBV
37. All international, regional and national dialogues and peace processes, formal and informal, including negotiations, shall ensure the active and equal participation of women and the specific inclusion of gender equality and WPS principles within the process and delivery of peace negotiations.
38. Trust Funds and Quick Impact Projects (QIPS) shall ensure application of gender analysis and attention to gender deliverables in all project selection, implementation, monitoring and evaluation processes, and ensure the targeting of 15 percent funding for specific projects that support gender equality, WPS and women's empowerment in peacekeeping operations.

**a) Security Sector Reform**

39. Security sector reform efforts and support strategies at the country level shall be implemented while addressing the following five areas, as appropriate: 1) effective service delivery, including through the development of gender-sensitive national security policies, strategies, and plans, as well as sufficient allocation of financial resources to gender-related activities and programmes; 2) participation and equal opportunities within the security sector, including through targets and increased recruitment of women, as well as their involvement in the planning of reforms; 3) prevention of and protection from sexual and gender-based violence (SGBV), including through the establishment of dedicated capacities within national security structures to prevent and respond to violations; 4) accountability and oversight, including through increased institutional accountability and compliance with respect to gender; and 5) monitoring and evaluation frameworks to assess the impact of UN initiatives.<sup>5</sup>

**b) Justice and Corrections**

40. Justice and corrections initiatives shall be gender responsive and take into account the rights and needs of women and girls. Supporting the work of other mission components to implement the WPS agenda, through supporting national counterparts and institutions in their efforts to review/amend discriminatory policies, laws and practices that prevent women, including girls from enjoying their full and equal rights. They shall also work to promote the fair representation and adequate participation of women in the judiciary, prosecutorial service, legal and correction professions.
41. Justice components shall seek to promote and facilitate the enactment of laws and policies to protect survivors of sexual and gender-based violence, and support efforts to build national capacities to enable the prosecution of alleged perpetrators. Correction initiatives shall also aim at enabling gender-responsive reforms of the corrections system to ensure

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<sup>5</sup> Full guidance is outlined in United Nations, *Security Sector Reform Integrated Technical Guidance Notes – Gender-Responsive Security Sector Reform* (2012).



that the rights, safety and well-being of women and girls are safeguarded, in particular those requiring special protection or treatment including persons living with physical and mental disabilities, minority groups, and persons detained in prisons in relation to the conflict.

**c) Disarmament, Demobilization and Reintegration (DDR)**

42. Disarmament, demobilization and reintegration (DDR) shall address the specific needs of women in accordance with DDR policies, guidelines and procedures. The initiatives shall be informed by gendered analysis and sex and age disaggregation of data. The initiatives shall include recognition of the category of women associated with armed forces and groups (including as supporters and dependents), as their diverse roles such as, ex-combatants. DDR initiatives shall adopt gender responsive approaches and develop gender-specific interventions, aimed at supporting the sustainable reintegration of women and men ex-combatants and their dependents. DDR shall support and enable the participation of women in community-based projects, including in Community Violence Reduction [CVR] projects) to empower them and promote social cohesion. Interventions shall aim at promoting capacity building and strengthening their role in decision-making processes.

**c) Mine Action (UNMAS)**

43. Mine Action initiatives shall ensure the collection, analysis and utilization of sex and age-disaggregated data and information; as well as the analysis of gendered roles and responsibilities and how they contribute to exposure to risks and threats. They shall also prioritize and deliver risk education, clearance, survey and tasking, victim assistance, weapons and ammunition management, and advocacy efforts. Mine Action initiatives shall ensure that women are enabled to participate fully in all decision-making spaces and processes. Implementation of all UNMAS programmes shall be in accordance with UNMAS Guidelines including its monitoring and evaluation mechanism.

**E.7 Protection Functions**

**a) United Nations Police**

44. The United Nations Police (UNPOL) shall incorporate appropriate gender equality and WPS responsive strategies in line with the DPKO and DFS policies on policing. The police component shall ensure that gender equality and WPS responsive strategies are integrated within all phases of assessment, planning, implementation, monitoring and evaluation of UNPOL initiatives, including the prevention, detection and investigation of crime, protection of persons and property, and the maintenance of public order and safety.

**b) United Nations Military**

45. The Office of Military Affairs at Headquarters shall incorporate gender equality and WPS responsive strategies into all planning and doctrine, and promote gender parity initiatives that aim to increase women officers and soldiers in military deployments. In missions, the Military component shall ensure that the military functions and branches, military observers, and contingents integrate gender equality and WPS mandates in operational staff work and tactical activity.



### **c) Human Rights**

46. Human rights components shall ensure a gender analysis and approach in all its work and on consolidated protection functions and initiatives, including in planning, monitoring, investigating and reporting, as well as ensuring advocacy, capacity-building and supporting peace processes and efforts to fight impunity (including protection of victims and witnesses) and take the specific vulnerabilities of women into account. Human rights components shall play an integral role in promoting accountability for gender-based human rights violations targeting women, girls and children and in ensuring that survivors of gender-based violations have access to justice and reparations.
47. Gender Advisers in peacekeeping operations shall coordinate closely with Human Rights components and conflict-related sexual violence sections/units in all peacekeeping operations. The Gender Advisers shall provide support to Women Protection Advisers (WPAs) in strengthening women's participation, representation and empowerment as an enabler of the CRSV deliverables and mission mandates.

### **d) Protection of Civilians**

48. Protection of civilians (PoC) initiatives shall reflect the intersectionality between gender and protection. Gender outcomes shall be included in all PoC plans, policies, analysis and reports. PoC stakeholders shall ensure that women fully participate in all decision-making processes and that the concrete integration of gender equality and the WPS mandates are included across all three tiers of the missions' PoC initiatives and the PoC strategy.
49. PoC shall ensure the collection, analysis and utilization of sex and age disaggregated data and information. Further, PoC shall ensure a holistic gender and protection analysis that identifies the specific capabilities, roles, responsibilities, risks and vulnerabilities of women, while since women and girls are the main targets of conflict related sexual violence by combatants, uniformed and civilian individuals.

### **e) Sexual and Gender Based Violence (SGBV)**

50. DPKO and DFS senior leadership should ensure that all initiatives adhere to the highest standards based on the principles of prevention, mitigation, protection and response to all forms of SGBV, against women and girls. This shall include, but not be limited to, conducting gender and protection analysis and gendered conflict analysis to identify risks, vulnerabilities and drivers of SGBV; capacity building of staff and partners; resource allocation to enhance prevention and response; outreach, advocacy, awareness of women's rights and prevention initiatives at community level, with a particular focus on women and girls; monitoring and evaluation; and ensuring prevention and protection components of the WPS mandates are operational. These initiatives shall be conducted by Gender Advisers in close liaison with Human Rights components and Women Protection Advisers facilitating CRSV work.

### **f) HIV/AIDS**

51. HIV/AIDS initiatives shall ensure effective strategies that reflect gender equality and WPS mandates in the planning and implementation; awareness and peer education capacity building; voluntary counseling and testing; and monitoring and evaluation processes. Initiatives shall ensure the integration of gender equality and WPS principles with attention to women's participation in all outreach activities and the recognition of the particular risks and enhanced physical and psychological impact on women.

#### **g) Sexual Exploitation and Abuse (SEA)**

52. DPKO and DFS senior leadership and all personnel shall maintain the highest standards of integrity and conduct and work towards preventing SEA in line with established policies and frameworks. DPKO and DFS shall support initiatives that encourage troop and police contributing countries to consider strategies that increase the awareness and responsiveness of the personnel deployed to peacekeeping operations to protect civilians, targeted community engagement especially women and children, including wherever possible, through the deployment of a higher percentage of women peacekeepers.
53. Conduct and Discipline Teams in missions shall coordinate with the Gender Advisers in support to capacity building of peacekeeping personnel to ensure that gender equality is incorporated in SEA training.
54. Gender Advisers shall be members of the Standing SEA Task Force to provide technical support in mapping of services and assistance available for victims of SEA, as part of an integrated approach to address SEA and to ensure gender considerations in provision of services to support and assist victims.

### **E.8 Support Functions**

#### **a) Budget/Finance Resource and Support**

55. In the preparation of results based budgeting (RBB) processes, all offices, divisions, sections and units shall ensure that appropriate provisions are made for the allocation of adequate resources to facilitate implementation of the priorities outlined in this policy and ensure periodic monitoring and reporting of progress and achievements. Such resources shall ensure adequate apportioning of the total budget for programmatic funds, joint partnerships and outreach and training activities are made available to the gender units.
56. DPKO and DFS shall ensure that adequate technical, human and financial resources are allocated for gender equality and WPS mandates through the RBB with a view to enable effective implementation as mandated in the Security Council's resolutions on WPS.

#### **b) Logistics Support**

57. Guidelines and recommendations of the Logistical Support Division shall ensure that appropriate gender sensitive provisions that contribute to the well-being of women and men in all missions are available. These should include, but are not limited to camp layout; accommodation, sanitary, common facilities, separate ablution for women and men, and medical facilities/services that meet the distinct needs of all personnel, and in particular women.

#### **c) Training and Capacity Development**

58. All senior management at headquarters and missions shall undertake requisite training and have skills to provide necessary guidance for the implementation of gender equality and WPS mandates.
59. All senior management at Headquarters and missions shall ensure that personnel have the requisite skills to implement gender equality and WPS mandates within their respective sections and units.

60. Uniformed and civilian trainers with appropriate levels of expertise shall deliver training to peacekeepers on gender equality and WPS to enhance the operationalization of the gender equality and the WPS mandates.
61. The Integrated Training Service (ITS) and Integrated Mission Training Centre (IMTC) shall strive to ensure that all training packages, modules and resource materials integrate gender equality and WPS mandate deliverables.
62. ITS and IMTCs' shall strive to guarantee that a gender balance of 50/50 women to men shall be promoted in all trainings and that gender expertise is sought to support delivery of gender equality and WPS specific modules.

#### **d) Gender Parity**

63. DPKO and DFS Gender Parity Strategy as guided by the United Nations system-wide Gender Parity Strategy shall encompass all initiatives to recruit, retain and promote women in peacekeeping. To support the implementation of this strategy, the Gender Advisers will serve as technical experts as relevant to the senior management. Focal Points for Women shall be nominated to support coordination of the implementation of the gender parity strategies across civilian, police and military components in peacekeeping operations.

### **E.9 Communication & Knowledge Management**

#### **a) Public Information**

64. Media and outreach initiatives shall include dissemination of the provisions of the eight WPS Security Council resolutions and the priorities and standards outlined in this Policy to Member States, partners, national authorities, and communities, including outreach spaces targeted to women audiences, in close consultation with the Gender Units at Headquarters and missions, as part of efforts to promote awareness on women's rights, gender equality and WPS mandates.

#### **b) Information Technology**

65. Information technology initiatives requiring development of information, communication and technology (ICT) applications, systems and tools shall consider and ensure the collection and processing of sex and age disaggregated data as part of the functional requirements.

#### **c) JMAC & JOC**

66. The Joint Operations Centres (JOCs) and Joint Mission Analysis Centres (JMACs) shall ensure that support to the spectrum of situational awareness, understanding and forecasting incorporate as much as possible a gender analysis. Guidelines and reporting mechanisms shall include data disaggregated by sex and age as relevant.

#### **d) Best Practices**

67. Documentation, dissemination, monitoring and evaluation of peacekeeping practice, including through such instruments as End of Assignment Reports, After Action Reviews, Audit and Inspection Reports, and Lessons Learned Reports, shall incorporate an assessment of progress in the implementation of the standards and benchmarks outlined in this Policy where relevant. Gender analysis shall be reflected in the End of Assignment

Reports drafted by all senior personnel (civilian, military and police), heads of components at mission Headquarters and heads of field offices.

68. Information sharing mechanisms with United Nations system partners shall be enhanced at the country level, to ensure that all partners engaged in joint or collaborative activities with peacekeeping operations are informed of progress relating to implementation of this policy.
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## F. TERMS AND DEFINITIONS

**Conflict Related Sexual Violence (CRSV):** Conflict-Related Sexual Violence refers to incidents or (for SCR 1960 listing purposes) patterns of sexual violence, that is rape, sexual slavery, forced prostitution, forced pregnancy, enforced sterilization, or any other form of sexual violence of comparable gravity, against women, men, girls or boys. Such incidents or patterns occur in conflict or post-conflict settings or other situations of concern (e.g. political strife). They also have a direct or indirect nexus with the conflict or political strife itself, i.e. temporal, geographical and/or causal link. In addition to the international character of the suspected crimes (that can, depending on the circumstances, constitute war crimes, crimes against humanity, acts of torture or genocide), the link with conflict may be evident in the profile and motivations of the perpetrator(s), the profile of the victim(s), the climate of impunity/weakened State capacity, cross-border dimensions and/or the fact that it violates the terms of a ceasefire agreement (Analytical and Conceptual Framing of Conflict-Related Sexual Violence, UN Action against Sexual Violence in Conflict, 2011).

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

**Gender Analysis:** refers to the variety of methods used to understand the relationships between men and women, their access to resources, their activities, and the constraints they face relative to each other. Gender analysis of the context and the situation on the ground is part of and a condition to any gender responsive action or programme.

**Gender Equality (Equality between women and men):** refers to the equal rights, responsibilities and opportunities of women and men. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities, contributions and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue, but should concern and fully engage men as well as women.

**Gender Impact Assessment:** refers to the differential impact- intentional or unintentional- of various policy decisions and actions on men and women, boys and girls. It enables policy-makers and practitioners to picture the effects of a given policy/action more accurately and to compare and assess the current situation and trends with the expected results of the proposed policy/action.

**Gender Mainstreaming:** “Mainstreaming a gender perspective is the process of assessing the implications for women and men, by any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economics and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.” *Agreed Conclusions of ECOSOC Coordination Segment on Gender Mainstreaming 1997.*

**Gender Parity:** is an indicator to measure the equal representation of women and men at all levels of the organisation and operations.

**Sexual and Gender-based Violence:** “SGBV is an umbrella term for any harmful act that is committed against a person’s will and is based on socially ascribed (gender) differences between women and men. The nature and extend of specific types of sexual and gender-based violence vary across cultures, countries and regions. Examples include sexual violence, such as sexual exploitation & abuse, forced prostitution, domestic violence, trafficking, forced/early marriage, harmful traditional practises such as female genital mutilation, honour killings, and the inheritance of widows.

**Sexual Exploitation and Abuse:** Sexual exploitation refers to any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Some forms of forced and /or coerced prostitution can fall under this category. Sexual abuse refers to the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. (ST/SGB/2003/13)

## **Additional terms**

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## **G. REFERENCES**

### **Normative or Superior References**

Security Council resolutions on Women, Peace and Security; 1325 (2000) 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013) and 2422 (2015).

Security Council resolution on security sector reform 2151 (2014)

### **Other Reference Materials**

- DPKO DFS Gender Forward Looking Strategy, 2014 -2018
- DPKO and DFS Guidelines for Gender Advisors in Peacekeeping Operations
- UN Police in Peacekeeping Operations and Special Political Missions, Policy (Ref. 2008.04)
- DPKO and DFS Gender Guidelines for the Police (June 2008)
- United Nations Police Gender Toolkit: Standardised Best Practices on Gender Mainstreaming in Peacekeeping (2015)
- DPKO and DFS Guidelines on Integrating a Gender Perspective into the Work of the United Nations Military in Peacekeeping Operations (June 2008)
- UN Gender Guidelines for Mine Action Programmes (March 2010)
- UN Mine Action Strategy (2013-2018)
- UN Security Sector Reform Integrated Technical Guidance Note – Gender (2012)
- UN system wide Gender Parity Strategy (2017)

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## H. MONITORING AND COMPLIANCE

69. **The Senior Management Teams** at DPKO and DFS Headquarters and missions shall periodically review progress in the Policy implementation through appropriate management mechanisms and through annual gender and WPS reports. **The USGs' Gender Task Force** at the headquarters shall be the senior most accountability mechanism and shall review the progress of implementation on a quarterly basis.
70. **Heads of Missions shall ensure accountability** by requiring managers (Chiefs of Sections, Force commanders, Police commissioners) to include within their work plan specific actions and indicators to measure compliance with the standards outlined in this Policy.
71. **Regular reporting and briefings to the Security Council and General Assembly:** Senior DPKO and DFS personnel at Headquarters and in missions shall report on progress on the implementation of this Policy annually.
72. **The DPKO and DFS Gender Units** at Headquarters and in missions shall monitor and support overall implementation of this policy, and advise senior management on analysis and trends that should inform periodic policy reviews.

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## I. CONTACT

73. The contact for this Policy is the Gender Unit, Office of the Chief of Staff (OCOS) – DPKO and DFS, UN Headquarters, New York.

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## J. HISTORY

74. The Policy is originally approved in November 2006 and revised in 2010. This present revision supersedes and replaces the original Policy.
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SIGNED:

APPROVAL SIGNATURE:



USG DPKO

DATE OF APPROVAL:

FEB - 5 2018

APPROVAL SIGNATURE:



USG DFS

DATE OF APPROVAL:

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