

## Promoting Good Practices in Increasing the Representation of Women in Defence Sectors

### (a) Brief description of the project

#### (i) Objective of the project:

To document, share and showcase good practices undertaken by UN Member States to increase the representation of women at all levels of their national defence sectors

To facilitate dialogue on challenges and opportunities to advance UN policy on gender-responsive defence sector reform. It will:

- Identify and share good practices in increasing the representation of women in national defence sectors by undertaking a study and facilitating policy dialogues among UN Member States;
- Clarify contacts for military policy makers contributing to women's meaningful participation and identify integrated approaches to continuous sharing of good practices among UN Member States;
- Provide an entry point to advance global policy on gender-responsive defence sectors and armed forces;
- Feed into a revision of the UN guidance note on gender / SSR.

#### (ii) Why the project is necessary and how it relates to the implementation of the A4P commitments.

The project will enhance performance, accountability and impact of UN work on the Women, Peace and Security (WPS) agenda by supporting the implementation of one of the six priorities laid out in the last Secretary-General Report on WPS (SG Report on WPS, S/2019/800), which outlines "increasing the number of women in national security services" as one of the areas that the United Nations and Member States should focus on to address gender inequalities. It will enable countries to draw on good practices to increase the number of women in their militaries and in their contributions to peace operations. It will enhance UN performance and accountability as well as its impact on sustaining peace by ensuring that the organization's assistance to national military institutions draws on state-of-the-art gender-responsive policies and partnerships with regional organizations, academia and civil society.

#### (iii) How the project contributes to COVID-19 response

The project will support the building of more inclusive and responsive defence sectors prepared to assist civilian authorities in the effective and accountable prevention and response to the COVID-19 pandemic.

#### (iv) What is the expected impact of the project?

- Further improved UN guidance note on gender / SSR
- Strengthened policy dialogue among Member States on gender-responsive defence sectors including by recognizing the initiatives undertaken by number of countries to reduce obstacles to the recruitment, retention, deployment and promotion of women in their armed forces
- Strengthened network and collaboration among defence sectors on the WPS agenda
- Targeted promotion of gender parity in national military institutions
- Expanded UN and Member States' knowledge on measures to attract, recruit, retain and promote women in the army.

### (b) Expected outcomes, outputs and proposed activities

Outcomes	Outputs	Proposed activities
Increased knowledge and visibility of good practices to increase the proportion of	1 (one) UN report that identifies good practices that Member States can apply at	a. Engage an expert organization to prepare a report on good practices undertaken by Member States to support gender balance in the military services, including in leadership positions and in recruitment

<p>women in defence sectors, including by reducing obstacles to their recruitment, retention, deployment and promotion.</p>	<p>national levels to increase the number and percentage of women at all levels of national defence sectors, in particular in decision-making positions. The report will form the basis for an updating of the UN guidance on SSR/gender.</p> <p>2 (two) UN policy consultation/debates that references, and builds on, knowledge generated by the report; and an outcome document of the event that contains political commitment to the increasing women's meaningful participation in the defence sector.</p> <p>UN Member States have expanded their network (including by virtual platforms) and exchanged good practices on how to identify and reduce obstacles to women's recruitment, retention, deployment and promotion in the armed forces.</p>	<p>campaigns. The research will initially target 20 (twenty) countries representing different geographical regions and will prioritize top troop contributors to peace operations and/or military services with high percentages of women.</p> <p>b. Disseminate good practices that support gender parity for national armed forces, including by the wide distribution of the report (in hard and online copies) as well as by preparing short advocacy video and 20 social media stories on good practices identified in the report.</p> <p>c. Facilitate policy dialogue (virtual or/and in-person) among Member States, regional organizations, women's groups and present final recommendation on the report at a high-level event with the senior defence policy makers to strengthen political commitment to WPS, showcase good practices and exchange experiences on measures to increase women's meaningful participation in national armed forces.</p> <p>d. Strengthen and expand the global network of senior defence policy makers, including by identifying key points of contact of Member States working on women's meaningful participation and exploring integrated approaches (including virtual platforms) to continuous sharing of good practices, including in partnership with academia, women groups and regional organizations;</p>
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**(c) Implementation timeline**

This project is designed to be implemented over a period of 18 months, but this proposal is budgeted for one year, with the option of extending to an additional six months if funding is made available. Such implementation timeline will allow for coordination meetings, concept notes consulted with partners, call for and selection of expert organization, launch and dissemination of the report, high-level meeting, summary note and outreach materials.

**(d) How does this project relate to internal and external United Nations partners?**

Building on relationships with Troop-Contribution Countries, existing networks among Member States and partnerships with sub-regional and regional organizations, academia and civil society, the project will identify contacts for military policy makers contributing to women's meaningful participation and identify integrated approaches to continuous sharing of good practices among UN Member States. This project will be implemented in close coordination with the Office of Military Affairs, as well as the gender components of DPO and DPPA, and the Office of the Director for Coordination and Shared Services, and will support the implementation of their respective gender policies. It will be also coordinated with the UN Inter-Agency SSR Task Force, which is composed of 14 UN entities, including UN Women.

**(e) How gender aspects been included in the design and implementation of the project? How does it help the Department to implement their Women, Peace and Security and Gender Parity commitments?**

The project is entirely focused on gender and takes advantage of the momentum generated by the 20<sup>th</sup> anniversary of the SCR 1325 to sustain a commitment to the WPS agenda. **The project translates an urgent necessity, frequently underlined by progressive Member States, into concrete action.** It will implement priorities laid out in the last *Secretary-General Report on WPS* (S/2019/800) and *Uniformed Gender Parity Strategy* by collecting good practices which will support defence sectors to increase the representation of women in their militaries and consequently in their contributions to peacekeeping operations. Moreover, it builds on *UN Security Council Resolution 2151 (2014) on SSR*, which recognizes UN comparative advantages in coordinating "the sharing experiences and expertise on SSR among Members States and regional and sub-regional organization", and underscores the need for the "inclusion of more women in the security sector"; as well as the *UN Defence Sector Reform Policy* (2011) and the *SSR Integrated Technical Guidance Note on Gender-responsive SSR (2012)*<sup>1</sup>, which offer guidance on mainstreaming gender in the UN efforts to build inclusive defence sectors.

**(f) Brief explanation of any risks that the implementation of the project may face and how to mitigate them, including with regards to the impact of COVID-19.**

- ***Limited capacity of national armed forces during the COVID-19 delays support for implementation.***

OROLSI SSR Unit will provide substantive and technical support to the armed forces participating in the research, including on collecting information and organizing the policy dialogue on virtual forms due to COVID-19. The SSR Unit will also build on its existing relationships and partnerships with international and local research centres, regional organizations and Member States.

- ***Limited political will of national armed forces to share information could create delays and limit utility***

OROLSI SSR Unit will prepare good offices messages for UN leadership in the field and in headquarters to raise awareness among national authorities on the importance of exchanging good practices.

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<sup>1</sup> The UN Integrated Technical Guidance Note on SSR is available at:  
[https://peacekeeping.un.org/sites/default/files/un\\_integrated\\_technical\\_guidance\\_notes\\_on\\_ssr\\_1.pdf](https://peacekeeping.un.org/sites/default/files/un_integrated_technical_guidance_notes_on_ssr_1.pdf)

**(g) Proposed Budget**

Activities	Items	Total Amount
Engage an expert organization to compile and report on women's participation in the defence sectors and identify and share good practices undertaken by Member States to support gender balance in the military services.	Senior expert organization to compile relevant defence sectors policies, strategies and good practices on gender parity of 10 countries for 5 months	\$42,000
	Printing of 400 copies 8.5" x 11" color stapled booklet of around 50 pages both sides self-cover (\$ 13.75 each x 400= 2,750)  Graphic design, edition and proofreading for hard copy and online version of 8.5" x 11" color stapled booklet of around 50 pages both sides self-cover (3,000)	\$5,750
	Disseminate good practices on the promotion of gender parity for national armed forces, including by the wide distribution of the report (in hard and online copies) as well as by preparing short advocacy video and 20 social media stories on good practices identified in the report.	Distribution of 2 versions of the hard copy of the report to all UN Permanent Missions, partnered institutions and relevant UN entities (including envelopes and post office costs)
One short advocacy video on why it is vital to increase the number of women in the defence sector and 15 social media stories on good practices identified in the report targeting Member States and defence sectors.		\$8,000
1 Banners and 1 poster design with advocacy messages why increasing the number of women in the military is important		\$3,500
Facilitate policy dialogues (in person or/and virtual) among Member States and present final recommendations on the report at a high-level event with the senior defence policy makers (at the level of Defence Ministers and COS). Side events could be organized during the Peacekeeping Ministerial in April 2021 and WPS Open Debate in October	Financial support for internet and flight tickets of panellists and participants from government and women groups representative from low-income countries for the event	\$10,000
Program Support Costs (13%)		\$9,133
<b>Total</b>		<b>\$79,383</b>