

DENMARK'S NATIONAL ACTION PLAN ON WOMEN, PEACE AND SECURITY

2020-2024



MINISTRY OF FOREIGN AFFAIRS
OF DENMARK



DANISH MINISTRY OF DEFENCE



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The Danish Navy in Somalia operating under NATO. The local participants discussed access to health care and women's influence on the local economy, amongst other things.

P. 6, 30: Gertrud Nørbjerg Kümmel Birk

P. 14, 33: UN WOMEN Mali

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MINISTERS' FOREWORD

Twenty years ago, the UN adopted a landmark Resolution on Women, Peace and Security (WPS). Security Council Resolution 1325 established that:

- Women must be meaningfully involved in the work for peace and security.
- Women and men have different interests and needs, including in crisis and conflict situations.
- Women have the right to participate in the development of society.
- Meaningful involvement of women in peace and security improves opportunities to achieve sustainable peace.

The Security Council subsequently adopted nine additional resolutions, which together with Resolution 1325 establish a framework for efforts pertaining to women, peace and security.

On the occasion of the 20th anniversary of Resolution 1325, Denmark has reassessed how we can strengthen our efforts in support of this agenda. Unfortunately, far too little progress has been made in recent years – both in Denmark and in our partner countries.

This year we are publishing the fourth Danish action plan for women, peace and security. The Danish Government

TO ACHIEVE OUR OVERALL GOAL WE WILL:

- Ensure systematic integration of gender perspectives in the planning, execution and evaluation of our foreign, security and development policy work.
- Work to ensure that women are meaningfully represented and included in political processes and peacebuilding efforts, and that the gender perspective is integrated in conflict prevention, mediation, peace processes and peacebuilding to promote sustainable peace.
- Increase recruitment and retention of women at all levels of efforts to promote peace and security, particularly in areas where women are under-represented.
- Ensure a higher share of women among those posted abroad by Denmark in civil and military contributions, particularly in management positions.
- Ensure that all those posted abroad – men and women – are trained to integrate and promote gender perspectives in a meaningful way.
- Ensure a broad and organisational understanding of and respect for this agenda through research, development and education.
- Prevent and respond to sexual exploitation, abuse and harassment according to a zero-tolerance threshold.

will do more to promote equality and women's rights, and to ensure more lasting results from our efforts for peace and security. We must work purposefully, systematically and with a focus on results to ensure the full, equal and meaningful involvement of women in the work of preventing conflict and building peace through a rights-based approach.

The overall goal of Denmark's new action plan is to ensure the full, equal and meaningful participation of women in peace efforts (from prevention and conflict management, to peacebuilding and sustaining peace), and to incorporate the consideration of women and men's equality, rights, interests, vulnerabilities and needs into all aspects of the work for sustainable peace. The action plan contributes to two of the UN's Sustainable Development Goals: Goal 5 on Gender Equality, and Goal 16 on Peace, Justice and Strong Institutions.

The foundation for these efforts is Denmark's profile as a pragmatic and results-oriented security and foreign policy actor, and as a pioneering country good at coordinating and aligning various policy areas. For many years, Denmark has taken the lead in defending human rights, including the rights of women and girls.

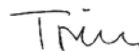
Twenty years after the adoption of Security Resolution 1325, implementation of this agenda still faces challenges around the world. Although many countries have adopted national 1325 action plans, concrete results are lacking. Meanwhile, global factors such as COVID-19, terrorism and the rise of authoritarian regimes have increased the risks and threats faced by women. This is particularly true of women at the forefront of the international fight for human rights and local peace activists.

With this fourth Danish action plan, the Danish Government will do its part to reverse this trend. The foundation of the plan is solidarity with the women and girls who live in conflict areas. Denmark contributes to a more peaceful, democratic and just world by increasing the participation of women in peace and security efforts, which is also to the benefit of Denmark and the Danes. We look forward to conducting focused efforts to implement the plan in cooperation with our partners in Denmark and abroad – for the benefit of Denmark and the world.

We hope you find this action plan inspiring and enlightening.



Jeppe Kofod
Minister of Foreign Affairs



Trine Bramsen
Minister of Defense



Nick Hækkerup
Minister of Justice

BACKGROUND

International efforts for women, peace and security took root with the adoption of UN Security Council Resolution 1325 in the year 2000. This important agenda for international peace and security has been further solidified and developed with the adoption of an additional nine resolutions.

Denmark played an active role in the preparatory work ahead of the adoption of Security Council Resolution 1325 and in 2005 became the first country in the world to develop a national action plan for the implementation of the resolution. This action plan was updated in 2008 and again in 2014. Denmark also held a seat on the Security Council in 2005/06,



For many years Denmark has fought for women's rights and gender equality

during which time the country enjoyed international recognition for efforts to put women, peace and security on the global security policy agenda.

In October 2019, the impact of the two most recent Danish action plans was evaluated. This evaluation showed that there is room for improvement. Despite Denmark's past role as a pioneering country in this area and the fact that women and equality are core themes of Danish development assistance and international cooperation, the evaluation found that the last two action plans had only made limited contributions to concrete results in Denmark's partner countries, and that the resolution had slipped out of view in Danish strategies and country programmes. The good results achieved (e.g. in Mali and Kenya, and efforts to prevent sexual violence in humanitarian contexts) were primarily attributed to the dedication of certain individuals rather than being a result of the national action plans.

The findings of this evaluation have not gone unnoticed. The Danish Government wants Denmark to

WOMEN, PEACE AND SECURITY AGENDA (WPS)

Resolution 1325 – the first thematic resolution recognising the role of women in conflict prevention and resolution – advocates the full and meaningful participation of women in peacebuilding. The content of the resolution has been expanded through the adoption of nine subsequent resolutions, which together comprise the agenda for Women, Peace and Security (WPS). The WPS agenda rests on four main pillars:

1. Prevention
2. Participation
3. Protection
4. Relief and recovery

Over the past 20 years since the adoption of Resolution 1325, the link between gender inequality and a society's propensity for civil or international conflict is well documented. Nonetheless, attacks on women human rights defenders and peace-makers continue to escalate. And women are still largely excluded from peace processes in spite of research findings that their participation increases the likelihood of a more sustainable peace. Between 1992 and 2019, women accounted for just 13% of negotiators, 6% of mediators and 6% of signatories in major global peace processes.

(UN Secretary-General's report on WPS, October 2019)

once again have a clear, focused and results-oriented voice in efforts for women, peace and security. With this fourth national action plan for the period 2020-24, Denmark takes an important step towards re-establishing its position at the forefront of this agenda.

Need to look inwards

Seen from a Danish perspective, the WPS agenda is highly relevant for

women and girls living in the world's conflict zones. But it is not enough to look out towards the rest of the world – we must also take a look at ourselves. We must be able to walk the talk. We cannot hold any of our partners to a higher standard than the standard to which we hold ourselves.

The evaluation pointed to the need for increased ownership at all levels in the participating institutions and improved

competence development. It is essential that those working to implement and follow up on Denmark's WPS action plan have the necessary competences to realise the agenda and to create sustainable solutions. This includes posted advisers and staff at Denmark's embassies and at multilateral missions, military contributions, posted and seconded staff, both in uniform and civilian, and other staff from relevant authorities in Denmark.

A full-spectrum effort is required

Denmark's strong security policy profile is largely built on our coordinated approach to strategic planning and activities on the ground. We know that there is a need for political solutions to prevent and resolve violent conflicts. This often requires that we utilise the full range of tools at our disposal.



Danish police women and men do training in i.a. the Middle East and Africa

In efforts around the world, Denmark's humanitarian and development actors, as well as our posted civilian and military personnel, cooperate closely as needed and with respect for each other's professional expertise and mandates. This coordination is needed in a world shaped by increasingly complex conflict patterns, and where the major countries continue to disagree on the approach to coordination, which makes it more difficult to find a results-oriented approach. It is Denmark's goal to only bring the military presence into play if other means prove insufficient. Of course, this also applies in our efforts pertaining to women, peace and security.

KEY CONCEPTS

In this action plan, we operate with a *binary gender concept* (woman/man). This choice is made for practical reasons, as it reflects the differentiation used as a basis for reporting on our activities. Gender identity and gender roles are often influenced by a society's norms, culture and expectations. We take this into account in the areas where we work and in our national efforts. Although the use of binary gender designations is a practical choice, it is also based on an awareness and recognition of the existence of more fluid gender identities than the binary woman/man and girl/boy.

SUMMARY

The action plan has three main pillars:

1. DENMARK AS A SECURITY POLICY ACTOR

The WPS agenda is first and foremost a security policy agenda. The first pillar of the Danish action plan thus focuses on how Denmark, as a security policy player, will strengthen efforts for women, peace and security. This applies when we participate in civilian and military efforts in connection with crises and conflict zones around the world, and when we assert our voice in international organisations with a focus on peace and security. It applies in all aspects of stabilisation and peacebuilding.

We will do our part to strengthen and mainstream a gender perspective in international operations, missions and peace and stabilisation efforts. We will also work to ensure that all the relevant international organisations in which we participate (NATO, the EU, the UN) increase their focus and deliver relevant concrete results in relation to women, peace and security.

2. WOMEN'S PARTICIPATION IN PEACE AND SECURITY EFFORTS

Denmark's efforts relating to the WPS agenda are rights-based. Women and girls have just as much right as men and boys to influence the development of their countries and local communities, and they have resources to contribute. Another pillar of the action plan is to increase the full, equal and meaningful involvement, participation and influence of women. This is an end in itself and a means of ensuring success in the efforts we lead and participate in. Women's participation in the prevention and management of conflict and crisis, stabilisation and peacebuilding is key to creating lasting peace and security.

Typical barriers to women's participation include a lack of representation in political processes due to patriarchal power structures, insufficient inclusion in peace processes – where the focus is often on the armed warring parties – and threats against women human rights defenders and peace actors, including the risk of sexual and gender-based violence

(SGBV). All of these barriers relate to limited or zero access to education, health services, prevention and comprehensive sexual education. Denmark will address these fundamental barriers in cooperation with Danish NGO's and UN organisations.

We will also work to increase the share of Danish women who participate in international peace and security efforts. This will be done in part through a targeted effort to increase the recruitment and retention of women in the Danish Defence and the Danish National Police.

3. SEXUAL AND GENDER-BASED VIOLENCE IN CONFLICT SITUATIONS AND EFFORTS AGAINST SEXUAL EXPLOITATION, ABUSE AND HARASSMENT

Women, girls, men and boys are often affected differently, act differently and have different needs, interests and resources. This applies in times of crisis and conflict, and in fragile contexts. Sexual and gender-based violence (SGBV) is primarily aimed at women and girls. Therefore, a third pillar of the action plan focuses on strengthening efforts to combat SGBV in conflict situations and fragile contexts.

Building on our existing strengths in human rights, sexual and reproductive

health and rights (SRHR), and humanitarian and development cooperation efforts, Denmark will strengthen efforts in support of law enforcement, including the prosecution of suspects and collection of evidence. Prevention and recognition of the main causes of SGBV will also be an integral part of Denmark's efforts in prevention, conflict management, stabilisation and peacebuilding, as sexual abuse during conflicts undermines the prospect of lasting peace and sustainable development. Prosecution contributes to the fight against impunity and thus also to the prevention of future abuse.

At the same time, we reaffirm our zero-tolerance policy in relation to sexual exploitation, abuse and harassment, both among our partners and within our own ranks. The focus here is on prevention, supporting victims and holding perpetrators accountable.

• ROADMAP TOWARDS 2024 – FROM WORDS TO ACTION

The action plan also includes a designated focus on how we can strengthen our ability to deliver in these three priority areas through systematic competence development.

The action plan will be further detailed in the implementation plans for each of the bodies involved: The Ministry of Foreign Affairs of Denmark, the



In many countries women are excluded from formal as well as informal decision making processes

Danish Ministry of Defence, the Danish Ministry of Justice (the Danish National Police). The working group will coordinate efforts to follow up on the implementation plans and the involvement of civil society. This will include an annual forum, where the strategic and overall goals of the plan will be discussed, as well as more specialised, thematic working groups. Efforts must also be made to ensure that WPS is an element of regular

discussions between the authorities and civil society.

Ongoing follow-up, annual evaluation and agile adaptation of the action plan and respective implementation plans will ensure that the plan leads to tangible results for women and girls living in crisis and conflict areas, and thereby for the societies where Denmark is actively involved.

1. DENMARK AS A SECURITY POLICY ACTOR

The WPS agenda is a security policy agenda focusing on how women and girls are affected by war, conflicts and crises, and how the full, equal and meaningful involvement of women contributes to resolving and preventing conflicts and crisis in a more lasting and sustainable way.

In recent decades Denmark has established itself as an increasingly visible security policy actor, and the country has a long history of promoting equality and human rights in this work. Our broad security policy engagement thus provides a good foundation for strengthening Denmark's work with women, peace and security.

Denmark's security policy engagement is clearly visible when Danish military, emergency operations, home guard, police and posted civilians participate in international missions under the auspices of NATO, the EU, the UN or other coalitions. It is also seen in our peace and stabilisation efforts, our conflict prevention and peacebuilding, the coordination of our development, security and foreign policy instruments in contexts shaped by crisis and con-

flict, and in efforts to reduce fragility and strengthen resilience.

And not least, it is seen in our participation and voice in the important international, security policy forums and alliances, as well as the diplomatic work at Danish missions around the globe.

Therefore, it is important that Denmark actively uses its position as a security policy actor to promote efforts for women, peace and security, as well as the goals of the WPS agenda in general.

Goal 1.1: A stronger gender perspective in international operations, missions and peace and stabilisation efforts.

When Denmark participates in tasks relating to security policy, we do so with broad insight into the operational environment. We take into account demographics and socio-cultural patterns, and we have close cooperation between military and civilian actors. Prevention and recognition of the root causes of violence, instability and inequality are an integral part of maintaining peace and security.

KEY CONCEPTS

The integration of a gender perspective, *gender mainstreaming*, is a key component of the women, peace and security agenda.

Gender mainstreaming involves the integration of a gender perspective in policies, strategies and programmes to ensure systematic identification and analysis of the impacts of a decision or action on women, men, girls and boys – prior to the adoption of the decision or execution of the action.

Gender mainstreaming is rooted in the notion that different situations may impact women, men, girls and boys differently.

Going forward, we must strengthen our knowledge and increase our focus on how Denmark's security policy engagements influence women and girls in a different manner than they do boys and men, and how they can tangibly contribute to improving the conditions of women and girls living in crisis and conflict areas. By incorporating gender perspectives more systematically, we help to ensure a stronger foundation for lasting peace. This applies to our participation in military operations, peace and stabilisation efforts, and conflict prevention and peacebuilding work.

Gender considerations will also be incorporated into our support for security sector reform efforts, including efforts to disarm, demobilise and reintegrate former parties to conflict, and in the work to prevent and

fight terrorism. Gender will also be integrated into Denmark's work with protection of civilians and protection against sexual violence in conflict areas. Lastly, a targeted effort will be made to increase the collection of gender-specific data and systematically carry out gender analyses in the contexts in which we work.

When Denmark participates in international operations and missions, it is important that we have a clear voice in the dialogue with other contributing countries, local partners and mission management teams to ensure a systematic integration of gender perspectives and that women are regularly consulted and meaningfully involved. This applies when preparing the basis for the mission and in the operational implementation, which must include greater focus on how our security

policy engagements impact women, girls, boys and men differently. This is called gender mainstreaming. Therefore, we must also work to ensure that Danish men and women posted to international missions are prepared and have the necessary education and training to help prioritise and realise this agenda.

As an active security policy actor, Denmark often assumes important responsibilities in the international operations we participate in. In the missions where Denmark holds strategic staff and management positions, it is particularly important that we exercise this influence to promote greater focus on women, peace and security in the applicable mission areas. We must increase our efforts to obtain relevant adviser positions to increase Danish influence and contribute important expertise to promote the WPS agenda.

A key priority in Danish foreign and security policy is our coordinated whole-of government peace and

stabilisation efforts in the world's conflict zones, where the focus is on conflict prevention, conflict resolution and peacebuilding. Denmark's peacebuilding and stabilisation efforts are primarily financed through the Peace and Stabilisation Fund, which must increasingly focus on strengthening the agenda for women, peace and security. Future evaluations and programmes of the Fund will therefore include an assessment of how current and future activities can increasingly incorporate gender perspectives and create results on the ground for women and girls. Where relevant, international and local implementation partners will be asked to provide specific input on how the WPS agenda can be strengthened through future activities. The goal of the Peace and Stabilisation Fund is to make an even bigger difference – also for women and girls.



Women in Mali participate in a meeting on how to increase their participation in the peace process

IRAQ



Iraq is a significant Danish foreign and security policy priority. The broad Danish engagement aims to support peaceful and stable political development in Iraq and the surrounding region.

As the first country in the region, Iraq launched a national 1325 action plan in 2014, covering the period 2014-18 and focusing on prevention, participation and protection. However, implementation of the plan is lagging behind and there are still major obstacles to the rights and positions of women and girls at all levels of Iraqi society. The country's second action plan, which covers the period 2020-25, has not yet been adopted.

- Therefore, an important focus area in Denmark's work for women, peace and security in Iraq is the inclusion of women in the work pertaining to security sector initiatives and reforms. This prioritisation of WPS efforts will be evident when Denmark leads NATO Mission Iraq (NMI) from December 2020 to mid-2022, during which time we will ensure that relevant adviser positions are filled by persons with expertise pertaining to the WPS agenda. Denmark will also work to ensure that NMI personnel have completed the relevant competence development programme prior to posting abroad.
- Another Danish focus area in Iraq is strengthening the political participation of women. Through the United Nations Development Programme (UNDP), Denmark provides support to women's peace groups that contribute to local conflict prevention and peacebuilding. This effort aims to promote the direct participation of women in political processes, and thereby a more inclusive, sustainable and stable political system in Iraq.
- A third focus area is the fight against sexual and gender-based violence. Denmark supports the UN investigative mechanism, UNITAD, which collects evidence of ISIL's war crimes and other human rights abuses, including sexual and gender-based violence, in order to hold those responsible accountable.

Goal 1.2: A stronger Danish voice in multilateral security policy cooperation for the benefit of women, peace and security

Effective multilateral cooperation is all-important in efforts to deal with existing and future threats. Our goal is to ensure that all the relevant international organisations in which we participate increase their focus and deliver relevant, concrete results in relation to women, peace and security.

NATO is the cornerstone of Danish defence and security policy. NATO is also a community of values in which Denmark can serve as a progressive voice and promote our proposals for international rules and regulations. As an international military actor, NATO plays an important role in Denmark's efforts to implement the WPS agenda in specific crisis and conflict situations. At the political and military level, Denmark must help to ensure that gender perspectives are strengthened and integrated in the preparation and implementation of NATO's core tasks: collective defence, crisis management and cooperative security.

NATO's 1325 action plan will be updated in the coming years. In this process, Denmark will work for a more ambitious approach to NATO's overall policy in relation to women, peace and security. Specifically, efforts will be taken to ensure increased focus

WPS-RELATED POLICY WORK IN NATO

In 2019, NATO adopted the Alliance's first policy to prevent and respond to sexual exploitation and abuse (SEA). This zero-tolerance policy for SEA applies to all NATO personnel, and now it is up to the member states to ensure that NATO implements the policy, which includes updating the Code of Conduct and introducing mandatory training of all personnel. All NATO countries are also responsible for ensuring that posted staff (civilian and military) comply with the SEA policy.

Denmark will closely follow the implementation of the SEA policy. Denmark will also take an active role in the preparation of a policy for responding to conflict-related sexual violence (CRSV), which NATO will work on in 2021.

on the meaningful participation of women in Denmark's and NATO's areas of operation, as well as increased focus on women's special needs, competences and interests. Denmark will focus on the implementation of relevant UN Security Council resolutions and NATO's own action plans.

The **EU** is also central to Danish foreign and security policy. The EU is

an important global development and security policy actor, and it plays an important role in stabilisation, peace and security. The EU has also prepared an action plan on women, peace and security for the period 2019-24.

Denmark is a major contributor to the EU's civilian crisis management missions and to the EU's civilian protection mechanism. We will work to ensure that the EU, as part of its crisis management work, increasingly involves women and creates results of relevance for the women and girls who live in crisis and conflict areas. We will do this in the strategic EU discussions on civilian crisis management activities, including in the implementation of the specific missions. We will also ensure that personnel deployed by Denmark to EU missions – civilian and military – are equipped to promote the work with women, peace and security.

The **UN** plays a special role in the global work for peace and security. The Security Council has a unique mandate to establish peace missions and it provides the framework for a wide range of initiatives, from prevention and conflict management to peacebuilding – including the peace and security efforts of regional organisations, particularly in Africa. The UN plays a central role in developing frameworks for normative work

with women, peace and security. The UN Security Council has thus adopted the ten WPS resolutions that provide a framework for the agenda and its global implementation.

Denmark will work to advance the WPS agenda as part of the UN's reform efforts, particularly through the Secretary-General's reform agendas in the peace and security area, Action for Peacekeeping (A4P) and the sustaining peace agendas. The planned Danish membership of the UN Peacebuilding Commission will enable substantial Danish involvement and a stronger Danish voice in the UN's work with women, peace and security. In intergovernmental negotiations, where implementation of the WPS agenda faces challenges, Denmark will also promote a strong and progressive approach.



Instructors from the Danish National Home Guard teach first aid to Kenyan soldiers

SAHEL



In recent years, **the Sahel countries south of the Sahara** have been a central priority in Danish foreign and security policy, and the region remains high on the development policy agenda. A wide range of challenges, including an increasing number of conflicts and a rapidly deteriorating security situation, which is further exacerbated by climate change, one of the world's highest population growth rates, transnational crime and irregular migration, making the situation in the Sahel fragile, uncertain and unpredictable. All of these challenges have a particularly heavy impact on women and girls, who are often already marginalised economically, socially and legally. Women are under-represented in political processes throughout the region.

In 2019, Mali adopted its third national action plan for the implementation of Resolution 1325, while Burkina Faso's and Niger's action plans from 2012 and 2016, respectively, have not been updated.

Denmark's broad engagement in the Sahel has gone from a primary focus on fighting poverty, human rights and ensuring basic services, to also include stabilisation, conflict prevention, fighting terrorism and irregular migration.

- Denmark will continue to build on its efforts to promote the participation of women and girls in peace processes,

as well as in the prevention and management of conflicts in Sahel.

- In its security policy engagement, Denmark will work to ensure that the EU's civilian crisis management missions prioritise efforts relating to women, peace and security. We will also continue the dialogue with the UN and other partners in Sahel about how to achieve concrete and relevant results of importance for the women and girls living in the affected areas. Denmark will also continue its efforts to strengthen social cohesion and trust between the local population and local security forces.
- In Burkina Faso, Denmark provides support to civil society organisations working to prevent violent extremism and promote social cohesion.
- In Mali, Denmark is one of the largest donors to UN WOMEN, the United Nations Entity for Gender Equality and the Empowerment of Women, with a special focus on development and implementation of Mali's latest WPS action plan.
- In Niger, Denmark is providing support to government and non-government actors to promote the involvement of women in conflict management and peace processes.

2. WOMEN'S PARTICIPATION IN PEACE AND SECURITY EFFORTS

The second pillar of the action plan concerns the participation of women. Danish foreign, security and development policy is built on the understanding that human rights, gender equality and well-functioning democratic institutions are the foundation of a peaceful, inclusive and sustainable society. A stronger focus on the participation of women will contribute to achieving UN Sustainable Development Goal 5 on Gender Equality, and Sustainable Development Goal 16 on Peace, Justice and Strong Institutions. Making political processes more representative and inclusive will enable more legitimate and sustainable peace. Women's active participation in peace and security efforts is thus not only a goal in itself, but also a means to important ends.

Consequently, Denmark wants to contribute to ensuring that more women are involved in peace and security work at all levels. This applies to conflict-affected countries and areas where Denmark is actively engaged, as well as on the domestic front, where there is a need to strengthen women's participation and representation in the Danish efforts for peace, stabilisation and prevention.

Goal 2.1: Strengthen women's participation in global peace and security efforts

In many countries, women – especially young women – are significantly under-represented in political forums and decision-making processes. This also applies to conflict prevention, conflict management and peacebuilding efforts, despite the fact that the full, equal and meaningful participation of women is often vital to establishing the conditions needed to ensure that peace agreements remain in force and translate to lasting peace.

This applies to the planning of development and humanitarian efforts, and economic life in general. Inadequate representation in political decision-making and peace processes, as well as threats to women human rights defenders, including the risk of sexual and gender-based violence, are significant barriers to the participation of women.

More general equality challenges are also at play, including limited or no access to education, health services, prevention and sexual education, the

lack of which undermines women's fundamental right to decide over their own bodies and lives. Therefore, it is absolutely crucial to address these fundamental barriers so that women and girls have the opportunity to actively and substantially participate in decision-making processes. Denmark will strengthen the focus on women's security and involvement through its support to Danish NGOs and UN organisations, including through capacity building in local organisations that participate in the planning and implementation of prevention and peacebuilding efforts in conflict areas.

To promote women's involvement in peace and security efforts, Denmark will also work to strengthen the cooperation and dialogue with relevant networks of women political actors in the field of peace and stabilisation efforts. This applies both in Denmark and internationally. We will also support the organisations that stand behind these networks. Our support for participation and leadership by women and girls in conflict prevention and peacebuilding must include supporting women in leading positions in their societies who can lead and set an example, as well as more marginalised women and women's groups. The goal is to ensure the presence of women at the negotiating table and anywhere political decisions are made.

We will also prioritise Nordic cooperation in women, peace and security efforts.

The Nordic countries (Norway, Sweden, Finland, Iceland and Denmark) have a close and historic cooperation in many areas, and are like-minded when it comes to promoting equality in general and the rights of women – efforts for which we are internationally recognised. This cooperation can take place bilaterally with the individual countries, as well as in the form of a united Nordic voice in multilateral forums where strategic and political discussions on peacebuilding and conflict management take place, e.g., the UN, the EU and NATO. We will bring the voices of women and girls into this work in areas where they do not have access, and where possible, we will ensure they are given the opportunity to make their voices heard.

We will also work to support the UN Secretary-General's strategy for achieving greater gender parity among the uniformed staff deployed in the UN's peacekeeping missions. By 2028, the UN has a goal of at least 25% women among military observers and staff officers, and at least 15% among the military unit contributions. Denmark will help to fulfil this goal by supporting measures to give more women from the troop-contributing countries the opportunity to participate in the international peacebuilding and peacekeeping work.

We will also help to ensure that the UN Peacebuilding Fund collects more knowledge about what contributes to the success of efforts to ensure the

AFGHANISTAN



Denmark has long had a presence and extensive engagement in **Afghanistan**. The goal of the effort is to support sustainable peace in the war-torn country. The intra-Afghan peace negotiations were launched in September 2020, and Denmark supports the peace process.

In 2015, Afghanistan adopted its first national action plan for the implementation of Resolution 1325. The plan represents an important step towards the increased participation and involvement of women in efforts such as the peace process. However, a midway evaluation in 2018 found that adequate involvement of women had been a challenge.

Denmark is working with the rest of the international community to support the participation of Afghan women in the peace process, both directly and indirectly. This work includes political and financial support, development of competencies, and expert input in the many aspects of a peace process. Denmark also provides institutional support, for example by ensuring that women have the opportunity to collect and coordinate input into the peace process. Specifically, Denmark is working in collaboration with Afghan women and other actors to identify how Denmark can best support the interests and access of Afghan women – discreetly and in coordination with other actors such as:

- The Afghanistan Independent Human Rights Commission, which plays an important role in human rights work, safeguarding rights and raising awareness of the many civilian victims of the conflict – not least women and children – and which collects evidence of the many abuses that have been committed and are still being committed in Afghanistan.
- UN WOMEN, including in its relation to the peace negotiations and its work with Afghan civil society organisations and networks. Both UN WOMEN and the Afghan Commission on Human Rights have a focus on Resolution 1325 in their strategic plans, and Denmark contributes to the implementation of these plans.
- Denmark also supports UNAMA, the United Nations Assistance Mission in Afghanistan, in their work with women, peace and development, including support for women participants in the government's negotiating delegation in the peace process.
- Denmark is also the co-chair of the Friends of Afghan Women – Ambassadors' Group.

participation of women and girls in conflict-prevention and peacebuilding – and that this knowledge is used as a basis for future efforts.

Goal 2.2: Strengthen Danish women's participation in peace and security efforts

Domestically in Denmark, there is also a need to ensure that more women participate meaningfully in peace and security work. The logic underlying the goal of increasing the share of women in our civilian and military international engagements is the same as the rationale underlying the above goals for increasing women's involvement in peace and security work abroad.

It is founded on a rights-based approach and the fact that an increased share of women will also make our efforts more effective. In many contexts, women in postings abroad have better access to the women share of the local population,

which is critical to the ability to protect the civilian population – particularly women and girls. Because we often work and operate in countries and societies where local women have limited access to participation in political processes, the presence of women helps to increase access and strengthen dialogue. A more representative gender balance also produces better performance and results.

Therefore, Denmark will increase its focus on recruitment, retention and career promotion of women, not least in management positions in the Danish Defence (including the Danish Home Guard and Danish Emergency Management Agency), the Danish National Police, and the Ministry of Foreign Affairs of Denmark. Today, more women than ever before see the Danish Defence as a career opportunity. Over the past 15 years, women have increasingly registered for conscription service and other Danish Defence training programmes. We must



Resolution 1325 is adopted in the United Nations Security Council on October 31, 2000

continue to support and strengthen this trend through increased recruitment, retention and career promotion of women in the Danish security forces and in leadership positions.

The ambition of recruiting more women for international posts also applies to the Danish police, where the share of women, including the number of women managers, has been generally increasing in recent years. This translates to increased opportunities to recruit women for leading positions abroad. The aim is to ensure that the number of Danish women posted to international missions and to the European Border and Coast Guard Agency (Frontex) at least corresponds to the share of women in the Danish police. A special goal is to increase the number of women international instructors to demonstrate to local course participants that women are equal to men in the performance of a teaching task. Where Danish police train women locally, we will strive to follow up on the extent to which women course participants are allowed to use their skills in the local organisation after the completion of training.

We will also ensure that the Peace and Stabilisation Emergency Response Unit posts more Danish women to positions abroad. Similar efforts will be seen in the Danish National Police, which will also work to post more women to the civilian EU missions in which we participate.

Lastly, cyber represents an independent area with a particular need to strengthen our efforts to ensure the participation of women. Many of the new threats and challenges that Denmark faces, now and in the future, will originate and play out in cyberspace. In addition, cyber is a domain where women, girls, boys and men are affected differently, e.g. in the form of harassment and abuse of both a digital and physical nature. Denmark will continue to actively work to strengthen the incentive structures that can inspire women to obtain an education and training in IT security.

PEACE AND STABILISATION EMERGENCY RESPONSE UNIT

The Peace and Stabilisation Emergency Response Unit is able to rapidly deploy experts for conflict prevention and peacekeeping tasks, and to promote democracy around the world. The unit is composed of election and crisis management experts specialising in conflict prevention, border control, logistics, security, administration, police work, etc.

The Peace and Stabilisation Emergency Response Unit will work to post more women, and to generally ensure that posted staff are trained/prepared to promote the WPS agenda and Danish priorities in this respect.

3. SGBV IN CONFLICT SITUATIONS AND EFFORTS AGAINST SEXUAL EXPLOITATION, ABUSE AND HARASSMENT

Conflicts and crises are often accompanied by extensive sexual and gender-based abuse, such as violence, rape, assault, exploitation, coercion and harassment. SGBV and abuse is often used as weapons in conflicts to control, intimidate and humiliate the adversary and the civilian population – individuals, families and entire communities.

Denmark must continue to be a leader in efforts for the prevention and protection of individuals against SGBV in conflict situations and humanitarian crises, working in close cooperation with our Danish and international partners. In particular, we will work to ensure that SGBV is systematically taken into account in all efforts dealing with conflict situations and humanitarian crises. This includes preventive measures through increased knowledge about SGBV and education in general. It also includes support for law enforcement to fight impunity for crimes and targeted services such as protection and psychosocial support for victims of SGBV.

Special areas of focus in Denmark's efforts are sexual and reproductive

health and rights (SRHR) and access to sexual and reproductive health services, such as contraception and safe abortion, not least in cases of sexual violence and rape.

In recent years, considerable efforts have been taken to prevent and fight sexual exploitation, abuse, assaults and harassment committed by personnel posted abroad, including those working

SEXUAL AND GENDER-BASED VIOLENCE (SGBV)

Sexual and gender-based violence constitutes a serious human rights violation. This violence takes many forms and is based on the individual's biological sex, gender or sexual identity, or gender norms. Sexual and gender-based violence may involve physical, sexual, verbal, emotional or psychological abuse, as well as violence, rape, threats, coercion, exploitation, and harassment, and may also involve the denial of resources or access to services.

in peacekeeping efforts (uniformed and civilian) and the development sector. These efforts aim to prevent and fight SGBV affecting the local population as well as internally in the institutions operating abroad. This applies to international contexts, as in the organisations of which Denmark is a member (EU, UN, NATO, etc.) and in efforts with strategic and implementing partners such as the World Bank, the African Union and relevant civil society organisations.

It is clear that no industry, region or workplace is immune. Although SGBV and sexual harassment cannot be equated, they are two sides of the same coin. Fighting these problems requires clear guidelines, the establishment of reporting and response mechanisms, leadership, knowledge sharing and sustained focus. Denmark has zero tolerance when it comes to sexual exploitation, gender-based abuse and violence, both among our partners and our own personnel.

Goal 3.1: Prevention and response to sexual and gender-based violence in conflict situations and fragile contexts

SGBV is a serious violation of basic human rights, often with severe physical and psychological consequences for the victims and negative impacts on social cohesion in the affected communities.

In some situations, the abuses can be defined as war crimes, crimes against

humanity, or as underlying crimes in connection with ethnic cleansing or genocide.

Prevention and combating sexual and gender-based violence and harassment is closely linked to the investigation and prosecution of suspected perpetrators, which plays a vital role in bringing justice, reconciliation and recovery for the victims. But in many fragile contexts, the investigation of sexual and gender-related crimes is severely under-prioritised and neglected. This may be due to cultural, social or religious taboos, but it may also be a result of insufficient resources and capacities, or a culture in which widespread impunity prevails.

Denmark thus supports two central pillars of law enforcement: documentation and evidence, and capacity building of national and international legal systems.

Documentation of the crimes is essential for subsequent prosecution, as well as for the individual and societal healing processes. Therefore, evidence must be collected so that the perpetrators can be held accountable. We will make special efforts to support these activities through our contributions to UN peacekeeping and political missions. We will also continue to support the Special Representative of the Secretary-General on Sexual



Combating impunity is key to prevent SGBV in conflict situations

Violence in Conflict and the UN Security Council in their efforts to provide protection for civilians in armed conflict and victims of sexual violence in conflict, as well as efforts to hold the perpetrators responsible through international courts and tribunals, and transnational justice processes.

Denmark has a focus on civil protection and full compliance with international humanitarian law (IHL) and contributes to international prosecution through the International Criminal Court (ICC), which has increased its focus on sexual and gender-based crimes. Denmark will continue to

support the ICC's increased focus on the investigation of cases of sexual and gender-based violence, and the ICC Trust Fund for Victims' responsibility to provide meaningful support to the victims.

Through its development and humanitarian work in conflict situations, Denmark has been a leader in ensuring prevention efforts and protection of the rights of women and girls. This support has taken the form of both political and financial contributions. We intend to continue and intensify these efforts. Fighting sexual and gender-based violence should always be implemented into the

SYRIA



Denmark's presence and efforts in **Syria** have extended over a number of years, including military contributions to the fight against ISIL, a substantial stabilisation commitment and humanitarian assistance, and a diplomatic engagement.

A key aim of Denmark's engagement in Syria has been to contribute to promoting an inclusive political solution to the ongoing conflict. This includes contributing to the political participation of women in the Syrian peacebuilding processes, both at the local and national levels, and contributing to the fight against sexual and gender-based violence.

At the national level, Denmark supports the political participation of women in peacebuilding.

- This is done through the UN by contributing to the development of a mediation strategy that will increase the direct participation of women in the Syrian Constitutional Committee and strengthen the link between women in Syrian civil society and the UN-based peace process.

- At the local level, Denmark provides support to civil society organisations that promote democratic dialogue and give a voice to marginalised groups in political processes.

Denmark also contributes to the fight against SGBV by supporting efforts against impunity for human rights violations committed during the Syrian conflict.

- These efforts include Danish contributions to the UN's independent investigation mechanism (IIIM) from 2017 to 2019, and ongoing support to the Syrian Network for Human Rights, which collects evidence of war crimes and other human rights violations in order to hold those responsible accountable.

“CALL TO ACTION” INITIATIVE

In 2021-2022, Denmark will chair the global initiative, *Call to Action on Protection from Gender-Based Violence in Emergencies*.

Call to Action was founded in 2013 and currently comprises 87 partners – states, donors, UN agencies and civil society organisations. This global partnership works to promote greater focus on, improved response to, and prevention of sexual and gender-based violence in humanitarian conflicts. Serving as chair will enable Denmark to make a mark and promote concrete efforts in the work with women, peace and security.

overall framework for efforts in conflict situations and humanitarian crises.

As chair of the *Call to Action* initiative in 2021-2022, Denmark will take the lead in systematically driving this agenda – politically at the international, regional and national levels, and through concrete support for efforts in countries affected by crises.

In conflict situations and humanitarian crises, we will maintain collaborations between Danish and international partners, particularly NGOs and UN organisations, to ensure that support for the

fight against sexual and gender-based violence is sufficiently integrated into Denmark's development cooperation and humanitarian efforts. For example, our efforts must support early identification of risks of gender-based violence and abuse, and the deployment of preventive measures that provide security and access to relevant services, including sexual and reproductive health services, mental health services, etc. Denmark will be taking a more goal-oriented approach to this work, defining specific criteria as a requirement for recipients of Danish funds.

In connection with Denmark's chairing of *Call to Action*, we will increase the focus on evidence-based studies and analyses so that collected data can inform and ensure that efforts are more targeted, and most effectively prevent and fight sexual and gender-based violence in each specific local context.

We must invest in ensuring that women are able to participate in decisions on the development of their societies and in choosing the building blocks that will lay the foundation for the future. We must also ensure that women have the necessary resources to support themselves and their families. An investment in women is an investment in an entire family's health and well-being, including education and health for the children, and as such benefits society as a whole.

SOMALIA



Denmark has a long-standing political, humanitarian and developmental engagement in **Somalia** and the regional peace and stabilisation efforts. It is a country with a great need for stronger efforts pertaining to the women, peace and security agenda.

Somalian women are under-represented in formal government structures and, due to the traditional clan dynamics, participation in the real power structures is reserved for men.

This under-representation is exacerbated by the absence of influential women's rights movements and organisations, and a lack of focus on the protection of women's rights and combating sexual violence. Sexual and gender-based violence is widespread and impunity is the norm.

In Somalia, Denmark is known for promoting the rights of women and girls in its work with Somalian partners and in the international community.

- We will be increasing these efforts in our bilateral and international collaborations relating to Somalia, in our lead role in joint-Nordic activities, and as co-chair of the Group of Friends for Children Affected by Armed Conflict in Somalia.

Denmark works directly on the WPS agenda in the Somalia country programme and the Peace and Stabilisation Programme. This includes:

- Cooperation with UNICEF on combating SGBV.
- Cooperation with the Somali Ministry of Human Rights on the capacity building of Somali institutions and the development of laws that protect girls and women.
- The Danish stabilisation efforts targeting increased political representation of women, and the involvement of women in peace processes and political dialogue.

Goal 3.2: Zero tolerance for sexual exploitation, abuse and harassment among our partners and in our own ranks

In its long-term efforts to manage crises and conflicts, the international community has increasingly focused on the risks of sexual exploitation, violations, abuse of power and harassment, particularly against women and children.

Denmark must be among the countries that take a clear stand and act decisively in efforts to prevent and combat sexual exploitation, abuse and harassment in development cooperation activities and

in all areas of peace and security work. Therefore, we intend to support the development of policies and strategies that will ensure a systematic and timely response to abusive behaviour and violations. This work will be rooted in the OECD/DAC recommendation, Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance.

Denmark will work to ensure that states and actors react promptly and effectively to accusations of sexual abuse and violations committed by posted personnel.

Denmark will also strengthen its prevention and management of cases



In humanitarian crises women and girls are far more exposed to sexual exploitation and abuse than men

relating to sexual harassment in its own institutions. Everyone has a shared responsibility for building a respectful working culture that prevents and punishes sexual harassment, and where employees feel protected, heard, supported and valued.

An improved effort against sexual harassment requires ensuring equality and equal treatment, as well as strong systems and processes. Suspicions or accusations of sexual harassment must be investigated without exception and in a confidential and ethically sensitive manner, and employees must be able to contact management regarding both past and current incidents. This applies to all of the involved authorities.

In addition to the important preventive efforts, we will ensure follow-up so that perpetrators and abusers are held accountable and victims receive support. To succeed in these efforts, the leadership ranks of various authorities must take the lead and institutions must have clear guidelines that are observed by all involved parties.

In 2019, the Danish Ministry of Defence launched a new campaign to strengthen efforts against sexual harassment in the Danish Defence and ensure the enforcement of zero tolerance in all organisations under the Ministry of Defence, with a focus on management responsibility.

The Ministry of Foreign Affairs of Denmark has heightened its focus on addressing and dealing with sexual harassment. It is unacceptable for managers and staff in all units to be subjected to or to subject others to harassment or unwanted sexual attention. A number of initiatives have been launched to strengthen implementation of this policy, including direct communication from management to managers and employees throughout the Home and Foreign Service, clarification of complaint channels and available counselling, increased focus on policy in connection with onboarding, competence development initiatives, and well-being surveys.

The Danish police must be a workplace – in Denmark and internationally – where sexual harassment is not tolerated. Proactive efforts are being made to ensure a working environment conducive to mental health. Prevention and the combating of sexual harassment is an integral part of the mandatory training and education prior to participation in missions abroad.

All three authorities operate with a policy of zero tolerance for all sexual harassment.

ROADMAP TOWARDS 2024 – FROM WORDS TO ACTION

If Denmark is to realise its new political ambitions for women, peace and security, then we must re-chart a course and prioritise WPS efforts at the highest levels of leadership, and we must build competencies in relevant ministries and authorities. The previously mentioned 2019 evaluation of the two most recent Danish WPS action plans concluded, among other things, that:

- a lack of competencies in the responsible institutions was one of the causes of limited results.
- a certain sense of fatigue regarding the gender equality agenda had taken root in the various institutions.
- civil society had not been sufficiently involved in the development, implementation and monitoring of the action plan.

Building on these conclusions, Denmark will now prioritise competence development in relation to WPS in all relevant bodies – the Danish National Police, the Ministry of Foreign Affairs of Denmark (including embassies), and the Danish Ministry of Defence and underlying authorities – with the aim of building the capacity to implement

and follow up on the Danish WPS action plan.

It will be relevant to conduct joint training involving the various authorities and employee groups to promote a common understanding and a cross-organisational approach to implementation of the action plan. There will also be a need for more specific competence development that accounts for different job functions, operational levels and geographical contexts.

It will also be possible to initiate studies/analyses to gain a better understanding of specific issues pertaining to women, peace and security.

The priorities and ambitions for Denmark's implementation of WPS are summarised in the results framework, which provides an overview of the strategic goals that Denmark will work to achieve. The action plan and results framework must be viewed in conjunction with the annual implementation plans (each authority involved prepares its own implementation plan), which translate the strategic goals into concrete action. The rolling implementation

plans provide detail at the activity level about what we will do to strengthen our work on women, peace and security. The action plan and the results framework cannot exist without the implementation plans and vice versa.

We will also involve all interested civil society actors to participate in the implementation of the action plan. This will be done in the annual contact forum, where the strategic and overall goals of the plan will be discussed and scrutinised, as well as in the more specialised, thematic working groups, which can either follow one of the three main pillars of the plan or the plan as a whole. The aim and purpose of these working groups will be established in collaboration with civil society, and the implementation plans should be the starting point for these discussions. Furthermore, WPS should

be an element of the regular discussions between the authorities and NGOs, e.g. in the annual NGO consultations with the Ministry of Foreign Affairs of Denmark.

The implementation plans enable important learning and the collection of experiences, and they will be adapted on an ongoing basis as necessary. The inter-ministerial working group tasked with coordinating day-to-day efforts to execute the plan will also prepare an annual status report on the implementation effort. This is our tool to measure and reflect on the Danish efforts and to ensure that the good intentions set out in the action plan translate into concrete results for women and girls in the world's conflict and crisis situations.

We owe this to them and to ourselves.



Women in Mali in a workshop on the regional security force, the G5 Sahel Joint Force

RESULTS FRAMEWORK

1. Denmark as a security policy actor

Strategic impact / goal

1.1. Danish participation in international operations, missions and peace and stabilisation efforts contributes to a strengthening of the gender perspective

Outcomes

1.1.1. Denmark has better knowledge about how our security policy engagements impact women, girls, boys and men differently.

1.1.2. Gender perspectives are systematically incorporated in the planning and execution of security policy engagements and in conflict prevention and peacebuilding work.

1.1.3. Efforts have been strengthened to ensure that posted Danish personnel have completed relevant education and training prior to posting abroad.

1.1.4. Denmark has utilised strategic leadership positions and prioritised filling relevant advisory positions to promote a focus on women, peace and security in international missions.

1.1.5. Denmark has strengthened gender perspectives in the coordinated peace and stabilisation efforts, including through the Peace and Stabilisation Fund.

Strategic impact / goal

1.2 Danish engagement in international security policy organisations has strengthened the multilateral security policy cooperation on women, peace and security

Outcomes

1.2.1. Denmark has worked in a targeted manner and contributed to the incorporation of gender perspectives and promotion of the WPS agenda within NATO.

1.2.2. Denmark has strengthened EU efforts to integrate women, peace and security into the civil crisis management efforts and in the EU civilian protection mechanism.

1.2.3 Denmark has contributed to maintaining and strengthening focus on the work of promoting women, peace and security in the UN by supporting the UN's reform agendas in the area of peace and security, and by prioritising women, peace and security as focus areas of the overall Danish engagement in the UN.

2. Women's participation in peace and security efforts

Strategic impact / goal

2.1. Danish global efforts for peace and security have strengthened women's participation in the work of conflict prevention, conflict management and peacebuilding.

Outcomes

2.1.1. Denmark has contributed to eliminating fundamental barriers to the participation of women by contributing to increased security for women and girls in conflict areas and fragile contexts.

2.1.2. Denmark has promoted the participation and engagement of women in peace and security efforts, political decision-making processes and local issues in the areas where Denmark is present, and has strengthened the dialogue with local women actors at all levels.

2.1.3. Denmark has contributed to promoting the voice and participation of women through cooperation in Nordic and multilateral organisations, and in network efforts dealing with peace and security.

2.1.4. Denmark has supported the UN Secretary-General's reform work and ambition to achieve greater gender equality among uniformed staff deployed to the UN's peacekeeping missions.

Strategic impact / goal

2.2. Danish women's representation and participation in peace and security efforts has been strengthened, both in the military and civilian structures.

Outcomes

2.2.1. Denmark has worked to meet the UN's increased goals for the proportion of women among deployed uniformed staff.

2.2.2. Denmark has increased recruitment, retention and the career advancement of women in the civilian and military parts of peacebuilding and security efforts, including in leading positions.

2.2.3. Denmark has increased the share of women who are posted to international operations and missions, including as part of the Peace and Stabilisation Emergency Response Unit.

2.2.4. Denmark has strengthened the incentive structures for women's involvement in cyber-related activities and in IT security.

3. SGBV in conflict situations and efforts against sexual exploitation, abuse and harassment

Strategic impact / goal

3.1. Denmark has contributed to prevention, response and protection efforts relating to sexual and gender-based violence in conflict situations and fragile contexts, and has helped victims in the recovery process.

Outcomes

3.1.1. Denmark has contributed to preventive efforts against sexual and gender-based violence (SGBV) through increased focus on combating impunity.

3.1.2. In connection with serving as chair of Call to Action, Denmark has taken the lead in systematically advancing the SGBV agenda internationally, regionally and locally, and has contributed to putting coordinated political pressure on actors who do not recognise the importance of prevention, protection against, and response to SGBV.

3.1.3. In cooperation with our partners, including the UN and NGOs, Denmark has increased efforts to implement concrete initiatives for prevention, protection and response relating to SGBV, including through work dealing with gender inequality, stronger cooperation with local women-led organisations, securing access to basic sexual and reproductive health services, and psychosocial support for the victims of SGBV.

3.1.4. Denmark has contributed to strengthening the global knowledge base regarding SGBV through support for evidence-based studies and analyses, which has contributed to ensuring better and more effective efforts in the contexts in which we work.

Strategic impact / goal

3.2 Denmark has worked to prevent and respond to offensive gender-based conduct among our partners and in our own ranks, based on a policy of zero tolerance

Outcomes

3.2.1. Denmark has worked to ensure that states and actors respond promptly to sexual exploitation, abuse and harassment committed by their own posted staff, both civilian and military, against civilians or other staff.

3.2.2. The authorities involved in the action plan have strengthened their focus on preventive efforts against sexual exploitation, abuse and harassment of all kinds in the respective organisations.

3.2.3. The involved authorities have responded promptly in all cases – both current and past cases – involving sexual exploitation, abuse and harassment, based on a policy of zero tolerance.

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