

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

2025-2029



MINISTRY OF FOREIGN AFFAIRS
OF DENMARK



DANISH MINISTRY OF DEFENCE



JUSTITSMINISTERIET



Ministry of Environment
and Gender Equality



Ministry of Immigration
and Integration



Ministry of
Resilience and
Preparedness

Design: Kontrapunkt
Print: Dystan & Rosenberg

Text can be quoted freely.

The publication can be downloaded via this link:
<https://um.dk/da/udenrigspolitik/sikkerhedspolitik/kvinder-fred-og-sikkerhed/>

Foto credit:

Frontpage: White Helmets

P. 7: Permanent Mission of Denmark to the UN in New York

P. 10: Babita Patel, WPSFocalPointsNetwork

P. 13: Permanent Mission of Denmark to the UN in New York

P. 17: Ida Justesen, Permanent Mission of Denmark to the UN in New York

P. 18: Danida

P. 23: The Danish Home Guard Command

P. 27: Kibwana Hassan

P. 30: White Helmets

P. 33: Claus Andersen

P. 39: Astrid Høg

P. 41: Noura Ameri

P. 45: Khadije Nasser, Ministry of Foreign Affairs of Denmark

CONTENTS

Preface	4
Introduction	6
UN Security Council Resolution 1325	6
A changing world	8
Danish profile on the WPS agenda	9
Purpose of the action plan	10
Overall priorities in the action plan	12
Four thematic areas	15
1. Strong Danish international engagement	15
2. The full, equal and meaningful participation of women in conflict prevention and peacebuilding	18
Mainstreaming of WPS across national and international programmes and strategies	19
Women's participation in prevention of and recovery from climate-induced crises and conflicts	19
Strengthen women's participation in civilian and military missions and institutions	20
3. Securing women's and girls' rights and protection	25
Strengthen justice and responsibility in the management of CRSV	25
Fight technology-facilitated gender-based violence	26
Protect female refugees, asylum seekers, and victims of human trafficking in Denmark	28
Efforts in support of zero-tolerance for sexual exploitation, abuse and harassment (SEAH)	29
4. Danish authorities' national WPS priorities	32
Institutionalise zero-tolerance for sexual exploitation, abuse and harassment (SEAH) in Danish authorities that deploy people to fragile and conflict-affected contexts	38
Organisation and implementation	42
Results and reporting	42
Organisation	42
Annex 1: List of WPS Network	46

PREFACE

In 2025, we celebrate the 25th anniversary of the adoption of Resolution 1325 on Women, Peace and Security (WPS). This groundbreaking resolution not only spoke of women as victims of conflicts, but also as important contributors to peace and conflict resolution.

For more than two decades, Denmark has played a role in advancing the WPS agenda, and we are proud to have been the first country in the world to establish a national action plan for Women, Peace and Security in 2005. Although there is much to celebrate, there is still much work to be done. Despite the considerable resources invested in this agenda since 2000, there are major obstacles to its implementation – both abroad and here in Denmark.

The Secretary-General of the United Nations' latest report on WPS from 2024 clearly states that we are still far from realising women's full, equal and meaningful participation in peace processes, peace agreements and maintaining peace. For example, women account for just one out of five negotiators in peace processes.

Meanwhile, the global level of conflict is the highest since World War II, and violence against women in situations of conflict is rising. Female human rights defenders and civil society organisations are being repressed in many parts of the world, and severe limits are being placed on the freedom of women and girls. In Afghanistan, for example, girls and women are prohibited from schooling beyond sixth grade and working in many sectors, and their opportunities for free discussion and movement are heavily restricted.

We are witnessing how climate change, economic inequality and authoritarian regimes are exacerbating the challenges already faced by women, which makes it all the more imperative to bring attention to the protection and participation of women.

During the period covered by this action plan, Denmark will undertake two important international roles – as a member of the UN Security Council in 2025-26 and when it holds the presidency of the Council of the European Union

in the second half of 2025. These roles give us the opportunity to advance the WPS agenda internationally. We must seize this opportunity.

With this fifth National Action Plan for Women, Peace and Security (2025-2029), Denmark commits to strengthen efforts for the full, equal and meaningful participation of women in the work for peace and security – both nationally and internationally. The action plan builds on experience from previous action plans and assessments, as well as new geopolitical challenges.

Denmark recognises that work on the WPS agenda is a long-term engagement that requires both political will and concrete action. A more focused effort is needed. We must ensure that women become an integrated part of all peace and security efforts – from conflict prevention to peacebuilding and recovery.

We will also work to ensure that the standards we promote globally are implemented locally as well.

This action plan has been developed in cooperation between the Ministry of Foreign Affairs of Denmark, the Ministry of Defence, the Ministry of Justice (the Danish National Police) and, for the first time, the Ministry of Environment and Gender Equality, the Ministry of Immigration and Integration, and the Ministry of Resilience and Preparedness (Danish Emergency Management Agency).

We look forward to continuing the cooperation with our national and international partners, civil society, and local stakeholders to strengthen the implementation of the WPS agenda.



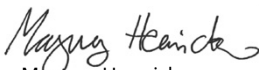
Troels Lund Poulsen
Minister for Defence



Lars Løkke Rasmussen
Minister for Foreign Affairs



Peter Hummelgaard
Minister for Justice



Magnus Heunicke
Minister for Environment
and Gender Equality



Kaare Dybvad Bek
Minister for Immigration
and Integration



Torsten Schack Pedersen
Minister for Resilience
and Preparedness

INTRODUCTION: UN SECURITY COUNCIL RESOLUTION 1325

The adoption of the UN Security Council Resolution 1325 on Women, Peace and Security (WPS¹) in 2000 was a landmark event. For the first time ever, the UN Security Council formally recognised the importance of the equal, full and meaningful participation of women in the prevention and resolution of conflicts, peace negotiations, peacebuilding and peace-keeping to ensure lasting peace and security. Among other things, the resolution calls for the integration of gender perspectives into all peace and security efforts, and that parties to conflicts ensure the protection of women and girls from conflict-related gender-based and sexual violence.



RESOLUTION 1325 HAS FOUR PILLARS:

- 1. Prevention:** Prevention of conflicts and all forms of violence against women and girls in conflict and post-conflict situations.
- 2. Participation:** The full, equal and meaningful participation of women in all phases of peacebuilding and conflict prevention at all levels.
- 3. Protection:** Protection of women and girls against sexual and gender-based violence in armed conflicts, including conflict-related sexual violence (CRSV²).
- 4. Relief and recovery:** Taking into account the special needs of women and girls, and strengthening their influence on humanitarian crisis management and in post-conflict situations.



Resolution 1325 was adopted by the UN Security Council in 2000. Denmark holds a seat on the Security Council from 2025 to 2026.

The understanding and use of the central terms in Resolution 1325 have developed over time, especially in the light of subsequent WPS resolutions³. The language has gradually become more precise, action-oriented and with increased focus on the needs, rights and wishes of survivors, non-discrimination, and recognising that men and boys are also victims of gender-based and sexual violence. *Prevention* now also includes structural causes of violence and conflict, such as economic inequality and climate change. *Participation* has developed from a broad understanding of women's participation in peace processes into a targeted approach where the full, equal, secure and meaningful participation and leadership of women is central. *Protection* now includes measurable initiatives against gender-based and sexual violence, as well as protection of women and girls in conflict zones. *Support and protection* have evolved from a limited understanding of the role of women in post-conflict rehabilitation to a holistic approach that integrates economic empowerment, social integration, access to sexual and reproductive health services and justice.

1 This document uses the abbreviation for Women, Peace and Security, WPS, as a term for the Women, Peace and Security agenda.

2 Conflict Related Sexual Violence (CRSV).

3 Resolution 1325 has been followed by an additional nine resolutions: five resolutions on the active participation of women in peacebuilding and conflict resolution, and four resolutions on prevention and handling of conflict-related sexual violence. The last of these resolutions was adopted in 2019. Together, these ten resolutions comprise the framework for the Women, Peace and Security agenda.

A CHANGING WORLD

The global security situation is fraught. Conflict is at the highest level since World War II⁴, and in 2023, twice as many women were killed in conflict as in 2022⁵. Meanwhile, the number of people in need of humanitarian assistance and protection has more than doubled over the last five years⁶. These facts attest to the need for a stronger infrastructure for peace and security, where the participation, rights and protection of women are central elements. The increased number of nations with authoritarian governments and democratic backsliding has a negative impact on human rights, including the rights of women⁷.

Climate change is increasingly a “risk exacerbator” in conflict zones⁸, leading to new, longer-lasting, more frequent and more extreme crises that exacerbate existing conflicts, especially in fragile countries and among vulnerable populations⁹. Women bear a disproportionate burden due to existing gender inequalities and discrimination, and yet they often have concrete knowledge and experience that can contribute to the creation of sustainable solutions. Therefore, it is essential to integrate Women, Peace and Security into climate, peace and security work.

In light of the increasing violence and prolonged crises, there is a clear need to strengthen WPS efforts in the areas of prevention, conflict solution, peacekeeping, and the response to new crises.

4 UCDP - Uppsala Conflict Data Program.

5 War on women – Proportion of women killed in armed conflicts doubles in 2023 | UN Women – Headquarters.

6 Characteristics of crisis: Need and funding | GHA Report 2023 - Development Initiatives.

7 Human Rights Watch: World Report 2023.

8 Intergovernmental Panel on Climate Change Report, Climate Change 2022: Impacts, Adaptation and Vulnerability, e.g. pages 11 and 49.

9 For the first time ever, the UN Security Council has recognised the link between climate, peace and security in the mandate for the UN mission in South Sudan, and has encouraged the incorporation of gender-sensitive risk assessments of the negative impacts of climate change.

DANISH PROFILE ON THE WPS AGENDA

With the adoption of Security Council Resolution 1325, Denmark positioned itself as an international frontrunner on the WPS agenda, including in the work to promote the role of women in peace efforts and the protection of women in conflict zones. In 2005, Denmark was the first country in the world to establish a National Action Plan for Women, Peace and Security, which has been followed by three successive action plans in 2008, 2014 and 2020.

Denmark is working strategically with a wide range of partners to promote the WPS agenda and support equality efforts throughout the UN system, with WPS as a central priority. This work is taking shape through channels such as UN Women, which plays an important role as a coordinating unit for equality at the global, regional and national levels, and which is a leader in implementation of the WPS agenda through research, data collection and learning. Denmark also supports the UN Peacebuilding Fund, whose areas of focus include the promotion of women's full, equal and meaningful participation in peace processes and conflict prevention. Moreover, Denmark has played a prominent role in efforts to protect women and girls from conflict-related sexual violence (CRSV), including in cooperation with the UN Secretary-General's Special Representative for Sexual Violence in Conflict (OSRSG-SVC).

In the World Bank, Denmark supports the bank's strategy for Fragility, Conflict, and Violence (FCV) 2020-2025, where women's participation in conflict prevention and peacebuilding is a central priority. Denmark will actively engage in the development of the forthcoming FCV strategy from 2026, in part to ensure that the World Bank promotes long-term stability and development with a focus on equality and the participation of women. This engagement is supported by Denmark's considerable contribution to the World Bank's International Development Association, which in 2024 was raised to DKK 3.3 billion – 40% higher than in 2021.



Representatives from governments and civil society around the world meet annually in the international “WPS Focal Points Network.”

PURPOSE OF THE ACTION PLAN

This National Action Plan is the fifth in a line of successive action plans. The overall goal of this action plan is:

- **To strengthen the full, equal, secure and meaningful participation and influence of women, as well as their protection; and**
- **to undertake efforts to ensure that equality, rights, vulnerabilities and needs are integrated into all areas of Denmark’s engagement in peace and security work, both nationally and internationally.**

Denmark views the Women, Peace and Security agenda as a security and equality agenda and the participation and protection of women as a fundamental democratic value.

The action plan builds on an approach recognising that women, men, boys, and girls experience conflicts and crises differently, depending on their backgrounds and living conditions – this is also known as an intersectional approach. This approach takes into account that factors such as gender, age, disability, sexual orientation, gender identity, nationality, religion and ethnicity can influence how people are impacted by conflict and violence, as can the opportunities available to them for protection and participation.

An external assessment of previous Danish action plans for Women, Peace and Security concluded in 2019 that the action plans have only led to limited results in partner countries. A follow-up study from 2024¹⁰ stresses that, although the involved ministries have delivered a number of results, the WPS agenda has not been sufficiently prioritised.

The assessments show the need for a more focused effort that both addresses the new geopolitical challenges and builds on the collected experiences from previous action plans. The new action plan seeks to strengthen Denmark's focus on concrete and measurable results to ensure a more effective implementation of the WPS agenda.



A **follow-up study** from 2024 stresses that, although the involved ministries have delivered a number of results, the WPS agenda has **not been sufficiently** prioritised.

OVERALL PRIORITIES IN THE ACTION PLAN

The action plan builds on previous action plans and priority areas where implementation of the WPS agenda is not yet fully realised. The action plan also includes new targeted initiatives to strengthen implementation of the WPS agenda in the period 2025-2029.

During the period covered by this action plan, Denmark will undertake two important international roles – as a member of the UN Security Council in 2025-26 and when it holds the presidency of the Council of the European Union in the second half of 2025. These roles offer a unique opportunity to promote the WPS agenda internationally. Denmark has designated WPS as one of three thematic priorities for its membership of the UN Security Council. This supports the action plan's goal of a strong Danish international engagement in the area of WPS.

In addition to the international focus, it is essential that the National Action Plan also covers conditions in Denmark. The participating ministries will therefore conduct regular assessments of their own efforts and work actively to improve implementation of the WPS agenda in Denmark. This involves strengthening women's representation and promoting equality in the security sector, handling gender-related challenges in Danish institutions and strengthening WPS in the meeting between public authorities and asylum seekers. By living up to the standards we promote globally, we send a strong signal about Denmark's commitment to equality and justice.

Mainstreaming WPS as an overarching priority in Denmark's national and international efforts for peace and stabilisation is also a main priority in the action plan. This means that WPS is also integrated across relevant strategies and initiatives within the defence, civil protection, police, asylum and immigration areas, as well as in international work on peace and security, and on the climate agenda. As a new initiative in this action plan, the Ministry of Foreign



Denmark, during its presidency in the UN Security Council, where the implementation of the Women, Peace, and Security agenda is one of Denmark's thematic priorities.

Affairs of Denmark has also allocated funding from the Peace and Stabilisation Fund¹¹ for earmarked WPS initiatives to support the participation of local women's populations in conflict prevention, peacebuilding and conflict resolution in the global south.

Assessments of previous action plans have pointed to challenges with measuring results in relation to the defined goals in the action plans. Therefore, results measurement is prioritised in this action plan. The Ministry of Foreign Affairs of Denmark is introducing a new WPS marker in its project databases to strengthen the measurement of how systematically WPS is integrated into development assistance. Implementation plans with concrete goals and indicators will also ensure easier follow-up and focus on implementation.

The action plan also stresses the importance of cooperation with civil society, as well as promoting learning and knowledge sharing with research

¹¹ The Peace and Stabilisation Fund is a cross-ministerial fund that supports initiatives in conflict prevention, stabilisation and peacebuilding in fragile and conflict-affected contexts. The fund collects contributions from the Ministry of Foreign Affairs of Denmark, the Ministry of Defence, and the Danish National Police, so that both civilian and military tools can be utilised together.

institutions and international partners. This will contribute to a broader understanding and more effective implementation of the WPS agenda.

Denmark will:

- Strengthen its international engagement on the WPS agenda.
- Integrate WPS and gender perspectives into Danish contributions to peace and security, nationally and internationally (UN, NATO and EU).
- Work to ensure that WPS is mainstreamed across humanitarian efforts, development programmes and relevant strategies, including in the areas of peace and security, and that it is incorporated into efforts in development, diplomacy, defence, civil protection, police, equality, asylum and immigration, and international climate efforts.
- Promote the participation of local women's organisations in peace and conflict resolution processes through an independent WPS programme.
- Promote the implementation of Danish authorities' national WPS priorities.
- Improve measurement of results through a new WPS marker and implementation plans with clear goals and indicators.
- Promote cooperation between state actors and civil society, and strengthen knowledge sharing with research institutions.



In addition to the **international focus**, it is essential that **the National Action Plan also covers conditions in Denmark**. The participating ministries will therefore conduct regular assessments of their own efforts and work actively to **improve implementation** of the WPS agenda in Denmark.

FOUR THEMATIC AREAS

Four thematic priority areas have been chosen for this action plan. The priority areas will contribute to a holistic approach that both advances Denmark's international WPS engagement and strengthens national efforts:

- 1. Strong Danish international engagement,**
- 2. The full, equal and meaningful participation of women in conflict prevention and peacebuilding,**
- 3. Women's and girls' rights and protection,**
- 4. Danish authorities' national WPS priorities.**

1. STRONG DANISH INTERNATIONAL ENGAGEMENT

During the period covered by this action plan, Denmark will undertake two prominent international roles – as a member of the UN Security Council in 2025-2026 and in its role as president of the Council of the European Union in the second half of 2025.

As a member of the Security Council in 2005-2006, Denmark actively contributed to the implementation of the first WPS resolution (Resolution 1325). In this period, the Security Council strengthened its work on the resolution by posting gender advisors at missions, improving reporting, holding annual open debates on WPS, and strengthening its cooperation with civil society. The UN continues to play a central role in creating the framework for WPS efforts, both normatively and operationally, and in promoting the full, equal and meaningful participation of women and the protection of their rights. The Secretary-General's reform, *The New Agenda for Peace*, is one of numerous initiatives that support this effort.

Membership of the UN Security Council in 2025-2026 gives Denmark a unique opportunity to promote the WPS agenda. Denmark has endorsed the WPS Shared Commitments¹², which oblige us to strengthen the participation of female civil society briefers during the Danish presidencies of the Council of the European Union.

The WPS agenda is under great pressure in many parts of the world, including in the Security Council, where the agenda is being actively opposed by Russia and others. Denmark will focus its efforts on areas with room for political action, where change can be created without the risk of undermining the established standards and norms. A larger group of UN member states have called for the Security Council to focus on full implementation of the agenda rather than adopting new resolutions. Moreover, it is vital to build strong relations and cooperation with other selected countries, especially from the global south, to ensure that WPS gains broader support and becomes solidly anchored in these regions.

Denmark will work to integrate WPS in the Security Council's country-specific decisions and through WPS Shared Commitments. Furthermore, Denmark will strengthen the participation of civil society representatives in the Security Council's briefings and prioritise protection of these participants. The sanctioning of individuals and bodies as a result of conflict-related sexual violence (CRSV) remains limited. Denmark will therefore work in the Security Council for more effective use of targeted sanctions, where possible, to fight impunity for CRSV and to establish CRSV as an independent criterion in UN sanctions regimes.

Denmark will also work through the EU for prioritisation of WPS in the UN's operations. Prior to and during the Danish presidency of the Council of the European Union, Denmark will work for the implementation of a forthcoming EU action plan for WPS (2025-30) and take an active part in the EU's task force for WPS. Denmark will also mark the 25th anniversary of Resolution 1325 with a special focus on advancing the implementation of the WPS agenda.

12 [WPS Shared Commitments & 2024 Statement of Shared Commitments on WPS](#).



Denmark collaborates with civil society organizations on the WPS agenda. This is the Danish delegation at the annual UN Commission on the Status of Women (CSW) in New York in 2025.

Denmark will:

- **Work for concrete and context-based language in the UN Security Council:** Denmark will contribute to the Security Council's negotiations and products with concrete language and input that reflects needs and priorities from civil society and the UN's presence at both the national and local level.
- **Support, participation and protection of female civil society representatives:** Denmark will promote greater participation and protection of female civil society representatives that brief the Security Council. This work will take place in partnership with the NGO Working Group on Women, Peace and Security, and other actors.
- **Integrate WPS into the Security Council's work:** Denmark will work with like-minded countries to ensure that WPS is mainstreamed in the Security Council's work in accordance with WPS Shared Commitments.
- **Draw attention to the implementation of WPS in the EU:** During the Danish presidency of the Council of the European Union, Denmark will mark the 25th anniversary of Resolution 1325 and, among other things, draw attention to strengthening implementation of the WPS agenda.



Denmark supports women's participation and equal opportunities at all levels.

2. THE FULL, EQUAL AND MEANINGFUL PARTICIPATION OF WOMEN IN CONFLICT PREVENTION AND PEACEBUILDING

Women's active participation in peace processes, peace agreements and political decisions – locally and internationally – is vital for lasting peace and security. Studies show that peace agreements where women participate have a greater probability of success. Despite this fact, women often lack resources and recognition, and they are often excluded from peace processes and from the implementation of peace agreements. In 2023, women accounted for just 9.6% of negotiators and 13% of mediators in larger peace processes¹³.

The Ministry of Foreign Affairs of Denmark supports local peace initiatives with a focus on women's participation, including through strategic partnerships with Danish civil society organisations and through the Peace and Stabilisation Fund. As a new initiative with this

¹³ Facts and figures: Women, peace, and security, & Women in politics: 2023, Georgetown Institute for Women, Peace & Security Index 2023.

action plan, the Ministry of Foreign Affairs of Denmark will initiate a WPS programme (2025-2029) under the Peace and Stabilisation Fund to support local women's organisations in the areas of prevention, peacebuilding and conflict mediation in fragile countries.

Mainstreaming of WPS across national and international programmes and strategies

Denmark is working to change the structures and dynamics that limit the full, equal and meaningful participation of women in society's political and economic decisions through development cooperation and its normative international efforts. The Ministry of Foreign Affairs of Denmark will seek to integrate analyses that not only document differences between the genders, but which also aim to understand and change the structural causes of inequality and discrimination. As part of the action plan the Ministry of Foreign Affairs of Denmark will use these analyses in humanitarian efforts, development programmes and climate efforts in fragile and conflict-affected countries. The goal is not only for these efforts to recognise gender differences, but also to actively work to change the dynamics that impede the full, equal and meaningful participation of women.

WPS is an overarching priority in the cross-ministerial Peace and Stabilisation Fund, and is incorporated into all projects and programmes where it is deemed relevant. The fund is implemented in cooperation between the Ministry of Foreign Affairs of Denmark, the Danish Ministry of Defence, and the Danish Ministry of Justice (Danish National Police).

Women's participation in prevention of and recovery from climate-induced crises and conflicts

Women and girls in fragile and conflict-affected contexts are impacted especially hard by climate change – not only because they often have limited access to resources and decision-making processes, but also because they play a central role in the management of natural resources. In many societies, women have concrete knowledge about climate challenges, as they are responsible for fetching water, firewood and food; thus, they can be an important part of the solutions if they are included in the decision-making processes.

It is therefore vital to integrate gender perspectives in climate efforts and actively promote women's participation in the development of climate adaptation initiatives in developing countries – particularly in fragile and conflict-affected areas.

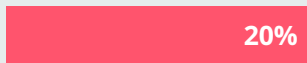
One concrete example is the Ministry of Foreign Affairs of Denmark's partnership with the Adaptation Fund (2024-2027), where equality is one of three prioritised areas of action. Through this fund, the Ministry of Foreign Affairs of Denmark supports climate adaptation projects in conflict-affected areas, with a focus on promoting women's participation and equality. In addition, Denmark is working as part of the EU to ensure that an equality perspective is integrated throughout the global climate negotiations. The goal is for climate management both to take into account women and girls as groups in vulnerable situations and to recognise them as key actors in climate efforts.

Strengthen women's participation in civilian and military missions and institutions

Denmark is working to strengthen women's participation and the integration of the WPS agenda in UN missions, the EU's Common Security and Defence Policy (CSDP) missions, NATO, The African Union (AU), and in its work with Eastern Africa Standby Force (EASF). In 2023, women accounted for 7.4% of the military personnel and 17% of the police forces in the UN's peacekeeping missions. To strengthen equality, the UN's Department for Peacekeeping Operations (DPO) has set goals to ensure that, before 2028, women account for 20% of the overall police forces and 30% of the individual police advisors. In the

The UNDP's target for female police personnel in 2028 (%)

The overall police forces



The individual police advisors



military area, the goal is for women to comprise 15% of the contingents and 25% of observers and staff officers. DPO is also working to ensure that women comprise 50% of leading civilian positions at all missions.

UN peacekeeping missions: The Ministry of Defence's UN pool, which is financed under the Peace and Stabilisation Fund, supports the integration of gender perspectives in the UN's peace and security work. The pool finances capacity-building and promotes women's participation in UN peacekeeping operations through support for initiatives such as the Elsie Initiative, which seeks to improve the working conditions for women in military and police units, and the Senior Women Talent Pipeline, which focuses on getting more women into leadership positions in the UN's peace and security work, including its operations.

The EU's civilian and military missions and civil protection:

Denmark will work to ensure that women are involved to a greater extent in the EU's crisis management work. The EU's CSDP comprises 21 civilian and military missions in Europe, Africa and the Middle East. Denmark is a significant contributor to the civilian CSDP missions, with posted staff from the Danish National Police and the Ministry of Foreign Affairs of Denmark. Of this staff, 17.5% of those posted abroad in 2024 are women, while this share is 7% in the military CSDP missions. The Danish Armed Forces plan to contribute military personnel beginning in 2025.

Going forward and where relevant, the Danish National Police and the Ministry of Foreign Affairs of Denmark will work to post advisors in positions that directly work to promote women's rights and influence, including positions as "Gender/WPS Advisors", and leadership positions of strategic importance for the development of policies and protocols that integrate gender perspectives into the security sector in the recipient countries.

Denmark will also participate in the EU's Union Civil Protection Mechanism (UCPM), whose objective is to promote and coordinate disaster response efforts in and outside of Europe. The Danish Emergency Management Agency serves as the Danish point of

contact and actively contributes to the cooperation by posting personnel internationally in connection with major accidents and disasters. The Danish Emergency Management Agency also contributes to international disaster response efforts coordinated under the UN or NATO. The Danish Emergency Management Agency has a focus on increased diversity in its postings and works via training to strengthen the understanding of gender perspectives, both internally and in its work with local populations. The agency also participates in civil protection courses, where it has a focus on increasing women's participation in order to increase diversity in the pool of candidates that can be nominated for posting with the EU's European Civil Protection Team (EUCPT) in connection with international disasters.

NATO: NATO is central to Denmark's implementation of the WPS agenda in both peacetime and crisis situations. NATO's Strategic Concept, adopted in 2022, obliges the allies to promote equality and to implement WPS perspectives in all NATO activities. Denmark will support these efforts. The Ministry of Defence contributes under the Peace and Stabilisation Fund to the Center for Gender in Military Operations, which supports NATO's integration of gender perspectives in military operations through education and training. The Ministry of Foreign Affairs of Denmark also posts a WPS advisor to NATO's Mission in Iraq (NMI), which provides advice to NMI and Iraq's security and defence institutions to promote women's participation, and will continue to do so going forward.

The African Union (AU): Denmark closely cooperates with the AU to promote the WPS agenda across all of the AU's peace and security work. Denmark supports the AU Special Envoy on Women, Peace and Security (AU OSE WPS) from 2024-2028 through the Africa Partnership for Peace and Sustainability programme. Denmark is the only donor that gives direct support to AU OSE WPS and that has supported the AU's annual WPS forum, which gathers decision makers, civil society representatives and practitioners to advance the implementation of the WPS agenda in Africa. Furthermore, Denmark supports the FemWise mediation initiative, which promotes women's participation in mediation efforts across the continent.



First aid course at the Danish Home Guard School.

Eastern Africa Standby Force (EASF): As a regional initiative under the Peace and Stabilisation Fund, the Danish Armed Forces and the Danish National Police cooperate with EASF to strengthen WPS within the EASF, including by integrating WPS across all activities, courses, and training and mentor programmes. Denmark also supports EASF's work by posting a civil advisor and a police advisor to EASF.

As part of a coordinated international effort, the Danish National Police use the "trainer pool" for capacity building in a number of partner countries. The trainer pool focuses on increasing the number of female course participants in local training courses conducted by the Danish National Police and in general training activities conducted by police authorities in partner countries. These courses strengthen the role of women in conflict prevention and recovery in the local law enforcement agencies. These efforts also include dialogue following the completion of training to promote the placement of female course participants in relevant functions in their organisations in partner countries.

Denmark will:

- **Support the role of women's organisations in peacebuilding.** Denmark will promote the participation of local women's organisations in peace and conflict resolution processes through a new WPS programme, financed by the Ministry of Foreign Affairs of Denmark under the Peace and Stabilisation Fund, to strengthen women's contribution to lasting peace and stability.
- **Integrate WPS into climate efforts in fragile and conflict-affected contexts.** Denmark will work to integrate gender perspectives and actively promote equality and women's participation in crisis management and climate adaptation through the Ministry of Foreign Affairs of Denmark's partnerships and engagements.
- **Strengthen training and mentor programmes for police authorities with a focus on WPS.** Denmark will strengthen the integration of WPS in mentor and training programmes for local police authorities in conflict-affected countries and work to increase the share of female course participants in the police's courses and in general training activities in recipient countries. In addition, Denmark will cooperate with EASF to promote women's rights and influence.
- **Develop WPS competencies among Danish posted personnel.** Denmark will ensure that Danish personnel posted to the UN and the EU's CSDP missions, as well as Danish NATO personnel, have sufficient competence in WPS, including through contributions to the Center for Gender in Military Operations and advisor posts with a focus on WPS and equality.
- **Promote women's access to leadership roles and participation in UN and EU missions.** Denmark will work to increase women's representation and opportunities for leadership roles in UN peacekeeping missions and the EU's CSDP missions, with a special focus on strengthening the full, equal and meaningful participation of women.

3. SECURING WOMEN'S AND GIRLS' RIGHTS AND PROTECTION

Protection of women's and girls' rights in conflict-affected areas is one of the central priorities of the action plan. Women and girls are often among the most vulnerable people in conflict situations, where they risk becoming the victim of conflict-related sexual violence (CRSV), exploitation and human trafficking. In addition, women and girls in humanitarian crises and especially in armed conflicts face significant challenges with access to sexual and reproductive health and rights (SRHR). War and displacement increase the risk of death in connection with pregnancy and birth, as well as the risks of childhood marriage and unwanted pregnancy.

Strengthen justice and responsibility in the management of CRSV

CRSV is a serious violation of international human rights law and international humanitarian law, and can be punished as an international crime. In 2023, the UN reported on 3,688 confirmed cases of CRSV – double the number of such cases in 2022¹⁴. The actual number of these cases, however, is estimated to be higher due to underreporting, often resulting from stigmatisation and fear of reprisals. CRSV has deep physical and psychological consequences for the victims and undermines the cohesion of society, which in turn limits women's opportunities for participation in peacebuilding.

Although girls and women are the primary victims, men and boys can also be subjected to CRSV. Unfortunately, there have also been cases of violence committed by deployed UN soldiers, who are otherwise supposed to protect the civilian population. Danish security actors are working through international collaborations to fight all forms of violence and strengthen the protection of the civilian population.

Sexual violence in conflicts may constitute war crimes and crimes against humanity. Effective investigation and prosecution is essential for justice and reconciliation, but in many fragile and conflict-affected contexts, solving such cases is complicated by weak judicial institutions and cultural taboos.

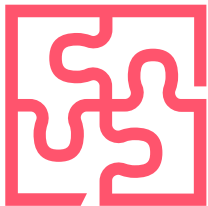
14 See [Secretary-General's annual Report on Women Peace and Security](#) and [OSRSG-SVC's factsheet](#).

The Danish National Police train local authorities in investigation and documentation of CRSV and sexual and gender-based violence (SGBV) to strengthen investigative efforts to ensure prosecution of these crimes and to prevent future violence. The Ministry of Foreign Affairs of Denmark also supports the International Criminal Court (ICC) and the UN's documentation efforts, and works to protect human rights defenders from physical and online harassment. The Ministry of Foreign Affairs of Denmark collaborates with UN Women and Justice Rapid Response to provide experts for use in CRSV cases. The Ministry of Foreign Affairs of Denmark also works to strengthen capacity among healthcare personnel and lawyers who provide psychological and legal support for survivors of sexual violence in Ukraine and other regions.

Since 2021, the Ministry of Foreign Affairs of Denmark has supported the Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict (OSRSG-SVC), its associated sanctions team and its "Team of Experts" to strengthen responsibility in conflict-affected and developing countries. Denmark is working in numerous migration programmes with aims such as improving the protection of vulnerable refugee and migrant women/girls/boys along the migration routes towards Europe, which includes preventing and addressing human trafficking.

Fight technology-facilitated gender-based violence

Technology-facilitated gender-based violence (TFGBV) is increasing and especially affects women and women's rights defenders in



In **processing asylum applications**, the authorities will always consider whether an asylum seeker is particularly vulnerable, including due to traumatising past experiences, e.g. human trafficking and violence



Capacity building of women leaders in Kilifi, Kenya, on their role in peace building (July 2024).

conflict, who are often subjected to this form of violence. Digital attacks in the form of harassment, stalking and threats are used to scare women from speaking out publicly or to pressure them out of public roles in politics, peacebuilding or advocacy work. In conflict and crisis situations, these attacks are often intensified and may be in extension of physical violence and targeted repression. Although the digital attacks take place online, they are often connected to violence that occurs offline in the physical world. The Ministry of Foreign Affairs of Denmark will contribute to joint global initiatives against technology-facilitated gender-based violence through initiatives such as the Global Partnership for Action on Gender-Based Online Harassment and Abuse and the Digital Democracy Initiative. The Ministry of Foreign Affairs of Denmark is also participating in a new project¹⁵ that focuses on combating TFGBV and supporting female human rights defenders, decision makers and women's organisations. The project's efforts will concentrate on local leadership and will primarily operate regionally in Latin America, with coordinated pilot initiatives in Africa.

¹⁵ The Ministry of Foreign Affairs of Denmark is part of a new partnership with "Fondo de Mujeres del Sur", a foundation that supports organisations that promote women's rights in southern Latin America. By providing grants to local female human rights defenders, female decision makers and women's organisations, the project will support efforts to combat TFGBV.

Protect female refugees, asylum seekers, and victims of human trafficking in Denmark

The rights and protection of women and girls also apply to those who have fled due to conflict in their home country and therefore seek protection in Denmark. The immigration authorities will continue to take into account how conflicts often affect women differently from men, and continue to ensure that women's asylum motives can be thoroughly examined under safe conditions and that women receive the correct and necessary protection. In processing asylum applications, the authorities will always consider whether an asylum seeker is particularly vulnerable, including due to traumatising past experiences, e.g. human trafficking and violence. Caseworkers for the Danish Immigration Service are therefore trained to be attentive to indications of vulnerability, and all caseworkers must also complete an interview course where a part of the instruction covers how to interview trauma-affected and vulnerable persons.

In addition, the Danish Immigration Service will maintain its zero-tolerance policy regarding all forms of sexual and gender-based violence and offensive gender-based conduct at accommodation facilities.

Denmark is also focused on combating human trafficking, including trafficking of women for sexual exploitation, which accounts for the largest share of trafficking victims. In the current National Action Plan for Combating Human Trafficking (2022-2025), coordinated by the Ministry of Environment and Gender Equality, the funding has been increased, including for organisations that are engaged in outreach to vulnerable foreign women in prostitution. In addition, specialised accommodation centres for trafficked women are being upgraded. There is also an increased focus on investigation and prosecution of those in charge of trafficking operations, including with the introduction of Section 262 b of the Danish Criminal Code, which allows prosecution of those who exploit others for prostitution, etc., or to perform work under obviously unfair conditions.

Efforts in support of zero-tolerance for sexual exploitation, abuse and harassment (SEAH¹⁶)

SEAH represents a serious exercise of power against vulnerable groups, and it undermines the trust in humanitarian, development and peacekeeping efforts when personnel exploit, abuse or harass the local population. As a result, the affected society may become reluctant to accept support and cooperate with the mission. It is therefore essential to prevent, combat and punish sexual exploitation, abuse and harassment, both in relation to the local population and in the missions' internal organisations, where SEAH can create a hostile work culture and especially impact the well-being of women posted to these missions.

In international missions, including UN peacekeeping missions, cases of SEAH have been reported against both the civilian population and among UN personnel. These acts not only harm the victims, but also undermine the credibility and effectiveness of the missions. To prevent SEAH, international operations and stabilisation efforts must integrate mandatory training on applicable regulations, laws and guidelines for all personnel, and clearly communicate the consequences of violations. Rapid and consistent response to SEAH is essential, as documented violations are on the rise – especially against women, girls and minority groups.

Denmark wants to be among the countries that clearly take a stand and act decisively in efforts to prevent and combat sexual abuse, exploitation and harassment by posted personnel in peace and security work. This requires policies and strategies that ensure the systematic and timely handling of abusive conduct and a transparent and effective processing of SEAH cases. This also means that states and partners must react to accusations quickly and effectively. For example, NATO has a policy against sexual exploitation and abuse, where troop contributing countries such as Denmark are responsible for ensuring pre-deployment training in prevention and handling of SEAH cases.

¹⁶ Sexual Exploitation, Abuse and Harassment (SEAH), read more in [Guidance Note on Women, Peace and Security 2022](#).



Denmark supports the work of White Helmets. The picture is from a visit to a camp near the town of Salqin in north-western Syria.

Denmark will:

- **Secure women's and girls' access to emergency aid and protection,** including safe abortion, birth assistance, prevention, clinical help for rape victims, and psychosocial support and rehabilitation, in humanitarian crises.
- **Strengthen the enforcement and prevention of gender-based violence:** This includes improving enforcement in fragile and post-conflict countries through the Danish National Police's training initiatives on investigation and prosecution, particularly within the area of SGBV. Additionally, support is given to protection of civilians through the UN's sanctions regimes.
- **Promote responsibility and support for female soldiers:** Denmark will work to ensure that states and partner organisations respond effectively to accusations of sexual abuse, while also taking into account the special needs experienced by female soldiers in conflict situations.
- **Combat technology-facilitated gender-based violence:** Denmark will contribute to joint global initiatives against TFGBV through initiatives such as the Global Partnership for Action on Gender-Based Online Harassment and Abuse and the Digital Democracy Initiative.
- **Protect asylum seekers and ensure safe processing:** Denmark will continue to ensure that female asylum seekers, including especially vulnerable women, receive the correct and necessary protection, and that the cases are processed thoroughly under safe conditions – efforts made possible through ongoing training of caseworkers in the Danish Immigration Service. In addition, the Danish Immigration Service will maintain a zero-tolerance policy regarding all forms of sexual and gender-based violence and offensive gender-based conduct at accommodation facilities.

4. DANISH AUTHORITIES' NATIONAL WPS PRIORITIES

A national action plan for WPS must also include conditions in Denmark. It is important to reflect over the national efforts and ongoing work to improve implementation of the WPS agenda nationally and internationally. This requires a targeted effort to strengthen women's representation, work for equality in the security sector, and address gender-related challenges in our own institutions. Recognising and actively addressing our own challenges and needs for development increases credibility in our international efforts. When the standards promoted globally are also observed nationally, it sends a strong signal about Denmark's commitment to equality and justice.

In Denmark, legislation has been implemented to promote gender balance in the top levels of management and on boards of directors throughout government organisations, from the national to the regional and municipal levels. From 1 January 2024, the Act on Gender Equality under the Ministry of Environment and Gender Equality requires that public authorities with 50 or more employees set a target figure and draw up policy to increase the share of the under-represented gender on boards and at the top levels of management, if the gender distribution is not equal. This supports a broader effort to promote women's participation in leadership and decision making, including in the security sector and international operations.

One of the critical challenges to ensuring a strong focus on WPS in international operations and stabilisation initiatives is the low participation of women. The share of women in both peacekeeping and political missions largely reflects the gender distribution in the troop- and police-contributing countries, including Denmark. Structural and cultural factors, such as military conscription for men only and women's underrepresentation in leadership functions, has hindered development towards a higher share of women in military and civilian positions. An increased share of female soldiers and leaders is necessary to advance WPS and ensure more inclusive and effective efforts. Underlying the goal of more women in both civilian and military international engagements is a rights-based approach



A female Danish officer deployed with the Danish National Police's international training pool is teaching police officers from 10 East African countries.

and a recognition that greater gender diversity – and an increased share of women – makes these efforts more effective.

A policy on increasing the number of women in service, including in leading positions in the Ministry of Defence organisation, the Danish Emergency Management Agency and the Danish Police is necessary in order to increase the participation of Danish women and their opportunities for assuming leading positions in international operations. Together with the national measures for gender balance in leadership, this contributes to a more equal representation that reflects the values Denmark works for internationally.

In the Danish Armed Forces, women comprised an average of 9.6% of military employees in 2023. In that same year, the Danish Armed Forces deployed approximately 3,400 soldiers to the world's hotspots, of whom 9.3% were women. The share of women among the Danish Armed Forces' soldiers has been steadily increasing over a number of years, from 7.2% in 2017 to 9.6% in 2023. Similarly, in 2023 women (both uniformed and civilian) comprised 13.2% of Defence Command Denmark and 12.1% of the Ministry of Defence organisation. The share of women is generally highest among rank and file staff, while only 2.5% of the military leaders are women.

In the Danish Emergency Management Agency women comprised 29.2% of the staff and 16.4% of the uniformed staff in 2023. Similarly, at the end of 2023, women (both uniformed and civilian) comprised 12.7% of the Danish Emergency Management Agency's International Personnel Pool. In 2024, this figure increased to 36%. Women comprised 2.6% of posted personnel at the end of 2023. In 2024, 20% of posted personnel were women.

Today, more women than previously view the Danish Armed Forces and the Danish Emergency Management Agency as a career opportunity. This has led to an increase in the number of women in both military conscription training and other training programmes in the Danish Armed Forces. At the present time, Denmark only has military conscription for men from the age of 18. Since 1998, however, women have had the opportunity to enter into an agreement on service in the Danish Armed Forces and the Danish Emergency Management Agency on conditions similar to military conscription (the so-called "right to conscription"), which nearly 1,200 women chose to do in 2023, corresponding to approximately 25% of the conscript ranks that year in the Danish Armed Forces. For the Danish Emergency Management Agency, the figure in 2023 was 525 women, corresponding to 28% of those who completed conscription service that year.

A political agreement reached in 2024 on full equality between the genders in relation to conscription will take effect on 1 July 2025¹⁷. This measure is assessed as having the potential to strengthen the WPS agenda, as a larger share of women will potentially participate in missions abroad. Equality in conscription will also be supported by recruitment, retention measures, and career development for women in the Danish security forces. Meanwhile, the Danish institutions – including their work with civilian protection – must have a heightened focus on increasing the share of women and strengthening understanding of gender perspectives.

17 In the national compromise on Danish security policy (2022), it was agreed to significantly increase defence spending, and Denmark's opt-out concerning the Common Security and Defence Policy was repealed by a referendum. The goal is to ensure that Denmark is better prepared for the new geopolitical situation in Europe. Expanded conscription was part of the second sub-agreement of the political agreement, and from 1 July 2025 there will be full equality between the genders in the Danish Armed Forces

To achieve these goals, it is important to identify and break down barriers to the hiring, retention and career development of women. In 2024, all of the Ministry of Defence's authorities defined local target figures and each prepared equality policies in the top levels of management to be implemented through local action plans.

The Danish Emergency Management Agency will increase awareness of equality when working with and developing HR-related policies and strategies. The agency is thus incorporating gender distribution awareness into the development of prospective new leaders and prioritising leader development that supports diversity, including training in bias-aware leadership. The Danish Emergency Management Agency has prepared an equality policy for the managerial level for the period 2024-28. As part of this equality policy, the Danish Emergency Management Agency has defined a target figure at the managerial level under the top management. The goal is to have at least 40% women among office managers and unit managers before the end of 2028. As of 1 January 2024, women comprise 20% of this group.

The Danish Emergency Management Agency is incorporating gender and diversity awareness into its recruitment efforts, including by preparing a recruitment policy and analysis of efforts to get more women into leadership functions. The agency has a focus on achieving greater representation of women in the group of uniformed employees, including through social media campaigns with female uniformed personnel who talk about conscription service in the Danish Emergency Management Agency.

In addition, the Danish Emergency Management Agency has developed an implementation plan to ensure that work with gender and diversity in international deployments is an integrated part of the daily work. The plan includes training on gender focal points, developing task-specific tools, and targeted WPS training of posted staff. Going forward, the plan will include additional measures and initiatives at the national level.

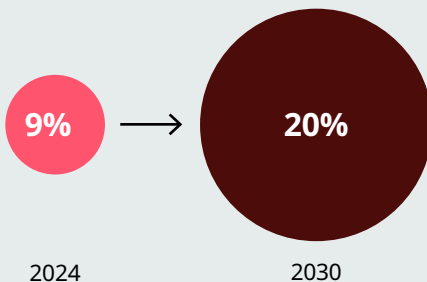
The Ministry of Defence has appointed an Advisory Board for volunteering and equality that will track and assess equality in

military conscription and in the Danish Armed Forces as a whole. This board will deal with topics such as culture, offensive behaviour, and the physical conditions in the Danish Armed Forces' facilities, as well as collect international experiences relating to equality. The board is headed by the Chief of the Defence Staff and also includes representatives from the Ministry of Defence organisation, trade union organisations, interest groups, and the Danish Emergency Management Agency. Parts of the organisation have conducted courses with a focus on preventing and dealing with abuse and harassment. In the coming years, these courses will expand to cover the entire Ministry of Defence organisation. Preventing and dealing with offensive gender-based conduct is a priority at all levels and in all parts of the Ministry of Defence organisation.

In the Danish Police, the share of female police officers has increased from 13.9% in 2014 to 21.1% in 2024. At the police academy, the share of female police students has grown from 16.7% in 2010 to 34% in 2024, while the share of female police cadets has increased from 13.8% in 2017 to 34.9% in 2024.

In 2024, 36% of Danish Police employees were women. Of these, 9% of police leaders and 23.2% of all leaders in the Danish Police were women. The Danish Police has a national target of increasing the share of female police officers in leadership positions nationally from 9% in 2024 to 20% in 2030. Regular follow-up on progress towards this goal is being conducted at the national and police district levels.

Target for the share of female police officers in leadership positions nationally (%)



The Danish National Police primarily deploy personnel to three types of international tasks: Longer-term peace and stabilisation missions, short-term deployments through the trainer pool, and posting abroad under the auspices of Frontex¹⁸. The share of women among the Danish National Police's posted staff in 2024 was calculated as 12%. As part of the strategy for international police cooperation, the Danish National Police is focusing on making international service an attractive career choice through increased recruitment, retention and career development regardless of gender. In a longer-term perspective, the Danish National Police will work to ensure that the gender distribution among posted staff reflects the national share of female police officers. Against this background, the Danish National Police will develop measures to promote diversity in international police cooperation.

In cooperation with Absalon University College, the Danish National Police has developed a diploma programme in gender-reflected practice and equal participation opportunities. The Danish National Police will work to ensure that staff posted to peace and stabilisation missions and in the trainer pool complete this training so that posted staff are better equipped to handle and advance gender perspectives in the Danish National Police's international work with peace and security. The target group for the programme is the police's posted staff, but staff from other authorities can also participate.

The Ministry of Foreign Affairs of Denmark is working actively to increase the share of women in leadership, in both the Service Abroad and the Service at Home, as part of its broader equality efforts. This effort focuses on structure, culture, implicit bias, equal pay and better gender balance in both units and leadership. A number of measures are employed to advance equality, including mentor schemes for managers and deputy managers, targeted support for female talents in leadership roles and, where possible, more flexible working conditions.

18 The European Border and Coast Guard Agency (Frontex).

An equal gender balance has now been achieved among managers in the Ministry of Foreign Affairs of Denmark's Service at Home. In 2024, the ministry also achieved a 50/50 gender balance in the deputy manager group and among new managerial appointments. However, men still account for three-quarters of managers in the Service Abroad. For the ministry as whole, women comprise 52% of staff. The Ministry of Foreign Affairs of Denmark continues its targeted efforts to achieve a better gender balance in management, and thus ensure compliance with the ministry's equality action plan.

Institutionalise zero-tolerance for sexual exploitation, abuse and harassment (SEAH) in Danish authorities that deploy people to fragile and conflict-affected contexts

Effective measures against sexism, sexually abusive behaviour and offensive behaviour is essential to ensuring equal opportunities in the Danish Armed Forces, the Danish Emergency Management Agency, the Danish Police, and the Ministry of Foreign Affairs of Denmark. A non-discriminating conduct codex that prevents and deals with sexually abusive behaviour contributes to an inclusive and safe working environment for all genders. A strong effort in this area is also a requirement for promoting the same standard among international partners and in the treatment of civilians in conflict situations.

The Ministry of Defence has launched initiatives such as a targeted campaign against offensive behaviour and the establishment of a whistleblower scheme as part of an effort to promote a respectful working culture. These efforts are being regularly augmented with new initiatives to ensure a safe and professional working environment, including stricter enforcement of employment consequences for offensive gender-based conduct. Furthermore, the organisation has a zero-tolerance policy which means that managers and leaders have a duty to take action if they become aware of offensive conduct. A central initiative, respektforhinanden.dk [respectforeachother.dk] promotes a workplace characterised by confidentiality, mutual respect and open dialogue between employees and management so that all employees in the Ministry of Defence organisation can work under conditions based on dignity and respect.



Naval Captain, Sigrid, uses the large binoculars to monitor the ceasefire between Israel and Syria in the Golan Heights. Sigrid is deployed as a UN observer on the UNTSO mission, which is the UN's oldest mission and has been active since 1948.

The Danish National Police focus on creating a safe and respectful working environment through the police and prosecution service's policy on offensive conduct and abusive actions. Preventive initiatives and information campaigns support a culture of mutual respect and responsibility. The policy states that abusive conduct will not be accepted and it sets out clear guidelines for prevention and action. Preventing and combating offensive gender-based conduct is, as mentioned above, an integral theme in the mandatory mission training for all police officers prior to deployment abroad. The purpose is to ensure that all posted employees know their responsibility and are prepared to identify and take action on unacceptable conduct, in accordance with the regulations of a mission.

The Danish Emergency Management Agency's efforts to institutionalise zero-tolerance for offensive conduct focuses in part on training of personnel, including training of conscripts and non-commissioned officers, through cases with scenarios of offensive gender-based conduct, as well as on providing concrete support to leaders on the handling of cases of offensive conduct.

The Ministry of Foreign Affairs of Denmark has a heightened focus on dealing with unwanted sexual attention. The ministry's policy on offensive conduct focuses on zero-tolerance, prevention, targeted action, and collective responsibility. This policy was updated in 2025 to make clear where employees can seek help, and a communication effort will be launched to spread awareness of the policy. The ministry ensures ongoing focus in this area through well-being surveys and a mandatory e-learning course.

Denmark will:

Strengthen prevention, personal safety, and gender perspectives in its own ranks through the following initiatives:

In the Ministry of Foreign Affairs of Denmark:

1. Strengthen equality efforts by focusing on structure, culture, implicit bias, equal pay, mobility and better gender balance at the management level.
2. Launch communication measures to spread awareness of the updated policy on offensive conduct and continue to conduct well-being surveys, as well as mandatory e-learning with a focus on equality and prevention of offensive conduct.

In the Ministry of Defence organisation:

1. Use the appointed Advisory Board to assess volunteering and equality in military conscription, as well as equality in the Danish Armed Forces as a whole.
2. Ensure sufficient training of posted personnel on the prevention and handling of violence, abuse and conflict-related sexual violence.
3. Integrate gender perspectives in planning, training, equipment acquisitions, exercises, operations and missions, both nationally and internationally.
4. Work for better gender balance by developing initiatives to retain female employees, including focus on career development.



The Danish Emergency Management Agency deployed during a forest fire in Sweden in 2018.

In the Danish Emergency Management Agency:

1. Train personnel on gender focal points, which are both anchored directly in the international work and in the related units for logistics, equipment, etc.
2. Increase data collection on the international personnel composition in international efforts and its impact on women, as well as on marginalised groups. Train deployed personnel and develop tools for team leaders for ongoing integration of gender perspectives, both internally and in the work with local populations.

In the Danish National Police:

1. Increase recruitment, retention and career advancement of women to ensure greater gender balance and, eventually, more women in international missions.
2. Work to ensure that all of the Danish National Police's deployed staff in peace and stabilisation missions, as well as in the trainer pool, complete a diploma programme on gender-reflected practice and equal participation opportunities.
3. Maintain focus on a secure and respectful working environment in the Danish Police, where offensive conduct is not accepted, and ensure that future deployed personnel are aware of their responsibility for identifying and handling unacceptable conduct.

ORGANISATION AND IMPLEMENTATION

Results and reporting

The action plan sets out overall goals and priorities, which the responsible authorities translate into implementation plans with concrete activities.

Experiences and assessments of past action plans have pointed to challenges in measuring actual results – especially across the different actors and units. In response to these challenges, this action plan has adopted a more systematic and measurable approach. A new WPS marker in the Ministry of Foreign Affairs of Denmark's project monitoring system will contribute to tracking WPS efforts in development assistance, while implementation plans with measurable indicators will ensure consistent follow-ups.

To strengthen implementation, a mid-term review of the action plan will be conducted in 2027 to assess progress and the need for adjustments.

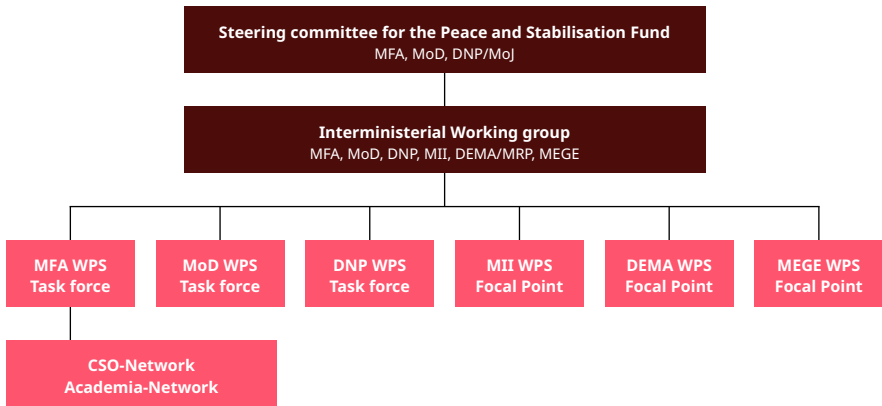
Organisation

The Ministry of Foreign Affairs of Denmark has the overall responsibility for coordination of the action plan, while each authority is responsible for its partnerships, implementation of the various lines of action, and reporting.

To create a more robust organisational structure that ensures a greater degree of strategic and operational anchoring of the action plan, this WPS action plan will be anchored strategically in the Interministerial Steering Committee for the Peace and Stabilisation Fund. The steering committee will establish the framework for overall coordination and follow-up. It will hold annual status meetings where all participating ministries report on progress and results in their work with WPS. The focus will be on establishing an efficient format that facilitates follow-up activities for the partici-

pating authorities. In addition, the steering committee will meet regularly with representatives from the participating ministries at the working level to coordinate implementation of the action plan.

The organisational structure of the action plan



- MFA:** Ministry of Foreign Affairs
MoD: Ministry of Defence
MoJ: Ministry of Justice
DNP: Danish National Police
MIJ: Ministry of Immigration and Integration
DEMA: Danish Emergency Management Agency
MEGE: Ministry of Environment and Gender Equality
MRP: Ministry of Resilience and Preparedness
CSO: Civil Society Organisation
WPS: Women, Peace and Security

To further strengthen its implementation, task forces have been established at the participating authorities with a focus on advancing the WPS agenda. The Ministry of Foreign Affairs of Denmark has established a network of WPS focal points at relevant embassies and in the Service at Home to ensure that WPS is an overarching priority in development assistance and to promote the sharing of knowledge and experience. To build capacity among WPS focal points, the Ministry of Foreign Affairs of Denmark will hold an annual WPS seminar (as a part of Gender/WPS Days), where WPS focal points can exchange knowledge and experiences, as well as network across the Service Abroad and the Service at Home.

In 2023, the Ministry of Foreign Affairs of Denmark, in cooperation with Danish civil society, established a WPS civil society network. The network is coordinated by the Women's Council Denmark and Oxfam, and comprises a wide range of civil society organisations, academic institutions and independent experts (see Annex 1). The network meets regularly, including participation from the Inter-ministerial Working Group, and as a part of this cooperation has advised the Interministerial Working Group in the preparation of the action plan. The working group, WPS focal points, and the civil society network work on the basis of updated mandates from 2024.

An annual meeting will be arranged by the Ministry of Foreign Affairs of Denmark to gather the relevant ministries and agencies that participate in the action plan, as well as civil society – including the civil society network – and researchers. The aim will be to conduct a strategic discussion on the authorities' forthcoming and future WPS efforts, as well as opportunities for collaboration. Each of the participating ministries and agencies will present an annual wheel showing their activities, which will provide insight into implementation of the action plan at the national and international levels.



Staff from the participating authorities in the National Action Plan, as well as employees from the Ministry of Foreign Affairs, meet annually in Copenhagen for a WPS-Seminar, to exchange knowledge and experiences on WPS.

Denmark will:

- **Monitor and report.** Denmark will maintain a focus on implementation by preparing implementation plans with concrete and measurable indicators, and by conducting a mid-term assessment.
- **Track and measure of WPS efforts.** Denmark will improve the measurement of WPS efforts by the Ministry of Foreign Affairs of Denmark with a WPS marker in the Ministry of Foreign Affairs of Denmark's project monitoring system.
- **Build capacity and networks for WPS focal points in the Ministry of Foreign Affairs of Denmark.** Denmark will strengthen the capacity and networks among WPS focal points in the Ministry of Foreign Affairs of Denmark and increase awareness of the WPS agenda, in both the Service Abroad and the Service at Home, by conducting an annual internal WPS seminar.
- **Involvement in civil society.** Denmark will promote implementation of the WPS agenda with regular involvement and cooperation with Danish civil society on progress and challenges.

ANNEX 1:

LIST OF WPS NETWORK

- | | |
|---|---------------------------------------|
| 1. Action Aid Denmark | 14. Empowerment for Her |
| 2. Association of Female Veterans | 15. Global Focus |
| 3. Conducive Space for Peace (CSP) | 16. International Media Support (IMS) |
| 4. Council for International Conflict Resolution (RIKO) | 17. Kvinno |
| 5. DanChurchAid (DCA) | 18. MoveLearn |
| 6. Danish Family Planning Association (DFPA) | 19. Oxfam |
| 7. Danish Institute for International Studies (DIIS) | 20. PAREI |
| 8. Danish Institute for Parties and Democracy (DIPD) | 21. PlanBørnefonden |
| 9. Danish Red Cross | 22. Red Barnet |
| 10. Danish Women's Society | 23. Red Cross |
| 11. Danner | 24. Solidarity Acts Spark Hope (SASH) |
| 12. Dignity | 25. The Danish Refugee Council (DRC) |
| 13. Eir Soccer | 26. Women's Council Denmark |
| | 27. Women's Peace League |

**THE MINISTRY OF FOREIGN
AFFAIRS OF DENMARK**

Asiatisk Plads 2
1448 Copenhagen K

Tel: +45 33 92 00 00

Fax: 32 54 05 33

um@um.dk

www.um.dk