

Denmark's National Action Plan  
for implementation of  
**UN Security Council Resolution 1325**  
**on Women, Peace and Security**  
2014 – 2019



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MINISTRY OF FOREIGN  
AFFAIRS OF DENMARK



FORSVARSMINISTERIET  
DANISH MINISTRY OF DEFENCE



JUSTITSMINISTERIET

# Preface

A strong international engagement and the promotion of gender equality are two key policy priority areas for the Danish Government. Both have the aim of protecting the rights of the most vulnerable and contributing to the creation of peaceful, prosperous and just societies. The Government believes that there can be no sustainable peace without the full and equal participation of women. Women are first and foremost a great resource for their communities and countries – and in all efforts to achieve sustainable development and peace.

Denmark is a strong supporter of the United Nations Security Council Resolution 1325 on Women, Peace and Security, which was adopted in year 2000. In 2005, Denmark was the first country to adopt a National Action Plan on the implementation of SCR 1325 and this Updated National Action Plan represents the third phase of our engagement.

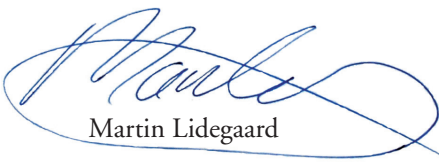
Danish security policy is founded on Denmark's aspiration to play an active role in managing global security challenges, with the United Nations as a key partner and with peace building as the end goal. Similarly, the Danish development cooperation combines promotion of human rights and justice with the fight against poverty. Protection of the most vulnerable – i.e. women and children – is at the centre of our humanitarian engagements.

We believe Denmark can provide a significant contribution to international peace and security, especially because of our long experience with combining military, humanitarian and civilian engagements. Denmark has adopted a whole-of-government approach to engagements in fragile and conflict-affected areas. The Danish focus on the women, peace and security agenda spans across the Danish Government and includes the Ministry of Foreign Affairs, the Ministry of Defence and the Ministry of Justice.

The objectives and policy priorities of Denmark's second National Action Plan for the implementation of UN Security Council Resolution 1325 on

Women, Peace and Security (2008 – 2013) are as pertinent and pressing as ever. And a lot remains to be done. According to figures from UN Women, 70 percent of peace agreements still contain no reference to women, peace and security. Fewer than 3 percent of signatories to peace agreements are women, and women still represent less than 10 percent of negotiators at peace tables. Out of hundreds of peace agreements since the end of the Cold War, only six ceasefires mentioned sexual violence as a violation of the ceasefire. In conflict-affected countries, women made up 16.4 percent of parliamentarians on average, compared to 21 percent globally, and female voters were four times as likely as men to be targeted for intimidation in elections in fragile and transitional states. Our specific focus with the updated National Action Plan (2014 – 2019) is therefore on results. The plan contains a list of specific initiatives with indicators for each authority to implement during the coming 5-year period.

We look forward to making our contribution to the creation of a more peaceful, just and equal world, for the benefit of all – women, men, boys and girls.



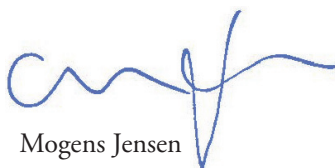
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The Minister for Foreign Affairs



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# SCR 1325 in Denmark's foreign, security and development policy

## The Ministry of Foreign Affairs

The promotion of the women, peace and security agenda is a cornerstone in Denmark's foreign, security and development policy. We know that inclusive and equal societies are essential to prevent continued violence and foster sustainable peace. Therefore, the full and equal participation of women at all levels of conflict resolution, peacebuilding and reconstruction is the only way to ensure that societies emerging from conflict are built on fundamental respect for the rights, needs and contributions of women and girls. The principles of protection and participation therefore go hand in hand.

This was underlined in Denmark's second National Action Plan for implementation of UN Security Council Resolution 1325 on Women, Peace and Security (2008 – 2013) and has guided both the policy dialogue and international engagements of the Ministry of Foreign Affairs since then. The updated National Action Plan (2014 – 2019) outlines the areas that will be given specific attention during the coming years.

## Achievements and Lessons Learned 2008 – 2013

The second National Action Plan on SCR 1325 covering the period 2008 – 2013 provides a comprehensive framework for the mainstreaming of women, peace and security issues in Denmark's foreign, security and development cooperation activities. A larger, internal mid-term monitoring exercise was carried out in 2011. Achievements and lessons learned were also regularly reported through Denmark's input to the *Report of the UN Secretary-General on women peace and security for the information of the members of the Security Council and The Report on the EU indicators for the Comprehensive approach to the EU implementation of the UN Security Council Resolutions 1325 and 1820 on women, peace and security*.

During the implementation of the second NAP, Denmark's continuous emphasis on the importance of SCR 1325 and its follow-on resolutions, and advocacy in multilateral fora such as the UN, EU, NATO and OSCE, cemented Denmark's reputation as a key supporter of the women, peace and security agenda.

In addition to the activities at multilateral level, a number of concrete programmes have been implemented as part of Denmark's bilateral development cooperation, but also through other frameworks such as the Danish Peace and Stabilisation Fund, the Danish-Arab Partnership Programme, the Africa Programme for Peace and the Women in Africa Programme.

Taking stock of the first decade of the Resolution, the Ministry of Foreign Affairs and the Embassy of the United States of America co-hosted a large international conference in celebration of the 10 year anniversary of SCR 1325 in 2010. The conference brought together political leaders, policy experts, and practitioners from the military, humanitarian organisations and business sector to discuss how to advance the role of women in global security.

The second NAP has proved both comprehensive and durable, and especially the emphasis on the importance of women's full and equal participation in all aspects of conflict resolution, peacebuilding and reconstruction, combined with a strong focus on protection of women and girls, has given Denmark a profile within the SCR 1325 agenda which will be continued. Other lessons learned point to the need to be specific regarding activities to be implemented in order to facilitate follow-up and delivery of results.



In the coming 5-year period, Denmark will:

- Support the full and equal participation of women in prevention and resolution of conflicts, peace negotiations, peacebuilding, peacekeeping, humanitarian response and in post-conflict reconstruction in accordance with SCR 1325.
- Actively promote gender aspects of the Responsibility to Protect and transitional justice programmes to end impunity for sexual and gender based violence in conflicts.
- Participate in the International Dialogue on Peacebuilding and State-building and focus on implementing the New Deal and its embedded five peace and state building goals, which require systematic inclusion of a gender perspective.
- Focus on promoting women as peace-builders in specific country programmes in fragile and conflict-affected states with a particular focus on active involvement of multilateral actors.
- Work to ensure that international operations and humanitarian efforts include a clear gender perspective.

Denmark will actively use the New Deal on engagement with fragile states adopted in Busan 2011 to ensure full and equal inclusion and participation of women in peace and state building processes and to ensure women's empowerment and inclusion in political, economic and social aspects of reconstruction.

Denmark prioritizes empowerment as a key instrument in reducing women's vulnerability. Women and girls across the world face violence every day, but in conflicts, emergencies and disaster, the threat of violence becomes even more acute. Denmark therefore supports humanitarian

partners as well as relevant institutions of partner countries and regions in implementing responses that include protection of women and girls from the threat of sexual and gender-based violence and provide essential services to survivors of gender-based violence as part of the first stage of an emergency response. Denmark emphasises the need for better integration of longer term humanitarian assistance and long term development with a focus on women's inclusion and gender equality.

The focus of international partners can often be limited to the important areas of the first phases of peace and state building with a focus on inclusion, justice and security and the immediate protection of women and girls. However, it is of key importance to include efforts that support women's opportunities for jobs and employment, particularly within the agricultural sector, but also in domains where women have taken over responsibility due to the absence of men at the time of conflict.

In reconstruction efforts, gender equality should also be promoted as part of legislative reform processes in education and in the public sector. Gender-sensitive legislation and education as well as women in visible public sector positions in post-conflict states have proven to pave the way for more basic social transformation, including positive shifts in gender equality. Denmark has supported education programmes with a particular focus on women and girls, as education is often a prerequisite for women's social and political participation. Denmark will continue to support such programmes both through multilateral and bilateral support programmes.

## Guidance for interventions during the coming 5-year period (2014 – 2019):

- Work with women’s organisations, CSO’s and international partners, including the UN system, to ensure women’s representation in (i) peace and state building processes at community, regional and national levels and (ii) political, democracy and civil society processes and institutions.
- Focus on achieving results at country level where the political and civil engagement of women will be crucial for obtaining social contracts between states and citizens in fragile situations.
- Support capacity development in key partner organisations – UN, AU – to ensure implementation of international commitments regarding women, peace and security.
- Integrate work to combat sexual violence in reconstruction efforts, especially related to security sector reform and support to rule of law.
- Support the Gender Standby Capacity Project (GenCap) – an IASC initiative – seeking to facilitate and strengthen capacity and leadership of humanitarians to undertake and promote gender equality programming to ensure that the distinct needs of women, girls, boys and men of all ages are taken into account in humanitarian action at global, regional and country levels. This may be done through the gender marking of humanitarian projects by utilising the IASC Gender Marker tool.
- Support the deployment of Gender Capacity Advisers to support the Humanitarian Coordinator, Humanitarian Country Teams, UN agencies, cluster leads, NGOs and governments.
- Add value to gender analysis by including a focus on the roles of men and boys in analysing drivers of conflict in fragile and post-conflict situations.

# Overview of activities 2014 – 2019

## Ministry of Foreign Affairs

<b>BILATERAL COOPERATION</b>		
<b>Country</b>	<b>Action</b>	<b>Indicator</b>
<b>Afghanistan</b>	Support to Tawanmandi, a Civil Society Trust Fund aiming to strengthen Afghan civil society organisations to advocate for improved good governance, in which gender is a mainstreamed issue.	The number of CSO-led issue-based campaigns that have had direct influence on government policy and practice.
<b>Kenya</b>	<p><b>1.</b> As part of the Danida Peace and Security for Development program (2011 – 2015) currently implemented in the coastal region but possibly expanded to other regions in the future Danida country program (2015 – 2020), focus is on engaging civil society stakeholders in dialogue and initiatives for promotion of peace and stability with the security sector agencies. A specific focus on women’s and youth’s participation in the District Peace Committees is applied.</p> <p><b>2.</b> Through the current Health Programme component III on Sexual and Reproductive Health and Rights (2012 – 2016), the Gender Violence Recovery Centre (GVRC) builds capacity of service providers (police, healthcare providers, and community-based organizations) in the North Eastern region to be able to prevent and respond to gender-based violence. The North Eastern region is a conflict prone zone. Community engagement (including both women and men) is crucial for the prevention of violence. With Danida support, GVRC contributes to national gender-based violence management documents that feed into UN SCR 1325.</p>	<p><b>1.</b> % of women and youth represented on all District Peace Committees at the Coast.</p> <p><b>2.</b> Number of service providers trained in GBV prevention and management.</p>
<b>Lebanon</b>	<p>While protection of women and children is central in the embassy’s policy dialogue, two particular issues will be highlighted in the bilateral cooperation as well as in the general interaction with relevant partners:</p> <p><b>1.</b> Women’s participation in decision-making in Lebanon, Jordan and Syria.</p> <p><b>2.</b> Protection of women and children affected by the Syrian crisis. An alarming number of cases of both child marriages and rape of women and children are being reported and documented.</p>	<p><b>1.</b> The importance of women’s role in the peace-making process in Syria emphasised in policy dialogue and relevant fora.</p> <p><b>2.</b> Protection issues and sexual violence addressed in all relevant policy dialogue.</p>

<b>Mali</b>	<p><b>1.</b> Promotion of women’s role and participation in political processes in Mali through collaboration with the UNDP and the National Democratic Institute (NDI).</p> <p><b>2.</b> Promotion of a strengthened role of women in national peace and reconciliation processes.</p>	<p><b>1.</b> A visibly larger participation by women in the public debate.</p> <p><b>1a.</b> Significantly increased number of female candidates running for the National Assembly in 2017.</p> <p><b>2.</b> Inclusion and participation of women in national peace and reconciliation processes.</p>
<b>Myanmar</b>	<p><b>1.</b> In partnership with Action Aid Myanmar (AAM) support the reform process of Myanmar by promoting pro-poor, transparent and accountable governance through improved public services and a strengthened electoral process. Activities (2014 – 2017) include engagement in national-level policy work on among other things women’s leadership, empowerment through youth leadership, promotion of livelihoods and education support (predominantly in rural communities) as well as workshops and training of government officials and volunteers at township, regional and national levels. The programme targets both male and female beneficiaries with a specific view to empower women and ensure their inclusion.</p>	<p><b>1a.</b> Increased number of public servants and Civil Society Organisations visiting communities for dialogue on public service.</p> <p><b>1b.</b> Increased access of citizens to public services, and increased satisfaction with accountability mechanisms.</p> <p><b>1c.</b> Number of Regional Comprehensive Development plans (RCDPs) in place.</p> <p><b>1d.</b> RCDD addresses needs of the community.</p>
<b>Nepal</b>	<p><b>1.</b> Support to UN Women Nepal’s strategic framework for 2014 – 2017, outcome area 3 (Women and girls live a life free of violence) and outcome area 5 (Governance, national planning fully reflect accountability for gender equality) with the following objectives:</p> <p><b>1a.</b> Women and girls live a life free from violence.</p> <p><b>1b.</b> Governance and national planning fully reflects accountability for gender equality commitments and priorities.</p> <p><b>2.</b> Nepal Peace Trust Fund: Ensuring that NAP 1325 and 1820 is addressed by relevant government agencies.</p>	<p><b>1a.</b> National VAW prevalence data available.</p> <p><b>1b.</b> Percentage increase in budget allocation for directly gender responsive programmes.</p> <p><b>2.</b> Programme and project interventions reflecting the integration of NAP 1325 and 1820 by the relevant ministries.</p>
<b>Occupied Palestinian territories</b>	<p><b>1.</b> Coming country programme (starting 2016) to include capacity building and inclusion of women in state-building activities, such as electoral processes and economic empowerment with a view to providing them with a more prominent role in society for the creation of peace and prosperity.</p>	<p><b>1a.</b> Percentage of women participating in elections.</p> <p><b>1b.</b> Percentage of women participating actively in the work force.</p>
<b>Somalia</b>	<p>Support to the Ministry for Women, Human Rights and Development (MWHRD) to develop the National Gender Policy incorporating an Action Plan for 1325.</p>	<p>National Gender Policy for Somalia, incorporating Action Plan for 1325, adopted by December 2015.</p>

<p><b>South Sudan</b></p>	<p><b>1.</b> Review all laws as well as the customary and traditional practices that undermine or hinder women’s participation in governance and in their bid to actively get involved in South Sudan’s recovery programmes and democratic process, and ensure that the National Constitution is well-drafted based on human rights, gender equality and dignity.</p>	<p><b>1a.</b> Number of laws and harmful traditional practices reviewed and implemented.</p> <p><b>1b.</b> Number of meetings held to consult and sensitise traditional leaders and communities on negative cultural practices that hinder women’s leadership potential.</p> <p><b>1c.</b> Number of women actively involved in governance and recovery processes.</p> <p><b>1d.</b> A gender sensitive Constitution that is cognisant of the international human rights standards and respect for women’s rights.</p>
<p><b>Zimbabwe</b></p>	<p><b>1.</b> Through implementation of the Danish-Zimbabwean Development Partnership’s (2013 – 2015) component 1.3 on gender-based violence, significantly reduce the prevalence of gender-based violence, in particular sexual violence against women and girls.</p> <p><b>2.</b> In partnership with UNICEF and UN Women improve service delivery for survivors of GBV.</p>	<p><b>1.</b> % of adolescent girls and young women who report that their first sexual experience was forced.</p> <p><b>2a.</b> Number of CEDAW Concluding Remarks related to GBV prevention and response addressed / implemented by government.</p> <p><b>2b.</b> % of adolescent girls and young women reporting increased perception of empowerment after involvement in Girls Empowerment Framework initiatives.</p> <p><b>2c.</b> Number of new survivors seeking one form of help from social services, doctor / medical personnel, lawyers and religious leaders, who receive a holistic range of support.</p>
<p><b>Syria</b></p>	<p>Work for the Syria Recovery Trust Fund (SRTF) to develop a gender mainstreaming strategy and incorporate gender-sensitive outcome and output indicators in the results framework.</p>	<p>Gender strategy developed by end 2015.</p>

## REGIONAL PROGRAMMES

Programme	Action	Indicator
<b>Regional Development and Protection Programme, Syria/ Lebanon/ Jordan</b>	<p>1. Through support to the Legal Information Aid and Advocacy NGO based in Lebanon and Jordan increase access to assistance for refugees from Syria to solve issues related to housing, land and property, early marriage, personal documentation, domestic violence and other civil cases.</p> <p>2. Through support to the NGO Advocacy, Lebanon, facilitate the access of refugees to national GBV mechanisms, and increase the participation of refugees in planning and accountability.</p> <p>3. Support the Regional Development and Protection Programme on the creation of short-term employment opportunities generated for men and women.</p>	<p><b>1a.</b> Number of cases of domestic violence dealt with by the programme (based on baseline of 2014).</p> <p><b>2a.</b> Joint coordination mechanism established between Ministry of Social Affairs, Ministry of Health and Ministry of Justice.</p> <p><b>2b.</b> Increase in the number of Syrian survivors of GBV cases addressed by national institutions.</p> <p><b>3.</b> % of female refugees (including SGBV survivors) targeted by employment generation schemes.</p>
<b>Danish Arab Partnership Programme</b>	<p>1. Support women's political participation in Jordan, Morocco, Tunisia, Egypt as well as Libya, Yemen and Syria where feasible.</p> <p>2. Prevent and combat violence against women through sustainable networks and institutions.</p>	<p><b>1.</b> Number of partnerships with women's organisations established and maintained, thereby enhancing their capacity to address and further women's participation in political processes.</p> <p>Specific sub-indicators:</p> <p><b>1a.</b> By the end of 2014 – 2016: In the countries of intervention, an increased number of women exercising their political rights, understood as: a) number of women voters; and b) number of women running for political offices.</p> <p><b>1b.</b> By the end of 2014 – 2016: In the countries of intervention, an increased number of men/women expressing increased awareness of their political rights.</p> <p><b>1c.</b> 2014: Baseline / 2015 + 1,5% / baseline: 2016: +3%</p> <p><b>2.</b> Establishment of a number of national networks and a regional network of shelter organisations, and an enhanced sharing of knowledge, research and documentation of gender-based violence.</p>

<p><b>Sahel Programme</b></p>	<p><b>1.</b> As part of component 2 of the Regional Peace and Stabilisation Programme for the Sahel region strengthen and enhance the democratic control of the security forces in Mali, Niger and Burkina Faso, including through enhancing the National Assemblies in the three countries. In addition, build the capacity of local CSOs to exercise a “watch dog” role with regard to the security sector in the three countries.</p> <p><b>2.</b> As part of component 3 of the programme, curb organised crime and increase victim and witness protection and prison reform.</p>	<p><b>1a.</b> Role of women MPs increased in national assemblies.</p> <p><b>1b.</b> CSOs include specific focus on the particular vulnerabilities and protection needs faced by women and girls in exercising their “watch dog” role.</p> <p><b>2a.</b> Treatment of women and other vulnerable groups integrated in assessment of current procedures and practices, including arrests and interviewing procedures.</p> <p><b>2b.</b> Facilities where women are held included in project on prison reform.</p>
<p><b>Peace and Stabilisation Fund</b></p>	<p><b>1.</b> Programming of the regional stabilisation programmes under the Peace and Stabilisation Fund (2015 – 2017) to include capacity building and inclusion of women in stabilisation activities.</p>	<p><b>1a.</b> Female participation in relevant programmes promoted.</p> <p><b>1b.</b> Training activities for women and men in integrating concerns of vulnerable groups (such as women and children) in peace-keeping.</p>



## MULTILATERAL COOPERATION

Entity	Action	Indicator
<p><b>United Nations</b></p>	<p><b>1.</b> Actively work for the implementation and improvement of the UN system-wide action plan on SCR 1325.</p> <p><b>2.</b> Support United Nations Mine Action Service's (UNMAS) core and activity budgets. UNMAS coordinates UN resource mobilisation efforts and manages the Voluntary Trust Fund for Assistance in Mine Action.</p> <p><b>3.</b> With increased focus and emphasis give priority to actions on the ground that improve the impact of UNSCR 1325 in UN peace keeping and peace monitoring missions in fragile states that receive priority in Denmark's foreign, development and security policies.</p> <p><b>4.</b> Support UNSCR 1325 actions in the Bureau for Crisis Prevention and Recovery in UNDP that has the objective of linking relief and development while addressing the root causes of disasters and conflicts.</p> <p><b>5.</b> Promote incorporation of UNSCR 1325 responsiveness in projects and programmes related to early recovery and post-conflict reconstruction.</p> <p><b>6.</b> Work for the integration of reference to UNSCR 1325 in relevant country resolutions in the Human Rights Council.</p>	<p><b>1a.</b> Measures taken with like-minded donors to ensure anchoring of the system-wide action plan within the UN Peace Building Commission in order to institutionalise the UNSCR 1325.</p> <p><b>1b.</b> Active participation in the open UN Security Council debates on Women, Peace and Security through close cooperation with the other Nordic countries by delivering joint statements.</p> <p><b>2.</b> In 2014 the 12 UN entities working on mine action to promote the work of women in mine action highlighting that women's participation is crucial at all stages of mine action – from surveying mined areas, to deciding where to begin clearance, to conducting mine risk education and post-clearance development initiatives.</p> <p><b>3.</b> Strengthened implementation capacities of the UN missions on gender mainstreaming and women, peace and security work.</p> <p><b>4.</b> Link between relief and development activities significantly improved.</p> <p><b>5.</b> Gender mainstreaming and focus on UNSCR1325 promoted in strategic dialogue with UNHCR, UNDP, UNIFEM, UNFPA, UNAIDS and UNICEF.</p> <p><b>6.</b> All relevant country resolutions to mention UNSCR 1325.</p>

<b>UNSCAR/ ATT</b>	Denmark has pledged 1.1 mio. US dollars during 2013 – 2016 to UNSCAR to support the preparation for ratification and future implementation of the Arms Trade Treaty (ATT) and to support implementation of the Programme of Action on small arms (PoA). Gender-based violence was allocated a prominent place in the Arms Trade Treaty, where it was reflected both in the preamble and in the operative article 7.4.	Ratifications and implementation of relevant projects, primarily in the Sahel region.
<b>NATO</b>	Contribute to NATO's work on policy development and implementation related to UNSCR 1325 and related resolutions and continue, along with like-minded nations, to raise awareness on the subject within the Alliance and promote the position that integration of the Women, Peace and Security agenda adds value to the Alliance and the wider international peace-building efforts.	NATO's Policy and Action Plan on 1325 successfully implemented.
<b>European Union</b>	<p><b>1.</b> Work to ensure that gender aspects and in particular UNSCR 1325 aspects are part of future EU action plans and guidelines on security and development and fragile states.</p> <p><b>2.</b> Within the framework of the Comprehensive Approach work to ensure greater synergy with relevant UN initiatives.</p> <p><b>3.</b> Support that gender-related issues are addressed in the planning of EU Missions.</p> <p><b>4.</b> Work for a strengthened gender balance in the roster of the national Peace and Stabilisation Response, including women eligible for senior level positions in CSDP activities.</p> <p><b>5.</b> Work for increasing the deployment of persons to CSDP mission with skill sets relevant to the implementation of UNSCR 1325.</p>	<p><b>1a.</b> Gender mentioned in country programming documents for fragile states.</p> <p><b>1b.</b> Gender taken into consideration when CSDP missions and operations are planned.</p> <p><b>2.</b> Regular updates by the UN in relevant EU fora on UN initiatives on UNSCR 1325.</p> <p><b>3.</b> Gender issues reflected in planning documents for CSDP missions (CMC, CONOPS, OPLAN, Council Decision etc.).</p> <p><b>4a.</b> Number of females accepted in the roster of the national Peace and Stabilisation Response.</p> <p><b>4b.</b> Number of Danish female candidates deployed to CSDP missions.</p> <p><b>4c.</b> Number of Danish female candidates deployed to senior level positions in CSDP missions.</p> <p><b>5a.</b> Number of qualified candidates accepted to the roster of the national Peace and Stabilisation Response, with skill sets relevant to the implementation of SCR 1325 mandates.</p> <p><b>5b.</b> Number of such qualified persons deployed to CSDP missions.</p>

<p><b>African Union</b></p>	<p><b>1.</b> Provide support to 13 AU Liaison Offices (Juba, Burundi, DRC, CAR, Guinea Bissau, Libya, Liberia, Cote D'Ivoire, Comoros, Madagascar, Chad, Khartoum, Mali) in commemorating Women's Day and Fight Against Violence Against Women.</p> <p><b>2.</b> To convene an open session on women and children in conflict - Theme: "Celebrating 15 years of UNSCR 1325 In Africa" in collaboration with the AU Peace and Security Council.</p> <p><b>3.</b> Partner with the Commission of the African Union on the three-day launching and implementation of workshop for the Gender, Peace and Security Programme (GPSP) under the Peace and Security Department, which is a flagship programme for the integration of gender into the continental peace and security agenda. Support the implementation of the global and continental framework for women's increased participation in peace and security and enhanced protection in conflict and post-conflict situations.</p>	<p><b>1.</b> Number of women active in peace and security initiatives.</p> <p><b>2.</b> An increase in women active alongside men in the area of peace and security at the institutional, operational and programmatic level in conflict prevention, mediation, peace support operation and post-conflict reconstruction.</p> <p><b>3.</b> Workshop outputs include:</p> <ul style="list-style-type: none"> <li>- Expressed interest of partners to collaborate in the achievement of the programme objectives and delivery of results;</li> <li>- A set of programme outputs and/or activities where greater partnership and collaboration can be forged in their implementation;</li> <li>- A draft work plan for the period January 2015 – December 2015;</li> <li>- A strategic action plan and a reporting and monitoring process for promoting and sustaining partnership, programme support, including financial commitments, and collaboration during programme implementation;</li> <li>- A draft workshop report summarizing the proceedings and consensus reached with respect to the above-mentioned four outputs.</li> </ul>
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<p><b>OSCE</b></p>	<p><b>1.</b> Support the OSCE's ongoing work, particularly in the OSCE's Forum for Security Co-operation (FSC) to examine ways it can assist in the implementation of UNSCR 1325.</p> <p><b>2.</b> Emphasize the many good examples of the implementation of Women, Peace and Security commitments in the OSCE region, and encourage a concerted effort to share best practices in these areas.</p> <p><b>3.</b> Encourage more concerted action on the agenda within the OSCE, especially in light of the evolving United Nations Security Council framework, particularly with the adoption of the UNSCR 2122 (2013).</p>	<p><b>1.</b> Security Dialogues, presentations in Annual Security Review Conference, regional seminars on the Code of Conduct as well as events organised together with the ODIHR reflect UNSCR 1325.</p> <p><b>2.</b> Continued voluntary reporting on Women, Peace and Security and more efforts to collect best practices and challenges in implementation initiated.</p> <p><b>2a.</b> High percentage (2014 baseline 34%) of senior management positions in the OSCE held by women maintained. By 2014, women represent 46% of all staff.</p> <p><b>3.</b> OSCE toolbox on women, peace and security updated, and implementation of relevant UNSC Resolutions in the OSCE area improved as part of the 10th anniversary celebration of the OSCE 2004 Action Plan.</p> <p><b>3a.</b> Opportunities to strengthen the achievements of the OSCE on gender equality highlighted by the embassy in Vienna in relation to the 40th anniversary of the Helsinki Final Act and the Helsinki+40 process.</p>
<p><b>New Deal</b></p>	<p><b>1.</b> Continue Denmark's active participation in the International Dialogue on the New Deal on engagement with fragile states adopted in Busan 2011.</p> <p><b>2.</b> Pro-actively use Denmark's participation in international fora such as the International Dialogue as entry points at global, regional and country level.</p>	<p><b>1a.</b> Full and equal inclusion and participation of women in peace and state building processes actively promoted and highlighted in relevant fora.</p> <p><b>1b.</b> Women's empowerment and inclusion in political, economic and social aspects of reconstruction reflected in New Deal engagements.</p> <p><b>2.</b> Gender perspective actively promoted in implementation of the five New Deal peace and state-building goals: legitimate politics, justice, security, economic foundations, and revenues and services.</p>

## HUMANITARIAN OPERATIONS

	Action	Indicator
	<p>Support humanitarian partners working on implementing humanitarian responses that include protection of women and girls from the threat of sexual and gender-based violence and providing essential services to survivors of gender-based violence as part of the first stage of an emergency response.</p> <p>Work towards better integration of longer term humanitarian assistance and long term development also to ensure that short term interventions transit into longer term interventions with a focus on women's inclusion and gender equality.</p>	Utilisation of IASC GEN CAP gender markers reported by the organisations.
	Include UNSCR 1325 elements as part of on-going dialogue and cooperation with key humanitarian partners such as ICRC as well as UN organisations (OCHA, UNCHR).	Report on ICRC and UN organisations' work and implementation of SCR 1325, including SGBV at HQ (policy) as well as field level (operations), when relevant.

## THE ROLE OF DANISH NGO'S

	Action	Indicator
	Encourage relevant organisations to work in line with IASC GEN CAP guidelines and to use IASC GEN CAP gender markers.	Utilisation of IASC GEN CAP guidelines and gender markers reported by the organisations.

## RELEVANT STRATEGIES

Strategy for Denmark's Development Cooperation – The Right to a Better Life

Strategy for Danish Humanitarian Action 2010 – 2015

Peace and Stabilisation – Denmark's Policy towards Fragile States 2010 – 2015

Denmark's Integrated Stabilisation Engagement in Fragile and Conflict-affected areas of the World



# SCR 1325 in Denmark's contribution to international peacekeeping operations

## Danish National Police

The second National Action Plan (NAP) for implementation of Security Council Resolution 1325 was drawn up for a 5-year period (2008 – 2013). The updated National Action Plan for the period 2014 – 2019 outlines the areas that will be given specific attention during the coming years.

The interventions of the Danish National Police during the period of 2014-2019 will primarily be a continuation of activities already initiated in the second National Action Plan.

The Danish National Police participate as the representative of the Ministry of Justice in the Inter-Ministerial Working Group (IMWG).

## Achievements and Lessons Learned 2008 – 2013

The second National Action Plan on the implementation of Security Council Resolution 1325 (2008 – 2013) involved, for the first time, the Danish National Police in the implementation effort. The action plan outlined the contribution of the Danish National Police to the implementation of SCR 1325 and resulted in a number of concrete efforts, primarily in the context of training and recruitment of female police officers to international peacekeeping operations.

In the recruitment effort the Danish National Police increased the number of deployed female police officers in such a way that the share of deployed female police officers in 2014 amounts to 10 % of all deployed police officers. In addition to this, the Danish National Police deployed female police officers to leadership functions, where they also functioned as contingent leaders for the concerned Danish police contingents. This was put in place by means of a number of initiatives such as information meetings with women's networks, establishment of contacts between previously deployed female police officers and new female police officers interested in deployment, exposure of female role models as part of a communication strategy as well as organisation of workshops with previously deployed female police officers in order to clarify conditions that could prevent female police officers from participating in international operations.

The Danish National Police is carrying out a number of short-term training missions with training of, in particular, police officers in Africa. In these efforts, the share of Danish female police trainers as of 2014 amount to 15%. The content of the training given to African police officers always consider the gender perspective, pursuant to SCR 1325.

In international operations the Danish National Police have focused a lot on incorporating the gender perspective, in particular when it comes to training local female police officers. This translated into concrete efforts in Afghanistan and Iraq, where local female police officers were trained by deployed Danish female police officers. In the TIPH mission in Hebron, the share of deployed Danish female police officers amounted to 50 % of the total number of deployed Danish police officers. This was due to the fact that, for operational reasons, female police officers, to a much greater extent, succeeded in establishing contact with Palestinian women in the area.

When training police officers for deployment in peacekeeping operations, the Danish National Police have put more effort into teaching human rights and SCR 1325, in order to prepare deployed police officers to manage the gender perspective, in accordance with SCR 1325.



During the next 5-year period the Danish National Police will:

- Continue the focus on recruitment of Danish female police officers to international missions, including for leadership functions, and aim at increasing the share of Danish female police officers deployed to international missions to 10%, as a minimum, of the total number of deployed officers. Where relevant and appropriate, explore new initiatives as regards recruitment of female police officers at all levels.
- Ensure that training efforts are in line with maintaining the number of deployed female police officers at all levels, while ensuring that the perspectives of SCR 1325 are always incorporated in the course program.
- Ensure, if the Danish National Police participates in the planning of peace-keeping operations or training efforts, that the principles of SCR 1325 are incorporated in the planning of the efforts.
- Ensure that teaching and training of Danish police officers prior to deployment in peacekeeping operations are always carried out with specific consideration of the gender perspective, in accordance with SCR 1325, and, to the extent deemed necessary, strengthen and develop the teaching in order for it to be easily applicable in practice.
- Continuously, and when Danish police officers return after deployment, evaluate the mission in question, including as regards how the mission is implementing SCR 1325, in such way that feedback can be given to the Ministry of Foreign Affairs.
- Ensure that female police officers are also deployed to areas and missions, where cultural conditions would normally make it impossible for local female police officers to work, in order to positively influence the perception of female police officers.

The Danish National Police only deploy police officers to peacekeeping operations within the framework of the Danish foreign and security policy and, as a principle, only to support multilateral interventions in the context of the EU, and only to a smaller extent to support bilateral interventions in weak and fragile states.

# Overview of activities 2014 – 2019

## Danish National Police

<b>RECRUITMENT</b>		
	<b>Action</b>	<b>Indicator</b>
<b>All Missions</b>	1. Work for a strengthened gender balance in the roster of the Danish National Police, including female police officers eligible for senior level positions.	<b>1a.</b> Number of females accepted in the roster of the Danish National Police. <b>1b.</b> Number of Danish female police officers deployed to missions – $\geq 10\%$ <b>1c.</b> Number of Danish female police officers deployed to senior level positions in missions. <b>1d.</b> Actions taken to increase the number of female police officers deployed to missions.
<b>PLANNING</b>		
	<b>Action</b>	<b>Indicator</b>
<b>All Missions</b>	Support that gender-related issues are addressed in the planning of missions (when participating).	Gender issues reflected in planning documents for missions (CMC, CONOPS, OPLAN, Council Decision etc.).
<b>EXTERNAL TRAINING</b>		
	<b>Action</b>	<b>Indicator</b>
<b>Training of Local Police</b>	Support that gender-related issues are incorporated and addressed in the training of local police forces.	Gender issues reflected in course curriculums.
<b>INTERNAL TRAINING</b>		
	<b>Action</b>	<b>Indicator</b>
<b>Pre-deployment training of Danish police officers</b>	Ensure that teaching and training of Danish police officers prior to deployment in peace-keeping operations are always carried out with specific consideration of the gender perspective, in accordance with SCR 1325, and, to the extent deemed necessary, strengthen and develop the teaching in order for it to be easily applicable in practice.	Gender issues reflected in course curriculums
<b>EVALUATION</b>		
	<b>Action</b>	<b>Indicator</b>
<b>Mission Performance</b>	When Danish police officers return after deployment, evaluate the performance of mission in question with regard to how the mission is implementing SCR 1325.	Reporting procedures and feed-back given to the Ministry of Foreign Affairs.



# SCR 1325 in the Danish Defence

## The Ministry of Defence

The Danish defence and the Ministry of Defence work in a large number of fora and domains to further the participation of women in the defence, in conflict resolution and in post-conflict society rebuilding. The number of women in uniform is steadily growing, and projects involving support to vulnerable population groups in conflict areas are being implemented.

It is the foundation of the Diversity Policy of 2011 of the Ministry of Defence that the tasks given are best solved with a diverse employee group, comprising a multitude of abilities, competences and perspectives. In order to be able to recruit from a large pool of potential employees, it is a goal for the ministry and the defence to interest a large number of women, as well as men, in military employment.

Both at the Horn of Africa and in Afghanistan, projects and initiatives have been implemented to support women's participation in security training, empowerment in society and other similar goals.

## Achievements and Lessons Learned 2008 – 2013

In 2011, the Danish Ministry of Defence launched a Diversity Policy covering all the institutions in its organisation. One of the main focus areas of the policy is to increase the number of women employed as military personnel, both by recruitment, retention and career building. The policy includes a range of specific initiatives intended to further this.

In 2013, the Danish defence has implemented an action plan regarding the SCR 1325, consisting of a number of specific policy actions. Overall, the gender perspectives are integrated in all tasks, where the Danish defence is involved.

All language officers in the Danish defence are educated as cultural supervisors and instructors, which enables them to handle difficult gender issues in missions abroad. This includes the social dynamics in family structures, ethnicity and networking. App. 50% of of the language officers are women.

By the end of 2013 a total of 6.5% of all operative military personnel were women. The last few years the number of voluntary women beginning a career in the defence alongside the male conscripts has increased from 2.6% in 2004 to 19.3% in 2013. Hopefully, a consequence of the increased presence of women in the armed forces will be an increase in the number of women who chose an extended career in the defence, and who over time will take up more of the leading positions.

Internationally, the Danish defence has played a role in implementing a variety of projects in Afghanistan with a focus on local women. These include refurbishment, upgrading and protection of the Women's Centre in Gereshk, refurbishment of the Women's Centre in Abbuzan, the women's restroom at the Gereshk Hospital, and a human rights course with the Afghan National Police Headquarter in Gereshk.

At the Horn of Africa, Denmark has supported courses and training regarding integration concerns over vulnerable groups, including women, in operations planning at the International Peace Support Training Centre in Nairobi. The participation of women in these training activities has been actively promoted.

In the coming 5-year period, Denmark will:

- continue to participate actively in various international fora relevant for handling gender issues,
- evaluate/update documents regarding the implementation of SCR 1325,
- strengthen the education within the armed forces regarding gender issues,
- continue to work actively for the increase of the number of women in the armed forces,
- include consideration of the gender perspective and women's participation in civil-military projects e.g. participation in the funding of the building of separate facilities, including sleeping and sanitary facilities, for female students at the Afghan National Army Officers Academy. (The lack of dedicated facilities has up to now prevented female students from attending the academy).

It is an integrated part of the Diversity Policy of the Ministry of Defence that the top level management is focused on diversity, including the active participation of women in the task solutions. Also, the Danish defence integrates the gender perspectives in all tasks it takes part in. This overall perspective is supported by specific policy initiatives to further the implementation. The policy initiatives listed in the Annex are coupled with indicators that allow evaluation and possible adjustment of the effort.

# Overview of activities 2014 – 2019

## Ministry of Defence

<b>COORDINATION AND ADMINISTRATION</b>	
<b>Initiative</b>	<b>Indicator</b>
Designation of resource person as coordinator.	Reflected in the task description of the designated employee.
Participation in the following international fora: NORDEFCO, NATO.	Percentage of participation in meetings.
Evaluation of the Diversity Policy of the Ministry of Defence.	Drafting of evaluation report.
Making use of the ambassador corps of the defence.	Number of ambassadors and participation in activities.
Coordination of the general HR strategy and the defence's action plan for the SCR 1325.	Focus on diversity in the HR sub strategies.
Update of the action plan of the defence for the SCR 1325.	Establishment of fixed points in time for update, e.g. every second year.
<b>OPERATIVE</b>	
<b>Initiative</b>	<b>Indicator</b>
<p>Consideration of the use of gender/cultural advisors in the Joint Defence Command.</p> <p>General consideration in the defence on whether to appoint specially trained gender advisors in addition to the existing broad gender education.</p>	<p>With gender/cultural advisors:</p> <ul style="list-style-type: none"> <li>– Reflected in description of functions and tasks comprising cultural and gender advice.</li> </ul> <p>Without gender advisors:</p> <ul style="list-style-type: none"> <li>– Educational elements regarding gender established.</li> </ul>
Definition of criteria for decisions on including gender/cultural advisers in missions.	Directive/instructions from the Joint Defence Command.
Monitoring of the number of gender/cultural advisors included in international missions.	Record the number on a yearly basis in relation to the Annual Report.

## EDUCATION AND TRAINING

Initiative	Indicator
Strengthening the teaching of gender perspectives in the structural educations.	Change in educational plans/number of lessons regarding gender.
Strengthening of gender perspectives in the language officer education.	Change in educational plans/number of lessons regarding gender.
Strengthening of gender perspectives in mission-specific education.	Change in educational plans/number of lessons regarding gender.
Cooperation with Nordic Gender Centre in Stockholm.	Number of students sent out, number of teachers delivered, number of projects using the expertise of the centre.
Examination of the experience of other nations with the use of gender advisers or cultural advisers.	Comparative analysis with the Nordic countries (NORDEFKO) and the United Kingdom.
Strengthening of teaching of the impact of cultural aspects on military operations in the structural educations.	Change in educational plans/number of lessons regarding gender.

## MANNING AND RECRUITMENT

Initiative	Indicator
The possibility of Danish exchange to Nordic Gender Centre in Stockholm is monitored.	The possibility is investigated on a yearly basis.
Monitoring of the percentage of women in uniformed positions, including new recruitments.	Report on yearly numbers of women employed in uniformed positions, including new recruitments, assessed separately.

## LEGISLATION

Initiative	Indicator
Contribution with legal educational elements and counselling, including International Law, for the development of the structural educations and the mission-specific education.	Change in educational plans/number of lessons regarding gender.





Denmark's National Action Plan  
for implementation of  
UN Security Council Resolution 1325  
on Women, Peace and Security  
2014 – 2019

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The first part of the document discusses the importance of maintaining accurate records of all transactions. This includes not only sales and purchases but also any other financial activities that may occur. It is essential to have a clear and concise system in place to ensure that all data is properly recorded and easily accessible.

In addition, the document emphasizes the need for regular audits and reconciliations. By comparing the recorded data against actual transactions, any discrepancies can be identified and corrected promptly. This helps to ensure the integrity and accuracy of the financial information.

Furthermore, the document highlights the significance of proper documentation and record-keeping. All receipts, invoices, and other supporting documents should be kept in a secure and organized manner. This not only facilitates the auditing process but also provides a clear trail of evidence in the event of any disputes or legal proceedings.

Finally, the document stresses the importance of staying up-to-date with the latest accounting practices and regulations. The financial landscape is constantly evolving, and it is crucial to adapt to these changes to ensure compliance and optimal financial performance.

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