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WOMEN, PEACE AND SECURITY GUIDANCE NOTE

SUPPORT TO IMPLEMENT THE WPS AGENDA

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Denmark's Vision on WPS

Denmark published the fourth Danish National Action Plan for Women, Peace and security to mark the 20th anniversary of UN Security Council Resolution 1325.

The National Action Plan is clear: the Danish Government will do more to promote equality and women's rights, and ensure more lasting results from our efforts for peace and security. To achieve this, we must work purposefully, systematically and with a focus on results to ensure the full, equal and meaningful involvement of women in the prevention of conflict and building of peace. We are committed to taking a rights-based approach.

The Women, Peace and Security Guidance Note aims to support the Ministry of Foreign Affairs, Ministry of Defense and Danish National Police in implementing Denmark's National Action Plan, or in other words how to put the Action Plan into practice. It intends to guide and further strengthen our work on the Women, Peace and Security Agenda.

The Guidance Note will strengthen and enable stronger cooperation and coordination between the three Government Ministries involved; applying common tools and language for those working on Women, Peace and Security in operational contexts.

The Guidance Note puts Women, Peace and Security into the context of Denmark's work on global peace and security. It also provides examples of how to operationalise Women, Peace and Security in Denmark's policy and practice, and includes tools for ensuring women's meaningful participation and addressing Gender Based Violence and Sexual Exploitation, Abuse and Harassment.

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HOW TO USE THIS GUIDANCE NOTE

This guidance note aims to support the Ministry of Foreign Affairs, Ministry of Defence and Danish National Police put Denmark's National Action Plan (NAP) on Women, Peace and Security (WPS) (2021-2024) into practice.

The Danish NAP has three strategic objectives:

1. Use Denmark's influence as a security policy actor to further the WPS agenda globally.
2. Increase women's participation in peace and security efforts.
3. Prevent and respond to gender-based violence (GBV) in conflict situations and improve efforts against sexual exploitation, abuse and harassment (SEAH).

Section 1 provides readers with background on Denmark's National Action Plan and the WPS agenda, as well as providing an explanation of how integrating WPS into Denmark's work contributes to Denmark's efforts promoting global peace and security.

Section 2 provides readers with the foundations for designing programmes that increase women's participation and prevent and respond to GBV and SEAH in fragile and conflict affected states.

Section 3 provides readers with more tailored guidance on how to operationalise Denmark's strategic objectives in multiple contexts. This includes how to drive the WPS agenda internally; how to use Denmark's influence to further the WPS agenda in global peace and security policy; how to increase women's participation and prevent and respond to GBV and SEAH in peace and stabilisation programmes, Danish missions, embassies representations and deployments, and humanitarian operations; and how to monitor and evaluate progress on the Danish NAP.

Annexes provide readers with tools to support programmes increase the participation of women at all levels, monitor and evaluate efforts to increase women's participation and to prevent and respond to GBV and SEAH, and to ensure programmes are underpinned by gender-sensitive analysis.

> Programmes should use the REPCA framework found in Section 2.1 during the earliest stages of design to support the participation of women at all levels and ensure that all programmes are underpinned by intersectional gender analysis. Programmes should use the guidance in Section 2.2 and 2.3 to ensure they are taking appropriate steps to protect women from GBV, mitigate against SEAH and support survivors.

SECTION 1

Background to the WPS agenda and Denmark's NAP. Rationale behind integrating WPS into Denmark's work to promote global peace and security.

SECTION 2

Foundational principles for increasing women's participation, and preventing and responding to GBV and SEAH across Denmark's work.

SECTION 3

Tailored guidance to support Denmark operationalise the strategic objectives of the NAP across multiple contexts in which Denmark works.

SECTION 1: HOW INTEGRATING WPS CONTRIBUTES TO DENMARK'S INTERNATIONAL WORK ON GLOBAL PEACE AND SECURITY

Section 1.1 Background to the WPS Agenda and Denmark's NAP

The global Women, Peace and Security (WPS) agenda recognises that international peace and security is inextricably linked with gender equality and women's leadership.

The WPS agenda is based on nine resolutions passed by the UN Security Council - SCR 1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242 and 2467 – which are founded on the recognition that women's participation, rights and needs are central to international peace and security. The WPS resolutions commit member states and UN bodies to: increase women's participation in and influence on processes relating to peace and security; protect women and girls and their rights in conflict situations; and ensure that their needs are met in relief and recovery processes.

Denmark is a strong supporter of the WPS agenda and was the first country to launch a National Action Plan (NAP) on SCR 1325 in 2005. It has subsequently produced a series of NAPs[1] which bring together Denmark's plans for delivering its WPS commitments. The fourth Danish NAP runs from 2021-2024 and is jointly owned by the Ministry of Foreign Affairs, the Ministry of Defence and the Danish National Police.

> **Denmark's National Action Plan (2021-2024) aims to:**
>
> **Use Denmark's influence as a security policy actor to further the WPS agenda globally:** Denmark will strengthen and mainstream a gender perspective in international operations, missions and peace and stabilisation efforts. Denmark will work to ensure that all the relevant international organisations in which they participate deliver relevant concrete results in relation to WPS.
>
> **Increase women's participation in peace and security efforts:** Women's participation is an end in itself and a means of maximising the impact of Denmark's efforts to prevent and manage conflict and crisis and to build peace. Denmark will focus on increasing the participation of both local women and Danish women in peace and security efforts.
>
> **Prevent and respond to gender-based violence in conflict situations and improve efforts against sexual exploitation, abuse and harassment (SEAH):** Preventing and responding to GBV will be an integral part of Denmark's efforts in conflict prevention, management, stabilisation and peacebuilding. Denmark's commitment to a zero-tolerance policy in relation to sexual exploitation, abuse and harassment both among partners and within its own ranks is made clear in its NAP.

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1 The first NAP SCR was produced in 2005, the second in 2008, the third in 2014, and the fourth in 2020.

Section 1.2 How does the Women, Peace and Security Agenda contribute to Denmark's work on global peace and security?

Denmark is a visible security policy actor internationally with a reputation for promoting equality and human rights across its work.

This visibility occurs through:

- The deployment of Danish military, home guard, police and civilians in international missions and operations and coalitions led by the UN, NATO and the EU.
- Denmark's work in conflict prevention, peacebuilding and efforts to reduce fragility and strengthen resilience for people in fragile and conflict affected states.
- Denmark's engagement in international security policy forums and alliances and in its diplomatic work around the world.

The WPS agenda builds on Denmark's reputation for promoting equality and human rights and provides an opportunity to show international leadership in this field. In particular, the WPS agenda provides an entry point for Denmark to:

- **Create a safer world for all:** At its core, the WPS agenda is about resolving and preventing violent conflict.[1] The objective in demanding a WPS agenda at the UN Security Council in 2000 was to prevent armed conflict and reverse escalating levels of militarisation, which increase insecurity in homes, communities and nations. With prevalence of GBV and gender inequalities being indicators of instability and a likelihood of recurrent violence, there is also a correlation between gender equality and stability[2]. Denmark can contribute to the WPS agenda by joining and responding to calls for governments to prioritise investment in efforts and institutions that promote gender equality, peace and conflict prevention rather than solely in conflict preparedness and response.

- **Ensure peace and security efforts engage with all relevant stakeholder groups:** Beyond the realisation of women's rights, the WPS agenda recognises that the complexities of conflict globally can only be addressed through engagement with all stakeholder groups and by addressing the multiple and complex underlying causes of conflict. Denmark can advocate and programme for both:

  - **Short-term approaches** that ensure women's participation in peace and security efforts, and focus on preventing and responding to GBV and other gendered violations.

  - **Longer-term approaches,** which address the structural and root causes of conflict such as inequality, and address new sources of conflict such as the impacts of climate change and natural resource shortages.

- **Build institutions that promote peace:** Whilst security sector responses play a valuable role in the immediate context of violence, they tend to address symptoms rather than root causes.[3] In some cases they may exacerbate physical harms, divisions, inequalities and grievances. Denmark can raise the standard of security sector responses to ensure they are delivered in ways that strengthen these institutions' ability to support peace and stability and meet the needs of women in communities.

- **Respond to the needs of all women in communities:** The WPS agenda recognises that relief and recovery is key to establishing lasting, sustainable and equitable peace. GBV prevention and response, inclusive transitional justice and peace and stabilisation programmes, and humanitarian relief efforts are key to enabling people, societies and economies to recover and also act to interrupt conflict cycles and prevent further violence.

Section 1.3 How does Women, Peace and Security contribute to broader Gender Equality Policy?

For Denmark, addressing conflict is recognised as a key step towards gender equality, whilst advancing gender equality is recognised as supporting sustainable peace.

Conflict often leads to a reversal in gender equality and women's rights, with harmful norms such as early marriage rising. However, in other cases, women may have opportunities beyond normally proscribed roles during periods of violence. Roles in the home may shift during conflict, with women engaging in new forms of economic activity out of necessity. Women may also take on combat roles, support armed groups or engage in peace activism and welfare activities in response to conflict. The potential for the transformation of social, political and economic structures and processes in the post-conflict period presents opportunities to advance gender equality alongside other reforms.

However, shifts towards gender equality may also be reversed after violence ends. Attending to gender equality through legal reforms and programming in the post-conflict period supports the achievement of broader gender equality. The participation and influence of diverse women on these processes bolsters the chances of post-conflict transformation extending to gender equality and supporting sustainable peace for all.

Key Gender Equality Policies recognise the importance of addressing conflict:

The 2030 Agenda for Sustainable Development and the women, peace and security agenda are mutually supportive across all 17 Sustainable Development Goals. Goal 5 relates to gender equality and Goal 16 to stable and peaceful societies.

The Beijing Declaration and Platform for Action recognises that peace is inextricably linked with equality between women and men and development. It puts forward a set of strategic objectives and actions to be taken.

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) defines what constitutes discrimination against women and sets up an agenda for national action to end it. The Committee on the Elimination of All Forms of Discrimination against Women adopts recommendations on any issue affecting women to which it believes the States parties should devote more attention. General recommendation no. 30 on women in conflict prevention, conflict and post-conflict situations strengthened and made clear the applicability of the Convention to a diverse range of settings affected by conflict and political crises. It also set out and affirmed the Convention's linkages with the UN Security Council's WPS agenda.

SECTION 2: THE FOUNDATIONS FOR INCREASING WOMEN'S PARTICIPATION AND PREVENTING AND RESPONDING TO GBV AND SEAH ACROSS DENMARK'S WORK ON GLOBAL PEACE AND SECURITY.

Section 2.1 Women's participation in peace and security efforts

Why is women's meaningful participation necessary for durable and equitable peace?

- **Women have the right to be involved in decisions that affect their lives:** The Danish NAP recognises that women's participation in peace and security efforts is a right.

- **Women's meaningful participation improves the quality and durability of peace:** Women can be key agents and facilitators during armed conflict and have the power to promote or impede social acceptance of peace and security efforts.[4] Statistical analysis finds a robust correlation between women's participation in peace negotiations and durable peace.[5]

- **Women's meaningful participation in peace and security efforts means they are more likely to reflect the needs of women:** When the experiences of women do not inform peace and security efforts we tend to see an increase in violence against women, the political disenfranchisement of women, and the economic exclusion of women at all levels of society.[6]

- **Women's meaningful participation helps create social institutions and promote social attitudes that foster equitable peace and oppose cultures of violence.[7]** Denial of women's rights within a country is an early indicator of future instability and conflict.[8] Danish foreign, security and development policy recognises that human rights, gender equality and well-functioning democratic institutions are the foundation of a peaceful, inclusive and sustainable society.

What do we mean by women's meaningful participation?

Denmark has committed to increasing the participation of Danish and non-Danish women in peace and security efforts. While the physical presence of women in peace and security efforts is necessary, alone, this will not ensure that those efforts are informed by and respond to the needs of women on the ground. In order for women's participation to be meaningful, women with a variety of diverse lived experiences and expertise must have opportunities to share their contributions with decision makers, be assured that their contributions will be respected and able to influence decisions being made, and ensure a gender perspective and analysis shapes all peace and security efforts.

In practice, a commitment to women's meaningful participation requires commitment to the following:

- Increasing the number of civilian and uniformed, Danish and non-Danish women in formal roles at all levels of peace and security efforts.
- Deepening the quality, influence and impact of these roles.
- Developing mechanisms to enable inputs from women with a variety of lived experience and expertise to inform peace and security efforts.
- Ensuring that intersectional gender analysis informs all peace and security efforts.

Women are not a homogenous group and targeted efforts, rooted in intersectional gender analysis, are needed to ensure participation of diverse groups – especially those most affected by conflict and insecurity.

Multiple factors cause different women to face different challenges and have different needs. Intersectional gender analysis helps us develop a nuanced picture of the concerns of women across a population, that reflects differences between geographies and multiple and intersecting social factors. Social factors include but are not restricted to age, ethnicity, disability status, sexual orientation, religious background, rural or urban location, and economic background. Some questions to ask while designing programmes include:

- National women's organisations do not always represent the needs of women across different localities at the grassroots level. How can we engage with a more diverse range of women?
- Indigenous peoples and minorities often face challenges accessing political processes. Can we use our influence to encourage power-holders to engage with them systematically?
- Lesbian, bisexual and trans (LBT) women are often at greater risk of sexual violence and abuse and of discrimination that may prevent them from accessing the services they need. How can we design programmes to protect LBT women from violence and discrimination?
- Women with disabilities are often at greater risk of sexual violence, discrimination and exclusion, especially in conflict contexts. They also face barriers to accessing the services they need. How can we design programmes to ensure women with disabilities are able to participate?

All of Denmark's policy and programming should be underpinned by a gendered understanding of conflict and peace – recognising that gender intersects with other characteristics. An intersectional gender analysis can identify potential impacts of programmes on different groups of women and girls and integrate measures to minimise unintended harms, maximise gender equality impact and ensure that women and girls are able to benefit equitably from the range of peace and security interventions supported by Denmark. A detailed tool and guidance is provided in Annex 5.

How to facilitate women's meaningful participation in peace and security efforts?

Ensuring women are able to meaningfully participate requires an understanding of the multiple, complex and context-specific barriers to their participation. The REPCA framework outlined below identifies **five types of barriers to women's meaningful participation**: roles, environment, protection, capacity and analysis**.** It encourages the design of peace and security processes and programmes which dismantle these barriers so that women are able to contribute their expertise and experience effectively and over a sustained period.

The REPCA framework provides entry points for designing interventions to overcome these barriers to women's meaningful participation. A tool for analysing barriers and opportunities for women's participation using the REPCA framework is included in Annex 2, with suggested activities to help design effective programmes in different operational contexts. Annex 3 provides guidance on how to measure and evaluate efforts to increase women's meaningful participation in peace and security efforts.

Five types of barriers to women's meaningful participation (REPCA framework)

ROLES
Lack of formal and informal roles through which women can share their expertise and experiences and influence decisions related to peace and security efforts at all levels results in the absence of women's voices in peace and security.

ENVIRONMENT
Lack of enabling environment that respects, supports and renumerates women may prevent women from accepting opportunities, remaining in post, and meaningfully participating where opportunities to do so exis.t

PROTECTION
The risk of violence against women who participate in peace and security efforts may prevent women from accepting opportunities, remaining in post, and contributing effectively where opportunities to do so exist.

CAPACITY
Skills and information gaps may mean women are not adequately prepared ahead of engagements, limiting their capacity to meaningfully participate.

ANALYSIS
A lack of gender analysis in all aspects of design and implementation means initiatives will not be informed by an accurate or balanced understanding of women's needs on the ground, even with women at the table.

Examples of opportunities to address barriers to women's meaningful participation in peace and security efforts

ROLES: Create opportunities for women with a variety of expertise and lived experience to set and shape agendas and decisions at all levels of peace and security efforts

- **Create roles and channels for influence:** Ensure women fill a substantial proportion of roles in the teams setting agendas, designing interventions, implementing interventions and participating in interventions. It is especially important that female beneficiaries can participate in the design of programmes intended to support them.

- **Conduct advocacy:** Encourage global, national and local peace and security bodies to increase the number of women in roles where they can influence decision-making and hold decision-makers to account.

- **Prioritise funding** for peace and security bodies that commit to including women in decision-making roles and for women-led grassroots organisations working in security and peacebuilding.

ENVIRONMENT: Create an enabling environment for women to accept roles, remain in them, and participate effectively

- **Conduct an analysis of the barriers facing women:** Engage with women to identify and understand the barriers they face to accepting, remaining and participating effectively in roles and to identify what they need to overcome these barriers.

- **Ensure participation opportunities are accessible:** Create an environment where women are respected, supported, and reimbursed for their participation.

- **Design programmes that overcome barriers:** Ensure programmes take account of the barriers that women face to meaningful and durable participation and create enabling environments that overcome these barriers.

- **Conduct advocacy:** Encourage, donors, INGOs and peace and security bodies to ensure peace and security efforts are designed in a way that enables women's meaningful and durable participation.

PROTECTION: Take measures to ensure that women can participate in peace and security efforts without fear of GBV and SEAH.

- **Prioritise funding:** Support UN agencies, INGOs and women-led organisations and groups to implement specialised GBV prevention and response programmes in conflict-affected settings, with the view to shifting harmful gender norms, promoting respect for women's rights (including their right to be free from GBV) and increasing access to high-quality survivor-centred services.

- **Conduct advocacy:** Ensure that respect for women's rights and GBV prevention and response are core components of conflict resolution, peacebuilding and recovery discussions.

- **Ensure risk mitigation:** Ensure that all staff and partners take steps to mitigate the risk that peace and security efforts might expose women and girls to GBV perpetrated by members of the community and SEAH perpetrated by those involved in peacekeeping and the administration of aid.

CAPACITY: Ensure women have access to the relevant information and capacity-building opportunities needed to meaningfully participate

- **Fund training:** Ensure women engaged in Danish-funded peace and security efforts have access to the training, resources and information they need to meaningfully participate ahead of time.
- **Conduct advocacy:** Encourage other peace and security bodies and partners to adequately prepare women participants for engagement in peace and security efforts.
- **Develop skills sharing networks:** Create spaces for women participants to share experiences and skills.

ANALYSIS: Ensure intersectional gender analysis is conducted at all stages of agenda setting, planning, implementation and reporting on peace and security efforts at local, regional and national levels

- **Conduct intersectional gender analysis:** Ensure all Danish-funded peace and security efforts are informed by intersectional gender-sensitive conflict analysis of the potential impacts of interventions on women with diverse experiences (See Annex 5).
- **Conduct advocacy:** Encourage the use of intersectional gender analysis among other donors, INGOs and peace and security bodies.
- **Fund training:** Ensure partners have the skills needed to conduct intersectional gender analysis and use this analysis to inform programme design and implementation.

Digital Peacemaking and Remote Participation – new possibilities and risks for women

Remote participation enables people unable to travel to participate – which may overcome cultural, financial and security-related barriers to women peace activists. For example, the Syrian Women Advisory Board and the Technical Advisory Group for Yemen have been able to meet more regularly through online platforms and have engaged with the offices of the respective UN Special Envoys as well as with the main protagonists in the conflict.

Reliance on digital channels may exclude people without access to technology, including women with disabilities, from lower economic backgrounds and rural areas, or from areas where government tries to suppress communication amongst opposition groups by cutting internet coverage. Remote participation and greater online presence may also expose women to online forms of violence including Deep Fakes which digitally alter images (often maliciously), online abuse, and threats of violence.

To support the potential benefits of digital peacemaking for women[ ]:

- Harness technology to facilitate broader consultations with diverse women while providing avenues for those without Internet access to engage.
- Invest in women's access to technology, which is lower than that for men globally and even more so in fragile settings. This includes access to reliable sources of electricity and phone signal.
- Design holistic plans to protect women who engage in online spaces.

Section 2.2 Preventing and responding to GBV in fragile and conflict-affected settings[2]

What is Gender-based violence (GBV)?

> Gender-based violence (GBV) refers to harmful acts rooted in gender discrimination against women and girls. Men, women, boys and girls can all experience violence, but GBV research, policymaking and programming focuses on women and girls, as structural and systemic gender inequality privileges men with greater power and resources which renders women and girls at greater risk of harm.[10]

In fragile and conflict-affected settings, existing forms of GBV (including intimate partner violence and child and forced marriage) are often exacerbated, while new forms of GBV (such as conflict-related sexual violence) emerge.[11] A typology of the main forms of GBV found in fragile and conflict-affected settings is set out below:

- **Intimate Partner Violence (IPV)** refers to physical, sexual and/or emotional abuse and controlling behaviours perpetrated by a current or former partner. IPV is the most pervasive form of violence women experience in all settings.[12] Globally, 35% of all women experience IPV in their lifetime, but prevalence increases during conflict[13] IPV due to household stresses, trauma, normalisation of violence and the breakdown in social structures. In conflict-affected parts of South Sudan, up to 75% of women have experienced physical and/or sexual violence from an intimate partner.[14]

- **Non-partner sexual abuse and harassment** refers to sexual abuse and harassment perpetrated by someone other than an intimate partner. Sexual abuse and harassment often increases in conflict-affected and humanitarian settings.[15] Women and girls are particularly vulnerable when they are separated from families and reside in refugee and internally displaced camp settings, where they are brought into close proximity with men that are strangers to them. In camp settings, women and girls are at high risk of experiencing sexual abuse and harassment when travelling to and from toilets and bathing facilities.[16]

- **Conflict-related sexual violence includes rape**, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilisation, forced marriage, and any other form of sexual violence perpetrated against women, men, girls or boys that is directly or indirectly linked to a conflict. Sexual violence has been used as a weapon of war to terrorise opponents and displace whole communities, as documented in conflicts in Rwanda, the Democratic Republic of Congo, Myanmar and Ethiopia, amongst others.

- **Child marriage** is any formal marriage where one or both people are under 18 years of age. All child marriages are forced marriages because a child cannot provide informed consent to a marriage. In times of conflict, rates of child and forced marriage often increase.[17] This is because many families use child marriage as a coping mechanism to reduce household costs, bring dowry income, or forge allegiances for survival, particularly when young women's livelihoods are restricted due to insecurity, or where girls are out of school due to insecurity. Particularly high rates are seen in Niger, Yemen, Chad, Mali and South Sudan.[18] Women and girls are also vulnerable to being recruited by armed forces and groups to marry combatants. For example, Islamic State fighters have targeted Yazidi women and forced them into marriage for sexual gratification.[19]

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[2] This note does not cover GBV and SEAH against children and minors under the age of 18. Working with children to prevent or respond to cases of GBV or SEAH requires a different approach and specific child-protection expertise, which is beyond the scope of this note. For specific guidance, please see International Child Safeguarding Standards and DANIDA's child protection policy.

- **Trafficking of persons for sexual exploitation** disproportionately impacts women and girls, particularly in fragile and conflict-affected settings. In Somalia, for example, Al Shabab routinely abducts, traffic and force women into sexual slavery.[20] Trafficking of women and girls may increase during conflict due to an absence of security and justice, increased vulnerability of women and girls and the potential to finance violence through proceeds of trafficking.

- **Violence against women in public or political life** often increases both during and after conflicts in an attempt to silence or undermine women's participation. Women human rights defenders and women politicians are being attacked and killed at an alarming rate, for example in Colombia, Afghanistan, Syria and Burkina Faso.[21]

Why does addressing GBV in fragile and conflict-affected settings matter?

Addressing GBV in fragile and conflict settings is a key priority for the Danish government because:

- **GBV is one of the most serious and pervasive human rights violations of our time.** Many women and girls die due to GBV, whilst others experience a range of physical, psychological and social harms that can have devastating and long-lasting consequences.[22]

- **Humanitarian crises and armed conflict exacerbate GBV.** While the root cause of GBV is gender inequality, conflict and humanitarian crises heighten the risk of violence against women and girls due to increased poverty, social fragmentation, trauma and normalisation of violence, the collapse of public services, and the breakdown of law and order[23].

- **Gender inequality and GBV can drive armed conflict.** There is an emerging body of evidence, which highlights the role gender inequality and GBV can play in driving conflict, as well as being a consequence of it. Globally, more gender-equal societies are more peaceful and less likely to descend into civil war.[24] 17 of the world's 20 most gender-unequal societies are in Africa, and many of these constitute fragile and conflict-affected states.[25] Rising levels of GBV, meanwhile, can indicate growing instability linked to a culture of impunity and the breakdown of law and order. Patriarchal gender norms can also be exploited by extremist groups to attract recruits. For example, in both Somalia and Nigeria, Al Shabaab and Boko Haram have been described as providing alternative pathways to manhood where traditional paths have been thwarted because of unemployment and inability to pay bride prices.[26]

- **GBV undermines women's participation in peacebuilding and state-building,** as it limits their opportunity to participate in initiatives and contribute their knowledge, skills and expertise.[27] This reduces the likelihood of equitable and sustainable peace agreements.[28]

Denmark is committed to addressing GBV in fragile and conflict-affected settings

In the fourth Danish NAP, the Government commits to:

- **Strengthen the global evidence base** on what works to prevent and respond to GBV in emergencies.

- **Leverage its position as Chair of the Call to Action for Protection** to advocate for greater funding for GBV interventions at the onset of crises.

- **Work collaboratively** with women-led organisations and groups to implement specialised programmes.

How to prevent, mitigate and respond to GBV in fragile and conflict-affected settings?

Key Principles for Denmark's work on GBV prevention, risk mitigation and response

Assume that GBV is happening. It is difficult to measure GBV prevalence in any given population. GBV is underreported due to insecurity, lack of reporting mechanisms, fear of stigmatisation or retaliation and low expectations of related support services. Provision of GBV funding should not require prevalence data.

Meaningful participation of women and girls. Ensure work on GBV, peace and security is informed by the lived experiences of women and girls affected by GBV in fragile and conflict-affected settings.

Survivor-centred GBV response. A survivor-centred approach can help save and transform the lives of GBV survivors, as well as help minimise the risk that interventions might inadvertently cause harm. At the heart of a survivor-centred approach is the following four considerations:

- ◇ **Prioritise Safety:** The safety and security of survivors, their families and those who seek to support them should be the priority for GBV responders. When women and girls disclose GBV, they risk reprisal.

- ◇ **Confidentiality:** GBV responders should not share survivor data without their informed consent (exceptions include when mandatory reporting procedures are in place or when working with child survivors).

- ◇ **Respect:** GBV responders should respect the rights and dignity of the survivor. They should not judge the choices of a survivor, but rather trust that she knows best when to access assistance.

- ◇ **Non-Discrimination:** GBV responders should treat all survivors equally, regardless of their age, race, ethnicity, nationality, religion, sexual orientation, HIV status and disability status.

- **Safe and ethical collection and use of survivor data.** Survivor data refers to personal or identifiable information about an individual who has survived GBV, including the sex, age and disability status, type of GBV, location of the incident and support survivors receive as part of the GBV case management process. Support services must be available to GBV survivors before data is collected.

- **GBV risk mitigation is everyone's responsibility.** Ensure that all sectoral interventions are informed by a consideration of GBV risks and include mitigation measures during design and implementation, in accordance with the Inter Agency Standing Committee Guidelines for Integrating GBV in Humanitarian Action, which provide sector-specific recommendations.[29]

Image credit: Shutterstock.com

> **The Danish Government and its partners should keep in mind the following four key takeaways:**
>
> **1** Allocate sufficient financial resources to meaningfully respond to GBV in fragile and conflict-affected settings and a measurable target, e.g. a % of overall humanitarian spend.
>
> **2** Ensure that diplomacy, policymaking and programming addresses the multiple forms of violence women and girls face in emergencies, including intimate partner violence, child and forced marriage and conflict-related sexual violence, such as rape and sexual assault.
>
> **3** Prioritise GBV risk mitigation and gender equality in humanitarian response and peacebuilding state-building efforts.
>
> **4** Support and fund women-led organisations and movements to improve the status of women, challenge patriarchal norms and build local capacity and contribute to more equal and equitable societies.

To respond effectively to GBV in fragile and conflict-affected contexts, it is important to recognise the many different forms of GBV women and girls are vulnerable to, as well as to understand what drives GBV and what the risk factors are in fragile and conflict-affected settings. Using an ecological model adapted to fragile and conflict-affected settings can help to identify a range of risks and entry points (see Figure 2).

Individual, interpersonal, institutional, community and wider societal factors may all increase a woman's risk of experiencing GBV. In any given context a combination of these factors will combine to present complex risks and all policies and programmes, whether to prevent or respond to GBV, could consider these complexities. Interventions may address these risks at one or more levels, applied in different ways according to the operational context.

All women and girls are at risk of GBV due to gender inequality. However, it is important to recognise that sex can intersect with other factors, such as age, disability, socio-economic status, sexual orientation, ethnicity/race and asylum status to intensify risk of harm. For example, women with disabilities may be at higher risk of GBV due to sexism combined with higher levels of dependence on others. Women from particular ethnic, political or armed groups, including peace activists, may be particularly vulnerable during conflict.

Responding effectively to GBV in fragile and conflict-affected states requires action at global and national levels, though diplomatic, policymaking and programmatic action. Denmark's work on addressing GBV should be based on analysis of the operational context and suitable entry points. Suggested entry points for GBV prevention, response and risk mitigation are outlined in the table below, with further detail on approaches in different sectors and contexts included in Section 3.

Figure 2: Ecological Model for Risk Factors for GBV in Fragile and Conflict-Affected Settings[30]
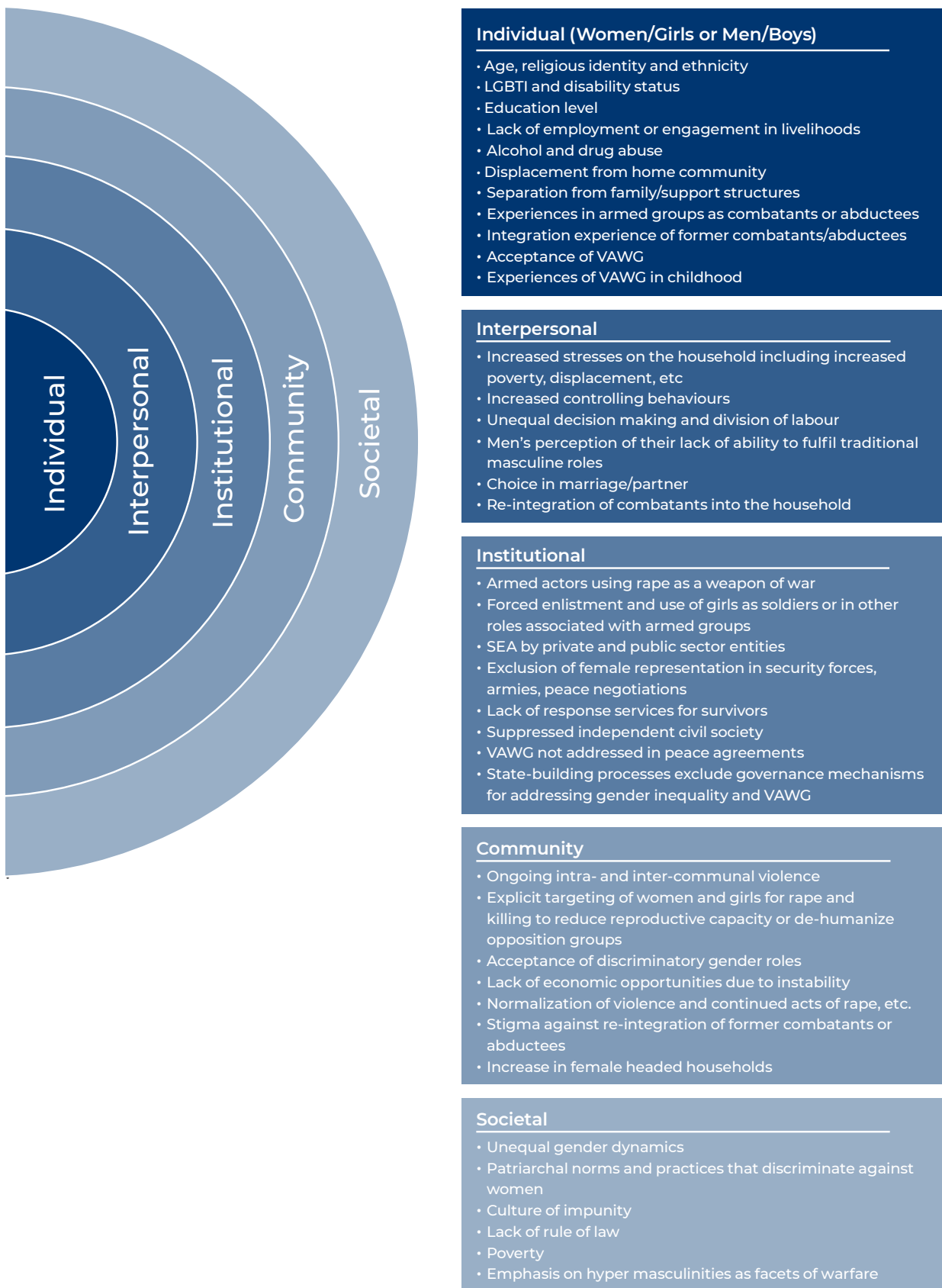

Individual (Women/Girls or Men/Boys)
- Age, religious identity and ethnicity
- LGBTI and disability status
- Education level
- Lack of employment or engagement in livelihoods
- Alcohol and drug abuse
- Displacement from home community
- Separation from family/support structures
- Experiences in armed groups as combatants or abductees
- Integration experience of former combatants/abductees
- Acceptance of VAWG
- Experiences of VAWG in childhood

Interpersonal
- Increased stresses on the household including increased poverty, displacement, etc
- Increased controlling behaviours
- Unequal decision making and division of labour
- Men's perception of their lack of ability to fulfil traditional masculine roles
- Choice in marriage/partner
- Re-integration of combatants into the household

Institutional
- Armed actors using rape as a weapon of war
- Forced enlistment and use of girls as soldiers or in other roles associated with armed groups
- SEA by private and public sector entities
- Exclusion of female representation in security forces, armies, peace negotiations
- Lack of response services for survivors
- Suppressed independent civil society
- VAWG not addressed in peace agreements
- State-building processes exclude governance mechanisms for addressing gender inequality and VAWG

Community
- Ongoing intra- and inter-communal violence
- Explicit targeting of women and girls for rape and killing to reduce reproductive capacity or de-humanize opposition groups
- Acceptance of discriminatory gender roles
- Lack of economic opportunities due to instability
- Normalization of violence and continued acts of rape, etc.
- Stigma against re-integration of former combatants or abductees
- Increase in female headed households

Societal
- Unequal gender dynamics
- Patriarchal norms and practices that discriminate against women
- Culture of impunity
- Lack of rule of law
- Poverty
- Emphasis on hyper masculinities as facets of warfare

Table 1: Approaches to GBV prevention, risk mitigation and response in fragile and conflict-affected settings

GBV Prevention Interventions	Key Resources
The Danish Government could seek to **integrate GBV prevention into its work.** Key elements of effective GBV prevention interventions include: • **Multiple components** that tackle GBV at different levels. • **Integrate response services** with prevention efforts, with clear, confidential and voluntary reporting and referral mechanisms. • **Gender-transformative approaches** that support critical reflection on gender roles and power, and build skills. • **Delivered by trained staff or volunteers** who have participated in specialist (not 'one off') training and receive ongoing supervision and support The following approaches show promising results in preventing GBV in conflict, post-conflict and humanitarian crisis, although further research would be useful to confirm this: • **Community-based programming** targeting attitudes, behaviours and social norms change. • **Life skills and safe spaces programmes** targeting adolescent girls, such as through girls' discussion clubs • **Economic empowerment programmes** targeting women, e.g. providing business skills, combined with gender transformative components. • **Cash transfer programmes** targeting women to meet basic needs and reduce negative economic coping mechanisms such as transactional sex.	[What Works to Prevent Violence against Women and Girls in Conflict and Humanitarian Crisis](#) [UK NAP on Women, Peace and Security 2018-2022: Guidance Note – Implementing Strategic Outcome 3: Gender-based violence](#)
GBV Risk Mitigation Interventions	**Key Resources**
All interventions in fragile and conflict-affected settings have the potential to create unintended, negative consequences that may increase the risk of GBV and/or further conflict. The Danish Government could work with its humanitarian partners to ensure their programming is informed by a strong **gender analysis,** which refers to sex, age and disability disaggregated data, and is designed in accordance with the sectoral guidance set out in the **Guidelines for Integrating Gender-Based Violence in Humanitarian Action. Evidence of GBV risk mitigation considerations and measures** could be a criterion by which partners are assessed and selected for funding, particularly for interventions relating to **food security, water, sanitation and hygiene and shelter provision.** Women and girls could receive **dignity kits and cash/vouchers** as a GBV risk mitigation measure and promote their safety.	[Guidelines for Integrating Gender-Based Violence in Humanitarian Action](#)

GBV Response Interventions	Key Resources
The Danish Government could fund the implementation of high-quality, survivor centred specialised GBV response programming, paying particular attention to the provision of: • **Women's and girls' safe spaces** that provide information and services that promote healing, wellbeing and empowerment. • High-quality, survivor centred **GBV case management services.** • **Referral systems** that connect GBV survivors to appropriate, multisectoral services in a timely, safe and confidential manner. • **Health services** and referrals to prevent and/reduce the effects of violence. • **Psychosocial support** focused on healing, empowerment and recovery. • **Legal services** that protect GBV survivors' rights and promote their access to justice. • **Economic and livelihoods** support as part of a multisectoral GBV response. At a global level, the Government of Denmark could also use its power and position to influence bilateral, multilateral and national partners to prioritise funding for GBV response in fragile and conflict-affected states from the onset of a crisis. In addition to funding for specialised GBV response services, the Government of Denmark could also use its position to lobby all parties to conflicts to refrain from the use of sexual violence in conflict and amplify the voices of women's rights activists and women-led organisations and groups as part of conflict resolution, peacebuilding and state building activities. The Government of Denmark could also support and strengthen both international and national legal frameworks and justice mechanisms, which aim to bring perpetrators of conflict-related sexual violence to justice.	The Inter Agency Minimum Standards for GBV in Emergencies Programming Interagency GBV Case Management Guidelines WHO Clinical Management of Rape and Intimate Partner Violence Survivors-Protocols for Humanitarian Settings GBV AoR Handbook for Coordinating Gender-Based Violence Interventions in Emergencies

Section 2.3 Safeguarding against Sexual Exploitation, Abuse and Harassment (SEAH)

What is SEAH?

Sexual Exploitation, Abuse and Harassment (SEAH) refers to situations where someone involved in the administration of aid or peacekeeping abuses their position of power to perpetrate harm against a beneficiary, a member of the community in which they work, or a colleague.[31] The more power a person has, the greater the opportunity to exploit, abuse and harass others. The less power someone has, the more vulnerable they are to exploitation, abuse and harassment.[32]

SEAH can affect men, women, boys and girls. Women and girls are more likely to experience SEAH because of structural and systemic gender inequality which privileges men with greater power and resources.[33] In situations where a male aid worker or peacekeeper perpetrates SEAH against a colleague, beneficiary or member of the affected community who happens to be female, then this is both an example of GBV and SEAH. The following international definitions are a helpful reference point:[34]

> **Sexual Exploitation:** Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes. Includes profiting monetarily, socially, or politically from the sexual exploitation of another. Under UN regulations, it includes transactional sex, solicitation of transactional sex and exploitative relationship.
>
> **Sexual Abuse:** The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. It should cover sexual assault (attempted rape, kissing / touching, forcing someone to perform oral sex / touching) as well as rape. Under UN regulations, all sexual activity with someone under the age of 18 is sexual abuse.
>
> **Sexual Harassment:** A continuum of unacceptable and unwelcome behaviours and practices of a sexual nature that may include, but are not limited to, sexual suggestions or demands, requests for sexual favours and sexual, verbal or physical conduct or gestures, that are or might reasonably be perceived as offensive or humiliating.

Why does safeguarding against SEAH matter?

- **SEAH violates human rights.** Some people die due to SEAH, while others experience a range of physical, psychological and social harms, the consequences of which can be devastating and long-lasting.[35]

- **SEAH undermines confidence in development, humanitarian and peacekeeping interventions,** which can make affected populations reluctant to accept and seek support.[36] It can also undermine public support for development, humanitarian and peacekeeping interventions in high-income countries, leading to a reduction in funding and their overall effectiveness.[37]

It is particularly important to address SEAH in fragile and conflict-affected settings, where an obvious power imbalance exists between staff working in the field of humanitarian aid and peacekeeping and individuals and communities affected by crisis.[38] The former has the power to withhold vital resources from the latter, be this food, water, shelter and sanctuary, which can impact on people's safety and survival. Hierarchies within the delivery of these interventions, both amongst and within international and national personnel also present risks to humanitarian and security personnel and particularly to women working in these sectors.[39] The focus on safeguarding against SEAH in fragile and conflict-affected settings is justified by a growing body of evidence concerning:

- **SEAH perpetrated by aid workers against beneficiaries and members of the community.** For example, women and girls in Uganda reported experiencing SEAH before, during and after the distribution of a) food aid, b) WASH assistance, c) shelter and d) fuel and firewood. These women and girls report that men use their connection to aid to exploit, abuse and harass victims. They do this by leveraging their perceived power over women and girls who are seeking aid by withholding necessary resources to coerce them into unwanted sexual activity.[40]

- **SEAH perpetrated by peacekeepers against the community.** For example, in Haiti, women engaged in transactional sex with peacekeepers to gain access to scarce resources, like food, clothes and other material items. A study found that power peacekeepers had to grant and withhold resources also made it difficult for women to negotiate things like condom use, thus increasing their vulnerability to STIs and unwanted pregnancies.[41] This is one study, but allegations of SEA in international peacekeeping missions have surfaced around the world, including in Bosnia and Herzegovina, Cambodia, the Central African Republic, the Democratic Republic of the Congo, Haiti, Kosovo, Mali, South Sudan, Sudan and Timor-Leste.[42]

- **SEAH perpetrated by aid workers against colleagues.** Sexual harassment and sexual assault of women aid workers by male colleagues is widespread and linked to cultures of sexism and machismo. Lesbian and bisexual women working in the aid sector are particularly vulnerable to harassment due to widespread homophobia.[43]

Denmark is committed to addressing SEAH

The Danish Government commits to taking a zero-tolerance approach to SEAH perpetrated by staff, volunteers and partners against colleagues, beneficiaries and members of the wider community. This means that while the Danish Government will not penalise the senior leadership of international operations and partners for reporting instances of SEAH, it will show zero-tolerance for staff, volunteers and partners should they ignore, cover up or mishandle cases of SEAH.

Key commitments on addressing SEAH include:

- The new Danish NAP (2021-2024) commits the Government to prevent sexual harassment amongst or by personnel inside and outside the signatory institutions (MFA, MoD, armed forces and police).

- Denmark is committed to the Development Assistance Committee's (DAC) Recommendation on Ending Sexual Exploitation, Abuse and Harassment in Development Cooperation and Humanitarian Assistance (2019) which urges member governments and their partners to establish confidential reporting mechanisms and prioritise the rights and needs of SEAH survivors.[44]

- The Prime Minister of Denmark has been appointed as a member of the UN Secretary General's Circle of Leadership, making a commitment to strengthen measures to prevent SEAH.
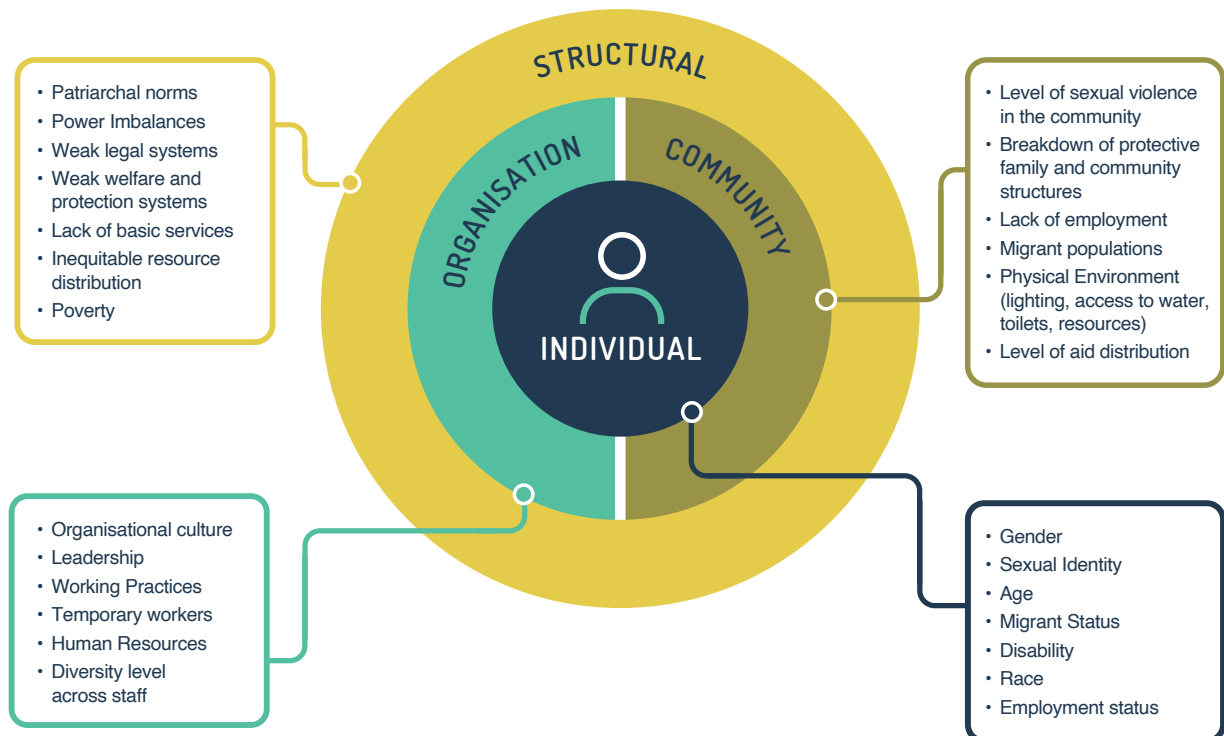
How to prevent and respond to SEAH

To effectively prevent and respond to SEAH, it is important for organisations to understand the root causes and risk factors. As already mentioned, SEAH is rooted in power imbalances which enable those with power to exploit, abuse and harass those with less power. The factors that contribute to power imbalances can be categorised as follows:

- **Deep rooted, unequal and harmful social and cultural norms,** which are frequently used to subjugate and exclude individuals and groups on the basis of characteristics such as sex, gender identity, sexual orientation, age, nationality, race/ ethnicity, religion and disability status.[45]

- **Inequitable distribution of power and resources,** which enables those with power to withhold vital resources from those with less power in exchange for sexual activity. These resources include but are not limited to: food, shelter, money and protection.[46]

There are also structural, organisational and community-level risk factors which further increase the risk of SEAH taking place, detailed in the diagram on the next page:

Figure 3 below sets out the root causes and risk factors of SEAH at individual, community, organisation and structural levels.[47]

- Patriarchal norms
- Power Imbalances
- Weak legal systems
- Weak welfare and protection systems
- Lack of basic services
- Inequitable resource distribution
- Poverty

- Level of sexual violence in the community
- Breakdown of protective family and community structures
- Lack of employment
- Migrant populations
- Physical Environment (lighting, access to water, toilets, resources)
- Level of aid distribution

STRUCTURAL

ORGANISATION

COMMUNITY

INDIVIDUAL

- Organisational culture
- Leadership
- Working Practices
- Temporary workers
- Human Resources
- Diversity level across staff

- Gender
- Sexual Identity
- Age
- Migrant Status
- Disability
- Race
- Employment status

While it is not possible for one organisation to address all of the root causes and risk factors which contribute to SEAH, there are actions they can take to help prevent, mitigate and respond to this problem. It is imperative that organisations have strong procedures for safeguarding against SEAH in place, including robust vetting and recruitment processes, risk management systems and governance and accountability mechanisms. These measures help guide organisations and staff on collective and individual roles and responsibilities. It is also important to create an organisational culture which promotes equality, diversity and inclusion and which encourages staff, contractors and volunteers to call out unacceptable behaviour they witness inside and outside of the workplace. It is essential that staff working in Danish Missions have access to reporting mechanisms. It is also essential that there are accessible reporting mechanisms at community level so that community members and survivors can report SEAH concerns. Staff working with Danish Missions in country should liaise with the UN Resident Coordinator or PSEA Network to identify referral pathways they can direct community members and survivors to.

Table 2 below sets out some suggested measures for staff working with the Danish Government and partners on strengthening their efforts to safeguard against SEAH.

Intervention	Priority Actions	Key Resources
Safeguarding Framework	• Safeguarding policy protects staff, volunteers, beneficiaries and wider community. • Staff and volunteer code of conduct, including a zero-tolerance statement on SEAH in both personal and professional life.	The Safeguarding Journey: An Introduction to Safeguarding[48] Organisational Capacity Self-Assessment Tool[49] Global Standards on Sexual Exploitation, Abuse and Harassment[50] Evidence Digest: Exploring the Root Causes of SEAH[51] SEAH in the International Aid Sector: Victims and Survivor Voices[52] Tip Sheet: Engaging Survivors of Sexual Exploitation, Abuse and Harassment[53]
Organisational Culture	• Senior leadership are vocal in their commitment to safeguarding against SEAH. • Organisational culture promotes gender equality and an appreciation for diversity and inclusion. • Staff and volunteers feel safeguarding against SEAH is treated as seriously as fraud and corruption. • Staff and volunteers feel empowered to call out unacceptable behaviour they witness and experience inside and outside the work environment and office hours.	
Human Resources	• Safeguarding is integrated in recruitment, probation and appraisal processes. • Safeguarding induction and training is mandatory, timely, refreshed, relevant to the role - attendance and effectiveness are monitored. • Responsibility for safeguarding is built into staff job/volunteer descriptions and performance management. • Reports of SEAH are recorded, treated seriously and followed up on. • Organisations recognise and fulfil their duty of care to protect staff and volunteers who are particularly vulnerable to SEAH, e.g., women, children, people with disabilities and LGBT persons.	
Governance, Accountability and Risk Management	• Organisational leadership monitors implementation of safeguarding policies and procedures, including quarterly compliance checks. • Organisational leadership appoints safeguarding focal points in departments and teams, who have the requisite skills, knowledge and training. • There are mechanisms in place to alert organisational leadership to changes in risk level. • There is a risk management policy, which includes safeguarding as a risk category. • A risk owner is identified, and regular review processes are in place.	
Whistleblowing and Case Management	• Information is shared with beneficiaries, community members, staff and volunteers about their right not to be subject to SEAH. • A range of reporting mechanisms are established, so people can raise concerns should witness or experience SEAH. • Information campaigns and reporting mechanisms are accessible to people with disabilities. • A whistleblowing policy is in place, so staff are confident their careers will not suffer and they will not experience reprisal for reporting SEAH. • Clear investigation and disciplinary procedures are in place and communicated to staff and volunteers (potential perpetrators). • Referral pathways are in place to assist survivors of SEAH, e.g., drawing on those created by in-country PSEA Networks. • Records are kept on safeguarding issues, including how they were managed and the outcome of cases. • Draw on expertise, including from legal experts and child protection experts when needed, to help inform investigations and support responses	
Partners	• Partners, contractors and suppliers are required to adhere to safeguarding standards - set out in partnership agreements. • Evidence of safeguarding against SEAH measures are a critical criterion for selection of partners. • Funding is available to build capacity of partners in safeguarding against SEAH, particularly national/local organisations. • Compliance is monitored on an ongoing basis	

SECTION 3: OPERATIONALISING WPS IN DENMARK'S POLICY AND PRACTICE

Examples of how Denmark could operationalise WPS in Denmark's policy and practice

	Use Denmark's influence as a security policy actor to further the WPS agenda globally	Women's participation in peace and security efforts	Preventing and responding to GBV in fragile and conflict-affected settings	Safeguarding against sexual exploitation, abuse and harassment
3.2 Global peace and security policy	Increase Denmark's work in multilateral forums and use this representation to advocate for the further advancement of the WPS resolutions.	Use Denmark's representation in key global and regional organisations to advocate for the participation of women in peace and security efforts.	Use global leadership on the Call to Action on Protection from GBV in Emergencies to drive change and foster accountability.	Urge international actors to match their commitments to the protection and prevention pillars of UNSCR 1325 and the WPS agenda with a commitment to safeguarding against SEAH in fragile and conflict-affected settings.
3.3 Peace and stabilisation programmes	Engage like-minded donors to mobilise adequate funding to implement gender-responsive programmes that support peace and stabilisation processes	Partner with women leaders in communities to ensure that their needs and concerned are reflected in the programmes Advocate for the creation of a group specifically focused on identifying violations against women in truth and reconciliation commissions.	Ensure interventions address the violence that women and girls may have experienced during conflict, including as a result of association with armed forces and groups. Fund training or capacity building activities to ensure women can participate in justice mechanisms and justice reform. E.g. fund training on how to support survivors of GBV through the justice system.	Work with partners to reaffirm a zero-tolerance approach to SEAH during peace processes. Ensure that accessible reporting mechanisms are in place to respond to SEAH perpetrated during implementation of the programmes. Ensure all actions to support survivors' access to justice are based on a solid understanding of the local legal and social context.

3.4 Missions and Deployments	Demonstrate leadership and conduct advocacy in increasing women's participation in deployments.	Ensure gender advisors and gender focal points are deployed on all missions and ensure they have access to comprehensive training related to pursuing Denmark's WPS objectives.	Ensure all staff deployed overseas as personnel working in partnership with peacekeeping and policing deployments receive training on GBV and relevant best practice in prevention and response.	Ensure all staff and personnel sign an SEAH Policy and Code of Conduct prior to their deployment and undergo training. Provide reporting mechanisms and high-quality survivor-centered response services.
3.5 Humanitarian operations	Promote greater focus on WPS in security policy engagements in humanitarian contexts. Integrate WPS, GBV and SEAH into rapid needs assessments and humanitarian response plans.	Provide flexible funding to local women-led organisations delivering humanitarian aid and engaging in peacebuilding efforts.	Prioritise GBV risk mitigation in Denmark's response to conflict-driven humanitarian emergencies. Prioritise funding specialised GBV response programming as a critical and lifesaving humanitarian intervention.	Prioritise funding for humanitarian partners with a strong commitment to, and track record in, safeguarding against SEAH.
3.6 Monitoring progress	Promote global accountability for WPS and support national partners in conflict contexts to develop, implement and report on NAPs.	Support partner governments to monitor NAP implementation, e.g. through technical and financial assistance.	Ensure the safe and ethical collection and use of GBV and SEAH survivor data in fragile and conflict-affected settings (see Annex 5).	

Section 3.1 Driving the Women, Peace and Security Agenda

Progress against the 4th NAP will require deliberate efforts to build capacities to implement Women, Peace and Security (WPS) commitments, including building knowledge and skills, roles and mandates, networks and learning processes, and funding.

Key steps that Denmark should take to ensure adequate capacity to realise the goals of the NAP include:

- **Foster, showcase and harness commitment to the WPS agenda from leadership:** High-level leadership is a key factor in NAP implementation globally. Leaders in key ministries should be briefed on what the NAP can achieve and what is needed to put it into practice in key operational contexts. Leadership at Danish Embassy or mission level is also key to ensuring effective roll-out in conflict contexts and ensuring accountability for this.

- **Appoint and empower gender focal points and/or advisors:** Designating individuals with a specific mandate to promote WPS and broader gender equality increases the likelihood of these remaining visible in policy discussions and programming decisions. These roles also support the translation of the NAP from policy to practice.

- **Make dedicated advisory support available (either in-house or externally sourced):** This increases the effectiveness of approaches through the identification of opportunities, support for analysis, strengthening of partnerships and networks for influence and implementation, and application of best practice.

- **Emphasise WPS as everyone's responsibility and as being relevant across all conflict contexts and sectors:** Including reference to gender commitments and minimum standards across job functions can increase recognition that these are universally applicable in peace and security interventions. Encouraging good practice on WPS and gender in performance reviews, and linking this to career progression, can incentivise this.

- **Build strong, inclusive partnerships to improve women's participation and address GBV and SEAH.** Denmark works in close collaboration with a wide range of international partners to deliver on its diplomacy, development and defence objectives. When working on WPS, it is particularly important to work with local and national partners in order to address deeply rooted inequalities and systematic discrimination. Denmark could conduct a mapping exercise of partners to work with. Examples of potential partners include:

  - **Bilateral and multilateral partners,** e.g. GBV AoR
  - **UN agencies,** e.g. OCHA, UNFPA, UNICEF, UNHCR, IOM, WHO, UN Women
  - **National Government Ministries,** e.g. for Emergency Response, Women and Children's Affairs, Defence, Justice, Crime and Policing
  - **International NGOs,** e.g. International Rescue Committee, International Medical Corps, Women's Refugee Commission, Danish Refugee Council, Norwegian Church Aid, Care International, Plan International, International Alert, SaferWorld
  - **Practitioners, researchers and networks** working on WPS and GBV, e.g. GBV Prevention Network, WPS Focal Group Network, NGO Working Group on WPS, Global Network of Women Peacebuilders
  - **National and local women-led organisations, groups and women human rights defenders**

- **Fund both targeted and mainstreamed approaches to WPS:** Setting a % target spend for WPS specific activities makes it easier to see where WPS is being prioritised within total Danish spending but all programming should integrate WPS considerations.

- **Design and deliver WPS-related training:** Lack of knowledge, skills and confidence is a barrier to WPS implementation. Existing training can be adapted to incorporate WPS principles, integrating this into current curricula, identifying relevant case studies and developing additional modules targeted to specific peace and security approaches. A strategic approach can ensure that this training reaches those most able to make a difference, including bringing different ministries together to emphasise complementarity. Sustainability can be increased through training for trainers on WPS. Skills in undertaking and applying gender-sensitive conflict analysis are key.

- **Fund national capacities:** Funding for WPS networks, women's rights organisations and civil society is important to support the full engagement of women at all levels. Supporting national governments to finance their NAP commitments is also key to implementation.

- **Capture and share learning on WPS:** M&E systems can capture useful lessons alongside commissioned research. Learning should be documented explicitly to inform similar programmes in the same context and globally. A culture of reflection and adaptation should be built into M&E systems for WPS programmes. Convening peer-peer networks on WPS at post, regionally and globally supports this.

What has Denmark achieved so far and what are the lessons from the previous NAP?

The effectiveness of Denmark's pursuit of its WPS objectives as laid out in the Danish National Action Plan (2014-2019) have varied across the type of intervention, geographies, and thematic areas.[54] Prior to 2021, these efforts have been predominantly driven by individuals with an interest in WPS rather than an institutional or strategic commitment to this agenda.

Denmark has been most effective when engaging in programmes aimed at increasing women's participation including in local-level peacebuilding initiatives and in those aimed at protecting women in conflict and humanitarian settings from gender-based violence.[55]

In Denmark's humanitarian engagements, there has been increasing recognition of how intersecting identities such as disability status and sexual orientation might increase vulnerability to violence, and social and economic exclusion. This led to commitment to design programmes that meet these intersecting needs.[56]

Denmark has been least effective at pursuing their WPS objectives when seeking to mainstream gender across programmes where WPS was not a primary objective. Development programmes and security and stabilisation engagements are yet to fully recognise and reflect how intersecting identities might impact participants and local populations

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Section 3.2 Global peace and security policy

Denmark is a key global actor in peace and security policy and advances the WPS agenda through its representation to the United Nations in New York, to NATO, the OSCE, and regional multilateral institutions such as the African Union. Denmark's experience supporting peace processes, peacekeeping and capacity building of national and international security and justice responses in some of the most complex conflict situations underscores Denmark's expertise in this area. It also amplifies their influence during global efforts to strengthen the implementation and monitoring of WPS objectives at national, regional and global levels.

Key ways that Denmark can use its influence and leadership in global peace and security policy to further the WPS agenda include:

- **Increase Denmark's work in multilateral forums and use this representation to advocate for the further advancement of the WPS resolutions.** This can be achieved through negotiations about resolutions and debates, political discussions and concrete measures. The UN is a main actor in this context, but NATO, the OSCE, the African Union and other regional actors are becoming increasingly important. It could also involve providing a platform for women from conflict affected countries to ensure their voices are heard directly by bilateral and multilateral actors making decisions in these institutions.

- **Prepare ahead of engagements at the UN Security Council Open Debate on WPS.** The UN Secretary General reports progress on Women, Peace and Security annually to the Security Council at the WPS Open Debate to mark the anniversary of SCR1325 – usually in the last week of October. This is a moment of focus both on the legal commitments related to WPS (including proposed new resolutions) and the progress made in implementing these by member states. Preparatory meetings amongst diplomatic missions and UN bodies help shape the agenda whilst side-meetings with civil society help to raise a broader range of emerging issues, provide scrutiny and encourage action. Denmark can strengthen its policy influence by bringing fresh evidence and voices to these moments of influence. Consult civil society to help set the agenda for formal and side meetings prior to the UN debates on WPS, CRSV or on specific conflict contexts subject to regular to the UN.

- **Support efforts to address CRSV:** A separate annual open debate in the Security Council takes place specifically on conflict-related sexual violence (CRSV) - usually in April. The UN Secretary-General also presents a report in this context – an important point of reference in the efforts to combat CRSV. Denmark can work with member states leading efforts on CRSV, such as the UK, to identify different aspects needing support. The Government of Denmark could use its position and relationships with conflict-affected states to lobby parties to conflicts to refrain from the use of sexual violence in conflict and amplify the voices of women's rights activists and women-led organisations and groups as part of conflict resolution, peacebuilding and state building activities.

- **Inform debates on key conflict situations:** Regular reports and debates are also held on key conflict situations, providing other key moments to shape the agenda and influence both international and regional responses. In the run-up to these debates there are likely to be efforts to raise profile on GBV associated with specific conflicts and on opportunities for alternative ways to progress peace talks, including through women acting in formal and informal roles. Bringing fresh evidence and providing a platform for conflict-affected women to inform debates related to their context are two key ways Denmark can use the WPS agenda to help shape conflict responses.

- **Liaise with the New York delegations** of the permanent and non-permanent members of the UN Security Council to understand the upcoming WPS policy agenda, channels of influence and support needs. It is also important to liaise with overseas missions of UNSC members in key conflict-affected locations. These are a key sources of information channeled to New York Missions for regular reporting of conflicts. Seek to ensure that this reporting includes perspectives gained from Danish missions and deployments and from conflict-affected women.

- **Build connections with Special Representatives on WPS** at UN, AU and NATO to identify how Denmark can support their agendas– provide funding where these positions are under-resourced.

- **Identify opportunities in upcoming international processes and deployments to advance the WPS agenda.** Denmark could use its influence to promote new roles for women in international peacekeeping and other security-sector deployments under the UN, EU, African Union, OSCE or NATO. They could also advocate for the inclusion of measures in missions to prevent and respond to GBV and prevent SEAH. Denmark could advocate for existing language on WPS to be protected or strengthened in mandates for UN peace operations, and for new language on WPS to be added to address specific gender equality issues, such as a lack of women's participation in a peace process.

- **Engage in regional dialogue** to support strengthening of international legal frameworks and justice mechanisms, which aim to bring perpetrators of conflict-related sexual violence to justice. For example, the Organisation for Security and Co-operation in Europe (OSCE), NATO and the African Union often hold debates on WPS and CRSV during the same two periods - October and April respectively. Engage with civil society organisations and provide a platform for women's voices in regional policy spaces.

- **Promote global accountability for WPS:** There is growing momentum encouraging member states to reflect globally agreed indicators[3] in monitoring of NAP implementation and to make commitments to this at UN level. In addition to these indicators it is important that Denmark contributes lessons and evidence of impacts to support further normative development and adoption of the WPS agenda. The United Nations report on Women Peace and Security highlights the level of reporting. The report contains a lot of useful information about the status of the UN's and member states' efforts in this area (including Denmark's), the UN's ambitions, identified challenges and possibilities.

- **Develop links with UN Women country offices** in key conflict-affected contexts as they often play a convening role for local, national and international civil society addressing WPS. Support their implementing and influencing capacity where possible and build links with them as allies for influence.

- **Support national partners in conflict contexts to develop, implement and report on NAPs:** Supporting conflict-affected or post-conflict member states or regional bodies to engage with global efforts to advance WPS and report progress is key to driving the WPS agenda.

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[3] The **Global Indicators** on WPS are a list of twenty-six quantitative and qualitative indicators, organised into 4 Pillars: Prevention, Participation, Protection, and Relief and Recovery, which track and monitor the WPS implementation. These indicators were developed following the call to action derived from Security Council Resolution 1889 (2009). The indicators provide a foundation for efforts to accelerate implementation and have already been partially populated with data in annual reports by the Secretary-General to the Security Council. The list of 26 indicators presented to the Security Council are also found in the Secretary General's Report **(S/2010/498)**

- **Focus on funding for WPS in multilateral responses:** Denmark should demonstrate its commitment to WPS by clearly reporting its percentage of funding for peace and security that has gender equality goals as well as its plans to further this. The UN Secretary General has called on member states (and UN institutions) to ensure that 15% of all peacebuilding funds target gender equality. Denmark could use its influence to encourage bilateral, multilateral and national partners to work towards this commitment and to demonstrate what these funds are spent on. Denmark could also use its influence to encourage greater funding for GBV and other gender-focused programmes within humanitarian responses as these aspects of global humanitarian response plans are often the most underfunded.

Danish leadership on GBV in emergencies

The Danish Government has shown international leadership in shaping global policy on GBV in humanitarian emergencies, as demonstrated by its financial support to the development and roll-out of the [Inter-Agency Minimum Standards for Gender-Based Violence in Emergencies Programming,](#) *which defines what frontline humanitarian responders need to do to safely and effectively prevent and respond to GBV in emergency settings. Furthermore, the Danish Government's longstanding financial support to UNFPA and the Innovations to Eliminate GBV in Humanitarian Contexts programme has played a key role in increasing operational capacity at the global, regional and country level to prevent, mitigate and respond to GBV, thereby improving survivors access to life-saving services.*[57] *As of January 2021, Denmark has taken on the global leadership of the* [Call to Action on Protection from GBV in Emergencies,](#) *a multi-stakeholder initiative that aims to fundamentally transform the way GBV is addressed in humanitarian action*

Image credit: UN Women Mali

Section 3.3 Peace and stabilisation programmes

Peace and stabilisation processes involve a series of steps to end armed conflict and lay the foundations for durable and equitable peace. They work to rebuild broken social fabric and address the drivers of violence to prevent relapses into armed conflict and encourage widespread investment in peace. Denmark's work designing and implementing peace and stabilisation programmes can directly and indirectly support multiple aspects of these processes including peace agreements, security sector reform, transitional justice mechanisms, and the reintegration of ex-combatants, women and girls associated with armed groups, and displaced populations into communities.

Denmark is committed to:

- Supporting women's meaningful participation in peace and stabilisation processes, working with partners to safeguard women's rights to participate free from GBV and SEAH.
- Improving the effectiveness, quality and durability of these processes by ensuring they respond to the needs of diverse population groups.
- Improving the equity of outcomes for women through these processes by ensuring they support gender equality goals.

Peace and stabilisation programmes should use the REPCA framework (Section 2.1) during the earliest phases of design to ensure women are able to participate in programmes at all levels and that each programme is underpinned by intersectional gender analysis. Programmes should use the guidance in Section 2.2 and 2.3 to ensure they are taking appropriate steps to protect women from GBV, mitigate against SEAH and support survivors.

Key ways that Denmark can support women's meaningful participation in peace and stabilisation programmes and ensure they embed gender equality goals include:

Engage like-minded donors to mobilise adequate funding to implement gender-responsive programmes that support peace and stabilisation processes.

- **Funding for gender-specific activities needs to be secured at the earliest stages of planning** a peace and stabilisation programme and the budget should be examined from a gender perspective.
- **Prioritise funding for partnerships with grassroots women's rights organisations promoting gender equality and providing GBV prevention and response services.** Women's rights organisations working at the grassroots level often conduct essential work supporting women in communities but tend to be acutely underfunded. Denmark could commit to partnering with these organisations, providing funding and support to enable them to carry out this work.

Ensure peace and stabilisation processes are informed by and tailored to the needs of women most affected by conflict.

- **Use the REPCA framework (Section 2.1) to identify barriers to women's participation and ensure all approaches and programmes are underpinned by intersectional gender analysis.** The REPCA framework should be used at the earliest stages of design for all peace and stabilisation programmes. Creating informal and formal roles for women in peace and stabilisation processes and structures is crucial to facilitating their participation. However, ensuring women have

real influence through this participation requires: fostering an enabling environment for women to fill these roles and remain in them; ensuring their protection through addressing GBV and SEAH; building women's capacities and ensuring they have the necessary tools to participate effectively; and ensuring that approaches are underpinned by intersectional gender analysis. Please see Figure 4 on page 37 for an example of how the REPCA framework can be used to support this work and Annex 6 for the REPCA implementation tool.

- **Support the establishment of strong links between decision makers and women's civil society networks, with knowledge of the needs and experiences of women on the ground.** Women are not a homogenous group and so women in formal roles should not be expected to speak on behalf of all women. Instead, it is important to establish strong links between decision makers and diverse women's civil society networks. This will help ensure that peace and stabilisation processes are informed by and tailored to the needs of those who are most affected by the conflict.

Building platforms and networks to enable local women to contribute to peace processes in Afghanistan

Denmark funded a public dashboard that can rapidly survey diverse groups of women across Afghanistan using basic technologies. This programme aims to increase the ability of women in communities to inform peace negotiation provisions. Survey results inform transparent and credible policy advice, advocacy tools and information briefs for the negotiating team. The dashboard was led by UN Women in partnership with a national research organisation. Denmark also funds programmes run by UN Women in partnership with the Afghan Women's Educational Centre and the Organisation for Policy Research and Development Studies to build a network of women peacebuilders who play key roles in their communities, and a network of young women across Afghanistan. These networks enable stronger collaboration between peacebuilders. UN Women will facilitate the sharing of their experiences with key decision makers during peace process negotiations.

- **Explore ways in which peace and stabilisation processes can be used to create positive gender norms after conflict:** Post-conflict governments and armed groups often seek to re-establish male domination through traditional gender norms and roles in post-conflict environments. This may involve denying the key roles that women play during conflict, whether as peacebuilders, relief-providers, breadwinners, or combatants. This re-establishment of male domination may be used to justify violence against women, placing women at increased risk of GBV. Denmark could support the establishment of positive gender norms after conflict by funding women's rights organisations, platforming the work of women peacebuilders and relief-providers, or offering pathways to traditionally male livelihoods for women who are interested in these lines of work, including female ex-combatants. Denmark could also fund awareness raising campaigns that promote equitable gender norms and tackle social stigma against female ex-combatants and associated members, and survivors of GBV.

- **Support reintegration programmes to work with women civil society leaders and representatives of female ex-combatants, associated members of armed groups, and displaced people to ensure they are tailored to the needs of all women.** Women leaders play a key role in enabling the reintegration of ex-combatants, associated members and displaced people.[58] They provide a key entry point to identifying the concerns that women in communities may have regarding reintegration processes. They may also provide key insights for designing mechanisms to protect and respond to GBV and disseminate information about how to use these.

It is also important to engage with displaced women, female ex-combatants and women and girls associated with armed groups who may face stigma and violence during reintegration processes. For example, female ex-combatants and associated members may have been married (forced or willingly) to and had children with male combatants during insurgencies and be abandoned or divorced following the end of conflict. They may require specific support to help combat social stigma that prevents them from successfully reintegrating into communities and places them at risk. They may also face barriers to engaging in disarmament, demobilisation, and reintegration processes, denying them essential services and support to establishing alternative livelihoods following conflict.

Women associated with armed groups and their children tend to face significant social stigma and marginalisation following the end of conflict. Women's roles in armed groups may involve armed combat or support roles by choice or by force. Women may have been victims of GBV and witnessed or perpetrated different forms of violence, resulting in complex trauma. Regardless of how they joined or the roles they performed, women associated with armed groups need tailored support through peace and stabilisation programmes, including access to GBV response services. This support should be developed in collaboration with the women they intend to support to ensure it meets their needs.

Engaging women's rights organisations and female ex-combatants in reintegration programmes in the Central African Republic[59]

MINUSCA included women and women-led organisations as members of local committees who run the Disarmament, Demobilisation and Reintegreation (DDR) component of Community Violence Reduction (CVR) programmes. They identify ex-combatants and associated members who would be eligible and sensitise their communities around issues such as social cohesion, reconciliation and gender-based violence. They play a mediation role in the community and accompany beneficiaries during their income-generating activities. Female ex-combatants and associated members made up 39% of direct beneficiaries in MINUSCA's CVR projects in 2019/2020 and had access to training including in activities traditionally practiced by men such as mechanics, masonry and carpentry.

Figure 4: Using the REPCA tool to support women's participation in peace and stabilisation processes

ROLES: Create opportunities for women with diverse expertise and experience to participate formally and informally in peace and stabilisation processes – influencing both gender specific and broader discussions

- Ensure local and Danish women with diverse expertise and experience are able to influence decisions regarding the design and implementation of peace and stabilisation programmes funded by Denmark.
- Support the establishment of links between decision makers and women's civil society groups to ensure programmes and processes are informed by and tailored to the needs of women on the ground. For example, collaborate with women's civil society networks to survey diverse women across geographies and utilise these findings to inform advocacy and decision-making.
- Advocate for the inclusion of women with diverse expertise and experience to participate in formal peace and stabilisation processes.

ENVIRONMENT: Create an enabling environment for women to accept roles related to peace and stabilisation processes, remain in them and participate effectively:

- Facilitate meetings between women's groups and power holders in peace and stabilisation processes.
- Address logistical barriers to women's participation in national and international events through the provision of security and protection measures, transport, support with visa applications and technology that enables remote participation, as well as designing meetings to take into account women's other commitments (appropriate timing, location and childcare provision may address these for example).
- Consider ways to address inequalities in law and social and cultural norms that deter participation.

PROTECTION: Take measures to ensure that women can participate in peace and stabilisation processes without fear of GBV and SEAH.

- Work with partner organisations to mitigate the risk of GBV that accompany women's participation in peace and stabilisation processes. This can involve sensitising particularly hostile parties to the need for, and value of, women's participation, offering protection to women's rights activists and human rights defenders, and facilitating anonymous participation for women that would prefer to keep their identity a secret and avoid travelling to and from venues.
- Fund specialised GBV prevention and response programmes.

CAPACITY: Ensure women have access to the relevant information and capacity-building opportunities needed to meaningfully participate in peace and stabilisation processes:

- Ensure women are adequately briefed ahead of engagements with enough time to prepare and access to the resources needed to participate effectively.
- Fund training courses and capacity building for women engaging in peace and stabilisation processes.

ANALYSIS: Ensure intersectional gender analysis is conducted at all stages of design, implementation, monitoring and reporting on peace and stabilisation processes.

- Achieve better analysis of conflict issues and potential solutions by considering gendered drivers, gendered impacts and gendered capacities for peace, and the visions of women for post-conflict reform

- Assess the potential impact of proposed peace and stabilisation programmes and processes on women and gender equality. Gender analysis can identify where seemingly gender-neutral provisions might disadvantage women, for example, land redistribution may harm women if there are legal restrictions on women's land ownership.

- Design processes to overcome identified cultural and social norms that deter women's participation in peace and stabilisation processes, with strategies to change norms by working with allies across society.

Ensure peace and stabilisation processes include provisions to prevent and respond to GBV, SEAH and other gendered violations such as land-theft. See Section 2.2 on preventing and responding to GBV and Section 2.3 on preventing and responding to SEAH for more detail.

- **Fund multi-sectoral GBV prevention and response services and capacity building activities to ensure survivors of GBV have access to the support they require.** For example, Denmark could fund health services and "one-stop" centres for GBV survivors.

> ***Working with women's civil society groups to improve access to services for GBV survivors, Mali*** [60]
>
> *In response to high prevalence of GBV related to women's participation in public life, the 'From Victims to Actors' programme (2016-2018) developed a "one-stop" centre that enabled women to access timely and consolidated services on healthcare, legal advice and referral support. MINUSMA also supported set up of an independent Women's Observatory to monitor implementation of the Peace Agreement.*

- **Support the establishment of referral pathways to support survivors of GBV, including those associated with armed forces and groups.** Women and girls can experience multiple forms of conflict-related sexual violence, including rape, sexual assault, forced marriage, forced pregnancy and forced abortions. It is critical therefore that peace and stabilisation programmes work with local partners to strengthen referral pathways and service provision for GBV survivors.[4]

- **Advocate for legal reform on gender equality broadly and GBV specifically.** Work with women's rights groups and partners to promote legal reforms that protect women from GBV and other gendered violations and hold perpetrators to account. Ensure that the ministries leading these reforms have the funding they need to achieve this in the post-conflict settlement.

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[4] Men and boys associated with armed forces and groups can also experience CRSV and require support to high-quality services to recover from physical and psychological trauma. For more information responding to CRSV against men and boys, see: **Addressing Sexual Violence against Men, Boys, and LGBTIQ+ Persons in Humanitarian Settings.**

- **Ensure that reintegration programmes include mechanisms to prevent and respond to GBV.** Men and boys associated with armed forces and groups may be more likely to perpetrate both non-partner sexual violence and intimate partner violence as a result of their experiences when associated with armed forces and groups.[61] It is critical that programmes reintegrating men and boys into communities work with women's organisations and community leaders to put in place measures to prevent, monitor and respond to the increased GBV risks that women and girls face from returning male combatants.

- **Work with partners to reaffirm a zero-tolerance approach to SEAH during peace and stabilisation programmes.** Take measures to prevent the occurrence of SEAH and ensure that both accessible reporting mechanisms and high-quality, survivor-centered services are in place to respond. If reports of SEAH perpetrated by peacekeepers and peacebuilders have emerged, this risks undermining the legitimacy of the peace and stabilisation process and Denmark's involvement in it.

Ensure peace and stabilisation processes include provisions to facilitate access to justice for women who are survivors of GBV and other gendered violations such as land-theft.

- **Ensure all actions to support survivors' access to justice are based on a solid understanding of the local legal and social context.** When working to improve access to justice for GBV (and SEAH) survivors, it is important to be aware of both national and international legislation, as well as identify what support mechanisms are in place (e.g. counselling and medical care). Well-intentioned actions to support survivors can make a situation worse without a good understanding of the local context. For example, countries that criminalise sexual relations outside of marriage (either as premarital sex or as adultery) have actively prosecuted their own (and foreign) nationals who have reported allegations of rape or other sexual assault to the police. It is essential to draw on legal advice as required.[5]

- **Advocate for the development of transitional justice mechanisms that hold perpetrators of GBV and other gendered violations accountable.** This may involve a mix of formal prosecutions, truth seeking that considers GBV alongside other forms of conflict-related violence, and restorative justice to support survivors. Where conflict-related sexual violence has been a feature of the conflict, specific measures should be included in peace agreements to address this. Where appropriate, Denmark could fund training to support survivors of GBV write testimonies for transitional justice mechanisms such as truth commissions.

- **Support women's participation in the design and implementation of access to justice and transitional justice programmes.** Initiatives to improve women's participation should be developed in collaboration with the women they intend to support to ensure they are tailored to their needs. Examples include advocating for the recruitment of women into formal justice roles (e.g. as judges or lawyers), or funding women support officers in police stations or one-stop centres. Denmark could also support networks of women's rights groups or advocate for the creation of a group specifically focused on identifying violations against women in truth and reconciliation committees.

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[5] In the event that a Danish national commits SEAH against a member of the host population, it is important that the Danish Government seek legal advice on jurisdiction.

- **Fund training or capacity building activities for partners working in formal, informal and transitional justice systems.** This could include training on how to support survivors of GBV through the justice system including to prevent secondary victimisation by lawyers, judges and police who might subject survivors to intrusive and traumatic questioning. Denmark could also fund training on women's legal rights for women's civil society groups to cascade into communities. Where there are truth commissions, Denmark could fund training on how to write and submit statements.

Working with governments and the grassroots to secure inclusive transitional justice.[62]

- **Women's inclusion in truth commissions:** The International Centre for Transitional Justice (ICTJ) advocated for the establishment of a Women's Committee within the Tunisian Truth and Dignity Commission (TDC) following the overthrow of the authoritarian regime in 2011. The ICTJ has provided sustained technical support to the Committee and supported Tunisian women's rights groups to establish the 'Transitional Justice is also for Women' Network. In response to low submissions from women to the TDC (5%), they worked with the network to host workshops to build the capacity of women survivors to submit statements. This contributed to a nearly five-fold increase in women's submissions (23%).

- **Women's inclusion in reparations:** Following the 2010 election in Cote d'Ivoire, the incoming government established a reparation process to address the human rights violations during the elections. The ICTJ supported women survivors of GBV from marginalised communities to engage directly with the government agency managing the reparation process – they successfully demanded equal participation in a high-level conference where they presented proposals to the agency.

Section 3.4 Danish Missions, Embassies, Representations and Deployments

Denmark is committed to increasing women's meaningful participation across overseas missions, representations and deployments as a core pillar of the Women, Peace and Security (WPS) agenda. This commitment includes increasing women's participation as embassy staff, personnel working within or in partnership with peacekeeping and policing deployments, instructors training national or local security forces and individuals engaged in Civil-Military Co-operation (CIMIC) initiatives. Increasing participation of local and Danish women across field operations embodies the goals of WPS by ensuring women are involved in the design and delivery of key peace and security interventions. It sends the message that Denmark practices what it preaches- recognising that women's participation in both local and international peace and security roles is key to establishing sustainable peace and promoting gender equality.

Increasing the meaningful participation of Danish women personnel:
- Presents a model that challenges expectations of what women are capable of in countries with high levels of gender inequality.
- Broadens the expertise and lived experience that can shape the deployment's work
- Increases opportunities for Danish deployments to engage with local women, especially in contexts where local women may not be able to or feel comfortable engaging with male personnel.
- Ensures operations benefit from the expertise of female personnel who might otherwise be unable to accept positions due to barriers to their participation.

Increasing the meaningful participation of local women:
- Ensures operations and activities respond to the needs of diverse women from local communities.
- Increases buy-in from local communities, where women can be key agents in promoting or impeding CIMIC relations.

All missions, representations and deployments should use the REPCA framework (Section 2.1) during the earliest phases of design to ensure women are able to participate in programmes at all levels and that all activities and operational outputs are underpinned by intersectional gender analysis. Please see the guidance in Section 2.2 and 2.3 to ensure appropriate steps are taken to protect women from GBV, mitigate against SEAH and support survivors.

Key ways that Denmark can increase women's participation in Danish missions, embassies, representations and deployments

- **All missions, representations and deployments should use the REPCA framework (Section 2.1) during the earliest phases of design to identify barriers to women's participation and ensure all activities and operational outputs are underpinned by intersectional gender analysis.** Ensuring women have real influence through their participation requires: fostering an enabling environment for women to fill roles and remain in them, ensuring their protection through addressing GBV and SEAH, building women's capacities and ensuring they have

the necessary tools to participate effectively, and ensuring that approaches are underpinned by intersectional gender analysis. Please see Figure 4 (Section 3.3) for an example of how the REPCA framework can be used in practice and Annex 6 for the REPCA implementation tool.

Increasing the participation of Danish personnel:

- **Conduct a rapid gender analysis of the planned mission** to understand potential differences in how men and women would experience different roles and modes of deployment – address aspects that might deter women from applying. This gender analysis should be conducted by a trained individual with the authority to ensure the findings are used to inform the design and implementation of missions. Ensure that all staff receive a mission-specific gender briefing to understand gender issues in the operational context and include responsibilities for addressing gender inequalities across a range of job description or performance review frameworks.

- **Analyse and address systemic barriers to Danish women's career progression** in diplomatic, military and police roles, including barriers to remaining in role after having children and to undertaking overseas assignments. Ensure that women have equal access and incentives to attend trainings that qualify and equip them for overseas assignments.

- **Incorporate WPS into pre-deployment training** curricula so that benefits of women's participation and ways to achieve this are widely understood both in Denmark and in the field. Ensure that all personnel deployed have attended training on Danish WPS commitments and understand their roles in implementing these. Include pre-deployment training on prevention of sexual exploitation, abuse and harassment (SEAH) and the roles everyone plays in addressing this. In Canada trainings on WPS are cross-ministry, bringing together individuals working in diplomatic, military and police roles to share experiences and challenges, engage in peer-peer learning and to promote greater coordination between departments while in the field.[63] Demark could consider taking a similar approach to training.

- **Conduct targeted recruitment campaigns** to encourage female personnel at all levels and roles to apply for and accept posts in Danish deployments. Conduct a gender audit of job descriptions to identify and remove unconscious gender bias.

- **Ensure all Danish deployments, embassies and representations have Gender Advisors or Gender Focal Points** who have received targeted training and ongoing peer-support. Gender Advisor or Gender Focal Point roles help identify and respond to the different ways that initiatives may be experienced by men and women due to their gender. These are key to operationalising WPS but do not replace the responsibilities all Danish personnel hold for implementing Danish commitments in the NAP. Rather they can advise, support and facilitate wider efforts and should therefore be invited into key structures and processes within the mission. Being a woman is not in itself qualification to conduct these roles. Understanding how gender may play out and what can be done to respond to it requires comprehensive training. These roles can be held by people of any gender. It is important not to assume that because someone is a woman they will be interested in holding this role. It is also important not to assume that men will not be interested or capable of holding these positions.

Deploying all-female security units:

The UN Mission in Liberia deployed an all-female police unit to try and increase reporting of abuse by women. At the time, widespread sexual harassment and rape of women by male police officers in Liberia made women reluctant to approach male UN police units. The deployment of an all-female police unit led to an increase in the trust of local women in UN police officers and supported recruitment drives of women police officers.

Danish Military Personnel, Liberia

- **Adapt missions where necessary to encourage greater participation of Danish women and ensure their needs are met during deployments.** Danish deployments have traditionally been dominated by men and so the systems and processes set up to support personnel have been designed to meet the needs of men. Adaptations may be necessary to ensure that these systems and processes also meet the needs and rights of women. This will enable women to engage on an equal footing to men. Fostering discussions around gender equality issues more broadly at mission level can create a culture where inequalities and biases can be addressed – including addressing local norms and beliefs around gender and GBV.

The importance of leadership and advocacy in increasing women's participation in deployments:

When Major General Lund became Force Commander of the UN peacekeeping mission in Cyprus, female soldiers did not have access to adequate facilities and some were accommodated outside of the camp[64]. During her time in post, she insisted on the integration of facilities for female soldiers. She also placed general parity in peacekeeping at the top of her agenda in every meeting with representatives from troop-contributing countries and at every public appearance. In 2020, the UN mission in Cyprus is the first to be entirely led by women, with some of the highest numbers of women among its uniformed and civilian personnel.

Integrating GBV and SEAH Considerations in Danish Missions

Ensure all staff deployed overseas as personnel working in partnership with peacekeeping and policing deployments are sensitised on GBV and best practice in prevention and response and integrate this into their approach to their work, e.g., by training national and local police forces on the sensitive handling of alleged GBV crimes which avoids the risk of further traumatising survivors. Work with local women participating in programmes to identify risks to backlash they may face and mitigate against these.

Danish women deployed overseas, as embassy staff and personnel working within or in partnership with peacekeeping and policing deployments, are vulnerable to experiencing SEAH perpetrated by their colleagues and members of the host community. It is critical that all staff and personnel sign an SEAH Policy and Code of Conduct prior to their deployment and undergo training to understand their rights, responsibilities and what support is available to them. It is important to note that the host population (particularly women and girls) who interact with Danish staff and personnel are also vulnerable to experiencing SEAH and need access to reporting mechanisms and high-quality survivor-centered response services.[6]

Increasing the participation of local women in Danish operational outputs and activities

- **Conduct a rapid gender analysis of the planned mission** during the early stages of deployment to assess the different ways that an operation might impact women in communities differently to men. Remember that women are not a homogenous group and that gender analysis should take an intersectional approach (please see Annex 5 for more detail).

- **Integrate efforts to increase local women's participation and to address needs of women in local populations during the earliest planning stages of military and police operations and other activities.** Pre-deployment reconnaissance should consider how the operation can further the WPS objectives and adequate resources should be dedicated to delivering WPS objectives. This will increase the ability of missions and deployments to implement and monitor activities effectively. Trying to retrofit WPS objectives into a plan is both difficult practically and in terms of achieving buy-in from those who developed the original plan.

- **Engage with local women as part of Denmark's peacekeeping and policing efforts.** All efforts to increase engagement with local women from affected communities should be based on an intersectional gender analysis, including identification of how women have experienced security provision and what particular concerns they may have in engaging with uniformed personnel. This will ensure that efforts are informed by an accurate understanding of the diverse needs of women and any barriers they face to engaging on equal footing to men. Some practical suggestions for encouraging participation are provided in the box below, further examples can be found in Annex 2. Detail on designing broader peace and stabilisation programmes that are tailored to the needs of local women and facilitate their participation can be found in Section 3.3.

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[6] Please that while women are disproportionately impacted by SEAH, Danish women deployed overseas can also perpetrate sexual exploitation, abuse and harassment in situations where they exercise greater power over the target of their attentions, e.g., a member of the host population affected by extreme poverty and in need of protection. It is critical therefore that they are also subject to an SEAH Policy and Code of Conduct and undergo training prior to deployment.

- **Ensure security sector reform programmes are developed in collaboration with local women so that they are tailored to their needs.** Work with local diverse women to identify the risks they face to GBV from security forces and in communities. Design security sector reform programmes that respond to these risks with preventive measures and mechanisms for monitoring and responding to GBV and other gendered violations.

- **Encourage participation of women in national and local security forces,** for example by advocating for the inclusion of local female security personnel in trainings for security forces. Including Danish women instructors in training programmes can present a model for gender-inclusive security forces. It is also important to include WPS topics in trainings delivered across national and local forces and encourage institutionalisation of measures to support and protect women through and within these services.

- **Provide training sessions for women's organisations on how to apply to participate in programmes or for funding provided by programmes.** Women's organisations are often under-funded and can benefit from support in how to apply for funding. It is also important to cover core costs for women's organisations where possible to ensure they can conduct their work effectively.

Tailoring training to the needs of local women:

NATO deployed a female police officer to their police recruitment programme in Afghanistan to support the recruitment of female police officers. She worked with local women to understand why they were reluctant to join and what might encourage them to apply. Following these consultations, the female police officer working with NATO developed a women's police training programme, which was tailored to the needs of the local women. This included literacy courses, which encouraged recruitment among women who wanted to learn to read and write. Over the course of the year, she managed to recruit 18 female police officers to the force.

Danish Military and Police Personnel, Afghanistan

Practical ways to encourage participation of local women in peacekeeping and policing efforts:

- Appoint and train a team of women's community engagement officers responsible for reaching out to women in communities to identify the security challenges they face and how the training for security forces, CIMIC initiatives or peacekeeping mission can support them.

- Host meetings with diverse women-led civil society groups who have an understanding of the needs of women in communities and ensure training of security personnel and peacekeeping missions reflect and respond to the security needs of women on the ground.

- Ensure adequate and integrated facilities for local women participating in operations

- Adapt efforts to accommodate women's additional caring responsibilities, which may be culturally specific. For example, provide childcare if needed at meetings with local women with care responsibilities can participate.

- Make provisions to enable male guardians to accompany women to sessions and training if necessary due to cultural norms.

- Fund interpreters and/or provide English language or literacy support to participants who have low levels of English language or literacy skills.

- Provide participants with detailed briefings about the aims of meetings with enough time to prepare.

- Ensure women with diverse lived experiences are able to contribute. Women are not a homogenous group, women with disabilities or women from the LGBT community may face particular challenges or require a particular approach to support.

Image credit: Shutterstock.com

Section 3.5 Humanitarian Operations

Humanitarian crises impact men, women, boys and girls differently. Women and girls are often disproportionately impacted by crises, particularly in terms of their vulnerability to GBV and SEAH. It is critical that the Danish Government and humanitarian partners take steps to ensure that humanitarian interventions respond to the distinct needs and vulnerabilities of women and girls, and do no harm. At the same time, the Danish Government and humanitarian partners should seek to promote women's participation and leadership in humanitarian response. Women are among the first responders in humanitarian emergencies, often organising among themselves to provide emergency relief to their communities. They tend to have strong knowledge of local networks and people's needs. They are therefore well placed to design effective responses including those related to food security and nutrition; water, sanitation and hygiene; sexual and reproductive health, including menstrual health; and GBV prevention and response. Despite their essential work, women's organisations in humanitarian settings are acutely underfunded[65]

IT IS ESTIMATED THAT OVER **40%** OF HUMANITARIAN WORKERS WHO PROVIDE FRONTLINE CARE DURING EMERGENCIES, WARS AND DISASTERS ARE WOMEN[66]

Humanitarian operations should use the REPCA framework (Section 2.1) during the earliest phases of design to ensure women are able to participate at all levels and to ensure activities are underpinned by intersectional gender analysis. Humanitarian operations should use the guidance in Section 2.2 and 2.3 to ensure they are taking appropriate steps to protect women from GBV, mitigate against SEAH and support survivors.

Key ways that Denmark can support national and local women's engagement in humanitarian operations include:

- **Use the REPCA framework (Section 2.1) to ensure women are included at all levels in the design and delivery of humanitarian operations.** Drawing on the diverse experience and expertise of women and men in communities can increase the effectiveness of humanitarian programmes. It also enables local women to continue their existing roles and develop these further. Ensure women are involved in programme management and advocate for women's roles on partners' advisory boards. Please see Figure 4 (Section 3.3) for an example of how the REPCA framework can be used in practice and Annex 6 for the REPCA implementation tool.

- **Require all humanitarian partners to apply the** IASC Gender with Age Marker. This is an automated tool which help humanitarian review and improve the quality of their projects from a gender equality perspective. It was launched in June 2018 and is now routinely applied by UN agencies and INGOs and its application is often mandatory to be eligible for country-based pooled funds. For further guidance on designing and implementing gender-sensitive and gender-transformative humanitarian interventions, see the IASC Gender and Humanitarian Action Handbook.

- **Appoint and train women's community engagement officers,** responsible for consulting women in communities and women's civil society organisations. This is essential to designing programmes that meet the needs of women. Ensure beneficiary consultation facilitates the safe participation of women.

- **Host meetings with diverse women-led civil society groups** to identify humanitarian needs and how they could be supported in delivery. Provide participants with detailed briefings about the aims of design, planning and management meetings with enough time to prepare.

- **Appoint a gender advisor at country-level** to oversee programmes and ensure they contribute to achieving the Denmark's WPS objectives wherever possible.

- **Fund women's civil society groups working in humanitarian relief,** including funds for capacity building (in proposal writing, reporting, humanitarian standards), leadership training and overhead costs.

- **Build the capacity of women leaders in local humanitarian delivery mechanisms.** There may be cultural resistance to women's participation in leadership roles in humanitarian programmes, however, Denmark can use its influence to advocate for their inclusion – as it did in Syria (see box below).

Funding women's centers, Syria:

Denmark's Peace and Stabilisation Fund (PSF) supports the White Helmets in Syria. This funding includes support to women's centers that provide maternity and reproductive health services to women and girls. These women's centers are run exclusively by women directors. The PSF have insisted on the inclusion of women leaders in the White Helmets management meetings to increase the extent to which they can contribute to and inform Denmark's work.

Denmark's Peace and Stabilisation Fund

- **Identify opportunities to link humanitarian response and local peacebuilding initiatives.** Women play key roles as human rights defenders, in local mediation, reconciliation and other efforts to rebuild the social fabric of society. Women's roles as first responders and local peacebuilders are often not recognised leading to their exclusion during internationally-funded humanitarian and peacebuilding programmes.

- **Prioritise GBV risk mitigation** in Denmark's response to conflict-driven humanitarian emergencies. Staff should ensure that the IASC Guidelines for Integrating GBV Interventions in Humanitarian Action are implemented across all humanitarian operations. Some practical suggestions for addressing GBV and SEAH in Denmark's humanitarian operations are provided in Table 3 below.

- **Provide funding for specialised GBV prevention and response programming from the onset of crises, irrespective of the evidence of prevalence data.** Encourage all GBV partners to design and implement their programmes in line with the Inter Agency Minimum Standards for Gender Based Violence in Emergencies Programming.

- **Prioritise funding for humanitarian partners with a strong commitment to, and track record in, safeguarding against SEAH.** Encourage all partners to design and implement their programmes in line with the Inter-Agency Standing Committee (IASC) Minimum Operating Standards (MOS) Protection from Sexual Exploitation and Abuse by Own Personnel and Core Humanitarian Standard (CHS) Alliance Standard on Quality and Accountability.

Image credit: DANIDA

Table 3: Practical steps to operationalise Denmark's commitment to addressing GBV and SEAH in humanitarian emergencies
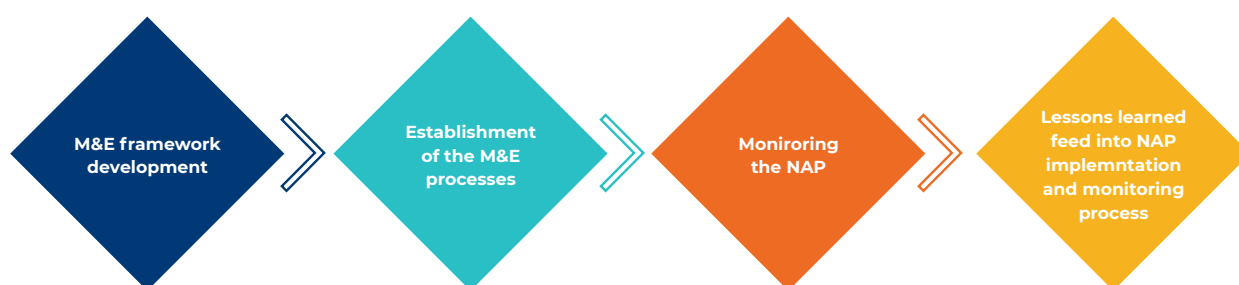
	GBV	SEAH
Preparedness	Identify implementing partners with sufficient technical capacity and organisational expertise to help mitigate, prevent and respond to GBV in emergencies. Establish mechanisms for the rapid allocation and disbursement of funding for GBV risk mitigation, prevention and response programming.	Identify humanitarian partners with a strong commitment to, and track record in, safeguarding against SEAH in humanitarian operations.
Needs assessment and analysis	Mandate the inclusion of GBV in needs assessment and analyses from all partners. Advocate for the inclusion of GBV into Pooled Funds strategies, selection criteria and funding decisions.	Mandate the inclusion of safeguarding against SEAH considerations in needs assessment and analyses from all potential humanitarian partners. Advocate for the inclusion of SEAH in Pooled Funds strategies, selection criteria and funding decisions.
Response planning	Mandate the inclusion of GBV risk mitigation, prevention and response in the humanitarian response plans of all partners Check for integration across activities, outcomes, results indicators and budgets. Require all data to be disaggregated by sex.	Mandate evidence of the inclusion of safeguarding against SEAH in the humanitarian response plans of all partners, e.g. the establishment of community-based reporting mechanisms.
Resourcing, implementation and monitoring	Maintain funding for GBV risk mitigation, prevention and response throughout humanitarian crises, irrespective of the evidence of prevalence data. Advocate for other donors and UN agencies to do the same. Work in partnership with national and local actors for the revision and adoption of laws and policies that promote and protect the rights of women and girls, including their right to be free from GBV.	Maintain funding for safeguarding against SEAH measures throughout humanitarian crises, irrespective of the evidence of prevalence data. Advocate for fellow donors and UN agencies to the same.
Coordination	Participate in the UN Humanitarian Country Team to champion the voice of women and girls and advocate for greater attention and resources to GBV risk mitigation, prevention and response. Mandate humanitarian partners working on specialised GBV prevention and response programming to participate in the GBV Sub Cluster and Call to Action from Protection Against GBV Working Group if these are in operation.	Participate in the Protection from Sexual Exploitation and Abuse Network if this is in operation and encourage humanitarian partners to do the same

Section 3.6 Monitoring progress against Denmark's 4th NAP

The NAP is complemented by implementation plans for The Ministry of Foreign Affairs of Denmark, the Danish Ministry of Defence, the Danish Ministry of Justice (the Danish National Police). These will strengthen Denmark's ability to deliver its priority objectives and monitor its delivery. A cross-departmental NAP working group has been established to coordinate efforts and to oversee the development and implementation of these plans. Part of this oversight will involve an annual forum, where the strategic and overall goals of the NAP will be discussed, as well as more specialised, thematic working groups.

Indicators have been developed for the 4th NAP and will require monitoring and reporting systems to respond to these. Indicators will need to be developed at operational levels to feed into these higher level indicators – this may include specific indicators on women's meaningful participation, GBV prevention and response and prevention of SEAH. Illustrative indicators are found for measuring progress on women's participation in Annex 3 – noting the importance of collecting both qualitative data and qualitative data to establish meaningful change and meaningful influence. Illustrative indicators for measuring progress on GBV and SEAH are found in Annex 4, together with guidance on collecting data ethically and safely which requires considered methods.

Key steps in monitoring and reporting progress against the NAP

M&E framework development	Establishment of the M&E processes	Moniroring the NAP	Lessons learned feed into NAP implemntation and monitoring process
Draw on institutional gender analysis · **Map current data on Danish implementation of WPS** · **Consult national and international partners, implementing agencies and civil society stakeholders**	**Identify roles and responsibilities in the monitoring process** · **Assess capacity of partners for NAP M&E** · **Establish coordination mechanism** · **Develop NAP monitoring tool**	**Establish a baseline (with existing and new data)** · **Agree data collection methods** · **Establish a formal review process** · **Stakeholder and partner consultation and feedback** · **Conduct annual or mid-term evaluations – planned in advance to be both summative and formative**	**Build in research and learning at partner, project or mission level** · **Engage partners and stakeholders in reflection and learning** · **Adapt NAP implementation plan periodically** · **Publish stories of change, research on effective approaches and impact studies** · **Design end-line evaluation in time to influence the 5th NAP development**

Independent civil society monitoring:

Civil society organisations are active in informing the global focus and monitoring of WPS as well as shaping National Action Plans and monitoring implementation of these at local, national and regional levels through comprehensive civil society networks on WPS which feed into global policy development and oversight.

The Danish NAP commits to ensuring WPS is a regular element of discussions between the authorities and civil society. The Government of Denmark should be pro-active in shaping this engagement, seeing it as a key element of accountability that can help drive implementation.

National and regional implementation of WPS NAPs is reported to the UN Secretary General and also monitored by civil society through the Women's International League for Peace and Freedom which collates reporting and analysis related to NAPs in UN Member States. In many donor countries, civil society shadow reports provide a level of accountability as well as useful insights to support improved approaches to NAP implementation.

Supporting partner governments to monitor NAP implementation:

Denmark's partner governments, particularly in conflict-affected contexts require technical and financial assistance to develop monitoring frameworks and processes. Supporting this kind of accountability for NAPs within conflict contexts can be seen as an intervention in itself as it both promotes sustainable peace outcomes through the content of the NAP and fosters cultures of accountability, legitimacy and trust as a foundation for state-society relations.

The NAP also commits to ongoing follow-up, annual evaluation and agile adaptations of the NAP and implementation plans. Denmark commissioned an **independent evaluation of its 2nd and 3rd NAPs** to understand progress as well as ongoing challenges. Future evaluations can review whether these challenges have been addressed.

ANNEXES

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ANNEXES

ANNEX 1. Further Resources

General guides to NAP implementation:

- [Implementing the Women, Peace and Security Agenda in the OSCE Region](#) Henri Myrttinen, Laura J Shepherd, and Hannah Wright (2020)

- [Georgetown Institute for Women, Peace and Security](#) Georgetown University (US)

- [Centre for Women, Peace and Security,](#) London School of Economics (UK)

Women's participation

- [Beyond Consultations: A tool to promote more meaningful engagement of women in fragile and conflict-affected states](#) UK Gender Action for Peace and Security (GAPS) network et al. (2019)

GBV and SEAH

- [Intersections of violence against women and girls with state-building and peace-building: Lessons from Nepal, Sierra Leone and South Sudan](#) What Works to Prevent Violence Against Women and Girls (2018)

- [Policy Brief: A new analytical framework for addressing the intersections of violence against women and girls with post-conflict statebuilding and peace-building processes](#) What Works to Prevent Violence Against Women and Girls (2018)

Global peace and security policy

- [Women and Peace and Security: Guidelines for National Implementation.](#) UN Women

- [Women, Peace and Security. Policy and Action Plan](#) NATO/EAPC (2018)

- [The role of Parliaments in NATO member countries in advancing the Women, Peace and Security Agenda: A survey by the NATO parliamentary assembly. DCAF (2018)](#)

- [Financing UN Security Council Resolution 1325: Aid in support of gender equality and women's rights in fragile contexts](#) The Development Assistance Committee: Enabling Effective Development

Peace Negotiations

- [The Better Peace Intitiative: Promoting Inclusive and Gender Responsive Peace Processes](#) ICAN

- [The UN Peacebuilding Fund](#)

- [Guidance on Gender and Inclusive Mediation Strategies](#) UN Department of Political and Peacebuilding Affairs (DPPA) (2017)

- [The Inclusion of Women and Effective Peace Processes: A Toolkit](#) Organisation for Security and Cooperation in Europe (OSCE) (2019)

DDR programmes

- [Addressing Sexual Violence against Men, Boys, and LGBTIQ+ Persons in Humanitarian Settings: A Field-Friendly Guidance Note by Sector.](#) Women's Refugee Commission (2021)

- [Children associated with armed forces and armed groups and GBViE Programming UNICEF GBViE Helpdesk (2019)](#)

- [Invisible Women: Gendered Dimensions of Return, Reintegration and Rehabilitation](#) UNDP (2019)

- [UNDP How-To Guide: Gender-Responsive Disarmament, Demobilisation and Reintegration.](#) UNDP (2018)

Strengthening Access to Justice

- [Strengthening Access to Justice for GBV Survivors in Emergencies UNICEF GBViE Helpdesk (2020)](#)

- [Monitoring of the situation of the justice system's response to Domestic Violence Against Women](#) DCAF (2018)

- [A practitioner's toolkit on women's access to justice programming](#) UN Women (2018)

Danish Missions and Deployments

- [Gender in Military Operations: Guidance for Military Personnel Working at Tactical Level in Peace Support Operations,](#) OSCE (2018)

- [Gender and Security Toolkit](#) DCAF (2020)

- [10 Steps to Increase Women's Participation in Peacekeeping and Reduce Sexual Exploitation and Abuse](#) ICAN (2020)

- [Reducing barriers for uniformed women in UN Peace operations: DCAF's contribution to the Elsie Initiative](#) DCAF (2020)

Humanitarian Operations

- [WHO Clinical Management of Rape and Intimate Partner Violence Survivors-Protocols for Humanitarian Settings](#) WHO (2019)

- [GBV AoR Handbook for Coordinating Gender-Based Violence Interventions in Emergencies](#) GBVAoR Global Protection Cluster (2019)

- [Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action.](#) IASC (2017)

- [The Inter Agency Minimum Standards for GBV in Emergencies Programming](#) GBVAoR Global Protection Cluster

Monitoring progress of NAP implementation

- [2020 Civil Society Roadmap on Women, Peace and Security](#) NGO Working group on WPS (2020)

ANNEX 2: REPCA implementation tool suggested actions

The following provides some suggested actions for individuals implementing the REPCA framework. This list is not exhaustive and should be tailored to the context in which you are working.

ROLES	Create opportunities for women with a variety of expertise and lived experience to set and shape agendas and decisions at all levels of peace and security efforts.	Included
	Danish women are included in formal roles at all levels of programme design and implementation, including at management level.	
	Local women from diverse backgrounds are included at all levels of programme design and implementation, including at management level.	
	There are specific roles in programmes which have responsibility for overseeing women's inclusion, with a mandate to hold management to account.	
ENVIRONMENT	Create an enabling environment for women to accept roles, remain in them, and participate effectively.	
	Women are fairly remunerated for their engagement in programmes at all levels.	
	Childcare is provided, where necessary, to ensure women are not prevented from participating due to childcare commitments.	
	Appropriate sanitary facilities for women are provided.	
	All facilities and sessions are accessible to people with disabilities.	
	Technology is provided to women who need to participate remotely.	
	Support accessing visas is provided to women who need to travel abroad.	
	Provisions are made to enable male guardians to accompany women to sessions if necessary.	
PROTECTION	Fund and implement prevention and protection measures to enable women to participate in peace and security efforts without fear of GBV or SEAH.	
	Safe transportation is provided for women to ensure they can get to and from sessions without risk of GBV.	
	Safe accommodation is provided for women who need to travel to participate.	
	The programme works with women to develop mechanisms to minimise the risk of community backlash and to protect them from this.	
	The programme has a comprehensive SEAH protocol, including a complaints mechanism that is communicated to all participants.	
	Evidence of GBV risk mitigation considerations and measures and SEAH protocols are a criterion by which partners are assessed and selected for funding.	
	The programme provides financial and training support to partners to improve their capacity to prevent and respond to GBV and SEAH.	

CAPACITY	Ensure women have access to the relevant information and capacity-building opportunities needed to meaningfully participate.	
	All resources are available in accessible formats for people with disabilities. For example, easy read and audio formats.	
	Training is provided for women's civil society organisations in areas they identify it would be useful for their participation in the programme or to further the programme goals. Training might cover areas including advocacy, literacy, writing funding proposals, or language skills.	
	All women are adequately briefed ahead of programmes, with information about what they need to prepare and with enough time for them to prepare.	
ANALYSIS	Ensure intersectional gender analysis is conducted at all stages of agenda setting, planning, implementation and reporting on peace and security efforts at local, regional and national levels.	
	Intersectional gender analysis is used at all points in the programme design, implementation and reporting.	
	Partners are required to use intersectional gender analysis at all points in programme design, implementation and reporting.	
	The programme dedicates funding and training to partners to support them to use intersectional gender analysis at all points.	
	The programme monitors the use of intersectional gender analysis and shares learnings from this analysis within the programme and between programmes.	

ANNEX 3: Measuring results of women's participation: REPCA MEL tool

What are we trying to measure: To what extent have women been included in a programme/ has the REPCA framework been implemented? What has the impact been on the women we work with?

Recommendations:

- **Develop flexible reporting mechanisms:** Barriers to women's participation are multiple and complex and so changes in women's participation are influenced by multiple and complex factors. The logframe and other linear change tools "flatten the change process into [one-dimensional] cause-effect relationships that cannot capture and measure complex social changes, and may even mislead us about how these occur"[67]. They also limit the ability of organisations to adapt programmes in rapidly changing contexts. Flexible reporting mechanisms allow organisations to capture and measure complex change processes and to adapt as necessary to changing circumstances.

- **Utilise a mixed methods approach to measurement:** While many changes to women's participation and gender-equitable peace can be measured using quantitative indicators, an accompanying qualitative approach enables us to capture the nuance of the complex and incremental changes that have occurred.

- **Develop realistic short/medium-term goals in the context of a long-term vision:** There are often significant gaps between what organisations are expected to achieve, are asked to measure, and the length of programme cycles.[68] Donor expectations about what a programme can achieve must be realistic and aligned with what can be measured, whilst sitting in the context of a longer-term vision. To measure impact following the end of a programme cycle, funds and resources must be dedicated to conducting follow-up research 6+ months after a programme ends.

- **Ensure all MEL takes an intersectional approach:** It is essential that programmes focused on increasing women's participation do not take an "add women and stir" approach. Women are not a homogenous group. Multiple identify features (including but not limited to race, economic background, sexual orientation, and disability status) intersect with a person's gender to result in unique lived experiences and consequent needs. Failing to measure the extent to which an intersectional approach has been taken risks increasing the participation of some (often elite) women at the expense of women from diverse and marginalised backgrounds.

- **Measure changes in the attitudes of women participants:** It is essential that programmes seeking to dismantle the barriers to women's participation engage with the women they work with to identify whether a programme's perception of change aligns with those women's perception of change.[69] For example, efforts focused on reducing violent backlash towards women's participation should not be considered a success if the women participating do not feel more safe to participate as a result of those efforts.

- **Ensure data is disaggregated by sex and where feasible, by disability status:** By disaggregating data, MEL processes are able to capture the nuanced ways that individuals may experience and be impacted by programmes differently. The Washington Group questions[7] are recommended for disaggregating data based on disability status. Where appropriate and safe for participants, MEL processes should aim to disaggregate data by decision-making level, rank or relevant population group.

[7] https://www.washingtongroup-disability.com/question-sets/

Suggested indicators for measuring REPCA (these examples are not exhaustive)	
ROLES	
Formal (women in individual roles, women's advisory boards)	- Proportion of women in roles at all levels of programming from management, design to implementation - Number of women's civil society groups engaged with through advisory boards - Extent to which women feel they are decision makers or are able to influence decision makers
Informal (surveys to women in communities)	- Number of women from communities reached through surveys seeking their inputs - Case studies detailing women's experiences in informal decision-making.
ENVIRONMENT	
Logistics (Transport, childcare, renumeration, facilities)	- Number of women provided with accessible transport. - Number of sessions that made childcare provisions. - Comparison of male-female renumeration between participants. - Number of facilities for women that are accessible for women with disabilities. - Extent to which provisions made by programme overcame the logistical barriers to their personal participation.
Attitudes and Networks (Women have access to supportive peer-peer networks, women have access to networks of relevant decision makers)	- Extent to which participants felt their contributions were respected by other participants and decision makers. - Number of women with access to peer-peer networks. - Number of women with access to networks of relevant decision-makers - Extent to which women feel peer-peer networks meet their needs. - Extent to which women feel their access to networks of relevant decision-makers leads to their ability to influence decisions.
PROTECTION	
Mitigate against programme-related violence (targeted GBV to prevent women's participation, SEAH from power holders within programmes)	- Proportion of participants who feel safe travelling to and from sessions. - Extent to which participants feel violence may limit their ability to accept roles, remain in them and participate effectively. - Proportion of participants aware of referral pathways and GBV prevention and response services. - Extent to which participants feel programmes have prevented and protected them from programme-related violence.
CAPACITY	
Knowledge and Skills	- Extent to which participants feel the programme has provided them with the information necessary to participate effectively. - Extent to which participants feel the programme has increased their content-specific knowledge. - Number of participants who participated in skills workshops. - Extent to which participants felt they had gained skills through their participation in skills workshops.
ANALYSIS	
	- Number of partners provided with training on how to conduct intersectional gender analysis. - Number of times partners conducted intersectional gender analysis and at which points in the programme.

ANNEX 4: Assessment, monitoring, evaluation and learning on GBV and SEAH[8]

Ensuring the safe and ethical collection and use of GBV and SEAH survivor data in fragile and conflict-affected settings.

Monitoring, evaluation and learning is critical to understanding the effectiveness of the Danish Government's efforts to mitigate, prevent and respond to GBV in fragile and conflict-affected settings and safeguard against sexual exploitation, abuse and harassment. However, staff working with the Danish Government need to be conscious of the sensitives when collecting data relating to GBV and SEAH, including the risks of doing further harm. For this reason, we have created a short guide on ensuring the safe and ethical collection and use of GBV and SEAH survivor data in fragile and conflict-affected settings.[9]

What is survivor data?

Survivor data refers to personal or identifiable information about an individual who has survived gender-based violence (GBV) and/ or SEAH and who is seeking support from a service provider. Examples of survivor data include the sex, age and disability status of the survivor, the type of GBV and/ or SEAH they have experienced and the location of the incident. Survivor data can also include information about the support survivors receive as part of the case management process.

Survivor data should only be collected in the context of improving GBV and SEAH service provision. It is neither safe nor ethical to seek out or record personal or identifiable information about GBV and/or SEAH survivors for the sole purpose of monitoring human rights violations. Services such as healthcare and psychosocial support should be available to GBV and/or SEAH survivors before any attempt is made to collect data from them.

Here are some simple Dos and Don'ts to guide staff working with the both Danish Government and humanitarian partner agencies in the safe and ethical collection and use of survivor data:

DATA COLLECTION

✓ **DO** explain to survivors what data you would like to collect and how their data will be used, by whom, when and for what purpose.

✗ **DO NOT** collect data from survivors without their full and informed consent.

★ **Remember** the survivor has a right to decide with whom she does and does not share her experience with.

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[8] This note does not cover SEAH or GBV against children and minors under the age of 18. Working with children to prevent or respond to cases of GBV or SEAH requires a different approach and specific child-protection expertise, which is beyond the scope of this note. For specific guidance, please see International Child Safeguarding Standards and DANIDA's child protection policy.

[9] This guide has been adapted from a LinkedIn Article on the safe and ethical collection and use of survivor data in emergencies authored by Laura Martineau-Searle, one of the contributors to this Guidance Note and Senior Technical Specialist with SDDirect.

DATA STORAGE

DO train staff to ensure that survivor data, whether in paper or electronic form, is stored safely and securely and that there is an evacuation plan in place in case of an emergency, with clear roles and responsibilities.

DO NOT store survivor data in a cabinet which is not locked, or a computer which is not encrypted.

Remember that GBV and SEAH survivors are at high risk of experiencing stigma and reprisal attacks and we therefore have to take extra care with their data and maintain their privacy and confidentiality.

DATA ANALYSIS

DO analyse GBV and SEAH incident data to better understand trends in reporting and ensure this analysis informs programming.

DO NOT make the mistake of thinking that GBV and SEAH incident data reflects the overall rate and frequency of GBV and SEAH in the affected population

Remember the distinction between prevalence and incidence data. The former refers to the rate and frequency of GBV and/or SEAH in a given population (usually collected through household surveys), whereas the latter only captures those incidents which GBV and/or SEAH survivors have chosen to report (usually collected through administrative data from the police/services). In general, it is not possible to collect GBV and/or SEAH prevalence data in a humanitarian situation

DATA SHARING

DO NOT share data on an individual GBV and/or SEAH survivor which could be used to identify them unless this is for the purpose of a referral and the survivor (or their guardian) has given their full and informed consent.

DO NOT share non-identifiable aggregate-level data (data about many GBV or SEAH incidents that does not identify individuals) with another organisation, unless that organisation is using the same information management system and an information sharing protocol is in place. An information sharing protocol should clearly specify what data is being shared, why it is being shared, who will have access to it, and how it will be protected.

Remember GBV and safeguarding practitioners should never share information about an individual survivor which could be used to identify them outside the context of a referral. Furthermore, GBV and safeguarding practitioners should not be pressured to share any data (including non-identifiable aggregate-level data) outside information sharing protocols, as these protocols have been designed to protect survivors, their families and their communities and maintain trust in service providers.

It is very difficult to measure the true prevalence of GBV and/or SEAH in any given population, whether this be in an emergency or stable context. This is because many survivors choose not to report, as they fear being stigmatised as a result of their experience, or being subject to retaliatory attacks by the perpetrator and those that seek to protect them. With this in mind, the Government of Denmark and humanitarian personnel should assume that GBV and SEAH is taking place and establish reporting mechanisms and specialised response services which can help save and transform lives, regardless of whether or not prevalence data exists. Once specialised response services have been established, incident data can be collected to analyse trends in reporting, e.g. % increases in reports of particular types of GBV and/or SEAH. This should only happen, however, with the full informed consent of survivors and for the purpose of improving GBV and SEAH service provision. Such data needs to be managed safely and ethically.

There are many other rich sources of quantitative and qualitative that can be drawn on to inform their understanding of the nature of GBV and/or SEAH and the availability, accessibility and quality of services. For example, they could arrange interviews and focus group discussions women and girls affected by the emergency. They could also organise consultations with national and local women's rights organisations, youth-led organisations and organisations representing women and girls with disabilities.

Illustrative indicators for measuring GBV and SEAH results

GBV Illustrative Indicators	Safeguarding against SEAH illustrative Indicators
Consultations with women-led and youth-led organisations and groups have been conducted on the nature and prevalence of GBV and/or SEAH in affected communities.	
All humanitarian programmes are based on a strong gender and social inclusion analysis, which includes specific consideration of GBV risks and vulnerabilities.	Safeguarding against SEAH Policy is in place, which includes a code of conduct which includes a zero-tolerance statement on SEAH in staff, contractors and volunteers personal and professional lives.
All humanitarian programmes reference GBV risk mitigation measures in their proposed activities, outcomes and budgets.	% of staff, contractors and volunteers that sign Safeguarding against SEAH Policy and Code of Conduct.
% of overall humanitarian budget dedicated to specialised GBV prevention and response programming.	% of staff, contractors and volunteers that complete safeguarding against SEAH introductory training.
% of overall humanitarian budget ringfenced for national and local women-led organisations and groups.	Whistleblowing and reporting mechanisms are in place for staff and partners to report SEAH concerns.
% of staff who are trained on GBV Guiding principles and who demonstrate survivor-centered knowledge, attitudes and skills after training.	All humanitarian partners are required to have a safeguarding against SEAH policies and procedures in place.
% of survivors who complete a feedback survey who are satisfied with the services and support they have received.	All humanitarian programmes are required to have community -based feedback and complaint mechanisms, so people can raise concerns about sexual exploitation, abuse and harassment.
Number of formal, informal and traditional justice actors supported to reduce barriers to access to justice for GBV survivors.	All humanitarian programmes are required to have a GBV and/or SEAH service mapping and referral pathway in place.

ANNEX 5: Using gender-sensitive conflict analysis to improve WPS outcomes

There is increasing recognition that most conflict analysis tools lack a strong gender dimension, and gender analysis tools fail to integrate an adequate conflict lens. WPS implementation must be underpinned by specific gendered approaches to analysis.

Key Analytical Approaches in WPS implementation

Gender-Sensitive Conflict Analysis identifies how conflict impacts men and women differently and how gender drives conflict dynamics, as well as considering gender roles in securing peace. This might explore the power relations and dynamics that impact security and justice actors, the institutions and bodies they represent and the populations who access their services. It might focus on different forms of insecurity and barriers to accessing justice that women, men, girls and boys and other gender identities' face. It might also focus onthe quality of their representation and participation in the security and justice sector and the roles they play in peace processes. Gender-Sensitive Conflict Analysis should take an intersectional approach.

Intersectional Gender Analysis examines how differences in gender roles, activities, needs, opportunities and rights/entitlements affect women, men, girls and boys and other gender identities in a given context. It examines the relationships between women and men, their access to and control of resources and the constraints they face relative to each other. Intersectional gender analysis is necessary to ensure that a project or mission does not exacerbate gender-based injustices and inequalities and that, where possible, they promote greater equality. Individuals have different needs and access to resources related to their gender in combination with their class, race, disability, poverty level, ethnicity, age, sexual orientation and gender identity – gender analysis should therefore take an intersectional approach.

Institutional or Sector-Based Gender Analysis identifies gender dynamics in security and justice sector institutions and their engagements with conflict-affected populations. This may be used as a basis for strengthening the participation of women in delivering security and justice services and ensuring they meet the needs of men and women from different groups. This may be linked to specific capacity building plans.

Conducting Gendered Analysis to support WPS implementation

This can be conducted relatively quickly using desk-based research, tools adapted to context and purpose and a combination of virtual and face-to-face consultations. It can incorporate:

- A synthesis of existing evidence.
- Consultations with women's rights groups, I/NGO's and researchers focussed on gender in the given conflict context or on specific forms of inequality and GBV more broadly.
- Primary research and participatory exercises at field level within peace and security institutions or within affected communities. Ethical considerations are needed to protect informants.

Key questions to assess gender dimensions of conflict

Understanding gender norms and behaviours

- What roles do people of different genders play in the community?
- What are the predominant gender norms for different social groups?
- How do people's actual behaviours compare to the gender norms?

Gender analysis of conflict, peace and security

- How have norms of masculinity and femininity been shaped and changed by conflict?
- How are men, women and Sexual and Gender Minorities (SGMs) and their gender roles affected by the conflict?
- What roles are men, women and SGMs playing in the conflict?
- What roles are men, women and SGMs playing in peaceful resolution to the conflict?
- How do gender norms and behaviours shape how violence is used?
- Do norms of masculinity and femininity fuel conflict and insecurity in this context?
- Are there norms of masculinity and femininity which (could) help facilitate peace?

Analysis of GBV and conflict

- What evidence exists on the forms and scale of GBV in the current conflict context?
- Have pre-existing forms of GBV, and the harms they cause to women and girls, been exacerbated during the conflict? Is there evidence of how and why?
- What pre-existing and new risk factors for GBV are there in the conflict situation?
- What groups of women and girls are most vulnerable to experiencing GBV in the current conflict situation and why? Is CRSV being perpetrated against a particular racial, ethnic or religious minority group of women and girls?
- What role is CRSV playing in the recruitment of combatants to armed groups?
- What role do national policy and legislative frameworks and institutions play in enabling or prohibiting GBV? What potential is there to include relevant policy and legislative reform in post-conflict transition?
- What is the capacity of national governmental actors, civil society organisations and women-led organisations to effectively prevent and respond to GBV? How has this capacity been impacted by the conflict?
- What role do social and cultural norms play in enabling or prohibiting GBV? How have these changed due to conflict?

More detailed guidance on designing and conducting a gender-sensitive conflict

analysis can be found in the following linked resources:

Saferworld (2016), Gender Analysis of Conflict Toolkit, - Supports stronger understanding of the context and the conflict by identifying gender norms and their interactions with conflict dynamics, ways in which conflict influences gender behaviour and norms, and the ways in which gender behaviour and norms may mitigate conflict roles that people of different genders play in conflict. It also highlights the impact of conflict on people of different genders and ways peace can challenge or enhance gender behaviours and norms.

Saferworld (2020), Gender-Sensitive Conflict Analysis: A Facilitators Guide,– Supports participatory approaches to conflict analysis.

Saferworld, Conciliation Resources and International Alert (2019) Doing research in conflict settings: gender mainstreaming and ethics - Outlines ethical approaches for doing primary research in conflict.

Examples of gender analysis tools specifically suited to work on security and justice:

DCAF's NAPRI Tool: A gender analysis tool for actors working in or with the security and justice sector. The NAPRI Tool prompts the user to ask specific questions across different dimensions of a given context. It can help a user to analyse a context, project idea, policy, legislation or any other action/intervention using no more than desk research or reflection; while at the other end of the scale it can be used as a framework for extensive participatory gender analysis using a variety of data collection methods.

OSCE guidance on gender analysis for military in peace support operations: This guidance explains the importance for militaries of assessing the situation for different categories of men and women, and taking account of intersectional characteristics such as religion, ethnicity and social class. It includes a gender analysis matrix , focusing on : an activity profile, a resources profile, influencing factors and consequences.

DCAF Gender Self-Assessment Guide for the Police, Armed Forces and Justice Sector: This can be used to conduct gender analysis of security and justice institutions. It outlines an eight-stage process, from obtaining authorisation to evaluation of the assessment, to assessing the extent to which an institution advances gender equality internally and in its operations or services.

ANNEX 6: Definitions

Child
Any individual under the age of 18 regardless of the age of majority/consent in a country.[70]

Child protection
Prevention of and response to abuse, neglect, exploitation, and violence against children.[71]

Conflict-related sexual violence
"Refers to rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilization, forced marriage, and any other form of sexual violence of comparable gravity perpetrated against women, men, girls or boys that is directly or indirectly linked to a conflict. This link may be evident in the profile of the perpetrator (often affiliated with a State or non-State armed group, including a terrorist entity or network), the profile of the victim (who is frequently an actual or perceived member of a persecuted political, ethnic or religious minority, or is targeted on the basis of actual or perceived sexual orientation and gender identity), the climate of impunity (which is generally associated with State collapse), cross-border consequences (such as displacement or trafficking in persons) and/ or violations of the provisions of a ceasefire agreement. The term also encompasses trafficking in persons when committed in situations of conflict for the purpose of sexual violence/exploitation."[72]

Gender-based violence
"An umbrella term for any harmful act that is perpetrated against a person's will, and that is based on socially ascribed gender differences between males and females".[73]

Intimate partner violence
"Behaviour by an intimate partner that causes physical, sexual or psychological harm, including acts of physical aggression, sexual coercion, psychological abuse and controlling behaviours. This definition covers violence by both current and former spouses and other intimate partners. Other terms used to refer to this include domestic violence, wife or spouse abuse, wife/spouse battering. Dating violence is usually used to refer to intimate relationships among young people, which may be of varying duration and intensity, and do not involve cohabiting."[74]

Safeguarding
The implementation of frameworks, policies or codes that work to safeguard everyone who works in, or comes into contact with, an organisation. Safeguarding in its broad sense means protecting people from harm, but HMG is focusing in particular on preventing and responding to harm caused by sexual exploitation, abuse and harassment. The aim is to minimise the likelihood of sexual exploitation, abuse, harassment or bullying of both the people HMG is trying to help, and also people who are working in the sector (DFID, 2018). In this report, the term safeguarding is not used to describe wider environmental and social safeguards but does extend beyond sexual exploitation, abuse and harassment to include physical and emotional harm and abuse.

Sexual orientation and gender identity
Sexual orientation refers to a person's sexual and/or romantic attraction to other people. Sexual orientations include, but are not limited to heterosexual, homosexual, and bisexual. Gender identity relates to a person's innate sense of their own gender, whether male, female or something else (e.g. non-binary), which may or may not correspond to their sex assigned at birth.[75]

Sexual and gender minority

Refers to people whose sexual orientation, gender identity and/or sexual practices fall outside the socially accepted norms in a given society[76]. It does not primarily refer to a minority status by numbers, but "denotes the power imbalance that renders sexual and gender minorities invisible or apparently less worthy of inclusion"[77]. The term is used in this guidance note instead of the commonly used umbrella term of LGBTIQ+ (and variations thereof) as this is recognised as a concept with roots in the Global North and is not necessarily inclusive of local understandings and terms that are used to describe sexual and gender minorities.

Sexual exploitation and abuse

Includes the "actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another" and "actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions". It also includes sexual relations with a child below the age of 18 years.[78]

Sexual harassment

"Sexual harassment is any unwanted behaviour of a sexual nature that makes you feel distressed, intimidated or humiliated. It can take lots of different forms."[79]

Violence against women and girls

Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life"[80]. The term VAWG in this note ensures that the concept also covers violence against girls. VAWG includes a broad range of different forms of violence, grounded in particular settings or situations, including (but not limited to) intimate partner violence ('domestic violence'), sexual violence (including sexual violence as a tactic of war), acid throwing, honour killings, sexual trafficking of women, female genital cutting/mutilation and child, early and forced marriage.[81]

Women's rights organisations

Women-led organisations working to advance gender equality and women's rights.

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