



AUSTRALIAN
DEFENCE FORCE

Defence Gender, Peace and Security Mandate

'From rhetoric to reality'



LTCOL Darleen Young, Field training with females at Officer Academy Afghanistan

'The GPS Directorate is responsible for implementation of the UNSCR 1325 Women Peace and Security agenda across Defence and integration of gender perspectives into mission planning and operations'.





Photo by CMDR Jennifer Macklin, Iraq



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

The Department of Defence continues to prioritise the Women, Peace and Security agenda and recognises that women make an indispensable contribution to conflict prevention, conflict resolution, peace and confidence building. Moreover, women provide an invaluable perspective in every aspect of planning and conduct of military operations, across the entire spectrum of conflict.

The Department of Defence Gender, Peace and Security Mandate builds on our achievements and lessons since Australia's first *National Action Plan on Women, Peace and Security (2012 – 2018)*, as outlined in the *Local Action, Global Impact (2012 – 2018)* progress report. It aligns Defence's actions to achieving Australia's ambitious goals on gender equality, human rights, and women and girls' meaningful participation in peace and security processes.

The second *National Action Plan on Women, Peace and Security* will set out Australia's long term strategy to realise gender equality and the human rights of women and girls' in fragile and conflict affected settings.

As a key contributing department to achieving the *National Action Plan on Women, Peace and Security*, Defence will report on its specific outputs through the whole-of-government monitoring and evaluation framework led by the Department of Prime Minister and Cabinet.

The Department of Defence will report to Government four times over the course of the National Action Plan. The Gender, Peace and Security Mandate will be reviewed and amended (as required) based on feedback from two independent (interim) reviews. The Defence Mandate is iterative and will evolve over the ten year time horizon. It will respond to institutional change, the dynamic strategic environment, and research and innovation opportunities.

The Department of Defence will seek to provide regional leadership in the operationalisation of the WPS agenda. Defence is committed to supporting inclusive conflict prevention, conflict resolution, peace processes and post conflict state reconstruction. It will enhance our own and partners capacity to develop gender sensitive interventions in support of UNSCR 1325 WPS principles.

Defence's implementation efforts will continue to progress across six lines of effort spanning core Defence activities. The mandate represents a consolidation of current activities and reflects a growing maturity in Defence's adoption of UNSCR 1325 - Women, Peace and Security principles and approaches.





LTCOL Darleen Young, UN Mobile Training Teams



LINE OF EFFORT 1

POLICY AND DOCTRINE

Defence will continue to mainstream gender in military operations, in strategic guidance documents, doctrine and operational directives and orders.

Activities:

1. Defence will review and update policies, doctrine, directives, operational orders and exercise plans, where appropriate, to ensure gender perspectives and indicators are embedded.



WGCDR Llani Kennealy, Iraq



WOFF Dean Maher, Afghanistan

LINE OF EFFORT 2

EDUCATION AND TRAINING

Defence will enhance its gender peace and security training to military and public service personnel. It will focus on continuing education of the workforce through dedicated awareness and preparation training. It will target personnel at the individual and specialist levels, in pre-deployment phases, at leadership gateways and through the integration of gender perspective into the Professional Military Education continuum.

Activities:

1. Defence will deliver and enhance its world-class Gender Advisor and Gender Focal Point training and integrate gender perspectives into Force Preparation training and the Joint and Service Professional Military Education continuum.
 2. Defence will deepen its capacity and seek opportunities to develop and deploy instructors and mobile training teams to deliver gender in military operations education to allies and partners, aligned to national priorities.
 3. Defence will build academic expertise through professional development and scholarship opportunities.
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LINE OF EFFORT 3

PERSONNEL

Defence is committed to gender mainstreaming within the ADF in order to increase women's participation across all ranks and employment categories. This will demonstrate our leadership and accountability for the Women, Peace and Security agenda through increased capacity to deploy women on exercises, operations and on humanitarian and disaster response missions.

Activities:

1. Defence will continue with its broader cultural reform efforts to identify and remove structural and cultural barriers to women's full participation and progression within the ADF. It will focus on increasing women's representation in non-traditional and leadership roles in order to achieve a gender balance in force composition.

2. Defence will promote and increase the number of uniformed women deployed to international operations and exercises (NATO, UN and Coalition) and promote their appointment to key engagement roles.

3. Defence will continue to build its Gender Advisor capability through dedicated positions and deployments.

LINE OF EFFORT 4

MISSION READINESS AND EFFECTS

Complex global operations require members of the Australian Defence Force to interact with host nation forces and local populations. It is critical that Australian Defence Force personnel understand how conflict can affect women, men, boys and girls differently and how to apply a 'Do No Harm' approach when interacting with local populations. Defence will provide personnel with the training and tools to deal effectively with diverse and often vulnerable populations. Integrating gender perspectives into military operations as well as deploying women at all rank levels is essential to achieving mission success - both in terms of contributing to peace and security and advancing gender equality.

Activities:

1. Defence will work towards the inclusion of Gender Advisors on operations, exercises and planning groups; deployed with humanitarian assistance and disaster response operations; and endeavour to include gender perspectives in all relevant areas of planning and execution.

2. Defence will develop a Gender Focal Point network and progress Gender Focal Point training for key positions, particularly those with planning and advisory responsibilities.





LINE OF EFFORT 5

INTERNATIONAL ENGAGEMENT

Defence is committed to the tenets of UNSCR 1325 and to ensuring that Defence continues to show leadership in all aspects of gender equality – both domestically within the Department and globally. Defence is committed to integrating gender, peace and security principles across the breadth and complexity of Defence international engagement.

We stand ready to offer support and capacity building assistance to allies and partners, to achieve our mutual goals of meaningful participation of women and girls in conflict prevention and peace processes.

Activities:

1. Defence will continue to work with other government departments and agencies, civil society and likeminded partners, to advocate for the advancement of the Women Peace and Security agenda and assert the rights of women, men, girls, and boys in all international fora.

2. Defence will show leadership through meaningful engagement at international fora and when engaging bilaterally or multilaterally. Defence will establish a mobile training team capability to build capacity and collaborate with international partners to champion implementation of the agenda.

3. Gender, Peace and Security is a pillar of our UN engagement. Defence will integrate considerations into our peacekeeping activities, and meet the UN's Gender Parity target.

LINE OF EFFORT 6

GOVERNANCE AND REPORTING

Defence will develop a Gender, Peace and Security Strategy and supporting governance and reporting framework. This will ensure that Defence effort is aligned to UNSCR 1325 and subsequent resolutions and Australia's National Action Plan. These mechanisms will enable Defence to deliver on its commitments to effectively integrate a gender perspective into military operations.

Activities:

1. Defence will develop a One Defence Gender Peace and Security Strategy and governance framework to align and evaluate its efforts over the next decade.

2. Defence will report to the Australian Government on progress against the National Action Plan. It will participate in the Inter-Departmental Committee led by the Office for Women, within the Department of Prime Minister and Cabinet and support other civil society engagements.

3. Defence will gather Gender, Peace and Security lessons learned to provide evidence based and information led approaches for future operational and exercise planning.





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