



THE UNITED STATES ARMY WAR COLLEGE



Director of Women, Peace, and Security Studies
Office of the Provost



Women, Peace and Security (WPS) National Strategy Crosswalk

How we can be strategic using WPS capabilities to shape conditions across the competition continuum. Implementing a gender perspective throughout all policies, plans and operations reduces blind spots, risk, and saves precious resources (time, money and people) while improving situational awareness and ultimately strengthens force lethality.

STRENGTH and WISDOM

WPS Crosswalk

- Declaration of Human Rights 1948
- Equal Right Amendment 1972
- CEDAW 1979
 - U.S. Mayors Guide / Cities for CEDAW 2016
 - CEDAW General Recommendation 35 2017
- Beijing Platform 1995
- UNSCR 1325, Agenda & Background 2000
- The WomanStats Project 2001
- Women's Empowerment Principles 2004
- Global Inequality Index 2010
- UN Sustainable Development Goals 2015

- UN My World Survey 2015
- U.S WPS National Action Plan 2011-2016
- WPS Act 2017
- WPS Index 2017
- National Security Strategy 2017
- Stabilization Assistance Review: Core Principles 2018
- National Defense and Military Strategies 2018
- U.S. WPS Strategic Framework & Implementation Plan 2020
- U.S Strategy to Prevent Conflict & Promote Stability 2020
- Gender Analysis Framework: Four Domains 2020

Declaration of Human Rights 1948

The Universal Declaration of Human Rights (UDHR) is a milestone document in the history of human rights. Drafted by representatives with different legal and cultural backgrounds from all regions of the world, the Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 (General Assembly resolution 217A) as a common standard of achievements for all peoples and all nations. It sets out, for the first time, fundamental human rights to be universally protected and it has been translated into over 500 languages.

THE UNIVERSAL DECLARATION OF HUMAN RIGHTS

1 Equality

Everyone is born **free** and **equal** in **dignity** and with rights.



2 Freedom from Discrimination

You should never be discriminated against for any reason.



3 Life, Liberty and Security

Everyone has the right to life, liberty and personal security.



4 Freedom from Slavery

No-one shall be held in slavery or servitude.



5 Freedom from Torture

No-one shall be subjected to torture or to cruel or degrading treatment.



6 Recognition as Person Before Law

You have the right to be treated as a person in the eyes of the law.



7 Equality Before the Law

You have the right to be treated by the law in the same way as everyone else.



8 Remedy by Tribunal

You have the right to remedy by competent tribunal.



9 Freedom from arbitrary arrest

No-one shall be subject to arbitrary arrest, detention or exile.



10 Fair Public Hearing

You have the right to a fair public hearing.



11 Innocent until Proven Guilty

You have the right to be considered innocent until proven guilty.



12 Privacy

No-one has the right to interfere with your privacy, family, or home.



13 Freedom of Movement

You have the right to freedom of movement in and out of the country.



14 Asylum

You have the right to seek asylum in other countries from persecution.



15 Nationality

You have the right to a nationality.



16 Marriage and Family

You have the right to marriage and to raise a family.



17 Property

You have the right to own property.



18 Freedom of Belief

You have the right to freedom of belief and religion.



19 Freedom of Opinion

You have the right to freedom of opinion and expression.



20 Freedom of Assembly

You have the right to freedom of peaceful assembly and association.



21 Take Part in Government

You have the right to take part in the government of your country.



22 Social Security

You have the right to social security.



23 Work

You have the right to desirable work and to join trade unions.



24 Rest and Leisure

You have the right to rest and leisure.



25 Adequate Living Standard

You have the right to a decent life, including food, clothing, housing, and medical care.



26 Education

You have the right to education.



27 Participate in Cultural Life

You have the right to Participate in the Cultural Life of Community.



28 Social Order

You have the Right to a Social Order that Articulates this Document.



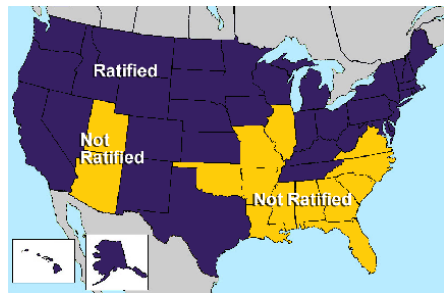
29 Mutual Responsibility

We all have a responsibility to the people around us and should protect their rights and freedoms.



30 Freedom from State or Personal Interference

There is nothing in this declaration that justifies any person or country taking away the rights to which we are all entitled.



Equal Rights Amendment (1972)

Section 1: Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

Section 2: The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3: This amendment shall take effect two years after the date of ratification.



CEDAW Articles (1979)

The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) has **30 articles** that explain what girl's and women's rights are and what international governments should do to end discrimination against them.

1) Discrimination 2) Policy measures
3) Guarantee of basic human rights and freedoms
4) Special measures 5) Roles based on stereotypes 6) Trafficking and prostitution
7) Political and public life 8) Participation at the international level 9) Nationality 10) Education
11) Employment 12) Health 13) Economic and social life 14) Rural women 15) Law
16) Marriage and family life (17-22) These say how committees work (23-30) These deal with administration and management of the Convention





U.S. Mayors Guide 2016

The guide is a reference for mayors of cities that want to adopt or have adopted CEDAW resolutions/ordinances.

- Economic security
- Ending violence against women
- LGBTQ & human rights
- Women and civic engagement
- Girls' leadership and STEM
- Workplace policies
- Women's health and reproductive rights
- Housing and homelessness
- Human trafficking
- Women and the environment
- Cities for CEDAW campaign

UN CEDAW: General Recommendation 35 (2017)

- It recognizes that the prohibition of gender-based violence has become a norm of international customary law;
- It expands the understanding of violence to include violations of sexual and reproductive health rights;
- It stresses the need to change social norms and stereotypes that support violence, in the context of a resurgence of narratives threatening the concept of gender equality in the name of culture, tradition or religion;
- It clearly defines different levels of liability of the State for acts and omissions committed by its agents or those acting under its authority – in the territory of the State or abroad- and for failing to act with due diligence to prevent violence at the hands of private individuals and companies, protect women and girls from it, and ensure access to remedies for survivors;
- It unequivocally calls for the repeal of all laws and policies that directly and indirectly excuse, condone and facilitate violence; and
- It emphasizes the need for approaches that promote and respect women's autonomy and decision-making in all spheres of life.





Critical areas of concern

- Women and the environment
- Women in power and decision-making
- The girl child
- Women and the economy
- Women and poverty
- Violence against women
- Human rights of women
- Education and training of women
- Institutional mechanisms for the advancement of women
- Women and health
- Women and the media
- Women and armed conflict

Beijing Platform (1995)

UNSCR 1325 (2000)

Marks the first time the United Nations Security Council addressed the disproportionate and unique impact of armed conflict on women.

Four Pillars of UN Resolution 1325

1. women's **participation** at all levels of decision-making in the peace and security sphere
2. protection of the rights of women and girls
3. incorporation of a gender perspective into conflict **prevention** initiatives
4. ensuring that gender considerations are integrated into **relief and recovery** efforts



1325
women | peace | security



WPS Agenda

The Security Council has adopted 10 resolutions on Women, Peace and Security (WPS): Security Council Resolutions.



1325 (2000) First time the Security Council addressed the disproportionate and unique impact of armed conflict on women.

1820 (2008) Recognizes sexual violence as a weapon and tactic of war.

1888 (2008) Reiterates that sexual violence exacerbates armed conflict and impedes international peace and security.

1889 (2009) Focuses on post-conflict peacebuilding and on women's participation in all stages of peace processes.

1960 (2010) Reiterates the call for an end to sexual violence in armed conflict.

2106 (2013) Focuses on operationalizing current obligations rather than on creating new structures/initiatives.

2122 (2013) Explicitly affirms an "integrated approach" to sustainable peace.

2242 (2015) Encourages assessment of strategies and resources in regards to the implementation of the WPS Agenda.

2467 (2019) Recognizes that sexual violence in conflict occurs on a continuum of violence against women and girls.

2493 (2019) Urges Member States to fully implement the provisions of all previous Security Council Resolutions pertaining to the Women, Peace and Security agenda and to reinforce their efforts.

WPS Background 2000-2020



2020

DoD WPS Strategic Framework & Implementation Plan (4yrs)

Provides DoD roles and responsibilities, timelines, benchmarks and deliverables. JS and OSD collaborating. SECDEF briefs Congress annually.



2019

U.S. Strategy on WPS

Four-year whole-of-government strategy to guide USG WPS implementation. DoD stakeholder input obtained. First time budget: \$4M. Gender Network: 137 personnel trained to implement gender perspectives throughout Force.



2017

U.S. WPS Act: 1st Comprehensive WPS Legislation in the World

Four implementing agencies (DoD, DHS, DoS, USAID). Aim is to be global leader in promoting the meaningful participation of women in conflict prevention, management, resolution and post-conflict relief and recovery. NSC has the lead.



2011

U.S. National Action Plan

Five key strategies: Protection, Prevention, Participation, Institutionalization and Access to Relief & Recovery (Rev. 2016). From this, the DoD Implementation Guide was published in 2013.



2007

NATO Policy on Implementing WPS

Aim to advance agenda and translate WPS commitments throughout NATO. Principles: Integration, Inclusiveness and Integrity. (Rev. 2014 & 2018).

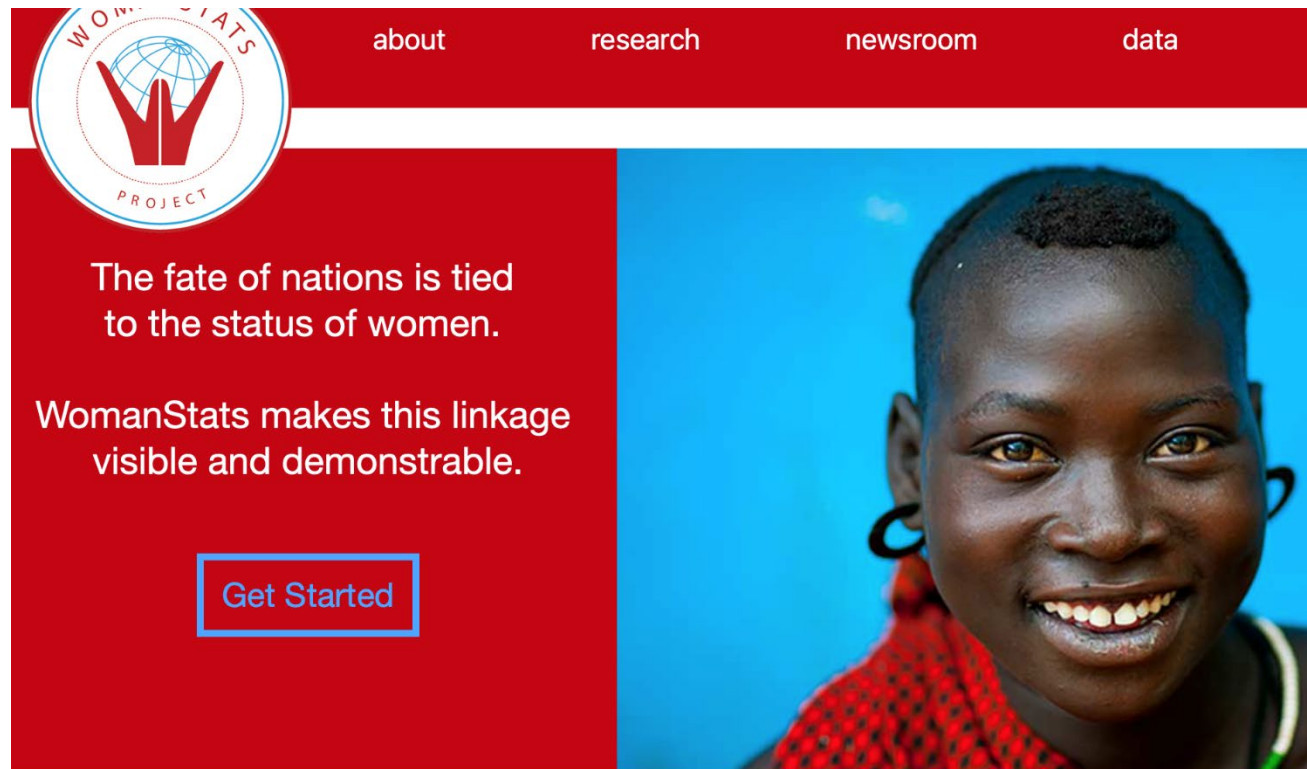


2000

UNSCR 1325

First global recognition of the disproportionate impact of conflict on women and girls and their necessary role in preventing and resolving it.

The WomanStats Project (2001)



The WomanStats Project is constructing what is already the most comprehensive database on the status of women cross-nationally. Variables include those relating to nine aspects of women's situation and security:

- Women's Physical Security
- Women's Economic Security
- Women's Legal Security
- Women's Security in the Community
- Women's Security in the Family
- Security for Maternity
- Women's Security Through Voice
- Security Through Societal Investment in Women
- Women's Security in the State

WPS Principles, Lines of Effort & Equities

GLOBAL

WPS PRINCIPLES

- ▶ Participation of women in peace and security
- ▶ Protection of women and girls from violence
- ▶ Inclusion of women in conflict prevention
- ▶ Equal access to relief and recovery before, during, and after conflict and crisis
- ▶ Protection of human rights
- ▶ Equal application of the rule of law
- ▶ Incorporation of a gender perspective into peace and security efforts

NATIONAL

WPS Strategy LOE 1 directs the Department to:

- Seek and support women's meaningful participation in military decision-making processes, disaster preparation and response, and stabilization.
- Increase the meaningful participation of women in partner nation security sector initiatives, including programs on the rule of law and within professional military education.
- Lead by example through inclusion of American women in U.S. efforts abroad.
- Leverage relevant analysis and indicators, including the collection of sex-and-age-disaggregated data, to identify and address barriers to women's meaningful participation.

WPS Strategy LOE 2 directs the Department to:

- Promote the protection of women and girls' security, human rights, and access to aid with governments and regional or other security sector forces, as appropriate.
- Address security-related barriers to the protection of women and girls.
- Prioritize efforts to prevent and respond to sexual exploitation and abuse.
- Provide women and girls with safe and equal access to humanitarian assistance.
- Empower women as partners in preventing and combatting terrorism.

WPS Strategy LOE 3 directs the Department to:

- Adjust its international programs to improve outcomes in women's equality and empowerment.
- Train DoD personnel on the needs, perspectives, and security requirements of men and women; protecting civilians from violence, exploitation, and trafficking in persons; and international humanitarian law (IHL) and international human rights law (IHRL).
- Apply gender analyses to improve DoD program design and targeting.

WPS Strategy LOE 4 directs the Department to:

- Encourage partner nation governments to adopt policies, plans, and capacity to improve the meaningful participation of women in processes connected to security and decision-making institutions.
- Work with partner nations to remove legal, regulatory, and structural barriers faced by women in defense and security sectors.
- Assist partner nations in increasing opportunities for women to serve in security sector forces, including peacekeeping and military organizations, by developing their technical and professional competencies.

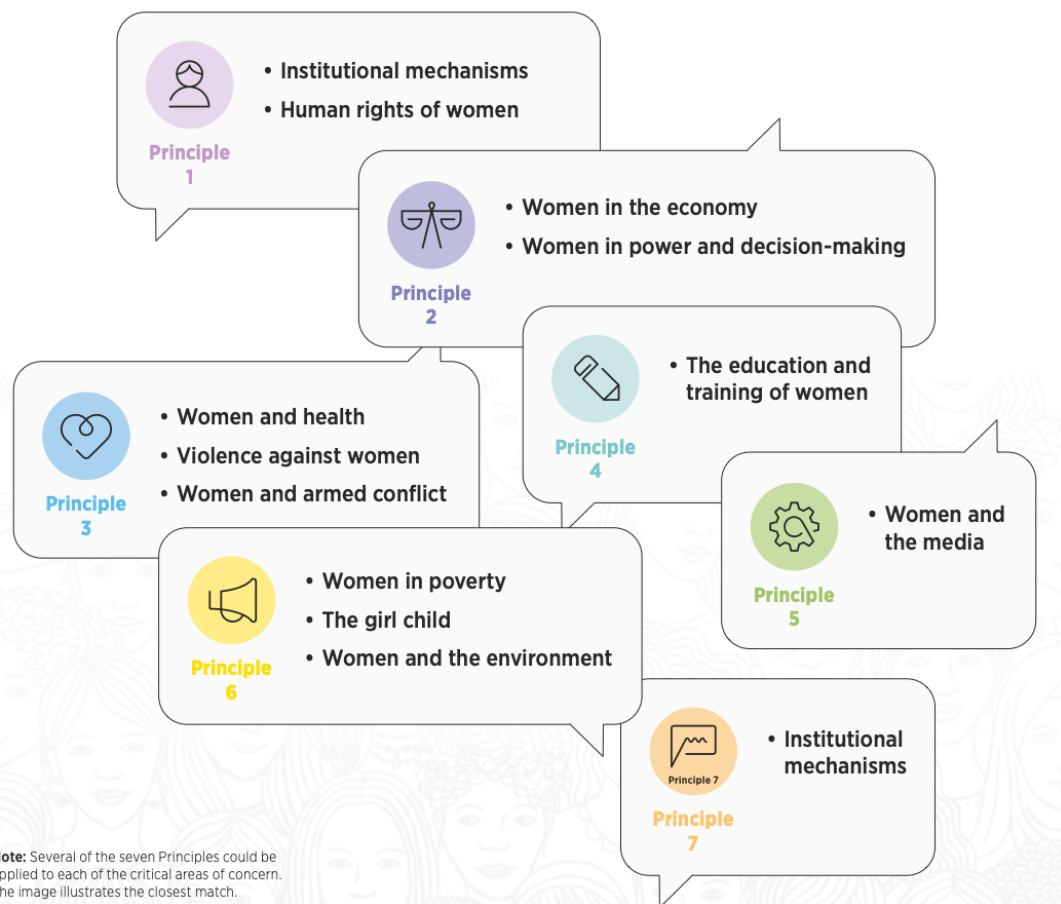
DEPARTMENTAL

DoD EQUITIES SUPPORTING WPS PRINCIPLES

- ▶ Diversity & Inclusion
- ▶ Gender Integration
- ▶ Inclusive Leadership Development
- ▶ Professionalization of Partner Nation Armed Forces
- ▶ Recruitment & Retention
- ▶ Sexual Harassment & Assault Prevention
- ▶ Sexual Exploitation & Abuse Prevention
- ▶ Gender-Based Violence Prevention
- ▶ Protection of Civilians
- ▶ Protection of Children Affected by Armed Conflict
- ▶ Countering Trafficking in Persons
- ▶ Humanitarian Assistance & Disaster Relief
- ▶ Countering Violent Extremist Organizations
- ▶ International Humanitarian Law
- ▶ International Human Rights Law
- ▶ Protection of Cultural Property

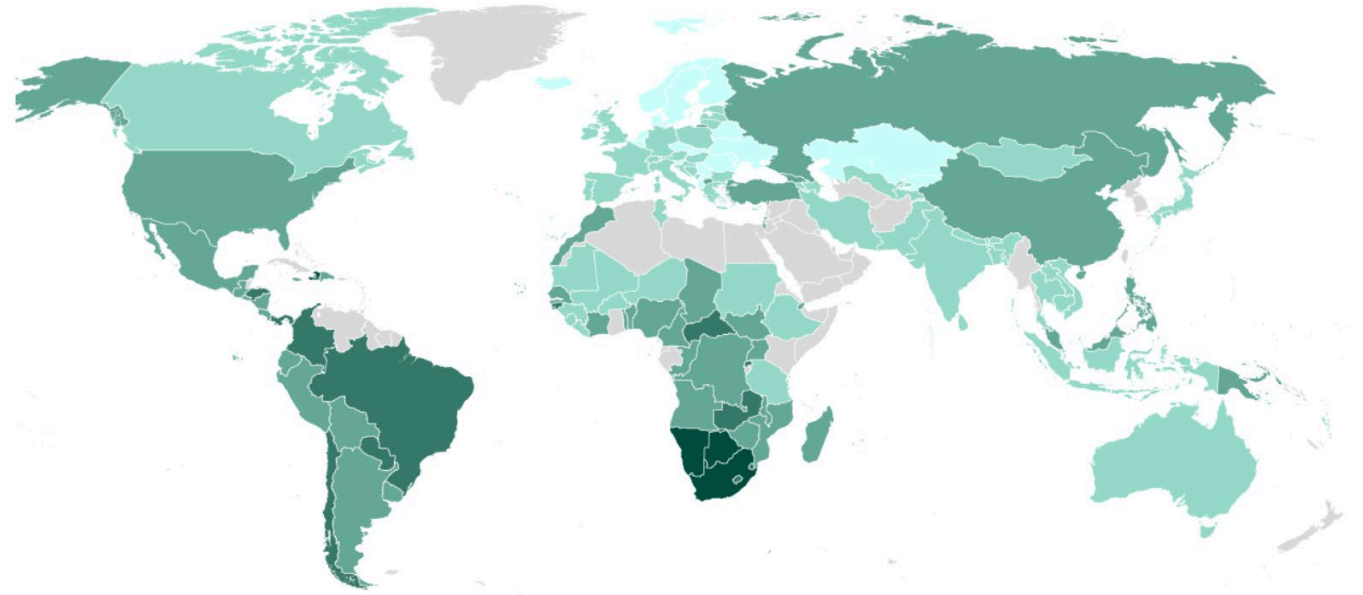
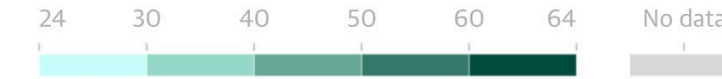
Women's Empowerment Principles (2004)

Beijing Platform for Action's 12 critical areas of concern and their linkages to the seven Women's Empowerment Principles

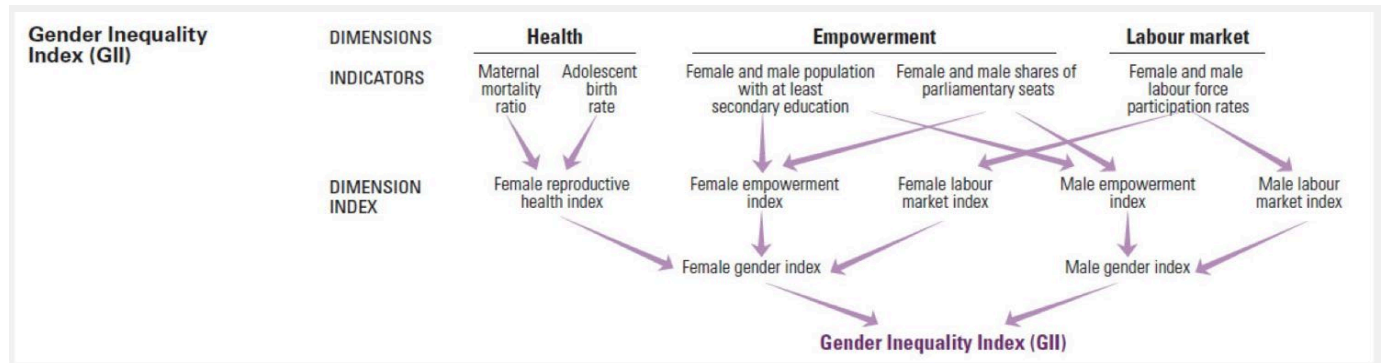


Global & Gender Inequality Index 2010

Gini index for income inequality ranges from zero (absolute equality) to 100



Guardian graphic | Source: World Bank estimate. Map shows most recent Gini index estimates for 140 countries





UN Millennium Development Goals (2000-2015)

UN Sustainable Development Goals (2015-2030) 1 of 2

Achieve gender equality and empower all women and girls. There are 169 targets within each goal going way beyond Millennium Development Goals.



- Goal 1: No poverty
- Goal 2: Zero hunger
- Goal 3: Good health and wellbeing
- Goal 4: Quality education
- Goal 5: Gender equality ←
- Goal 6: Clean water and sanitation
- Goal 7: Affordable and clean energy
- Goal 8: Decent work and economic growth
- Goal 9: Industry, innovation, and infrastructure
- Goal 10: Reduced inequalities ←
- Goal 11: Sustainable cities and communities
- Goal 12: Responsible consumption and production
- Goal 13: Climate action
- Goal 14: Life below water
- Goal 15: Life on land
- Goal 16: Peace, justice, and strong institutions
- Goal 17: Partnerships for the goals

5 GENDER
EQUALITY





ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

5.1 End all forms of discrimination against all women and girls everywhere

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life

5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels



MY
MY WORLD.
THE UNITED NATIONS
GLOBAL SURVEY
FOR A BETTER WORLD.

HAVE YOUR SAY

The United Nations wants
to hear from **YOU!**

#MYWorld2030 #Act4SDGs
myworld2030.org

ACTION CAMPAIGN
UN VOLUNTEERS
UNDP

World Top SDG	US Top SDG
1. Good Education	1. Good Education
2. Better Health Care	2. An Honest and Responsive Government
3. Better Job Opportunities	3. Access to Clean Water and Sanitation
4. An Honest and Responsive Government	4. Affordable and Nutritious Food
5. Affordable and Nutritious Food	5. Better Health Care
6. Protection Against Crime and Violence	6. Freedom from Discrimination and Persecution

My World Survey (2015) UN Sustainable Development Goals

193 countries surveyed over 2 years on the Sustainable Development Goals, and which goals were the most important; initiated by the UN and other groups. here were 9,733,966 votes total.

U.S. National Action Plan (2011-2016)

UNITED STATES NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

National Objectives and Action Framework

As directed by Executive Order 13595, the U.S. National Action Plan is targeted at meeting the following five high-level objectives:

- **National Integration and Institutionalization:** Through interagency coordination, policy development, enhanced professional training and education, and evaluation, the United States Government will institutionalize a gender-responsive approach to its diplomatic, development, and defense-related work in conflict-affected environments.
- **Participation in Peace Processes and Decision-making:** The United States Government will improve the prospects for inclusive, just, and sustainable peace by promoting and strengthening women's rights and effective leadership and substantive participation in peace processes, conflict prevention, peacebuilding, transitional processes, and decision-making institutions in conflict-affected environments.
- **Protection from Violence:** The United States Government will strengthen its efforts to prevent—and protect women and children from—harm, exploitation, discrimination, and abuse, including gender-based violence and trafficking in persons, and to hold perpetrators accountable in conflict-affected environments.
- **Conflict Prevention:** The United States Government will promote women's roles in preventing conflict, mass atrocities, and violent extremism, including by improving conflict early-warning and response systems through the integration of gender perspectives, and invest in women and girls' health, education, and economic opportunity to create conditions for stable societies and lasting peace.
- **Access to Relief and Recovery:** The United States Government will respond to the distinct needs of women and girls in both natural and conflict-affected disasters and crises, including by providing safe, equitable access to humanitarian assistance.

UNITED STATES NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

DECEMBER 2011



THE UNITED STATES NATIONAL ACTION PLAN ON WOMEN, PEACE, AND SECURITY

JUNE 2016



U.S. WPS Act (2017)

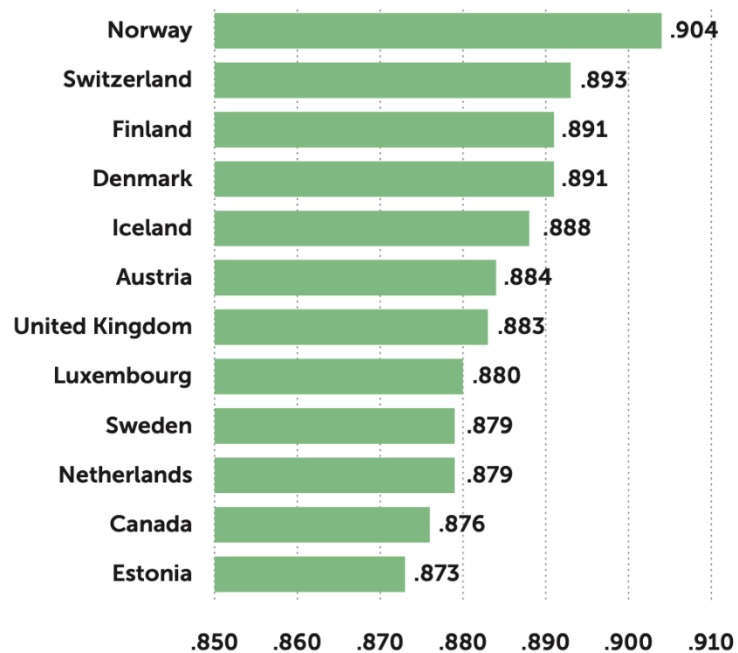
Executive and Legislative branches of government tasked four U.S. Agencies (USAID, DoS, DHS, DoD) to create implementation plans that would become a whole of government approach towards WPS. The U.S. is the first country to make WPS law. The intent is to promote women's participation in conflict prevention.

- Provide technical assistance and training to female negotiators, peace builders, and stakeholders (non-governmental and private sector entities engaged in or affected by conflict prevention and stabilization, peace building, security, or related efforts)
- Address security-related barriers to women's participation
- Encourage increased women's participation in U.S.-funded programs that provide foreign nationals with law enforcement, rule of law, or military education training
- Support appropriate local organizations, especially women's peace building organizations
- Expand gender analysis to improve program design

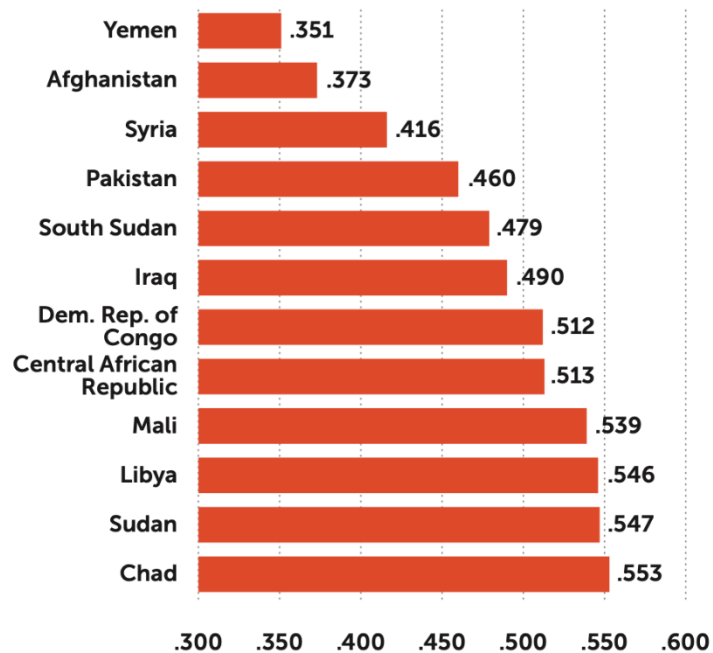


WPS Index (2017)

Best performers



Worst performers

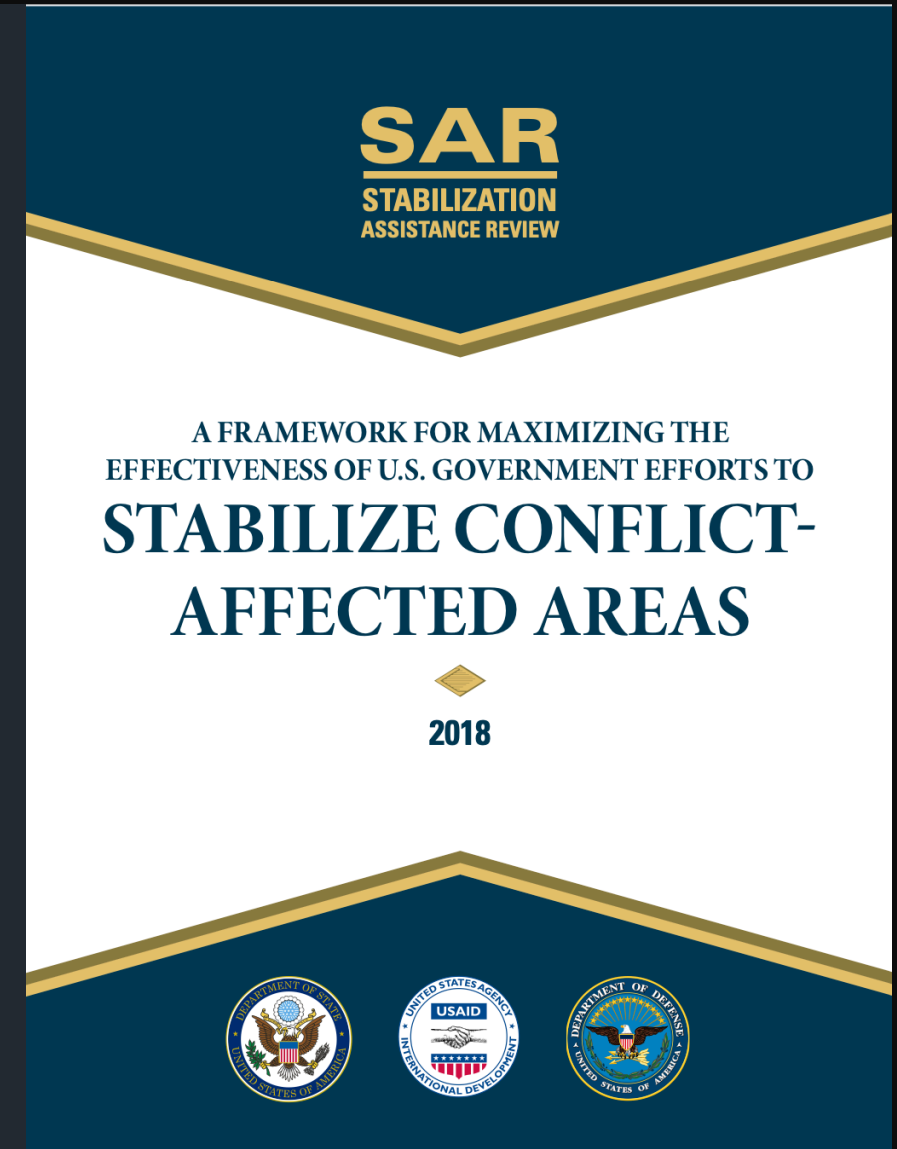


The WPS Index captures three dimensions of women's well-being and empowerment in 11 indicators



Stabilization Assistance Review: Core Principles 2018

- Set realistic, analytically-backed political goals
- Establish a division of labor and burden-sharing among international donors and local actors that optimizes the strengths of each
- Use data and evaluation systems to assess strategic progress and hold partners accountable
- Forward deploy U.S. government and partnered civilians and establish local mechanisms that enable continuous engagement, negotiation, targeted assistance and monitoring
- Start with small, short-term assistance projects and scale up cautiously
- Prioritize, layer and sequence foreign assistance to advance stabilization goals
- Link engagements with national diplomacy to advance stabilization
- Reinforce pockets of citizen security and purposefully engage with security actors
- Seek unity of purpose across all lines of effort
- Employ strategic patience and plan beyond stabilization for self reliance



2018 U.S. National Defense Strategy (NDS)

Priority (Ends)

Sustain efforts to deter and counter rogue regimes, defeat terrorist threats to the U.S. & consolidate gains in ME moving towards a more resource-sustainable approach. Twelve total objectives.

Strategic Approach (Ways)

- Build a more lethal force
 - Irregular warfare as a core competency
 - Modernize key capabilities
 - Rebuild warfighting readiness
 - Evolve innovative operational concepts
 - Develop a lethal, agile & resilient force posture
 - Cultivate workforce talent
- Strengthen alliances and attract new partners
 - Value, reinvigorate, collaborate, prioritize, interoperability & regional focus
- Reform the Department for greater performance & affordability
 - Innovation
 - Budget discipline

Force Application & Management (Means & Actions)

Move away from rigid, sequential operations towards flexible strategic approaches tailored to theatre geographies to gain objectives along the entire conflict spectrum. Disciplined allocation of resources and risk management key. Business as usual will not deliver innovative solutions to pressing operational problems. Professional military education centered on realistic preparation for future conflict is a necessary element of winning. Rigorously reinforce the continuities of human conflict.

2018 National Military Strategy (NMS)

*The central idea is a metaphor called the **boxer's stance** based on strength, agility and resilience required to fight and win against any potential adversary. This requires developing and advancing the capabilities, posture, operating concepts and human capital necessary to assure our allies and partners, deter adversaries, compete on a day-to-day basis, and, when necessary, respond across the spectrum of conflict. Uncover vulnerabilities in our operational plans and concepts-all enabled by awareness of the complex strategic environment.*

Strategy Horizons (Ways)

- Force employment (modernization)
 - Meet challenges of strategic security environment by developing & maintaining a balanced inventory of capabilities. Deliver the right force at the right time.
- Force development (resources, risks, resilience)
 - Adapts functions, capabilities & concepts to improve the current Joint Force. Prioritize. Manage risks posed by our 5 challenges (NDS) *Russia, China, Iran, N. Korea & violent extremism*
- Force design (innovation, human capital-foundation)
 - Do what we do differently to retain competitive advantages. New approaches to address compelling operational challenges. How we fight on tomorrows battlefield. Address gaps. Legacy approaches & capabilities not sufficient to meet JFs critical operational challenges.

WPS Nested within Key Parts of Strategy (mostly implied)

U.S. Strategy on WPS

Three Strategic Objectives

- Women are more prepared & increasingly able to participate
- They are safer, better protected & have equal access
- Improved institutionalization & capacity

Four Lines of Effort

- Meaningful participation
- Protection
- Improve outcomes in equality
- Adapt policy, plans & capacity

Tasks w/in each Line of Effort

- Preventing conflict & preparing for disasters
- Managing, mitigating & resolving conflict & crisis
- Post conflict/crisis efforts in relief and recovery

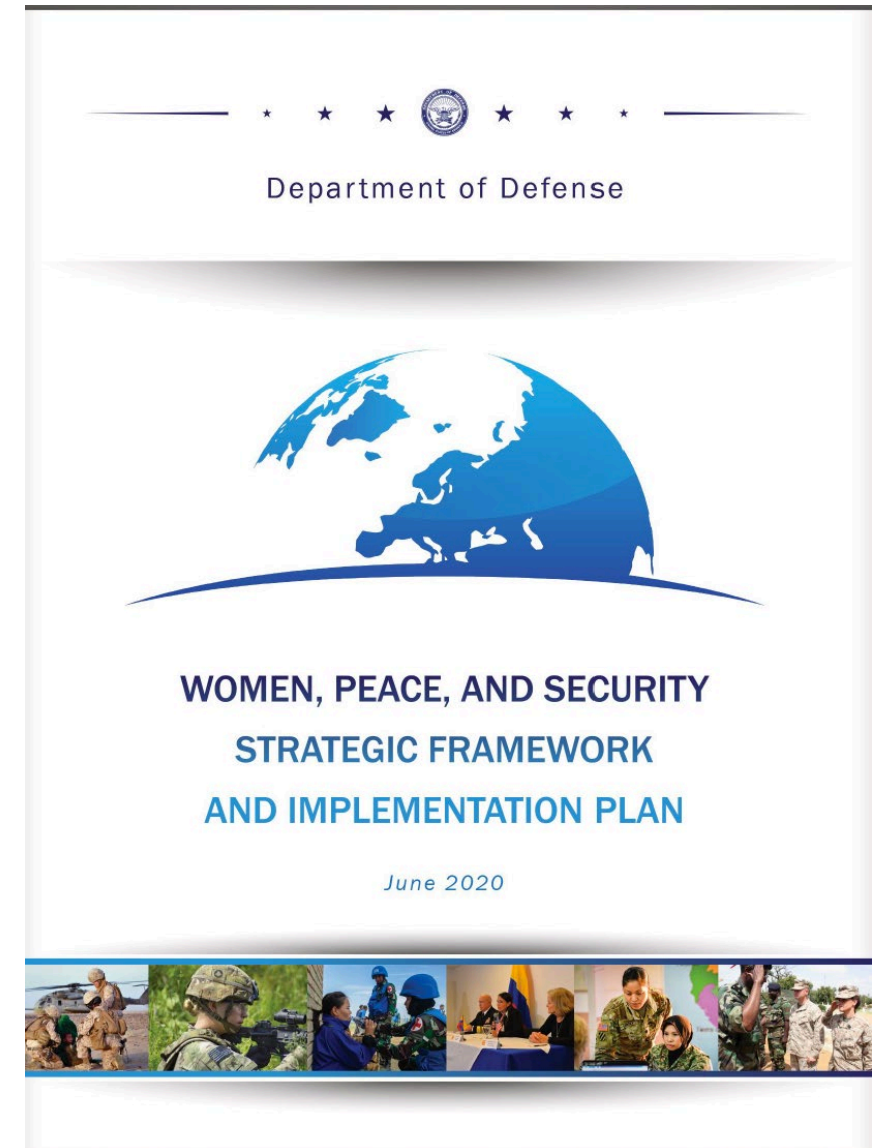


2020 DoD WPS Strategic Framework and Implementation Plan

DoD WPS Strategic Framework and Implementation Plan (2020)

Three Defense Objectives

- DoD exemplifies a **diverse organization** that allows for women's meaningful participation across the development, management and employment of the Joint Force.
 - Intermediate Defense Objective 1.1: DoD recruitment, employment, development, retention and promotion efforts are informed by WPS initiatives to ensure a diverse and inclusive fighting force.
 - Intermediate Defense Objective 1.2 – WPS principles are appropriately reflected in relevant DoD policies, plans, doctrine, training, education, operations, resource planning, and exercises.
- Women in partner organizations meaningfully **participate** and serve at all ranks and in all occupations in defense and security sectors.
 - Intermediate Defense Objective 2.1: DoD supports women's meaningful participation within partner nation defense and security sectors.
- Partner nation defense and security sectors ensure women and girls are safe and secure and that their human rights are **protected**, especially during conflict and crisis.
 - Intermediate Defense Objective 3.1: DoD works with partner nation defense and security sectors to help strengthen their understanding of commitment to International Humanitarian Law (IHL) and International Human Rights (IHR).



Gender Analysis Framework: Four Domains 2020

