Gender Advisor to Chief of the Defence Force, Royal Australian Air Force officer Wing Commander Llani Kennealy, talks to members of the Afghan National Army at the Afghan National Army Officer Academy in Kabul, Afghanistan.
Foreword

The integration of the priorities outlined in the Australian National Action Plan on Women, Peace and Security 2012-2018 throughout Defence military operations and commitments will improve our operational effectiveness.

The 2016 Defence White Paper describes the complexity of Australia’s strategic environment and the importance of further developing our international partnerships. As Defence increases its investment in international engagement over the next 20 years, prioritising the women, peace and security agenda presents an opportunity to strengthen cooperation and build stronger relationships with our international partners.

As a medium power, committed to the maintenance of the rules-based global order, Australia supports the United Nations Security Council Resolution 1325 on women, peace and security. We do this because women make an indispensable contribution to conflict prevention, conflict resolution, peace, and confidence building. Moreover, women provide an invaluable perspective on every aspect of the planning and conduct of military operations across the entire spectrum of conflict.

Defence has made significant developments to date, particularly in peace and security operations within our region and abroad. These are summarised in this report through vignettes, excerpts and examples. The Australian Defence Force provided world-class training through its ADF Operational Gender Advisor Course, which was the first of its kind in the Southern Hemisphere. We provided the first military Gender Advisors to the United Nations Mission in South Sudan and to Operation Inherent Resolve in Iraq, and integrated women, peace and security considerations into multi-national exercises, operational planning and execution. In 2018, we will also publish the Australian Defence Force Joint Doctrine Note on Gender in Military Operations to provide a definitive doctrinal basis for integrating a gender perspective on military operations.

In taking stock of our own achievements supporting the women, peace and security agenda, Defence has made substantial progress but still has much more to achieve and contribute. We are personally committed to continuing our momentum in this space, and implementation efforts to better shape the future.

Greg Moriarty
Secretary
13 November 2018

Angus J Campbell, AO, DSC
General
Chief of the Defence Force
13 November 2018
After leaving the typhoon devastated city of Tacloban, Royal Australian Air Force loadmaster Warrant Officer Tim Winship helps evacuated Filipino’s with hearing protection onboard the C-130J Hercules.
Executive Summary

Over the past two decades, Australia has accumulated considerable experience during whole-of-government missions in complex environments. The women, peace and security agenda is central to Defence’s operational effectiveness and mission success as it contributes to enduring peace and stability in both conflict-affected and established societies.

In 2012, the Australian Government committed to implementing the women, peace and security agenda through a program of actions in the first Australian National Action Plan on Women, Peace and Security 2012-2018. The Department of Defence was given whole or part responsibility for 17 out of the 24 actions outlined in the National Action Plan. To meet these responsibilities, Defence chose to mainstream a gender perspective across the full spectrum of its military operations and commitments.

Implementation efforts have been progressed across six lines of effort that reach across core Defence activities. These are:

- policy and doctrine;
- training;
- personnel;
- mission readiness;
- international engagement; and
- governance and reporting.

These efforts ensure that the integration of women, peace and security is a business as usual activity and a fundamental input to Defence’s operational culture.

As Australia’s first National Action Plan draws to a close, this presents an opportunity for Defence to reflect on previous and current progress toward meeting Australia’s strategic commitment to the women, peace and security agenda, whilst also determining Defence’s future direction. This report is a summary of Defence’s progress against the six lines of effort. It captures the comprehensive program of actions undertaken across Defence to implement the women, peace and security agenda since the commencement of the National Action Plan, supported by case studies and evidence from deployed personnel. This report highlights significant achievements, reflects on challenges and opportunities when progressing the women, peace and security agenda in the military context, and discusses potential areas of future Defence contribution both domestically and internationally.
Background

United Nations Security Council Resolution 1325

United Nations Security Council Resolution (UNSCR) 1325 was unanimously adopted by all 15 members of the United Nations Security Council (UNSC) in October 2000. This landmark resolution formally addresses the significant and disproportionate impact of armed conflict on women and girls, and emphasises the important contribution that women make to conflict prevention, resolution and the sustainment of enduring peace. UNSCR 1325 also “affirms that peace and security efforts are more sustainable when women are equal partners in the prevention of violent conflict, the delivery of relief and recovery efforts and in the forging of lasting peace.”1

The resolution was also the first to link women explicitly to the peace and security agenda, by urging all actors to incorporate gender perspectives throughout peace and security efforts. The resolution further highlights the under-valued and under-utilised contributions women make to conflict prevention, peacekeeping, conflict resolution, and peacebuilding.

Pre-conflict, conflict and post-conflict conditions can exacerbate existing inequalities within a community power structure, resulting in an increase in sexual and gender-based violence.2 As such, UNSCR 1325 further calls on all actors in situations of armed conflict to take special measures to protect women and girls from all forms of sexual and gender-based violence.

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Why is it Important?

UNSCR 1325 reaffirms the critical role of women in the prevention and resolution of conflicts and peacebuilding, and stresses their full and equal participation in all efforts to maintain and promote peace and security.

The resolution also affirms the importance of protecting women and girls, and mainstreaming gender considerations throughout operations and UN missions.

“[UNSCR 1325] is not about the inclusion of women for the sake of political correctness. It is rooted in the premise that women’s inclusion – their presence and participation in peace processes their perspectives and contributions to the substance of the talks, will improve the chances of attaining viable and sustainable peace.”3

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The Women Peace and Security International Policy Framework and related UNSCRs

(UNSCR 1325+)

Since 2000, the UNSC has passed a further seven additional resolutions to support and further progress Women, Peace and Security (WPS).

Together, these resolutions comprise the WPS Agenda.

These subsequent resolutions address gaps in UNSCR 1325 and expand the protection of civilians thematic areas, by specifically urging Member States to develop and adopt National Action Plans (NAPs).

These resolutions provide a number of important operational mandates, with additional implications and responsibilities for the Member States and entities of the United Nations (UN).

In addition to the WPS UNSCRs, there are a number of resolutions focused on contemporary human rights, which are termed ‘cross cutting themes’. These include: children affected in armed conflict; protection of civilians; conflict related sexual violence; sexual exploitation and abuse.


Reaffirms the important role of women in the prevention and resolution of conflicts, peace negotiations, peacebuilding, peacekeeping, humanitarian response and in post-conflict reconstructions and the importance of women’s equal and full participation.


Strengthens the implementation of UNSCR 1325 through high-level leadership, judicial response and improved reporting.


Calls for development of a set of indicators for use at the global level to track implementation of UNSCR 1325.

**UNSCR 1960 (2010) Sexual Exploitation and Abuse**

Calls to end to sexual violence in armed conflict, particularly against women and girls, and measures aimed at ending impunity.
<table>
<thead>
<tr>
<th>Resolution</th>
<th>Title</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNSCR 2122 (2013)</td>
<td>Women, Peace and Security</td>
<td>Calls for practical steps to ensure women's participation in peacebuilding.</td>
</tr>
<tr>
<td>UNSCR 2242 (2015)</td>
<td>Countering Violent Extremism</td>
<td>Recognises that women and girls are often directly targeted by terrorist groups, with acts of sexual and gender-based violence known to be part of the strategic objectives and tactics of terrorism.</td>
</tr>
<tr>
<td>UNSCR 1674 (2006)</td>
<td>Protection of Civilians</td>
<td>Reaffirms that parties to armed conflict bear the primary responsibility to take all feasible steps to ensure the protection of affected civilians.</td>
</tr>
<tr>
<td>UNSCR 1612 (2005)</td>
<td>Children and Armed Conflict</td>
<td>Reinforces the applicability of international laws relating to the rights and protection of children in armed conflict, including child soldiers and exploitation.</td>
</tr>
<tr>
<td>UNSCR 1820 (2008)</td>
<td>Conflict Related Sexual and Gender-Based Violence</td>
<td>Recognises the use of rape and other forms of sexual violence as a weapon of war.</td>
</tr>
<tr>
<td>UNSCR 2272 (2016)</td>
<td>Sexual Exploitation and Abuse in Peace Operations</td>
<td>Addresses sexual exploitation and abuse in peace operations including repatriation of military/formed police units where credible evidence of widespread or systemic sexual exploitation and abuse exists.</td>
</tr>
<tr>
<td>UNSCR 2331 (2016)</td>
<td>Human-trafficking</td>
<td>Recognises the increased use of human trafficking in armed conflict as a means of exploitation, including prostitution, forced labour, slavery or the removal of organs.</td>
</tr>
</tbody>
</table>
The WPS Agenda

The WPS agenda urges all actors to incorporate gender perspectives throughout peace and security efforts and to increase the participation of women in conflict prevention and conflict resolution. The main themes of the WPS agenda are known as the ‘four Ps’ and are underpinned by the broader theme of normative.

WPS obligations span international strategic and domestic national frameworks, driving action at the domestic level.

The agenda reaffirms the essential role that women play in conflict prevention, peacebuilding and post-conflict reconstruction and recovery effects, to maintain and promote enduring peace.

The WPS agenda ensures that women can meaningfully participate in, and lead local, national and global policy discussions around peace and security issues. The agenda also specifically addresses the promotion and protections of women and girls’ human rights.

<table>
<thead>
<tr>
<th>Normative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrating and mainstreaming a gender perspective across all policy frameworks.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Participation</th>
<th>Prevention</th>
<th>Protection</th>
<th>Peacebuilding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognising the important role women already play in all aspects of peace and security, and enhancing women’s meaningful participation, both domestically and overseas, to empower local women to be involved in formal peace and security processes.</td>
<td>Incorporating a gender perspective in conflict prevention activities and strategies and recognising the role of women in preventing conflict.</td>
<td>Protecting the human rights of women and girls by working with international partners to ensure safety, physical and mental wellbeing, economic security and equality, with special consideration for protecting women and girls from gender-based violence.</td>
<td>Engages women and addresses their needs in relief and recovery, redress of injustice, and investment in economic and social security.</td>
</tr>
</tbody>
</table>

Local Action, Global Impact
Australian National Action Plan on Women, Peace and Security 2012-2018

In 2012, the Australian Government launched its National Action Plan on Women, Peace and Security 2012-2018 (NAP) establishing a whole-of-government commitment to WPS. The NAP sets out the priorities and actions for Australia, at home and overseas, to: integrate a gender perspective into its peace and security efforts; protect women and girls’ human rights; and promote their participation in conflict prevention, management and resolution.

The current NAP has been extended until mid-2019 to allow for meaningful consultation on the design of NAP2.

The NAP requires collaborative work between government agencies and non-government sectors. Government agency partners in NAP delivery include: Department of Defence inclusive of the ACMC; Australian Federal Police; Department of Foreign Affairs and Trade; the Attorney-General’s Department; and the Department of Prime Minister and Cabinet (Office for Women).

NAP outcomes:

- Articulate Australia’s ongoing commitment to implement UNSCR 1325 on WPS and the broader UNSC WPS agenda.
- Establish a clear framework for a coordinated, whole-of-government approach to implementing UNSCR 1325 and related resolutions.
- Identify strategies and actions that Australia will undertake both domestically and overseas to implement UNSCR 1325 and related resolutions, and measure the effectiveness of this work over the 2012-2018 period.
- Highlight the important work that Australia is doing in partnership with the international community to respond to women’s needs, recognise their roles, promote equal participation, and protect women and girls’ human rights in fragile, conflict and post-conflict settings.
Royal Australian Navy sailor Able Seaman Communications and Information Systems Kaitlin Clohesy meets a woman from Vuna Village on Taveuni Island, Fiji.
The Role of Defence
Why is WPS important to Defence?

Defence has responsibilities under the Australian NAP to mainstream WPS principles and outcomes throughout Defence policy, plans, activities, training, doctrine and operations. In Defence, this is referred to as the application of Gender in Military Operations (GiMO) in the operational environment.

Mainstreaming GiMO is central to Defence's operational effectiveness and mission success. Gender considerations are an essential component in the planning and conduct of operations. Defence acknowledges the different needs, influences, priorities, strengths and capacities of men, women, boys and girls within the operational environment. Defence also recognises that WPS enables our military actions and decisions to be more effective and tailored to the needs of the whole of the population.
Defence Responsibilities under the NAP

The NAP outlines 24 actions for the Australian Government, with Defence having whole or part responsibility for 17 of those 24 of those actions.

Actions under the NAP are framed around five overarching strategies:

1. Integrate a gender perspective into Australia’s policies on peace and security.
2. Embed the WPS agenda in the Australian Government’s approach to human resource management of Defence, Australian Federal Police and deployed personnel.
3. Support civil society organisations to promote equality and increase women’s participation in conflict prevention, peacebuilding, conflict resolution and relief and recovery.
4. Promote WPS implementation internationally.
5. Take a coordinated and holistic approach domestically and internationally to WPS.

Efforts within the Department of Defence are focused on mainstreaming a gender perspective across the full spectrum of military operations and commitments.

Defence will complete all NAP action items by December 2018.

Strengthening government-civil society dialogue

Women’s organisations and civil society organisations play a critical role in the implementation of the WPS agenda. Defence engages broadly with civil society actors to support the development of WPS capability. The ACMC plays a unique role in strengthening partnerships between government and civil society, including through hosting a Civil Society Liaison position filled by a secondee from the Australian Council for International Development (ACFID). As part of this role ACMC provides financial and in-kind support to the annual Government-Civil Society Dialogue on WPS, on behalf of Defence, and whole-of-government partners. Commencing in 2013, the Dialogue brings together stakeholders from both sectors to discuss the implementation progress of Australia’s NAP and key emerging issues in WPS, and strengthens the accountability and transparency of Australia’s approach to WPS.

Please see over for the five overarching strategies
Overarching Strategies

1. Ensure Policy frameworks of relevant Government departments are consistent with the objectives and intent of UNSCR 1325.
2. Develop guidelines for the protection of civilians, including women and girls.

1. Assess and further build on training programs for Australian defence, police and civilian personnel to enhance staff competence and understanding of WPS.
2. Ensure women have opportunities to participate in the AFP, Defence and ADF and in deployments overseas, including in decision-making positions.
3. Ensure formalised complaints mechanisms for the safe reporting of allegations of gender-based violence and harassment in Australian peace and security institutions are established and supported.
4. Investigate all reports and allegations of gender-based violence involving Australian defence, police, civilian or contracted personnel.

1. Invite Australian non-government organisations to nominate a selection of representatives to meet with the WPS Inter-departmental Working Group once a year.
1. Support capacity building for women in fragile, conflict and/or post-conflict settings through promoting opportunities for women’s leadership and participation in decision-making at a country level.

2. Consider the use of specific strategies to promote the participation and protection of women and girls in fragile, conflict and/or post-conflict settings, for example ADF Female Engagement Teams and the use of gender advisers.

3. Promote women’s involvement in the development of institutions, including national judiciary, security and governance structures in fragile, conflict and/or post-conflict settings so that women can access and benefit from these structures.

4. Encourage the promotion of women’s involvement and leadership in the prevention, management and resolution of conflicts through engagement with the UN and other multilateral fora, including in the development of best practice guidance.

5. Support women experts, epical envoys, commanders and high-ranking officials to promote a high level consideration of gender issues in fragile, conflict and/or post-conflict settings.

6. Incorporate the protection of the rights of women and girls in bilateral and multilateral discussions on the protection of civilians in conflict and post-conflict situations, particularly with regard to gender-based violence.


8. Support efforts by local or international authorities to prosecute perpetrators of gender based violence during conflict and/or in post-conflict settings.

1. Foster ongoing civil-military cooperation and information sharing in operations, to protect women and girls.

2. Continue to promote information sharing on UNSCR 1325 and women’s participation within and between Australian Government agencies.
Defence Implementation Plan

In 2013, the Chief of the Defence Force established the Director National Action Plan Women, Peace and Security (DNAP WPS) position to manage NAP implementation across Defence. The Defence WPS working group formed in 2014 to action the Defence Implementation Plan (DIP), which was designed to track and align implementation progress across Defence. The plan also contains the six actions for which the ACMC is responsible.

To capture the breadth of tasks and actions listed in the DIP and accomplished during the life of the NAP from 2012-2018, this report will present them through six lines of effort:

1. policy and doctrine
2. training
3. personnel
4. mission readiness
5. international engagement
6. governance and reporting

Together, these six lines of effort contribute to the task of mainstreaming WPS across the Defence portfolio.
WPS Mainstreamed in Defence

Line of Effort 1
POLICY AND DOCTRINE

Line of Effort 2
TRAINING

Line of Effort 3
PERSONNEL

Line of Effort 4
MISSION READINESS

Line of Effort 5
INTERNATIONAL ENGAGEMENT

Line of Effort 6
GOVERNANCE AND REPORTING
Royal Australian Air Force officers Squadron Leader Karen Brown, Wing Commander Keiley Stewart and Air Vice Marshal Steven Roberton apply a gender perspective, to consider the effects of air targeting to civilian communities.
Line of Effort 1
Policy and Doctrine
Policy and Doctrine

As a priority, Defence is mainstreaming GiMO in both strategic guidance documents and operational directives and orders.

**Defence White Paper 2016**

The Defence White Paper 2016 is Defence’s primary guidance document. It sets out the Government’s direction to Defence to guide strategy, capability organisational and budget planning.

Chapter 5 of the Defence White Paper 2016 reiterates Defence’s responsibility for actioning the 17 of the 24 actions in the NAP. Defence’s continual contribution to the WPS agenda is highlighted by recognising that security, stability and peace can only be achieved through a gender inclusive approach to conflict resolution and peacebuilding.

The White Paper further commits Defence support for UN training and education activities, and the promotion of Afghan women’s active participation in Afghanistan’s national security institutions.

*The former Minister for Defence, Senator the Hon Marise Payne, speaking at launch of 2016 Defence White Paper*
Strategic Guidance Documents

Aligned to the White Paper, Defence continues to include WPS considerations as part of design and publication across subordinate strategic policies and planning documents. These documents include engagement plans, workforce plans, communications plans, business plans and area-specific strategic documents. These documents ensure the overall strategic direction and processes of Defence support WPS progression and implementation.

Key Guidance Documents

Defence Corporate Plan
The Defence Corporate Plan is the principal planning document for Defence. It sets out the purposes and activities Defence will pursue and the results it expects to achieve. The current plan covers the periods of 2018-2019 and is updated annually. Defence’s WPS efforts are addressed in the corporate purpose of ‘Provide Advice to Government’. The Defence Corporate Plan notes that the implementation of the WPS agenda is central to Defence’s operational effectiveness and is an essential component of future planning and conduct of operations.

The Defence Business Plan provides all Defence personnel with guidance regarding implementation of the activities listed in the Defence Corporate Plan. Performance against the plan is monitored at the highest levels in the department. Defence’s intended outcomes for the implementation of the NAP, as expressed in the Business Plan, are that: a gender perspective is integrated into Defence policy, practice and doctrine; local women are engaged and protected in Defence operations; and the WPS agenda is embedded in the management of deployed Defence personnel.

Defence Planning Guidance 2017
The Defence Planning Guide is the top-level classified planning document for the Department. It sets out Defence objectives and parameters to guide planning on implementation. In line with the 2016 Defence White Paper, the guide references improving Defence capacity to contribute to coalition operations wherever Australian interests are aligned with the WPS agenda and other international commitments that promote peace and security.

Australia’s Military Strategy 2016
Australia’s Military Strategy 2016 sets out the strategy used to achieve the Strategic Defence Objectives and Defence Missions prescribed in the 2016 Defence White Paper and Defence Planning Guidance respectively. The Strategy states “an important element in building a meaningful ADF presence, both at home and overseas, is demonstrating Australia’s ongoing support and binding commitment to the UN WPS agenda, including UNSCR 1325.”
**Australian Guidelines for the Protection of Civilians**

Developed by the ACMC, after extensive consultation with a broad representation of Australian government and non-government organisations, these guidelines are intended to provide a whole-of-government perspective on the protection of civilians in international situations of armed conflict and other situations of violence. These guidelines were approved by the CDF and Commissioner of the AFP.

**Defence Strategic Communications Plan 2014 for the Defence Implementation Strategy for the Australian NAP for WPS**

This plan provides a schedule of communication initiatives for 2014 in support of NAP implementation, primarily to reinforce Defence’s commitment to the WPS agenda in the broader Australian community. The plan also ensures that Defence personnel gain an understanding of, and commit to, the role of women in Australia’s peace and security efforts.

**Strategy Paper - Integrating a Gender Perspective in Defence International Engagement**

This strategic document provides further guidance to implementing the WPS agenda within Defence international engagement framework.

The strategy paper was endorsed by the Defence Strategic Policy Committee in 2017. The paper outlines clear, effective and progressive measures to implement WPS initiatives within all Defence international engagement activities. Implementation focuses on five areas: policy and process; people-to-people links; training; infrastructure; and exercises and operations.
Operational Directives and Orders

A number of key operational directives and orders have been developed across the Department to translate strategic guidance into operational outcomes and actions, a summary of these have been provided below.

**Key Directives and Orders**

**Secretary and Chief of the Defence Force’s Direction to Deputy Secretary Strategy and Head of Military Strategic Commitments 2014**

This directive requires Deputy Secretary Strategy and Head of Military Strategic Commitments to include WPS considerations into planning directives for all current and future operations.

**Chief of the Defence Force Directive 17 of 2016 – Child Sexual Exploitation and Sexual Abuse in Afghanistan**

This classified directive provides guidance to ADF personnel deployed to Afghanistan in relation to their responsibility to take appropriate action to protect children from sexual exploitation and sexual abuse.

**Chief of the Defence Force’s Directive to DNAP for WPS**

This document directs the implementation of the Defence related strategies and actions outlined in the DIP and the NAP.

**Vice Chief of Defence Force Directive 5/2013**

The 2013 Directive to the DNAP WPS outlines the Director’s responsibilities to internal and external stakeholders. It also outlines the monitoring, coordinating and reporting requirements for progressing Defence actions under the NAP.

**Chief of Air Force Directive on the Air Force Implementation of the ANP on WPS**

This directive outlines Air Force’s commitment to the WPS agenda and provides the direction required to implement the NAP in Air Force. It incorporates the Air Force WPS Implementation Plan and the Air Force WPS Communication and Engagement Plan.

**Chief of Joint Operations Directive on Women Peace and Security, UNSCR 1325**

This document outlines the specific actions and processes to implement Joint Operations Command’s responsibilities under the NAP. It specifies the areas within the Joint Operations Command Headquarters and other operational headquarters that will undertake the work and timeframes for delivery.

Headquarters Joint Operations Command (HQJOC) has continued to implement Chief of Joint Operations Directive on WPS, which includes the incorporation of a gender perspective in operational orders and gender support annexes. All ADF Operational Orders now refer to mandatory reporting requirements.
Commander Joint Capability Directive to Gender Advisor CDF 2018

This document directs the implementation of the Defence related strategies and actions outlined in the DIP and the NAP.


This is the capstone document that defines the requirement for conventional Army forces for force generation and foundation war fighting. WPS requirements under the NAP are referred to under Personnel Policy considerations, alongside support to Army’s Regional Gender and Diversity Council; Women in Defence and Women in Combat.


This directive outlines how FORCOMD intends to implement the Chief of Army’s intent to enhance Army’s capability by mainstreaming consideration of gender perspectives in operational planning, training, command, leadership and professional development.

Air Force Concept of Operations

The Air Force Concept of Operations (CONOPS) ‘Local Action, Global Impact’, provides the framework for integrating a gender perspective into Air Force operations. Chapter 1 outlines gender theory and concepts relating to WPS and its application to air power and functions. Chapter 2 outlines the core functions and tasks to give effect to the NAP. This CONOPS is intended to guide staff directly involved with delivering Air Force capability at the strategic, operational and tactical levels. The full integration of gender considerations, and gender mainstreaming throughout Air Force, will be achieved through centralised management with decentralised execution through individual activities, operations and exercises.

Air Force Force Element Group (FEG) level Directives

To assist the implementation of higher level strategic documents such as the Air Force Concept of Operations, FEG Commanders have developed their specific directives to outline how gender considerations will be integrated throughout their FEG.
Doctrine

Development of doctrine in support of integrating a gender perspective is an essential part of the mainstreaming approach.

The intent of doctrine is to provide a standardised set of guidance for planners and practitioners. It also provides a framework and set of guiding principles which can be used to include gender considerations in subordinate and related doctrine. This enables further mainstreaming of gender considerations throughout all aspects of Defence business.

Australian Defence Force Joint Doctrine Note

The ADF Joint Doctrine Note on Gender in Military Operations, to be published in 2018, will provide a definitive doctrinal basis for integrating a gender perspective into the planning, execution and evaluation phases of ADF operations. The intent is to make WPS considerations ‘business as usual’. Whilst Defence strategic policy already provides clear direction on WPS, the Joint Doctrine Note will provide further, detailed guidance to Commanders and staff on operationalising a gender perspective at every stage of an operation.
Local Action, Global Impact

List of Doctrine

Australian Defence Doctrine Publication 3.20, Operations Series, the Military Contribution to Humanitarian Operations
Planning considerations for the protection of civilians including gender considerations and child protection aspects are embedded throughout this publication.

Planning considerations for the protection of civilians including gender considerations and child protection aspects are embedded throughout this publication. The doctrine explains how to integrate a gender perspective into planning peace operations and explains the five thematic areas of the NAP: Prevention, Protection, Participation, Relief and Recovery and Normative.

Joint Doctrine Development Guide (JDDG)
The JDDG is the foundation document for the development of all ADF joint doctrine. The JDDG includes the requirement to consider WPS principles in all future ADF joint doctrine, as well as all existing doctrine as it is periodically reviewed.

Joint Operations Command Theatre Operational Risk Plan 2017
This plan provides direction for Joint Operations Command’s operations, actions and activities to meet direct Defence objectives. It states that “supporting Joint Operations Command’s plans is an articulation of Australia’s binding commitment to global human rights and equality, including the UN WPS agenda.”

Land Warfare Doctrine LWD 5-1-4 The Military Appreciation Process, July 2015
This is the first Army doctrine publication that includes considerations for the protection of civilians including gender considerations and child protection aspects. The publication provides guidance on military planning processes to commanders and staff at all levels.

Air Force Doctrine Note 1-18 – Gender in Air Operations 2018
The Gender in Air Force doctrine seeks to inform and promote discussion on the application of gender perspectives to Air Force’s operational capability and Air Power roles and integrating gender perspective into Air Force activities, exercises and operations. The Doctrine Note also informs individual and collective training.

Air Force Doctrine Publication 1 – Personnel Capability Support 2017
The first Air Force doctrine to include Gender perspective considerations was published in Nov 2017, AFDP1 – Personnel Capability Support.
(L-R) Major Nigel Gattsche from the New Zealand Defence Force, Charles Perring from the UN Office for the Coordination of Humanitarian Affairs, Captain Jaymi Bowyer from the Australian Army, Michael Foon from the Government of Kiribati, Brigadier Tat Chantha from the Royal Gendarmerie of Cambodia, Eve Massingham from the Australian Red Cross and Commander Jodie Yim from the US Navy during Exercise Tempest Express 21 at Enoggera Barracks in Brisbane.
### Policy and Doctrine Timeline

**2012**
- Australian National Action Plan on WPS 2012-2018
- Side by Side: WPS short film released by ACMC and UN Women

**2013**
- Defence Implementation Plan
- Vice Chief of Defence Force Directive 5/2013
- Gendered Crisis, Gendered Response: The Necessity and Utility of a Gender Perspective in Armed Conflict and Natural Disasters released by ACMC

**2014**
- Secretary and CDF’s Direction to Deputy Secretary Strategy and Head of Military Strategic Commitments
- Defence Strategic Communications Plan 2014 for the Defence Implementation Strategy for the Australian NAP for WPS
- Chief of Joint Operations Directive 41/14 on Women Peace and Security, UNSCR 1325
- Conflict-related Sexual and Gender-Based Violence: An Introductory Overview to Support Prevention and Response Efforts released by ACMC
- WPS: An Introductory Manual released by ACMC and UN Women

**2015**
- 2015-2016 Defence Corporate Plan
- 2015-2017 Defence Business Plan
- Australian Defence Doctrine Publication 3.8, Operations Series, Peace Operations
- Commander’s Guide to Implementing UNSCR 1325 in Military Planning and the Conduct of Operations and Major Exercises
- Land Warfare Doctrine LWD 5-1-4 The Military Appreciation Process 2015
- WPS: Reflections from Australian male leaders released by ACMC
- Australian Guidelines for the Protection of Civilians released by ACMC

**2016**
- Defence White Paper 2016
- Australia’s Military Strategy 2016
- CDF’s Directive to DNAP WPS
- CDF Directive 17 of 2016 – Child Sexual Exploitation and Sexual Abuse in Afghanistan
2017

- Defence Planning Guidance 2017
- Joint Operations Command Theatre Operational Risk Plan 2017
- Commander Joint Capability Directive to Director NAP 2017
- Strategy Paper - Integrating a Gender Perspective in Defence International Engagement
- Air Force Doctrine Publication 1 – Personnel Capability Support 2017

2018

- ADF Joint Doctrine Note
- Gender Perspective in Military Operations - A handbook for training developers and instructors.
- Army - Headquarters Forces Command (FORCOMD) Directive 30/19 FORCOMD Operations Order (OPORD) Training years 18/19 - 19/20
- Air Force Doctrine Note 1-18 – Gender in Air Operations 2018
- Air Force Concept of Operations
- The Implementation of the WPS Agenda: ASEAN and the Region released by ACMC and Monash Gender Peace and Security
- NAP on WPS: Eight Countries in Focus released by ACMC and Monash Gender Peace and Security

Line of Effort 1 – Policy and Doctrine

Key Lessons Learned

1. Groups and Services must have a standardised and coordinated approach to developing policy and doctrine.

2. WPS subject matter experts must be included in all policy and doctrine drafting and review processes as key stakeholders.

3. Operational aspects of the WPS agenda must be considered and mainstreamed throughout activities at all levels in the organisation.

4. Strategies to mainstream WPS must be followed through and continued, with adequate resources (people and financial) to support them.

Way Forward

While considerable progress has been achieved, there are areas where explicit inclusion of WPS considerations are required in Defence’s strategic and operational framework.

Next steps include prioritising the incorporation of gender considerations into joint and service-specific operational doctrine, to ensure a gender perspective is mainstreamed into operational culture.
Indonesian National Armed Forces officer LTCOL Nita Siahaan M. Sc, addresses attendees at the Australia-Indonesia conference on WPS.
Line of Effort 2
Training
Training

Defence has actively introduced WPS training to military and public service personnel. Currently, education of the workforce has been progressed through dedicated WPS awareness training, targeting personnel at both the individual and specialist levels.

Individual Training

The WPS agenda has been incorporated into regular training for Defence personnel. WPS training starts as early as the cadet stage and continues through to senior leadership. WPS considerations are taught at the Australian Defence College’s Australian Command and Staff and Centre for Defence Strategic Studies courses.

By 31 December 2017, 100 per cent of ADF personnel deployed overseas were briefed in the WPS agenda, compared to a baseline of 53 per cent in 2012.

All deploying ADF personnel receive briefings on the WPS agenda during pre-deployment training. Every Force Preparation Course includes a brief by an experienced Gender Advisor, on gender concepts as relevant to ADF personnel, the background of the WPS framework and how this applies in a military context. The training specifically informs personnel of their mandatory reporting requirements whilst deployed and how to incorporate a gender perspective into their daily activities.

Military Rehearsal Exercises conducted prior to deployment for formed bodies and groups also ensure that deploying forces are made aware of their obligations outlined in the WPS agenda. They ensure that practical scenarios are provided to train military personnel on the application of WPS principles.

Military personnel deploying to UN operations undergo training on WPS as part of the ‘UN Military Expert on Mission’ and ‘UN Staff Officer’s’ courses. These are conducted by the ADF Peace Operations Training Centre (POTC) using UN accredited core training modules.

Fleet Headquarters Mounting Instructions

The WPS agenda forms part of the mounting instructions for ships deploying on operations, including those deploying to the Asia Pacific and South West Pacific. The WPS agenda is also now being included in the assessment criteria for ships preparing to deploy on operations particularly those ships likely to be involved in Humanitarian Assistance and Disaster Relief and Noncombat Evacuation Operations.

Air Force Gender Perspective in Military Operations Campus E-Course

This online course is designed to provide an awareness and understanding of Gender in Military Operations and why it is important to ADF capability. It covers: the background of UNSCR 1325 and related resolutions; key documents; reporting obligations; definitions; roles; and implementation of a gender perspective into operations and exercise planning.

Once in the theatre of operations, all deployed personnel undergo additional area-specific gender training as part of reception, staging and onwards motion briefs.
ADF Peace Operations Training Centre (ADF POTC)

ADF POTC conducts training and education for ADF, AFP and civilian agencies which includes topics on the WPS agenda. These activities include the Peace Operations Seminar and the Humanitarian Operations Seminar. Content is focused at Government and civilian policy makers, and military and police operational planners; both seminars focus on the gender and protection issues surrounding the development of policy, planning and the conduct of operations, with a whole-of-government perspective.

For example, POTC provides Conflict Related Sexual Violence (CRSV) education and training to both ADF and international participants attending core pre-deployment training. The inclusion of CRSV training extends into several bilateral and multi-national exercises.

Centre for Defence Strategic Studies Interagency WPS Panel

An interagency WPS panel was incorporated in the July 2018 Centre for Defence Strategic Studies (CDSS) course, comprising 50 senior Defence officials from Australia and the region. The panel focused on the strategic importance of WPS, Defence implementation, and the utility of integrating WPS at the operational level as a mission enabler. Of note, Chief of Joint Capabilities, Air Vice-Marshal Warren McDonald, addressed senior leader’s perspective of leading the mainstreaming efforts of WPS in the ADF.

Integration into courses such as those run by the CDSS is pivotal to continuation of mainstreaming WPS throughout Defence. CDSS provides senior professional military education for ADF officers and Defence officials and for international military officers and officials. The integration of WPS initiatives in these courses socialises the concept with the attendees and ensures mainstreaming efforts continue into the future.

ADF POTC Gender and Protection Workshop

This workshop was held in October 2017. It provided a forum for key education and training staff from respective Peace Operations Training Centres and other relevant training organisations (military, government, non government, civilian and overseas personnel), to examine the cross cutting themes relevant to UN missions and multi dimensional aspects of current operations in areas of armed conflict. The workshop facilitated a more robust education and training regime regionally, including training centre support and cooperation through production of resources and collaborative training teams.

Commanding Officers Seminar held at the Nordic Training Centre for Gender in Military Operations

In November 2015, Defence participated in the Commanding Officers Seminar in Sweden. The focus of the seminar was familiarising operational commanders with implementing UNSCR 1325, integrating WPS principles in planning and applying the principles on operations.
Defence Attaché Seminar

WPS presentations have been made to the annual Defence Attaché course in Canberra since 2014. This course prepares all 80 attaché staff who work at 35 overseas diplomatic missions (Embassies, High Commissions and Consular Posts) accredited to 65 countries and four international agencies (the UN, European Union, North Atlantic Treaty Organisation and African Union).

Australian National University National Security College Training

Defence presented to the 2014, 2015, 2017 and 2018 National Security College Senior Executive Development Program on NAP implementation within Defence. The Program involves approximately twenty Senior Executive Service Band 1 participants drawn from twelve different agencies and departments. During the four weeks of the Program, participants were exposed to senior leaders from Australia’s national security and diplomatic community in order to enhance their understanding of important issues related to national and international security.

ACMC Biannual WPS Workshop

The ACMC conducts a biannual WPS workshop for Australian government agencies, including the ADF. This provides an overview of the UNSCRs, the NAP, and practical, real-world examples of WPS agenda issues and implementation considerations.

ACMC WPS Training Resources

The ACMC has developed a comprehensive training package, including a suite of training materials, to support the development of WPS expertise across Defence, as well as with whole-of-government partners, civil society, and practitioners across the globe. Training tools include the short film Side by Side: WPS launched in New York and at Parliament House in 2012, and WPS: An Introductory Manual launched at the Defence WPS Conference in 2014 by the Executive Director of the Australian National Committee for UN Women and the CDF. ACMC continues to invest in WPS capacity building and will launch An Introduction to WPS, an online training course in late 2018.

Specialist Training

Specialist training is required for Defence Gender Advisors (GENADs) and Gender Focal Points (GFPs). Specialist GENAD training is required to either deploy on exercise or operations as a GENAD.

Demand for GENAD training in Defence is high, and selection to attend is based on a capability needs requirement. To date, Defence has 101 fully trained military GENADs – 53 women and 48 men.

Prior to 2017, the only operational GENAD course available was provided by the Nordic Centre for Gender in Military Operations. In June 2017, the pilot ADF Operational GENAD course (OP GENAD) was delivered in Canberra and became the first operational gender advisor course to be held in the southern hemisphere.

This course is now run on a biannual basis through ADF POTC.
Australian Defence Force Operational Gender Advisor (ADF OPGENAD) Training

The pilot ADF OP GENAD course was delivered in Canberra from 5-9 June 2017 and 30 October to 3 November 2017 by Joint Operations Command and supported by the Australian Defence College through ADF POTC. The course graduates ADF personnel with the skills, knowledge and expertise required to effectively perform the role of Gender Advisor in support of ADF policy development, planning, exercises and operations.

This course was the first operational gender advisor course to be held in the southern hemisphere. It included a multi-national contingency of ADF and US forces and members of the AFP, and was observed by the UN and NATO School staff.

Several of the graduates were put straight to the test by being deployed to Exercise Talisman Sabre 2017.

Participants and guest speakers at the pilot ADF OP GENAD Course 2017
Nordic Training Centre for Gender in Military Operations Gender Advisor Training

A number of ADF members employed as GENADs and GFPs have attended training at the Nordic Training Centre for Gender in Military Operations in Sweden. Defence intends to continue to send key personnel to receive this training, noting that the availability of places on the course is limited. This training provides an excellent opportunity for attendees to gain an appreciation of the application of WPS in a global context and build international networks with other GENADs.

In addition, Defence members can complete online training with North Atlantic Treaty Organisation and the Peace Operations Training Institute.

Gender Focal Point workshop

Defence has developed a short one-two day GFP workshop, that can be tailored to meet training objectives on requests from specific areas within the Department.

Line of Effort 2 – Training

Key Lessons Learned

1. Presumptions and stereotypes impede WPS education.
2. There must be continuity in training being offered year to year and training must be consistent and regularly updated.
3. Different audiences require different instructional design in their training. Some professional backgrounds may initially find it difficult to understand the relevance and importance of WPS without the creation of linkages to their duties.

Way Forward

Mainstreaming WPS into all training, including ab-initio, initial employment and post graduate education.

This mainstreaming is essential to create an operational culture whereby gender is intuitively considered by the workforce as part of all decision making, policy development and operational planning and execution.
Ms Jenny Lee introduces the guest speakers to the participants of the ADF Operational Gender Advisor Course, at the Australian Defence Force Academy from June 5-9.
Australian Army officer Captain Nathan Bradney, the gender advisor to the Indian Sector Commander of the UN Mission in South Sudan (UNMISS), briefs the Sector Command Team 2 during the Sector East HeForShe day.
Line of Effort 3
Personnel
Personnel

Gender Advisors

Defence has established 10 GENAD positions dedicated to the implementation of the WPS agenda under the NAP. GENADs provide specialist advice on efforts to mainstream a gender perspective into their area or Service, and provide advice and technical oversight to deployed GENADs and Commanders during operations and exercises.

Gender Focal Points

Officers who are assigned the additional duty of GFP are responsible for integrating a gender perspective in their branch, unit or headquarters’ work.

(From left) Gender Advisor at Headquarters Resolute Support, Australian Army officer Colonel Brownyn Wheeler, Australian Sex Discrimination Commissioner, Ms Kate Jenkins, Director General Simulation and Training, Royal Australian Navy officer Commodore Allison Norris, Gender Advisor to Chief of Air Force Royal Australian Air Force officer Wing Commander Llani Kennealy, Director of the ADF and Australian Human Rights Collaboration, Mrs Emilie Miskelly, and Headquarters Joint Task Force 633 Gender Advisor, Royal Australian Navy officer Lieutenant Commander Donna Sill, are seen at the Afghan National Army Officer Academy in Kabul, Afghanistan.
Deployed Gender Advisors

Defence has four ongoing deployed GENAD positions: Operation HIGHROAD (Resolute Support Mission, Afghanistan), Operation ASLAN (UNMISS), Operation ACCORDION (Middle East), and Operation Inherent Resolve (Iraq).

GENADs are also now being deployed on major Five Power Defence Arrangements (FPDA) exercises with the support of all FPDA members (Australia, Malaysia, New Zealand, Singapore and the United Kingdom).

Defence has included a GENAD or GFP on the following exercises and operations in recent years:

- Exercise Pitch Black (2018)
- Integrated Sea/Land Series (2018)
- Indo Pacific Endeavour (2018)
- Tonga Assist (2018)
- Operation Vanuatu Assist (2017)
- Exercise Suman Protector (2017)
- Exercise Marara (2017)
- Exercise Key Resolve (2017)
- Exercise Garuda Kookaburra (2017)
- Exercise Talisman Sabre (2017, 2015)
- Operation Fiji Assist (2016)
- Operation Render Safe (2016)
- Exercise Pirap Jabiru (2016)

Australian Army soldier Private Michael Fowler, a guardian angel, keeps watch during a graduation ceremony at the Afghan National Army Officer Academy
**Minister for Defence attends roundtable with ADF GENADs on International Women’s Day 2018**

The Minister for Defence’s strong commitment to Australia’s WPS agenda, was evidenced through her personal involvement in 2018 International Women’s Day activities, at Enoggera Barracks in Queensland. The event was attended by the Chief of Army, Mr Trevor Evans MP, Member for Brisbane, and ADF Gender Advisors with recent operational experience.

The roundtable commenced with in depth discussions of strategic and operational WPS issues, including ADF GENADs’ experiences of implementing UNSCR 1325 and related resolutions on UN, NATO and ADF operations and exercises.

The Senior ADF GENADs from each Service provided an update of WPS progress within their individual Services, while the senior Joint Operations Command GENAD provided an update of JOC’s efforts to mainstream gender considerations throughout all operational planning, execution and evaluation processes.

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**Minister for Defence’s Fellowship for WPS**

In April 2017, the Minister for Defence announced the creation of a Ministerial Fellowship for WPS at the UNSW Canberra campus at ADFA. The inaugural Minister’s Fellow was appointed in February 2018.

The Fellowship is a two-year appointment which seeks to advance Defence’s understanding of WPS through academic progress and contribute to Defence’s role as a regional leader. Through incorporating Defence’s learning from various deployments into the Academy’s education and training programs and transferring the latest academia research back into Defence for refinement into deployable capability, the Fellowship will fast-track the transfer of practical learning and research knowledge between the Department of Defence and ADFA.
Meet the Current Fellow

Wing Commander (Dr) Angeline Lewis is the inaugural Minister’s Fellow, appointed in February 2018. She is currently posted as the Staff Officer (Legal) to the CDF. She was commissioned into the Royal Australian Navy as an undergraduate Legal Officer in 2003. In 2014, after postings as the Assistant Defence Force Advocate, Deputy Fleet Legal Officer for Northern Australia, Command Legal Officer at Headquarters Northern Command and Research Officer to the Chief of Navy, she transferred to the Royal Australian Air Force. Since her transfer, she has served in the Air and Space Operations Centre, and at Defence Legal Division. She has deployed to the Middle East four times, has also served on domestic operations, and was deployed as the GENAD to the UNMISS in 2018. She intends to use this body of experience to inform her Fellowship work on integrating WPS in ADF operations as a shared civil-military endeavour.

Wing Commander Lewis holds a doctorate in international law, focussing on post-conflict civil reconstruction, and she has taught international law casually at the Australian National University College of Law since 2009. She has published a range of peer-reviewed research nationally and internationally, and is currently in the final stages of reading for the degree of Doctor of Philosophy in strategic sea power history at ADFA.

One of her forthcoming research works is a critical piece on gender in military operations, titled ‘WPS, Gender and Foreign Military Interveners: Experience from Iraq and Afghanistan’ in Rita Shackel and Lucy Fiske (eds), Rethinking Transitional Gender Justice: Transformative Approaches in Post-Conflict Settings (Palgrave MacMillan, 2019).

Increasing the Representation and Participation of Women

The NAP and DIP specifically outline the requirement to increase the proportion of women in representational, operational and non-operational roles for both civilian and military.

Defence’s work toward increasing the participation of women will result in higher numbers of ADF women being deployed in the future and improve gender perspective outcomes on operations. This diversity will ensure operations are more effective through our ability to engage with the entire population.

Defence has made significant efforts to increase the representation of women in its ranks over the 2012-2018 period.

The removal of gender restrictions on the employment of women in combat roles was completed on 1 January 2016. Women are now being trained and employed in combat roles, both as trade transfers within the services and as ab initio trainees.

This is the end of a 20 year journey to open all roles in the ADF to women.

Defence continues to implement and reinforce its values based cultural reform agenda, Pathway to Change.

As part of Pathway to Change, Defence has completed implementation of the Review into the Treatment of Women in the Australian Defence Force.
Under the auspices of Pathway to Change all personnel receive formal training on their service values and expected behaviours. Defence provides sexual ethics and healthy relationship training, and training on bystander behaviour to military personnel. This training is relevant to the behaviour of Defence personnel in Australia and when deployed on operations both domestically and in conflict and post-conflict settings. Increased training, higher standards of behaviour, clear guidance and effective reporting and investigative mechanisms will ensure that instances of sexual assault and exploitation are minimised and when they happen are dealt with in an appropriate and effective way.

Royal Australian Air Force Military Working Dog Handler, Leading Aircraftwoman Heidi Thompson and her dog Dagger are silhouetted as they pause during a sunset patrol at RAAF Base Tindal in the Northern Territory during Exercise Diamond Storm 2017.
Women in Defence 2012-2018

How many women in Defence?—2018 Figures

- APS 42.4%
- ADF 17.9%
- Deployed ADF 13.8%

1.8% since 2012
4.1% since 2012
3.7% since 2012

The ADF has increased the number of women in the ranks of the permanent forces by 2,531, and has increased the number of female senior officers from 47 to 87.
Deployment of Women

Defence recognises the importance of deploying women on operations, both from the perspective of the individual, for whom deployment is often an important career goal and from an organisational perspective.

Operations in Afghanistan over the last decade have given Defence, and other international partners, an appreciation of the contribution women can bring in operational environments. One example is in engaging with and searching local women in Afghanistan. This awareness further reinforces the principles of UNSCR 1325 and will serve to reinforce the requirement to continue to develop and deploy service women across a range of, increasingly, non-traditional operational roles.

ADF personnel deploy as either members of formed bodies or as individuals into an existing Australian, allied or coalition organisation.

With respect to the deployment of formed bodies (for example, Frigates, Infantry Battalions), the number of women deployed reflects the nature of those units and women’s employment in the trades and roles represented in them. Defence’s broader work to increase the representation of women in all trades across the ranks will work to increase the number of women in all units and hence number of women deployed.

With respect to individual deployments, Defence will in time review operational requirements to reassess the qualifications necessary to perform each deployed appointment or position with the aim of removing potential restrictions that may preclude women’s participation. For example, removing restrictions from positions or roles where it is identified that a specialist from a traditionally male area of employment, mainly the combat arms, is not required. This will increase opportunities for women to deploy on individual rotations.

Air Force Loadmasters – Occupation-specific efforts to increase women’s representation

In 2016, Commander Air Mobility Group delivered a directive to increase women’s participation in the Load Master occupational group. This initiative had a strong WPS focus, noting the critical role that Loadmasters play in humanitarian assistance, disaster relief, search and rescue, survivor assistance and aeromedical evacuation activities; all of which involve close interaction with women, men and children from local populations.

Commander AMG recognised that an increased presence by women crew members is likely to improve interactions with people and communities in those countries most impacted by disaster; and in doing so, improve the ADF’s operational success. Initiatives to increase women’s representation include targeted recruitment, supported by improved education about the role; improved mentoring and training; as well as an increased focus on retention.

As a result of these activities, which commenced in 2016, the anticipated participation rate of female Loadmasters will be 36 per cent in 2018. This is likely to increase further, due to the growing interest generated by female-focused recruiting strategies and education campaigns.
In the Australian Public Service realm, Defence has been successful in encouraging high quality female policy officers to apply for and be appointed to Political Adviser (POLAD) positions in support of ADF operations.

As at 31 July 2018, two of the four POLAD positions overseas and both Indo-Pacific Endeavour 2018 POLAD positions were filled by women.

Line of Effort 3 – Personnel

Key Lessons Learned

1. Force composition should reflect modern conflict situations and the local population. Deployed teams must be structured to enable close and meaningful engagement with the local population. For example, female personnel may have improved capacity to engage with local women in some cultural situations.

Way Forward

Continue to focus on progressing higher numbers of women into senior leadership positions.

Royal Australian Navy lieutenant, Natalie Harbert, and Fijian Army captain, Ame Naulutegu, collaborate during Exercise Pirap Jabiru 2018 at the Centre for Strategic Studies Royal Thai Armed Forces in Bang Saen, Thailand.
Line of Effort 4
Mission Readiness
Mission Readiness

Defence has actively pursued the integration of WPS considerations and gender perspectives in its operations, planning and mission processes. As an emerging Defence capability, the Chief of Joint Capabilities was appointed as the Joint Capability Manager for WPS. Defence recognises that implementation of gender considerations provides an opportunity to achieve better operational outcomes through a greater understanding of the operational environment, and more comprehensive engagement with the entire population in that environment. Failure to consider this in operations potentially introduces additional threats or risk to personnel and the mission during execution.

“Important to make the point...that this is not just the right thing to do, but also the smart and strategic thing.”

The importance of integrating gender perspectives into military planning and operations has been demonstrated through the ADF’s experience in the Talisman Sabre series of exercises, humanitarian and disaster relief operations in Fiji and Tonga, and in Afghanistan, Iraq and Syria.

**List of ADF Exercises and Operations with WPS integrated**
- Exercise Pirap Jabiru 2018
- Indo-Pacific Endeavour 2018
- Integrated Sea and Land Series 2018
- Exercise Pitch Black 2018
- Exercise Garuda Kookaburra 2017
- Operation Tonga Assist 2017
- Operation Vanuatu Assist 2017
- Exercise Talisman Sabre 2017
- Indo-Pacific Endeavour 2017
- Exercise Joogu Emu 2015
- Exercise Talisman Sabre 2015
- Operation Render Safe (annual)

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Wing Commander Jade Deveney, Gender Advisor, discusses the gender considerations regarding civilian populations in an operational area with Security Force personnel during Exercise Pitch Black 2018.

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Exercises

Exercise Pitch Black 2018

Exercise Pitch Black is Air Force’s capstone International Engagement activity with forces participating from a range of regional, coalition and allied nations. Involving 140 aircraft, 1400 international participants and around 4000 personnel total, the exercise was conducted from 27 July – 17 August 2018 predominately from RAAF Base Darwin and RAAF Base Tindal.

Exercise Pitch Black 2018 also included the establishment of a Forward Operating Base at Batchelor Airfield to support 35 Squadron, C-27 aircraft operations. 382SQN provided a Contingency Response Squadron (CRS) capability to establish the Forward Operating Base in an uncertain threat environment, within an austere location, to provide airfield and airbase services to deployed elements. The exercise was based on operational objectives of nation re-stabilisation in support of regional stability.

The deployment of an Air Force GENAD, Wing Commander Jade Deveney, as part of the CRS ensured the WPS was mainstreamed and contributed to the re-stabilisation operations. This included providing a gender analysis to planning staff during the exercise work up; input to Commander’s Critical Information Requirements; and input to reporting frameworks to capture mandatory reporting requirements.

The GENAD also provided Command support to Key Leader Engagements in the community to ensure women and their perspectives were included and heard; gender perspectives and analysis on intelligence product, gender considerations for security force operations and input to the community engagement activities. Whilst deployed, the GENAD also provided training for security force and airfield support personnel on gender considerations relevant to their roles such as interactions with vulnerable populations and basing considerations for camp layout.

Integrated Sea and Land Series 2018

A GENAD was integrated into Air Operations Centre functions as part of the 2018 Integrated Sea and Land Series. The aim of integration for the exercise was to develop the awareness, education and understanding for Air Operations Centre staff on gender considerations that apply to the air component as well as utilising the GENAD as a specialist advisor to provide additional information to assist campaign planning and execution.

From a tactical perspective, the GENAD provided the operations staff with additional considerations when evaluating targets that did minimise adverse impacts for local populations and enhanced messaging, thereby enabling military actions to be more effective for the population. This resulted in the inclusion of an optional field in the Legal Target Appreciation document to embed gender considerations as part of the formal evaluation process. The GENAD also provided specialist advice to Deputy Joint Force Air Component Commander on dynamic targets, identifying potential effects on the population that were not immediately observed.
Operations

Operation Vanuatu Assist 2017

Operation Vanuatu Assist was the ADF contribution to the whole-of-government response to the Vanuatu volcano crisis, where approximately 11,000 people were evacuated from Ambae Island to neighbouring islands across Vanuatu. The ADF deployed a strategic response team and HMAS Choules to assist in the distribution of Australian HADR supplies to Internally Displaced Persons (IDP) across three islands in Vanuatu.

A GENAD was deployed as a member of the strategic response team. A GFP cell, comprised of members of the ship’s first company, was also established on HMAS Choules. This was the first time a group had been established on an Australian warship.

The primary gender considerations for the mission were: maintaining safety of the women and children in IDP camps; monitoring and managing the increased domestic violence in IDP camps; and the representation of women in distribution planning and decision-making.

Key Outcomes from GENAD contribution to Operation Vanuatu Assist

- Inclusion and participation of men from IDP camps in lift/carry and distribution tasks. This provided useful work for men in camps and empowered them with a role to play in the distribution efforts. This was added as a result of engagement with clusters that uncovered increases in domestic violence within camps due to boredom, frustration and sense of helplessness amongst men in communities.

- Engagement of women in IDP camps during distribution tasks to identify problems. This resulted in one infant identified with malnutrition and highlighted the need for separate laundry facilities for women so that they were able to wash ‘female clothes’ (menstruation rags and underwear). This information was passed back to provide specific medical support for the infant and to shape IDP camp planning arrangements.

Operation Fiji Assist 2016

Operation Fiji Assist in 2016 was the first regional ADF operation to include UNSCR 1325, WPS and a gender perspective in the operational orders and the first regional ADF operation to specifically deploy GENADs.

The operational order directed that one GENAD was to be appointed to the Commander of the Joint Task Force and this duty was undertaken as a dual role by the Legal Officer. Based upon the tasking and dispersion of ADF force elements, an additional two GFPs were appointed to the mission.

Operation Fiji Assist was also the first time that the ADF conducted gender operational analysis to complement the intelligence process, focussing on the affected population within the operating environment. The goodwill created by Operation Fiji Assist and ongoing development of relationships between the ADF and Non-Government Organisations has also lead to improved interaction and the sharing of mutually important resources such as Gender Analysis reports; which will enhance our collective ability to respond to future disasters and other rapid response events in our region.

In June 2016 following Operation Fiji Assist, Defence led a workshop in Suva, Fiji to discuss gender lessons learned alongside women from the Republic of Fiji Military Forces and local non-government organisations.
Operation Render Safe

Operation Render Safe is the ADF’s annual series of operations that aims to safely dispose of World War II-vintage Explosive Remnants of War from South Pacific island nations. The ADF led mission involved Explosive Ordnance Disposal (EOD) teams from Australia, the United States, the United Kingdom, New Zealand, Canada and the Solomon Islands.

The operation was conducted at the request of the Autonomous Bougainville Government and with the approval of the Government of Papua New Guinea. Driving the success of the operation was the extensive community engagement preparation conducted in the months leading up to the mission to explain to the local population the safety procedures that were used during the operation. During Operation Render Safe 2016, a number of Key Leader Engagements with influential Bougainvillean women were led by the female Commanding Officer of the 6th Engineer Support Regiment.

A women’s forum was also held with local women in the community and attended by a group of women from the ADF contingent. The forum was designed as an opportunity to pass key messages regarding public safety while the ADF and coalition forces conducted EOD operations. Key messages included asking mothers to know where their children were at all times, to follow instructions and to reassure them that safety would be maintained for everyone in the community. The ADF members also spoke to the local women about serving in the military and how the education of their daughters will help them to seek opportunities that have not always been available to them.

The presence of ADF women and their engagement with the community made a lasting impression. Young people from all over Bougainville are starting the program. In particular, the young women were inspired by the Defence women who helped them to believe in themselves.

Children and staff at the Private Jamie Clark Memorial Kindergarten in the village of Barana, near Honiara. The fronds have been brought to the site by members of Operation Render Safe 16.
Operation Inherent Resolve

In October 2017, Australia deployed the first ever GENAD to the Global Coalition against Daesh as part of the Combined Joint Task Force – Operation Inherent Resolve.

During the GENAD’s time in theatre, a number of substantial activities were initiated in support of the WPS agenda at the government and local levels. These include: development and coordination of an Embassy-level ‘Gender working Group’, development of specific initiatives to reintroduce women back to the Iraq Security Forces, and drafting of policy to enable the GENAD to train, assist and integrate women into Iraq forces.

The GENAD has helped increase access for Iraqi women in newly liberated areas to be involved in decision-making processes on national reconciliation issues. Female security forces and police officers have been trained by the Global Coalition, giving women who have lost family to violence the chance to make a living and keep people safe. The GENAD has also incorporated a gender perspective into the planning and conduct of Global Coalition operations.

Operation Aslan

The ADF provided the first military GENAD to Operation Aslan in UNMISS in November 2016.

The UN Mission’s Mandate priorities are Protection of Civilians and enduring peace. The Force Military Gender and Protection Advisor (MGPA) is responsible for ensuring that the military component, in conjunction with the police component, work with the civilian component as the mission leads, to protect civilians, in particular women and children.

Given the prevalence of sexual and gender-based violence and harmful traditional practices like early and forced marriage, women and children continue to be disproportionally affected by the ongoing conflict in South Sudan.

The MGPA assessed that effort should be placed in the engagement of women in the Sudanese Peoples Liberation Army (SPLA). The intent is to enhance the participation of women within the SPLA to allow them to contribute to the security of South Sudan, including the protection of the vulnerable civilian population in the longer term.

The statics from 2017 for conflict related sexual violence (CRSV) in South Sudan indicate that 60 per cent of CRSV was committed by national security forces and 97 per cent of those violations were committed against women and girls.
The MGPA observed that the complex political situation between the Host Government and UN Mission in South Sudan severely limits the ability of UNMISS military elements to execute freedom of movement in their engagement tasks.

This is exacerbated with only 3.7 per cent women in the military component and very few of them are trained, rolled and tasked to form mixed patrols or Female Engagement Teams (FETs).

**Sudan People's Liberation Army Training Workshop**

A two and a half day pilot training workshop for 120 SPLA women was organized by LTCOL Robyn Fellowes, the MGPA in May 18 with guidance and funding from the Gender Affairs Unit. The SPLA were specific in their requirements outside of the expected request to understand their rights in relation to the new and not well-known South Sudan Constitution.

The younger SPLA women were motivated and wanted change. 15 of the elderly women indicated they did not have shelter and it seems that there is no support for SPLA women from a demobilization perspective.

Engagement with host nation security forces was seen as an achievable and positive step to enhancing the meaningful participation of women in the SPLA in the short term and increasing the protection of civilians in the longer term.

This training workshop was the first time that UNMISS has worked with SPLA women since the mission commenced. The importance of the SPLA being comfortable approaching the Force MGPA and having uniform to uniform discussions should not be underestimated.

The workshop allowed relationships to be developed and the MGPA will be working with the police component and UN Development Programme to assist the SPLA and South Sudan National Police Service create their own uniformed women's networks. This will allow them to continue to work on issues they identified in the May workshop.

The Action Plans involve the appointment of CRSV Focal Points and the conduct of CRSV training across both organizations. The Senior Women’s Protection Advisor is the lead for CRSV in UNMISS. Due to a close working relationship with the MGPA, there has been an integrated approach to UNMISS supporting the execution of the Communiques’ implementation plan. This plan will assist the delisting of these organisations, their professionalisation with the ultimate aim being the reduction of sexual violence against the population.
Serial Case Study – Exercise Talisman Sabre

The Talisman Sabre series of exercises is the principal Australian and US military training activity focused on the planning and conduct of mid-intensity ‘high end’ war-fighting. The exercise is held every two years and incorporates land, air and maritime activities at various locations within the Northern Territory, Queensland, and the Coral, Timor and Arafura Seas.

Exercise Talisman Sabre 2017 (TS17)

In TS17, WPS was included as one of the exercise Force Commander’s priorities. As such, WPS was actively incorporated into all aspects of exercise planning and execution. WPS considerations were also built into the scenario for Field Training Exercise – East, which is a bilateral live field training exercise between the US and the ADF.

GENADs were embedded within the Joint Effects Working Group and key branches across Headquarters to mainstream and normalise gender considerations into planning and execution. As a result of exposing several thousand Australian and US personnel to WPS themes and considerations in a realistic high-end war fighting scenario – a reporting format was developed for field forces to report incidences of conflict-related sexual and gender-based violence, there was increased liaison with targeting and effects planners and new thinking was developed about the impact of maritime refugee situations on operations.

The Upcoming Iteration: Exercise Talisman Sabre 2019 (TS19)

This is the third iteration of Exercise Talisman Sabre to include WPS. Defence will continue to integrate WPS considerations as part of the exercise.

An ADF GENAD has been integrated into the planning cycle for the current iteration Exercise Talisman Sabre, TS19. Through early integration, the GENAD is able to ensure that gender perspectives are mainstreamed into exercise planning and execution, and socialised throughout Australian and US personnel.

During the initial planning conference, the GENAD commenced work with various cells and components to develop and incorporate vignettes to include gender in military operations scenarios and country case studies, rather than using stand-alone gender injects. Current efforts include ensuring that human terrain sex-disaggregated data is collected and included in joint intelligence preparation of the operational environment for the exercise.
Exercise Talisman Sabre 2015 (TS15)

The 2015 iteration of the exercise was a complex series of live, virtual and constructed events involving more than 30,000 participants, and for the first time in its 12 year history, included a WPS component. The selection of TS15 as the backdrop to the integration of WPS into military planning and operations was an outcome of significant effort by Defence staff to include UNSCR 1325 into the initial planning stages in early 2014, and in the 2014 Australia-United States Ministerial Consultations dialogue (AUSMIN).

Based on this guidance, the Exercise Commander, Vice Admiral Robert Thomas, Commander of the US 7th Fleet, directed his staff to integrate WPS into the ongoing planning and conduct of TS15.

This integration was a two-year journey. In order to build a WPS framework, specific training objectives were developed, gender experts worked with scenario managers to build gender narratives into scenario documentation, and civilian and military exercise planners designed storylines and injects to drive the training audience.

A series of WPS presentations were delivered at every major planning and lead-up event and select staff attended face-to-face and online training to build baseline understanding. In the lead-up to the exercise, senior military commanders including Vice Admiral Robert Thomas and Commander of 1st Division Major General Stuart Smith were engaged to support a ‘top down’ approach to integrating WPS into the exercise.

These senior leaders emphasised the importance of WPS, supported the establishment of working groups, and tasked staff to identify specific activities that would enable the protection of vulnerable groups and participation of women in peace processes. Engaging senior military leaders was crucial, and ensured that WPS was prioritised, staffed and integrated into planning prior to execution. During execution, seven Australian and US military GENADs from across the services were appointed to the Combined Task Force and Land, Air, Maritime and Special Forces components to provide advice, share information and coordinate activities.

The aims of the WPS activities for TS15 were simple: to make a stepped change in the WPS conversation from theory to practice; to operationalise WPS; and to leave a documented record as the start point for future military activities.
In addition to incorporating WPS considerations into Commander’s Intent, Strategic Communications, Rules of Engagement, Targeting Directives and Human Terrain Analysis, there were three WPS objectives for the exercise:

1. Exercise forces received focused education and training, which was conducted in an incremental and targeted manner to ensure wide awareness and understanding on the key messages and themes of WPS.

2. The second objective, and undeniably seen as the biggest challenge prior to exercise, was the integration of WPS considerations into the planning and execution phases. This was successfully achieved through a process of education, the presence and participation of GENADs and a strong and committed Command Team who reinforced the importance and necessity of WPS at key times throughout the Exercise. Among the successful initiatives was the establishment of female population protection units and patrol plans, compilation and distribution of gender intelligence reports, and the identification of and engagement with key female leaders within local communities.

3. The final objective was to ensure that the lessons learned during TS15 were not isolated but rather shared across the military forces in a manner which provides a sound basis for future activities.
Anecdotes from the Field – WPS Contributions to Operations

Operation Inherent Resolve

The Combined Joint Task Force-Operation Inherent Resolve (CJTF-OIR) Gender Advisor became aware that senior soldiers were claiming to be marrying their fallen comrades’ widows. This practice had apparently evolved as a way to provide social and economic protection for these vulnerable women in the absence of timely grievance payments from the Iraqi Government.

During her deployment, she became aware of a situation where it had become common practice for soldiers to marry fallen comrades’ widows. This practice had evolved as a result of the soldier’s relatives being murdered by ISIS and the widow’s relatives being displaced. As the Iraqi Security Force’s administration had been significantly depleted to support combat operations, grievance payments to widows were not being processed, approved or actioned. As a result, widows found themselves isolated with no means of support.

To provide a level of protection, soldiers had married widows which gave them desperately needed social protection and financial support. The provision of social and economic security to the wives of your fellow soldiers though marriage was both incredibly admirable and moving, but it also proved to be place a large strain on their personal finances and contributed to further stress on their ‘real’ families and broader communities. Left unaddressed it could fuel community tensions and instability in future – and when compared to the grievance payments offered by Iranian backed Shia militant groups, also contribute to ongoing difficulties in meeting state military recruitment goals and the Government of Iraq ability to continue to fight Daesh.’

The situation was briefed through the Gender Advisor’s chain of command and the Host Nation Government. Taking a multi-faceted approach to the solution, the Iraqi Ministry of Defense stated it would redirect wounded soldiers back to the administrative roles, and also focus on developing policies to return female recruitment (initially in these crucial administrative roles) to pre-2003 conflict norms. After this engagement, The Iraqi Ministry of Defence reported that the window of time for martyrs families to receive grievance payments had reduced from 1 – 2 years to 3 – 6 months.
This had four positive outcomes:

1. The timeframe for accessing widows’ pensions was shortened dramatically; from two to three years (if at all) to three to six months. This allowed many widows a modicum of financial independence and lessened their vulnerability to a myriad of protection, health, and community threats.

2. The pressure to marry the unit’s widows, and take on board the subsequent financial and emotional stress, was removed from the senior soldiers and their families.

3. ISF recruitment rates began to slowly increase. Previously, men had been reluctant to enlist in the ISF as they believed the Government of Iraq was not going to support their families in the event of their death or injury.

4. A group of women were now participating in Ministry of Defense employment. This allowed them greater freedoms, provided role models for other Iraqi women, proved that women’s contributions to the war on ISIS were valuable, as well as increasing the diversity of the organisation.

**Lessons Learned**

Although this achieved some worthy outcomes, this initiative is embryonic. It is not a set and forget action.

It needs ongoing attention to ensure it is not forgotten or that the employment of wounded soldiers and women is not deemed a lesser priority as the Iraqi Security Force returns to more stability oriented operations.

An illumination round fired by Iraqi Army soldiers lights up the sky during heavy weapons training at Besmayah, Iraq.
Operation Harvest

An ADF Officer was deployed to Bosnia as part of Operation OSIER. Part of their operational framework was the conduct of Operation Harvest. Operation Harvest began in 1998, aimed at gathering illegal, unregistered weapons and ordnances from private houses and caches. One of the tasks was illegal weapon search and recovery, which involved door-to-door engagement with the population to encourage them to hand in illegally held weapons, explosives and ammunition. However, most of the men were reluctant to admit or handover these items and resisted searches. In the aftermath of the major conflict, many men were dead, missing or transitioning to crime and women were expected to be the primary carer for families and fulfil the majority of domestic tasks. The NATO-led multinational Implementation Forces (IFOR) discovered that the men were generally away between 10am to 2pm either working, meeting at the town, or recreational or social outings whilst the women were generally left at home to domestic duties. They also discovered that the women did not want weapons caches around the home or the neighbourhood where their children could be accidentally injured.

In response to this new information, IFOR forces started patrols between 10am to 2pm and spoke to the women of the households, who were far happier to give up information on the location of the weapons caches when the men were not around.

Line of Effort 4 – Mission Readiness

Key Lessons Learned

1. Mainstreaming of WPS is essential to ensuring that gender considerations are intuitively considered as part of all operational planning and execution.

2. Dedicated GENADs must be integrated into all future exercises from the initial planning stage, as the capability subject matter expert.

3. As WPS is a cross-cutting theme, GENADs need to be functionally located at a level that enables them to influence across functions

Way Forward

Progress Gender Focal Point training for key positions, particularly those with planning responsibilities in operational headquarters.

Incorporation of lessons learned into future operational and exercise planning.

Lessons Learned

An analysis of gendered patterns of life should be conducted earlier in preparation for a mission.
Line of Effort 5
International Engagement
International Engagement

Defence is a regional leader in WPS matters. The integration of WPS principles across the breadth and complexity of Defence international engagement activities has and will continue to be prioritised.

Mainstreaming initiatives to embed WPS considerations have focused on four areas:

1. People to People Links

Defence continues to raise WPS as part of the agenda during talks with international partners. This has enabled exchange of lessons and experiences to enhance capability and better incorporate best practice into day-to-day activities and operations:

WPS Training Visit to Posts

In 2017, an ADF GENAD and the DNAP WPS visited overseas Posts at PNG, Timor-Leste and Indonesia to build the understanding of staff and highlight the WPS agenda. The visits discussed the implementation of WPS in each of the posts, noting that the context for each country and their relationship with their local governments and militaries differ, requiring tailored WPS initiatives to meet their particular needs.

2. Training

Training is an integral part of Australia’s international defence engagement. Defence has conducted and supported WPS training for partner nations both across the Indo-Pacific and internationally.

To promote increased female participation and empowerment in the international security arena, Defence provides training and development opportunities in-country and in Australia for women. Defence Cooperation Program courses actively promote a gender balance in accepting nominations, and Defence has hosted and supported various development and leadership seminars specifically for women.

3. Infrastructure

Defence has applied WPS considerations in providing assistance for significant infrastructure projects, as part of the Defence Cooperation Program. This provides real opportunity to meaningfully engage with partner nations on their female recruitment and retention arrangements in the security environment. This includes ensuring all infrastructure projects are designed to accommodate both men and women, as a practical way to remove barriers to women’s participation.

4. Exercises and Operations

The ADF is a leader in the integration of a gender perspective in the planning and conduct of operations and exercises. Integration into bilateral and multilateral exercises and operations has provided significant opportunity for effective engagement, capacity building and the opportunity to leverage our activities to enhance our reputation on WPS.
Why is integrating WPS into international engagement critical to Defence?

Integrating WPS as standard practice in international engagement not only contributes to Defence’s strategic objectives of promoting a stable and secure region, but also contributes to increasing participation and empowerment of local women.

The Defence White Paper describes the complexity of Australia’s strategic environment and the importance of further developing our international partnerships. Prioritising the WPS agenda presents an opportunity to strengthen cooperation and build stronger relationships with our international partners while increasing Australia’s own capacity and capability to respond to security challenges, and be better prepared to respond during a crisis, disaster or operation.

By applying a gender perspective and encouraging our international partners to do the same, we will also grow the participation of women in security forces, increase women’s voice in decision-making, leadership and peacebuilding processes, and help end violence against women and children.
WPS International Engagement – 2018
snapshot

- GENAD to CDF attended
- 42nd NATO Committee on Gender Perspectives Conference
- ADF Delegation attended
- GENAD deployed
- Combined Joint Task Force Op Inherent Resolve Iraq
- Op ASILAN South Sudan
- Permanent GENAD
- Op ACCORDION UAE
- Permanent GENAD
- Op HIGHROAD Afghanistan
- Permanent GENAD
- GENAD embarked
- Australia co-chairs with Indonesia
- Op OKRA Iraq/Kuwait/UAE/QATAR
- Permanent GENAD
- 12th ADMM+ Expert’s Working Group on Peacekeeping Operations
- GENAD embarked
- 5 year secondment of a senior ADF representative
- UN Headquarters New York
- WPS activities during port-visits in: Vanuatu, Fiji, Tonga, Samoa, PNG, Solomon Islands
- ADF Representative presented
- 1st Asia-Pacific Military Women Seminar
- ADF Representative attended
- 12th ADMM+ Expert’s Working Group on Peacekeeping Operations
- Interactive WPS in Humanitarian Assistance and Disaster relief operations workshop, with Minister for Defence attendance in Tonga

GENAD to CDF attended

GENAD deployed

Combined Joint Task Force Op Inherent Resolve Iraq Op ASILAN South Sudan

Op ACCORDION UAE

Op HIGHROAD Afghanistan

Permanent GENAD

Op OKRA Iraq/Kuwait/UAE/QATAR

Permanent GENAD

GENAD embarked

Australia co-chairs with Indonesia

ADF Delegation attended

12th ADMM+ Expert’s Working Group on Peacekeeping Operations

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5 year secondment of a senior ADF representative

UN Headquarters New York

WPS activities during port-visits in: Vanuatu, Fiji, Tonga, Samoa, PNG, Solomon Islands

ADF Representative presented

1st Asia-Pacific Military Women Seminar

ADF Representative attended

GENAD to CDF attended
Engagement in the Pacific

Regional Forums
The Defence Cooperation Program supports South Pacific defence force participation in WPS focused seminars and conferences, such as the 2017 Women in National Security hosted by the Australian National University, and the Women in Pacific Defence Forces Seminar hosted by Defence.

Women in Pacific Defence Force Seminar 2017
This was a two-day seminar held in Canberra in November 2017, hosted by Defence, for female representatives from South Pacific Defence Forces. An initiative of the South Pacific Defence Ministers’ Meeting, over 70 participants from across the Pacific attended the seminar, which focused on supporting the Pacific defence forces to integrate a gender perspective into peace and security efforts, and strengthen female military participation in conflict prevention, management and resolution.

Women in Pacific Defence Forces Seminar 2015
In October 2015, Defence held the inaugural seminar – an initiative of the South Pacific Defence Ministers’ Meeting. The seminar saw women from Fiji, Papua New Guinea, Tonga, New Caledonia, New Zealand and Australia come together to discuss gender equality, access to opportunities for women in the military and the contribution women make to Defence forces. This initiative was proposed by former Chief of Defence Force, Air Chief Marshal Binskin, at the South Pacific Defence Ministers’ Meeting and Chiefs of Defence Force Meeting held in Port Moresby in early 2015, as a regional mechanism to promote the positive role women play in the military and to encourage more women to aspire to leadership roles.

Papua New Guinea Future Leaders’ Summit
A key outcome of the 2015 South Pacific Defence Ministers’ Meeting was agreement to establish a biennial Future Leaders’ Summit on Security in the South Pacific. The Summit brings together young leaders from Australia, Papua New Guinea, Fiji, Tonga, New Zealand, France, and Chile.


The overall objective of the Summit is to bring together young leaders – military officers and government officials – from across the Pacific to discuss substantive defence and security issues facing the region, showcase whole-of-government approaches to resolving these problems, and develop professional skills.

The Summit focuses on applying the WPS agenda in a civil-military and whole-of-government context across the issues of major event security, humanitarian assistance and disaster relief, and current and emerging regional security threats.

The Summit is effectively strengthening networks between emerging leaders across the Pacific, building capacity on applying WPS and on responding to emerging security issues, and providing opportunities to learn from senior leaders, with the CDF, PNG CDF and Commissioner of the Australian Federal Police all spending time with participants.
Infrastructure

Empowering Pacific Nations to Embark Mixed Gender Crews

During annual Defence Cooperation Program talks with the Federated States of Micronesia (FSM) in March 2014, the Commanding Officer of the National Police Maritime Wing asked whether FSM’s highlighted limitations of the current Patrol Boat’s ability to embark women due to accommodation and ablutions layout.

Requirements for the replacement vessel to support mixed gender crews from Pacific Island Countries had not originally been considered as part of the tender development.

Defence divisions worked together to identify the need for separate male and female berths with ensuite shower facilities. While inclusion of these requirements required a more sophisticated ship design (thereby increasing the acquisition cost for the Commonwealth), this was considered an important design feature to remove further barriers to the participation of female crew on the replacement Guardian-class Patrol Boats.

In briefing Pacific Island Countries on the benefits of the replacement vessel, the Pacific Islands and Maritime Security section has highlighted the benefits to recruiting and embarking female police personnel on the replacement vessels. This includes diversity of thought, leading to better operational outcomes and widening the possible recruitment pool for small island populations.

During former Minister for Defence’s 2018 visit to Tonga, the Chief of Defence Staff of His Majesty’s Armed Forces (HMAF) stated that HMAF’s intention is to deploy women at sea for the first time following the arrival of Tonga’s first Guardian-class Patrol Boat under the Pacific Maritime Security Program in 2019.

As an indication of growing interest amongst Pacific Island countries to recruit and embark female crew, in September 2018 the Royal Solomon Islands Police Force (RSIPF) conducted an inaugural Women’s Recruitment Day. This was aimed at recruiting women into the Maritime Division to supplement the crewing capability of the Police Force in anticipation of Solomon Islands receiving their replacement Guardian-class Patrol Boats.

Crew members of HMAS Wollongong demolish an old and unusable hut in Seif Ples to help the locals.
Solomon Islands – ‘Seif Place’ Gender-Based Violence Crisis and Referral Centre

The refurbishment and rudimentary maintenance of the Honiara ‘Seif Ples’ property was conducted in support of the HMAS Wollongong engagement with Solomon Islands.

‘Seif Ples’ (Safe Place) is an establishment run by local nuns to support women in need and sufferers of domestic violence in Honiara by offering a comprehensive first response service for victims and survivors of sexual and gender-based violence in the Solomon Islands. The vision for Seif Ples is to build a future Solomon Islands free from sexual and gender-based violence.

This activity was conducted in direct support of women in need of protection and security. This activity strengthened the understanding of Australia’s commitment to WPS amongst Royal Australian Navy personnel and a limited footprint of the community in Honiara.

Defence undertook further refurbishment to Seif Ples during the port visit of HMAS Adelaide and HMAS Toowoomba in August 2018, as part of Indo-Pacific Endeavour 2018.

Republic of Marshall Islands (RMI) – facilities upgrade

In March 2017, under the Defence Cooperation Program to Marshall Islands, Defence modified the RMI National Police Sea Patrol Headquarters ablutions to facilitate use by mixed genders.

Maritime Surveillance Centre – facilities upgrade

In June 2017 Defence provided funds to the Aola Base Maritime Surveillance Centre in the Solomon Islands to upgrade and modify the current toilets and showers so that a separate unit was installed for the use of females. This initiative removed a practical physical barrier for females to feel included in future recruiting to the Police Maritime Unit.

Papua New Guinea – Heavy landing craft HMPNGS Lakekamu embarked female officers onboard for the first time

Australia gifted the ex-RAN Landing Craft Heavy to PNG in 2014. The vessel, HMPNGS Lakekamu, intended to provide a training ship capability and thereby enhance Australia’s maritime cooperation with the PNG Defence Force (PNGDF) Maritime Element. At the time, HMPNGS Lakekamu was not able to accommodate mixed-gender crews.

At the request of the PNGDF, Australia made modifications to HMPNGS Lakekamu to enable female members to embark, as a female PNGDF Naval Officer was due to graduate from the New Entry Officers’ Course and be posted to the vessel.

Necessary modifications were made to ensure the safe and secure deployment of women officers, which involved the conversion of the ship’s Communications Centre into a cabin to accommodate three personnel.

This refit enabled three female officers to deploy for the first time in 2017.
Efforts by the PNGDF to increase participation of women in the workplace enhance its organisational capability, provide new opportunities and career pathways for women in the PNGDF, and positively affect PNG society as a whole. It is widely acknowledged that having a percentage of women in the workforce proportionate to the population improves institutions’ capability irremissibly. Accordingly, supporting the inclusion of women in deployable patrol units will enable the PNGDF to better understand the challenges in the region.

Defence has sought to maximise this opportunity to include a gender perspective through coordinating future mixed-gender maritime mentoring training teams to build capacity, contribute to cultural change and provide role models for the posted female officer.

Supporting Female Participation

**Tonga - Selection of women for key appointments and Australian training activities.**

Tonga’s Her Majesty’s Armed Forces (HMAF) identified a female officer who trained as lawyer in New Zealand to attend Australia’s Royal Military College Specialist Service Officer First Appointment Course. She has since been commissioned and promoted to the rank of Captain. This will make her the first female officer to join the inner command and policy circle of HMAF.

**Attendance at 2017 ANU National Security College Women and National Security Conference**

In April 2017, personnel from the Cook Islands, Fiji, Kiribati, Palau, Papua New Guinea, Solomon Islands, TimorLeste, Tonga, and Tuvalu police and security forces attended the inaugural Women and National Security Conference presented by the Australian National University National Security College.

It was the first conference in Australia of this kind and scope, bringing together participants from the breadth of the national security communities in government, private sector, academia, the diplomatic corps and Non-Government Organisations in Australia and overseas.

The conference addressed the importance of enhancing women’s participation and leadership in national security-related policy and decision making, implementation and practice; women as actors and receivers of national security in the defence and security context, the gender-based peace dividend, and Government and private sector priorities in the context of the Defence White Paper, Cyber Security Strategy and foreign policy.

**Fiji - Gifting of Rugby Union training equipment to assist in the establishment of a Republic of Fiji Military Forces (RFMF) Women’s Rugby Union team**

Women, and in particular women’s sport, is not publicly or privately promoted within the RFMF. The gifting of a dedicated women’s training kit was seen as an opportunity to actively promote work-place equality and women’s sport in the RFMF. Social and print media was utilised to promote the activity. Delivery/handover of the equipment was engineered to occur on 8 March 2017 – International Women’s Day. The team formed as a result of the activity has played several games including completing in the recent Raka 7s Tournament in Suva.
Exercises

Indo-Pacific Endeavour 2018

Indo-Pacific Endeavour 2018 (IPE18) conducted WPS activities during its recent port-visits in Vanuatu, Fiji, Tonga and Samoa including community engagement, workshops on how to better integrate gender perspectives into operations and exercises, and events focused on how to broaden the opportunities and roles of women in regional security forces.

IPE is a significant annual maritime activity intended to deepen Australia’s engagement and partnership with regional security forces, local communities and governments. The IPE exercises aim to improve and strengthen military interoperability throughout the Pacific region, with a focus on disaster planning, disaster relief operations and responses to regional security challenges.

The interactive WPS workshop provided an opportunity for the former Minister of Defence to remind representatives from the ADF and His Majesties Armed Forces (HMAF Tonga) of the importance of incorporating gender considerations into disaster management, planning and relief activities.

The former Minister also congratulated HMAF personnel on their role in leading Tonga’s development of a NAP for WPS.

The former Minister also noted the importance of collaboratively sharing lessons learned and working together on advancing the WPS themes of participation, protection, prevention, relief and recovery, during times of disaster and unrest.

The former Minister further reflected that a gender perspective was actively applied during ADF’s recent humanitarian aid and support to Tonga after Cyclone Gita. This ensured that humanitarian aid and support encompassed the needs of the whole population, including children and youth, people living with disability or chronic illness, elderly people, people living on the outer islands, widows, young single mothers and pregnant and breastfeeding women.

She added that deploying an ADF Gender Focal Point, Squadron Leader Adam Vasilj, as part of the ADF’s first response, was instrumental to ensuring that aid reached the most affected communities, and that the specific needs of those communities were met.

The WPS workshop invoked much thoughtful discussion between ADF and HMAF personnel, including some of the practical ways that gender can be incorporated into military planning and execution processes, especially in relation to HADR operations.
Indo-Pacific Endeavour 2017

An ADF Joint Task Group, Indo-Pacific Endeavour 2017 (IPE17) participated in a series of key military exercises throughout the Indo-Pacific region.

Running from September to November, IPE17 focused on enhancing military cooperation with some of Australia’s key regional partners including Indonesia, Japan, Malaysia, Singapore, the Republic of Korea, the Philippines, Brunei, Timor-Leste, Thailand, and Cambodia.

During the exercise, a group of HMAS Parramatta’s female sailor and officers attended a Women’s Leadership Forum in the Federated States of Micronesia. It was the first time a forum of this nature had been held in Yap and was facilitated by the GENAD to Yap, Linda Teteth.

The event was attended by women who hold key leadership roles in Yap, as well as future female leaders. The aim of the forum was to exchange leadership experiences at all levels from both cultures. The forum presented an opportunity for the crew to explain how the Royal Australian Navy is actively promoting women in leadership, with employment opportunities across all ranks and rates.
Engagement in South and Southeast Asia

Regional Forums

ASEAN-Australia Dialogue on WPS 2018

The first ASEAN-Australia Dialogue on WPS was hosted by Australia in April 2018 with support from the ACMC. The dialogue was opened by the Minister for Women, and the Minister for Defence delivered the closing remarks.

Following from the ASEAN-Australia Special Summit hosted by the Prime Minister in Sydney on 17-18 March 2018, the dialogue was the first opportunity for ASEAN and Australia to collaborate in support of the WPS agenda. More than 80 representatives from ASEAN and Australia from government, military, police, civil society organisations, academia and UN Women attended. Attendees also included his Excellency Vongthep Arthakaivalvatee, Deputy Secretary of the ASEAN Socio-Cultural Community and Sri Danti Anwar, Chair of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children.

In depth discussions, facilitated by the dialogue, resulted in recommendations to address increasing and diverse challenges in the region.

ASEAN Defence Ministers Meeting + Expert Working Group on Peacekeeping (ADMM+EWG)

Australia co-chairs the ADMM-Plus Experts Working Group on Peacekeeping with Indonesia, which focuses on ways to improve practical cooperation in peacekeeping, including WPS considerations.

This was reflected in the Minister for Defence's speech to the Experts Working Group on Peacekeeping meeting on 17 October 2017 which remarked on the importance of women in peacekeeping.

In October 2016, the ADMM+EWG conference included a two day program on Cross Cutting Themes. ADF POTC provided key note speakers to participating senior representatives/members pertaining to the WPS agenda with respect to the challenges in current UN missions and strategies to improve and provide best practice to education and training to Troop Contributing Countries. Australia also hosted a delegation of female Indonesian Defence officials for a WPS seminar in December 2016.

At the 2018 ADMM+EWG conference in Bali, a Gender Advisor presented on her experiences as a Female Commander and Military Expert on a UN Mission. She also shared lessons and observations on the Australian implementation of the WPS agenda with conference attendees from participating nations’ peacekeeping Centres.
Training Activities and Exchange of Lessons

Malaysia - Reciprocal Training Plenary Sessions

A series of plenary sessions held in September 2018 in Malaysia provided reciprocal training between the Malaysian Armed Forces and the Australian Defence Force on healthcare and humanitarian assistance to varying cultural groups, with a focus on Islamic women and children, in the event of crisis or disaster relief.

Malaysia – inaugural Working Group

Malaysia and Australia have agreed to establish a working group to enhance cooperation, understanding and share experiences in WPS with a two-track approach: training through the Joint Malaysia Australia Peacekeeping Training Initiative in tactical, operational and training aspects, and strategic level policy engagement.

Malaysian Defence Ministry and United Nations Development Program 2014 and 2015 Seminars on Gender and Child Protection in Military Operations

Defence supported the seminars and workshops in 2014 and 2015, conducted in Malaysia, with over 100 participants representing over 25 partner militaries and a number of civil agencies. The seminars focused on the civil military comprehensive approach to integrating UNSCR 1325 and related resolutions, 1612 on Children in Armed Conflict, and UNSCR 1674 on the Protection of Civilians into operations including on Humanitarian Assistance and Disaster Relief operations.

Presentation on WPS at the Civil Military Interactive Workshop in Malaysia April 2015

A Defence officer presented on the role of WPS in civil-military-police operations, and the principles, legal underpinnings and mandates for action on WPS. Further topics included the range and purpose of strategies to address WPS in civil-military-police interaction, and the challenges faced by actors in addressing WPS concerns in civil-military-police interaction.

Presentation at a training seminar for WPS advocates from the ASEAN region June 2015

A Defence officer presented on Australia’s approaches to WPS implementation in the security sector, and some of the challenges to and channels for promoting gender inclusivity in the Defence Force. The delegation comprised 25 representatives from the Philippines, Cambodia and Indonesia, at a training program on Advancing WPS in ASEAN as part of the Department of Foreign Affairs and Trade’s Australia Awards capacity building program.

Vietnam People’s Army UN Level 2 Hospital Mobile Training Team

In September 2015 Defence delivered training to the Vietnam People’s Army on the conduct and procedures of providing a Level 2 Field Hospital to a United Nations Mission. Training included discussions on medical support and considerations under UNSCR 1325 and associated resolutions.

Indonesia Defence Cooperation Scholarship Program

Under the Defence Cooperation Program, Defence has sponsored one female-designated position in the Defence Cooperation Scholarship Program (Masters-level study in Australia) for Indonesia.
Exercises

As a result of successful Pacific Partnership iterations, the GENAD has been established as an enduring position. Defence has continued to deployed GENADs on the exercise since 2015.

Pacific Partnership 2018

Pacific Partnership 2018 (PP18) was the 13th year of this mission and included more than 800 military and civilian personnel from the US, Canada, United Kingdom, Australia, France, South Korea, Peru, Sri Lanka, Malaysia and Japan. The PP18 mission was conducted in ports in Indonesia, Malaysia, Sri Lanka and Vietnam.

The ADF GENAD’s role was to ensure that WPS was considered and included in all countries and events of the mission, and ensure engagement, participation, empowerment and capacity building of women and children in each mission country.

To achieve this, the GENAD provided country specific gender analysis and foreshadowed potential arising issues to the mission Commander and planning staff. Training and education on WPS concepts was delivered to PP18 personnel. The GENAD produced and presented six different gender related presentations on background to WPS, how ADF utilisation of WPS in operations, and tailored gender considerations for HADR for each country. These were presented at on-board events to 200 personnel, at a specific WPS Symposium which the GENAD co-lead in Indonesia with local military and civilian groups such as UN Women Indonesia, and at HADR Symposiums in the other mission countries.

Flight Lieutenant Chloe Lowndes (left), hands out prayer rugs to Indonesians for afternoon prayer during a WPS symposium aboard Military Sealift Command Hospital ship USNS Mercy.
**Major Impact of GENAD on PP18**

The major impact was an increase of knowledge and awareness across the entire mission population on the WPS agenda and how this can be input in military operations, especially focussing in HADR. Prior to this mission very few members had even heard of the WPS agenda, NAP or a GENAD.

The WPS Symposium held in Indonesia brought together PP18 mission members, Indonesian Military, Government and civilian organisations to provide education and information exchange on how women can be included and build their own capacity in HADR. The information provided was to be correlated and inputted to the local government and military response plans for the Bengkulu province.

The GENAD was heavily involved in the HADR Symposium. The presentation on Gender Consideration in HADR was addressed to a majority male military audience, encouraging them to consider the needs and how wives, children and mothers would respond and be kept safe in a disaster scenario. This presentation instigated many questions, requests to provide content on planning/logistic considerations for their planning doctrine and also writing “gender considered inputs” for the Field Training Exercise and Table Top Exercise in the following days.

The GENAD was also asked to act as a mediator for the Table Top Exercise activity and two female Sri Lankan military members were included on the Table Top Exercise planner tables as a result of WPS inputs to the symposium.

**Exercise Pirap Jabiru 2018**

In partnership with the Royal Thai Defence Force, ADF POTC has been planning for a multi-national seminar-based activity to be conducted in Thailand for a panel of 100 military and Police officers from with the Asia Pacific region. The seminar format will be specifically on the Protection of Vulnerable People in Conflict and Peace Operations. UNSCR 1325, UNSCR 1674, UNSCR 1612 and associated resolutions will form the basis of training and discussions to include protection of civilians, gender, and sexual and gender-based violence. In the lead up to the exercise, ADF POTC conducted an ‘instructor workshop’ for selected Thai instructors to develop knowledge and skills on the related subjects and to establish and foster positive relationships.

**Exercise Garuda Kookaburra 2017**

The ADF POTC, in partnership with the Indonesian Defence Force (TNI) conducted training in Indonesia in November 2017 focused on Gender and Protection of Civilians. The training, conducted both in the classroom and in the field, focused on the practical methods of enhancing UN Peace Operations utilising UNSCR 1325 and associated resolutions. TNI participants were junior officers who were to deploy on a UN Mission within 12 months.
Exercise Suman Protector 2017

The aim of EX SP 17 was to enhance interoperability and strengthen the professional relationship between the Defence Forces of the FPDA nations Malaysia was designated the host nation and New Zealand designated the assisting nation.

The exercise was an opportunity for the ADF to demonstrate the value of a military Gender Advisor (GENAD) and civilian Policy Advisor (POLAD) appointments into the planning process within the FPDA CJTF including the Commanders Advisory Group level. It was agreed that the introduction of the advisors alongside the Legal Officers, added realism and enhanced the whole-of-government perspective to and within the structure of the CJTF, with recommendations made to continue the contributions of these advisors including the GENAD in future iterations of EX SP.
Pacific Partnership 2016 (PP16)

The ADF GENAD’s role on PP16 was to enhance operations by ensuring that a gender perspective was applied through all stages of operation planning and execution.

A particular focus was placed on enhancing operations through: ensuring women’s active participation in HADR operations; protecting women’s rights and safety during and post-disaster; ensuring women’s physical, legal and basic needs are met through relief and recovery efforts. This was in addition to education and advocacy regarding the criticality of considering gender at all stages of a HADR operation.

The GENAD focused on a number of geographical lines of effort, particularly Timor-Leste, the Philippines; Vietnam; Malaysia; and Indonesia. GENAD activities in support of these lines of effort included: conducting presentations to key stakeholders; injecting gender considerations into table top exercises; and meeting with local emergency services and NGOs to discuss gender considerations during disasters. Other activities included participating in search and rescue field training exercises; conducting education and awareness activities; and sharing gender-specific lessons learned from previous HADR operations.

Key outcomes from the ADF GENAD’s involvement in PP16 included:

- an increased awareness of women’s particular needs during times of disaster, relief and recovery
- improved understanding of gender-related operational considerations across all participating nations
- Determining important country-specific and disaster-specific gender considerations, which will assist future ‘real-time’ multinational disaster management, relief and recovery

Squadron Leader Amanda Norris addresses the Women’s Peace and Security symposium at the Islamic International University in Kuantan, Malaysia.
Pacific Partnership 2015 (PP15)

Pacific Partnership is a multinational ship-based Exercise which involves military personnel, volunteers, host-nation representatives, government and non-government personnel. A range of countries, including New Zealand, Korea, Japan, Singapore, Canada and the United States, participate in PP15.

The exercises seek to strengthen alliances and promote multilateral disaster management in the Indo-Pacific region. They also enable the ADF to work closely with partner militaries and other agencies, to enhance humanitarian assistance and disaster relief (HADR) interoperability in the region.

ADF embarked a WPS Advisor on USNS Mercy, which included visits to Fiji, Papua New Guinea, the Philippines and Vietnam. During the seven port visits, a total of 18 dedicated WPS initiatives and events were conducted with the following highlights:

- Two full day Family Violence Prevention Workshops were conducted in East New Britain (Papua New Guinea) and Arawa (Autonomous Region of Bougainville).
- A Women in Leadership Symposium was held in East New Britain with over 150 local women in attendance.
- A full day Partnering During Disasters forum was held in Roxas City, the Philippines, to consider gender aspects of Humanitarian Assistance / Disaster Relief operations, and to provide a networking opportunity.
- A full day Gender and Development Conference was conducted at Camp Peralta in the Philippines to assist in raising the awareness of WPS programs. The conference included perspectives from personnel from the United States, New Zealand, Australia, Korea, Malaysia and Japan.

- A three day International Exchange for Victim Advocacy Workshop was conducted in Pagasinan in the Philippines to assist community stakeholders to build networks and create a co-ordinated and effective victim-centred pathway to respond to sexual and gender-based violence.
- Provision of Introductory WPS Awareness Training for leadership and members of the USNS Mercy ship’s company.
Engagement in the Middle East

Three out of four ongoing deployed Defence GENAD positions are in the Middle East: Operation Highroad as part of the Resolute Support Mission in Afghanistan, Operation Accordion, and Operation Inherent Resolve as part of the Global Coalition in Iraq.

**Working with Afghanistan to progress the WPS agenda**

In Afghanistan, Australia regards the effective integration of women into the Afghan security forces and a gender perspective in operational planning decisions to be critical to a successful conclusion to decades of conflict.

In May 2014, the ACMC and Oxfam Australia hosted a delegation from Afghanistan to discuss ‘Long-term Security and Women’s Rights in Afghanistan’. The round table brought together the Chief of Police for District 10 in Kabul, the Director of the Afghan Women’s Educational Centre and the Policy and Advocacy Officer at Oxfam Afghanistan with representatives from across Australian government agencies. The roundtable offered the opportunity to explore Afghan perspectives on promoting and protecting the rights of women and to discuss the critical importance of addressing insecurity, violence against women and low participation rates of women in the police for the future stability of Afghanistan.

The Hon. Marise Payne, the then Minister for Defence met with President Mohammad Ashraf Ghani in Kabul in February 2018. The President indicated both his and First Lady Rula Ghani’s commitment to WPS and the great importance they place on the meaningful participation of women in the Afghan security forces. Afghanistan has seen a significant improvement in the condition of women since the ousting of the Taliban. For example, there has been a dramatic increase in school enrolments by girls from 0 per cent in 2001 to around 40 per cent today.
In support of Afghanistan, Australia provides the senior GENAD at Resolute Support Mission Headquarters. The GENAD, who leads a team of advisors from coalition partners to ensure meaningful participation and integration of women into the Afghan National Defense and Security Forces (ANDSF). Senior officers from all three Services have rotated through this role since it began.

This includes developing recruitment and career progression plans, and providing a Gender perspective on all planning and activities in the mission. An important component of Australia’s contribution is the building of new facilities to support increased female participation in the Afghan National Security Forces. These facilities include a gymnasium, conference centre and child day care centre at the Afghan National Army Officer Academy and female-specific facilities for women from the Afghan Air Force at the Hamid Karzai International Airport.

Defence provides a number of personnel to support the training of men and women in the Afghan National Security Forces. This has included the recruitment and retention of women, including the inclusion of women in the Afghan National Army Officer Academy (ANAOA) at Qargha plateau, west of Kabul. The ANAOA, modelled on the Royal Military Academy Sandhurst in the United Kingdom (and similarly the Royal Military College Duntroon), is designed to teach Afghan National Army officers key leadership and tactical skills.

ANAOA strives to train the finest and most fervent officer cadets in the country. ADF personnel are at the forefront, providing mentors to advise and assist the academy’s Afghan instructors as part of a five-nation, British-led, task force. This includes mentoring in areas such as communications, logistics, physical training and selection.

The 12-month officers’ course is broken into three parts. The first term covers basic soldier skills, the second term is focused on planning and platoon leading and the third term deals with counter insurgency methods.

A large part of the Defence staffs’ job is to change the perceptions of what females can do. More than 40 female cadets have graduated from Afghanistan’s premier officer training institution in the last six months. 275 cadets, including 13 females graduated from the academy in February 2016. The event marked the fifth graduation since the inaugural term commenced in October 2013, and the total number of graduates now exceeds 1,300.
The last training cycle saw unprecedented levels of integration, with female cadets fully integrated into the field training exercises alongside their male colleagues. Women participate in tactical manoeuvres at night and command both male and female officer cadets during leadership training. Many graduates will go on to branch school and develop careers in areas such as human resources, logistics, information technology and medicine. Several of the women now aspire to be pilots, or command infantry platoons.

Defence recently awarded the Duntroon Sword of Honour at the Officer Academy to Officer Cadet Somaiya Haidari as the top performing cadet. She is now the first Afghan female officer cadet to attend the Royal Military Academy Sandhurst in the United Kingdom.

Afghan National Army officer Lieutenant Somaiya leads the graduating female cadets during a parade ceremony at the Afghan National Army Officer Academy on the outskirts of Kabul.
Seventh Annual Australia-Jordan Defence Cooperation Dialogue 2016 – Putting WPS on the Agenda

Women have been working in the Jordanian Armed Forces (JAF) since 1950, but have been restricted to certain roles and units. In recent years Jordan has made notable achievements in areas of WPS including the development of the Military Women’s Strategy 2006-2016, drafting a NAP and involvement with a NATO Trust Fund to build recruitment and training for women in the JAF. A number of prominent women in the JAF, including Major General Princess Aisha bint Hussein (Jordan’s former Defence Attaché to Washington and sister of King Abdullah II of Jordan) have also called for reform, particularly in furthering integration of women in the JAF.

At the seventh annual Australia-Jordan Defence Cooperation Dialogue in May 2016, a separate WPS item was included on the agenda for the first time. Both countries agreed that WPS would continue to be a standing agenda item discussed at annual Dialogues.

At the 2016 Dialogue, it was emphasised that both countries can learn from each other’s experiences. Both countries agreed that this should not be a one-way conversation and that Jordan would share information about the lessons learned from their experiences of WPS, especially in conflict zones. WPS has since been made a component of the Defence Cooperation Program with Jordan.

Presentations on WPS to the Jordanian Armed Forces and Australian Embassy staff December 2017

The Head of the ADF Sexual Misconduct Prevention and Response Office, and an Army gender studies PhD candidate, travelled to Jordan to brief the Jordanian Armed Forces and Australian Embassy staff on measures to promote gender integration and address gender bias in the ADF.

As agreed at the 2016 Dialogue, Defence has provided historical and current human resource policies and recruitment strategies to the Jordanians to show how Australia has integrated women and implemented recruitment efforts in the ADF. Defence has also provided data on the ADF’s permanent force female strength and proportion since 2002 to demonstrate the long-term commitment needed to increase the proportion of women in a defence force.
Contribution to the International WPS Agenda

Global Forums

Defence representation at the North Atlantic Treaty Organisation Committee on the Gender Perspective Annual Conference

Defence has participated in the North Atlantic Treaty Organisation Committee on the Gender Perspective conference, which meets annually in Brussels, since 2012. The theme of the 2018 committee meeting was a ‘360 degree approach to gender’. The aim was to identify and mitigate gaps and stovepipes and raise awareness of gender initiatives across the political, military and social domains. The Australian delegate participated in the development of key gender related recommendations for consideration by the NATO Military Committee. They also participated in syndicate work relating to the development of the mixed, or female engagement team capability as a force enabler.

Super Soldier Conference Ontario 2017

This conference was aimed at senior military leaders and Defence officials to determine the requirements to develop ‘Super Soldiers’ ranging from the enhancement of critical skills from cognitive abilities, social abilities, including gender, cultural and ethical understanding. The ADF provided a keynote speaker for a presentation focussing on the Australian Army’s commitment to the operationalisation of UNSCR 1325, and the broader application of Protection of Civilians and UNSCR 1612, Children in Armed Conflict.

US Naval War College WPS Seminar

The ADF has been represented at this important international military and academic conference on WPS from 2015 to 2017. In 2015, Defence’s DNAP WPS delivered a paper on the implementation of the NAP in Defence. Defence was again represented at the 2016 conference, including participation by two officers on a panel relating to operational experience.

In 2017, two ADF GENADs attended this conference, which was themed The Next Decade: Amplifying the WPS agenda. In attendance were military representatives from combatant commands, a variety of non-governmental organisations, private sector experts and academics from several nations.

UN Peacekeeping Defence Ministerial Meeting 2017

At the UN Peacekeeping Defence Ministerial Meeting in November 2017, the Minister for Defence announced that Australia would sponsor the attendance of female peacekeepers from the Global South at training initiatives aimed specifically at enhancing the numbers, qualifications and readiness of women for UN peacekeeping deployment. This initiative will improve the number of female peacekeepers deployed from nations that traditionally have a low rate of female participation.
North Atlantic Treaty Organisation Science for Peace and Security Program Community Awareness Training Package UNSCR 1325

This project commenced in 2016 and is a major study of the implementation of UNSCR 1325, to provide best practice education and training across the NATO and partner communities. Defence provided an education and subject matter specialist to assist with the research conducted by two academics (co-directors) from the United States and Canada. The project to date has included two high visibility events conducted in San Diego, USA and Kingston, Canada. In mid-2017, the co-directors visited Canberra and successfully met and interviewed senior Defence leadership including CDF and Chief of Army.

ACMC / Australian Council for International Development / ActionAid Roundtable

In September 2015, the ACMC and ACFID jointly hosted a Roundtable for ActionAid fellows from several African nations. The purpose of the Workshop was to discuss WPS and Gender Justice more broadly. The Roundtable offered the fellows the opportunity to meet with Defence officials working in the WPS space and to share experiences.

International Visitors Leaders Program

In September 2015, the GENAD to the CDF participated in the International Visitors Leaders Program in the United States focused on Women Leaders: WPS. This initiative brings together approximately 60 international participants to examine topical issues.

North Atlantic Treaty Organisation Science for Peace and Security Program ‘UNSCR 1325 Reload’ Project

This project, which commenced in June 2014, is a major study of the participation of women in North Atlantic Treaty Organisation member and partner nations’ armed forces. The project was led by the North Atlantic Treaty Organisation and Rey Juan Carlos University in Madrid, Spain. Australian participation included Defence and the Australian Human Rights Commission.

The ADF was highlighted in the project as an exemplar of the integration of women into a nation’s armed forces. The project included high visibility conferences in Madrid, Sydney and Brussels.

Peacekeeping Operations Capability Building Technical Working Group

ADF POTC is a full member of the Peacekeeping Operations Capability Building Technical Working Group. This group was established in 2014 to harmonise the efforts of the leading Peace Operations military training providers in the Asia Pacific. Members include Australia, France, USA, New Zealand, Canada and Japan with the United Kingdom an observer. Central to recent discussions has been the development of a common understanding of UNSCR 1325 and associated resolutions for regional training establishments. The aim is to ensure a common standard is delivered by all parties.

Australia is currently recognised as leading the development of training materials in the Technical Working Group.
Support and Training

**Dialogue with Canadian Armed Forces Representatives.**

Defence provided advice to Canada on its plan to devise a DIP on integrating WPS within the Canadian Armed Forces, as well as operationalising UNSCR 1325 and creating a GENAD at the Canadian Joint Force Headquarters.

**Secondment to UN Women**

In January 2016, Defence commenced a five year secondment of a senior ADF representative to UN Women in New York. The ADF representative works as a policy specialist on gender enabled peacekeeping and the prevention of sexual exploitation and abuse, in the Peace and Security Section of UN Women.

To date, the ADF representative has contributed to the development of UN Policy and reporting, and worked in a number of countries to assist in capacity building and Security Sector Reform. Another role is the management of the Female Military Officers’ Course, which is partially funded by Australia. The course is designed to help prepare female military officers for deployment on UN Peacekeeping Operations and directly contributes directly to the UN Gender Parity Strategy.

**Support to the Japanese Self Defense Force implementation of the Japanese NAP**

Defence provided support in 2015 and 2016 to the Japanese Self Defense Force implementation of the Japan NAP on WPS, released in September 2015. As part of this development, the Japanese Self Defense Force is seeking to produce a continual improvement process to operationalise UNSCR 1325, and create a GENAD network, including exploring the employment of GENADs and Female Engagement Teams on peacekeeping operations.

**Japan International Peace Symposium - Children affected in Armed Conflict**

In December 2017, ADF POTC provided a keynote speaker and panel discussion on the key challenges and productive pedagogy associated with education and training for the military on UNSCR 1612 and related resolutions. As part of this activity, ADF POTC and the Japanese Self Defense Force Peacekeeping Training Centre continue to collaborate and support the implementation of UNSCR 1325 and 1612 as part of UN pre deployment training.

**Global Peace Operations Initiative Capstone - Exercise Khann Quest 2016 and 2015**

Global Peace Operations Initiative Capstone peacekeeping exercise is held annually in the Indo-Pacific with like-minded partners to build peacekeeping capacity throughout the region.
In August 2015, Defence provided subject matter expert support for the largest peacekeeping exercise ever hosted by the Malaysian Army Training Centre. The exercise was designed to certify trainers and platoons deploying to UN missions. Australian Defence staff were responsible for integrating the WPS agenda, UNSCR 1612 on Children in Armed Conflict and UNSCR 1674 on the Protection of Civilians, into exercise scenario design as well as formal presentations and assessment of platoon actions.

In 2016, the exercise was conducted in Mongolia with over 40 countries participating. The exercise was designed to certify trainers and platoons deploying to UN missions. Troop contributing countries from within this region contribute significant military and police numbers to the most complex UN missions in the world.

ADF POTC has been credited for providing leadership and outstanding commitment to the education and training on the cross-cutting themes to the Indo-Asia-Pacific region from the Global Peace Operations Initiative community.

**Support to New Zealand Defence Force (NZDF)**

In July 2018, Defence provided instructor support to the NZDF to conduct two 2-day GFP workshops at the NZDF Joint Force Headquarters and NZ Command and Staff Course.
ADF POTC provided subject matter expert support for the largest peacekeeping exercise ever hosted by the Mongolian Peacekeeping Training Centre. Australian Defence staff were responsible for integrating UNSCR 1325 and related resolutions, UNSCR 1612 on Children in Armed Conflict and UNSCR 1674 on the Protection of Civilians, into exercise scenario design as well as formal presentations and assessment of platoon actions. This involved the education and training of over 1000 participants from over 30 partner militaries.

A key focus is training on critical enabler capabilities and included WPS, Conflict Related Sexual Violence, Sexual Exploitation and Abuse, Children Affected in Armed Conflict, and the broader application of Protection of Civilians.

This specialised training and support to platoons was provided during the Field Training Exercise (FTE). The construct of the FTE influences gender-integrated military forces in order to address cross cutting themes and for force protection. Through academic sessions, scenario discussions, and lane activities, commanders and their platoons were able to plan and execute tactical level decisions and actions to address the key aspect’s relating to the critical enablers capabilities listed above.

During the planning phase of the exercise, targets were encouraged by the ADF to increase female participation rates in both the training audience and the instructor pool. The outcome was evident with over 80 per cent of the platoons including female representation; and all FTE lanes with female instructors. A number of specific initiatives were also developed, including Soldiers Cards on Conflict Related Sexual Violence, Sexual Exploitation and Abuse, Children Affected in Armed Conflict.

Defence will extend its support to the 2018 exercise which will be conducted in Bangladesh, with the ADF leading the development and delivery of Sexual Exploitation and Abuse training package to Bangladesh contingents for the Bangladesh Institute of Peace Support Operation Training.

**Exercise Joogo Emu 2015**

ADF POTC, in partnership with the East African Stand-by Force (EASF), and the Kenyan Defence Force, conducted military observers’ training for EASF officers deploying to either an African Union or UN mission, in November 2015. The training included the full suite of WPS training objectives and Protection of civilians. Training was delivered in both classroom and practical field environments. The student panel of 25 were deployed to the African Union Somalia mission immediately on completion of the training.

**Defence participation in pilot UN Female Military Officers Courses 2015**

Two female officers participated in pilot courses developed by UN Women and conducted by relevant country peacekeeping centres in India and South Africa in 2015. The course was specifically focused on conflict-related sexual and gender-based violence. Defence continues to send women identified for deployment to UN missions on this course.
Exercises

Exercise Viking

A small contingent of 10 Australians from the ADF, Department of Foreign Affairs and Trade, ACMC and AFP attended Viking 18 in Sweden. Viking 18 was a computer assisted exercise hosted by the Swedish Armed Forces and supported by the United States as a strategic partner. It is one of the world’s largest multi-national civil-military exercises and provides the principle collective civilian-military-police training for peace operations and crisis management for many countries.

One of the key themes for the exercise was the Protection of Civilians, incorporating gender, sexual based violence, humanitarian assistance, mass migration, internally displaced persons and human rights issues. The conduct of the exercise highlighted the networking that must be conducted with the various agencies involved in peacekeeping operations and allowed personnel to experience and observe an extremely unique joint mission environment. Participation in Viking 18 provided insight into the different policies and procedures of the key players within global missions including North Atlantic Treaty Organisation, UN and a number of non-government organisations.

Line of Effort 5 – International Engagement

Key Lessons Learned

1. Continuity in WPS international engagement programs is necessary to ensure consistency and delivery of tangible and measurable outcomes.
2. Networks must be developed between previous and future participants, to build relationships, continue collaborations and share learning.
3. Strong whole of Defence coordinated approach to WPS in international engagement is necessary.
4. Leverage off pre-existing activities to reduce duplication of effort.

Way Forward

International engagement is a key deliverable of WPS outcomes and therefore practitioners must build WPS outcomes into existing engagement strategies and programming. Including women from other countries on courses and seminars is a critical step, but this is insufficient to achieve longer-term aims. There is a need to cultivate and enhance women’s leadership and assist regional partners to build capacity.
Australian Army Sergeant Jasmine Johnston reads over Operation RENDER SAFE 14 safety messages with Bougainville Police Officers Simon Sireung and his wife Lynn, during a community engagement activity in the Torokina District.
Line of Effort 6
Reporting and Governance
Reporting and Governance

NAP implementation, evaluation and monitoring is led by the Office for Women, based in the Department of Prime Minister and Cabinet. Defence provides whole-of-department contributions to the progress reports on the NAP’s Monitoring and Evaluation Framework. These are prepared every two years for tabling in the Australian Federal Parliament. The 2018 final progress report was tabled in parliament in Aug 2018.

Defence is represented in both the WPS Interdepartmental Committee (IDC) and the Sub-Committee by the Gender Advisor CDF.

The WPS IDC is chaired by the Office for Women, and operates as Australia’s primary mechanism to ensure implementation of the NAP across responsible agencies and departments. The IDC consists of senior representatives from those agencies responsible for implementing actions under the NAP and a representative from the Australian Civil-Society Coalition for WPS.

A sub-committee supports IDC’s fulfilment of responsibilities under the current NAP reporting, research and other relevant work, including liaising regularly with their counterparts across government. The sub-committee comprises executive level officers from each of the implementing agencies and two representatives from the Australian Civil Society Coalition for WPS.

In support of NAP development, Defence has committed a staff member to be seconded to the Department of Prime Minister and Cabinet from 2018-2019.

Defence has also contributed $50,000 in both the 17/18 and 18/19 financial years to assist the development of the next NAP.

These funds will support:

- Logistic costs associated with consultation.
- Preparation of public diplomacy material to support public consultations.
- Research and consultancy services to develop analysis in support of Australia’s second NAP on WPS
- Short term contracts to support peak periods in the development of Australia’s second NAP on WPS.

Beyond reporting on NAP implementation, Defence also provides an annual report to NATO as a partner nation called the Australian National Report to the North Atlantic Treaty Organisation on Women in the Armed Forces.

Line of Effort 6 – Reporting and Governance

Key Lessons Learned

1. More sophisticated measures of effectives and performance must be developed.

Way Forward

Development of specific Defence measures to capture lessons learned and evaluate performance.
Conclusion

Defence is committed to the principles of WPS and recognises that ongoing consistent efforts to mainstream gender is a critical enabler of our role in delivering Australia’s whole-of-government response to the global agenda.

Women’s full and meaningful participation is essential. Among many other important outcomes, it is essential to preventing conflict and to creating durable peace after conflict. To achieve this, we need to pursue the full representation of women in every aspect of the security dialogue, including operational activities, consultation, formal negotiations. Our approach to women, peace and security must encompass the whole of the human terrain that we are dealing with.

This report outlines the foundational implementation framework which has guided Defence’s efforts to date and will form the basis for the next Defence Implementation Plan. As the Australian Government develops the second NAP on WPS, there is an opportunity for Defence to respond to lessons learned and way forward in this report to identify new implementation priorities that reflect the emerging global peace and security context.

‘Never walk into an environment and assume you understand it better than the people who reside there’

Kofi A. Annan

Australian Army soldier Signaller Moira Walker (left) from 3rd Combat Signal Regiment provides support to Lieutenant Colonel Gavin Keating, Commanding Officer, 3rd Battalion, Royal Australian Regiment, during the combined arms training activity at the Townsville field training area between 1 and 18 June 2015.