

**Denmark's national action plan for R1325 – women, peace and security  
2020-2024**

## Ministry of Defence implementation plan 2021

### 1. Denmark as a security policy actor

Strategic impact/ goal	Outcomes	Activities of the Ministry of Defence	Indicators
1.1. Danish participation in international operations, missions and peace and stabilisation efforts contributes to a strengthening of the gender perspective	1.1.1. Denmark has better knowledge about how our security policy engagements impact women, girls, boys and men differently.	1.1.1.1. The Danish Ministry of Defence prioritizes and strengthens internal understanding of the WPS agenda (including through training and education) across the department and all agencies, including at the managerial level.	<ul style="list-style-type: none"> <li>- Understanding of the WPS agenda is increased</li> <li>- Number of employees and managers trained in the WPS agenda</li> </ul>
		1.1.1.2. The Ministry of Defence strengthens internal and external communication about WPS	<ul style="list-style-type: none"> <li>- Internal and external communication about WPS is increased and strengthened</li> </ul>

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	<p>1.1.2. Gender perspectives are systematically incorporated in the planning and execution of security policy engagements and in conflict prevention and peacebuilding work.</p>	<p>1.1.2.1. The Ministry of Defence considers gender perspectives in the strategic work to mitigate security policy threats, including cyber threats, countering terrorism and violent extremism</p>	<ul style="list-style-type: none"> <li>- Number of security policy engagements where gender perspectives have been considered from the onset of the planning process</li> <li>- Number of planning procedures where gender perspectives are an integrated element</li> </ul>
		<p>1.1.2.2. The Ministry of Defence regularly requests its agencies to consider gender perspectives as relevant part of the planning and implementation of security policy engagements, including as an element in standard planning procedures</p>	<ul style="list-style-type: none"> <li>- Number of security policy engagements, where gender perspectives have been considered from the onset of the planning process</li> </ul>
		<p>1.1.2.3. The Ministry of Defence considers gender perspectives in all phases of crisis management, including crisis management exercises</p>	<ul style="list-style-type: none"> <li>- Number of relevant crisis management/-exercises where gender perspectives have been considered</li> </ul>
		<p>1.1.2.4. The Ministry of Defence ensures that gender perspectives are considered in internal programmes, policies and strategies</p>	<ul style="list-style-type: none"> <li>- Number of programmes, policies and strategies where gender perspectives are considered</li> </ul>

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	1.1.3.	Efforts have been strengthened to ensure that posted Danish personnel have completed relevant education and training prior to posting abroad.	1.1.3.1.	The Ministry of Defence prioritizes relevant WPS training as part of pre-deployment training.	- Number of personnel (military and civilian) who have completed relevant WPS training prior to deployment
	1.1.4.	Denmark has utilised strategic leadership positions and prioritised filling relevant advisory positions to promote a focus on women, peace and security in international missions.	1.1.4.1.	The Ministry of Defence supports the prioritization of the WPS agenda from relevant strategic managerial positions	- Number of relevant forums where the WPS agenda has been strengthened at strategic managerial level due to the efforts of the Danish Defence
			1.1.4.2.	The Ministry of Defence prioritizes filling relevant advisory positions in missions (including at the managerial level) and within international organizations and forums	- Number of relevant advisory positions filled by Denmark
	1.1.5.	Denmark has strengthened gender perspectives in the coordinated peace and stabilisation efforts, including through the Peace and Stabilisation Fund.	1.1.5.2.	The Ministry of Defence participates actively in the development of the 1325 action plan for the Peace and Stabilization fund	- Completion of the Fund's 1325 action plan
			1.1.5.2.	The Ministry of Defence considers gender perspectives in existing and new programmes and projects and earmarks funds for WPS-related projects	- Number of programmes and projects which have considered gender perspectives - Number of projects and funds earmarked for WPS in the programmes of the Fund

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<b>1.2 Danish engagement in international security policy organisations has strengthened the multilateral security policy cooperation on women, peace and security</b>	1.2.1 Denmark has worked in a targeted manner and contributed to the incorporation of a gender perspective and promotion of the WPS agenda within NATO.	1.2.1.1. The Ministry of Defence supports DANATO's active engagement in furthering the WPS agenda	- Level of activity at DANATO re. the WPS agenda
	1.2.2 Denmark has strengthened EU efforts to integrate women, peace and security into the civil crisis management efforts and in the EU civilian protection mechanism.	1.2.2.1. The Ministry of Defence supports efforts to further the WPS agenda in the EU, including with regards to the EU's civilian protection mechanisms	- Level of activity at the Danish EU representation regarding the WPS agenda
	1.2.3 Denmark has contributed to maintaining and strengthening focus on the work of promoting women, peace and security in the UN by supporting the UN's reform agendas in the area of peace and security, and by prioritising women, peace and security as focus areas of the overall Danish engagement in the UN.	1.2.3.1. The Ministry of Defence prioritizes the WPS agenda in connection to activities in support of the UN peace operations	- Number of projects and activities in the UN with a clear WPS angle

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<b>2. Women's participation in peace and security efforts</b>			
<b>Strategic impact / goal</b>	<b>Outcomes</b>	<b>Activities of the Ministry of Defence</b>	<b>Indicators</b>
<b>2.1. Danish global efforts for peace and security have strengthened women's participation in the work of conflict prevention, conflict management and peacebuilding</b>	2.1.1. Denmark has contributed to eliminating fundamental barriers to the participation of women by contributing to increased security for women and girls in conflict areas and fragile contexts.	2.1.1.1. Through relevant engagements, the Ministry of Defence seeks to contribute to increased safety and security with a view to removing fundamental barriers for women's participation	- Number of engagements with a stated purpose of increasing the safety and security for women and girls in conflict areas and fragile contexts
	2.1.2. Denmark has promoted the participation and engagement of women in peace and security efforts, political decision-making processes and local issues in the areas where Denmark is present, and has strengthened the dialogue with local women actors at all levels.	2.1.2.1. The Ministry of Defence promotes women's participation in efforts for peace and security as well as strengthening the dialogue with local female actors at all levels	- The dialogue with female local actors has been strengthened at all levels
		2.1.2.2. Through security policy engagements, the Ministry of Defence seeks to support other countries' implementation of national action plans for resolution 1325	- Number of countries where Denmark has aided the furthering of the WPS agenda and supported the implementation of national action plans

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<b>2. Women's participation in peace and security efforts</b>			
	2.1.3. Denmark has contributed to promoting the voice and participation of women through cooperation in Nordic and multilateral organisations, and in network efforts dealing with peace and security.	2.1.3.1. Through Nordic and multilateral cooperation, the Ministry of Defence seeks to strengthen women's participation in the work for peace and security of relevant organisations	- Number of engagements which further women's participation in relevant multilateral organisations
	2.1.4. Denmark has supported the UN Secretary-General's reform work and ambition to achieve greater gender equality among uniformed staff deployed to the UN's peacekeeping missions.	2.1.4.1. The Ministry of Defence supports participation of female soldiers from other countries in peacekeeping efforts	- Number of female soldiers from other countries who participate in relevant pre-deployment courses and subsequently deploy to relevant missions UN missions
<b>2.2. Danish women's representation and participation in peace and security efforts has been strengthened, both in the military and civilian structures</b>	2.2.1. Denmark has worked to meet the UN's increased goals for the proportion of women among deployed uniformed staff.	2.2.1.1. The Ministry of Defence aims to increase the number of women deployed to UN missions, including through consideration of the UN's initiatives to increase the number of women, as relevant to the Danish context	- Increase in the number of women deployed to UN missions in order to reach the targets set in the UN Gender Parity Strategy
	2.2.2. Denmark has increased recruitment, retention and the career advancement of women in the civilian and military parts of	2.2.2.1. The Ministry of Defence prioritizes support to mapping of barriers to increased deployment of female soldiers	- Mapping completed and subsequent mitigating initiatives have been identified

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<b>2. Women's participation in peace and security efforts</b>					
	peacebuilding and security efforts, including in leading positions.	2.2.2.2.	The Ministry of Defence supports the development and subsequent implementation of strategic initiatives to increase recruitment, retention and career enhancement of women	- Development of strategic initiatives has been started	
		2.2.2.3.	The Ministry of Defence prioritizes development and implementation of a coherent diversity strategy	- Development of strategy and plan for implementation for diversity and inclusion has been started	
		2.2.2.4.	The Ministry of Defence supports initiatives to retain and develop women in leading positions, both civilian and military	- Development of strategic initiatives and plan for implementation has been started	
	2.2.3.	Denmark has increased the share of women who are posted to international operations and missions, including as part of the Peace and Stabilisation Emergency Response Unit.	2.2.3.1.	The Ministry of Defence supports initiatives to increase the number of women deployed to international operations and missions	- Development of strategy to increase the number of deployed women
	2.2.4.	Denmark has strengthened the incentive structures for women's involvement in cyber-related activities and in IT security.	2.2.4.1.	The Ministry of Defence supports existing initiatives to ensure increase in the number of women involved in cyber security	- Initiatives to increase the number of women in cyber security

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<b>3. Sexual and gender-based violence in conflict situations and efforts against offensive gender-based conduct</b>			
<b>Strategic impact/ goal</b>	<b>Outcomes</b>	<b>Activities of the Ministry of Defence</b>	<b>Indicators</b>
<b>3.1. Denmark has contributed to prevention, response and protection efforts relating to sexual and gender-based violence in conflict situations and fragile contexts, and has helped victims in the recovery process</b>	3.1.1. Denmark has contributed to preventive efforts against sexual and gender-based violence (SGBV) through increased focus on combating impunity.	3.1.1.1. At the policy level, the Ministry of Defence supports relevant efforts (including those of other authorities) to combat impunity	<ul style="list-style-type: none"> <li>- Updating of relevant directives</li> <li>- Development of clear guidelines for reporting of incidents and information sharing with relevant actors</li> </ul>
	3.1.2. In connection with serving as chair of <i>Call to Action</i> , Denmark has taken the lead in systematically advancing the SGBV agenda internationally, regionally and locally, and has contributed to putting coordinated political pressure on actors who do not recognise the importance of prevention, protection against, and response to SGBV.	3.1.2.1. The Ministry of Defence supports the Danish chairing of <i>Call to Action</i> as relevant	<ul style="list-style-type: none"> <li>- Number of references made to the Call to Action initiative under Danish leadership</li> </ul>



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**3. Sexual and gender-based violence in conflict situations and efforts against offensive gender-based conduct**

	<p>3.1.3. In cooperation with our partners, including the UN and NGOs, Denmark has increased efforts to implement concrete initiatives for prevention, protection and response relating to SGBV, including through work dealing with gender inequality, stronger cooperation with local women-led organisations, securing access to basic sexual and reproductive health services, and psychosocial support for the victims of SGBV.</p>	<p>3.1.3.1. The Ministry of Defence ensures that efforts to strengthen preventive measures against SGBV as well as ensuring access to sexual and reproductive health services is prioritized by relevant authorities</p>	<ul style="list-style-type: none"> <li>- Updating of relevant directives and guidelines and increased communication about managerial responsibilities</li> </ul>
		<p>3.1.3.2. The Ministry of Defence updates its guidelines to underline the prohibition of purchase of sexual services for deployed personnel (civilian and military)</p>	<ul style="list-style-type: none"> <li>- Updating of guidelines</li> </ul>
	<p>3.1.4. Denmark has contributed to strengthening the global knowledge base regarding SGBV through support for evidence-based studies and analyses, which has contributed to ensuring better and more effective efforts in the contexts in which we work.</p>	<p>3.1.4.1. The Ministry of Defence requests its agencies to strengthen their understanding of SGBV in relevant contexts</p>	<ul style="list-style-type: none"> <li>- Number of security policy engagements which consider SGBV efforts</li> </ul>

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<b>3. Sexual and gender-based violence in conflict situations and efforts against offensive gender-based conduct</b>					
<b>3.2. Denmark has worked to prevent and respond to offensive gender-based conduct among our partners and in our own ranks, based on a policy of zero tolerance</b>	3.2.1.	Denmark has worked to ensure that states and actors respond promptly to sexual exploitation, harassment and abuse committed by their own posted staff, both civilian and military.	3.2.1.1.	The Ministry of Defence strengthens the efforts to ensure that cooperation partners have sufficient strategies and policies in place to mitigate sexual and gender-based harassment	- Number of efforts in support of cooperation partners' available strategies and policies
	3.2.2.	The authorities involved in the action plan have strengthened their focus on preventive efforts against sexual exploitation, harassment and abuse of all kinds in the respective organisations.	3.2.2.1.	The Ministry of Defence increases its focus on the zero-tolerance against sexual and gender based harassment, including at the managerial level	- Decrease in the number of persons who experience sexual and gender based harassment
	3.2.3.	The involved authorities have responded promptly in all cases – both current and past cases – involving sexual exploitation, harassment and abuse, based on a policy of zero tolerance.	3.2.3.1.	The Ministry of Defence updates relevant guidelines regarding sexual and gender based harassment, including the codex for good behavior, and strengthens conditions for reporting on cases of sexual and gender based harassment	- Updated guidelines