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# NATO GUIDELINES FOR GENDER MAINSTREAMING IN **SMALL ARMS & LIGHT WEAPONS PROJECTS**



# Contents

1	Abbreviations .....	4
2	Reference documents .....	5
3	Introduction .....	7
3.1	SALW in NATO .....	7
3.2	Purpose of the guidelines .....	7
3.3	Target audience .....	9
4	Scope of the guidelines .....	10
5	Guiding principles .....	11
6	SALW activities .....	12
6.1	General .....	12
6.2	Monitoring and reporting .....	15
6.3	Operational activities .....	17
6.3.1	Weapons collection .....	17
6.3.2	Disarmament, Demobilization and Reintegration (DDR) ....	23
6.3.3	Destruction of weapons and ammunition .....	30
6.3.4	Physical Security and Stockpile Management (PSSM) .....	32
6.3.5	Weapons identification, marking, registering, and tracing..	34
6.3.6	Arms flows monitoring, and illicit trade prevention .....	35
7	Concluding Remarks .....	39
8	Glossary .....	40
9	Additional Reading Material .....	46

# 1 Abbreviations

ACCS	Arms Control and Coordination Section (NATO)
CSO	Civil Society Organization
DDR	Disarmament, Demobilization and Reintegration
EAPC	Euro-Atlantic Partnership Council (NATO)
IDDRS	Integrated Disarmament, Demobilization and Reintegration Standards
IDP	Internally Displaced Person
IMAS	International Mine Action Standards
ISACS	International Small Arms Control Standards
M&E	Monitoring and Evaluation
NGO	Non-governmental Organization
OSCE	Organization for Security and Co-operation in Europe
PASP	Political Affairs and Security Policy Division (NATO)
PCM	Project Cycle Management
PSSM	Physical Security and Stockpile Management
SALW	Small Arms and Light Weapons
SEESAC	South Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons
SSR	Security Sector Reform
UN	United Nations
UN CASA	United Nations Coordinating Action on Small Arms
UNECE	United Nations Economic Commission for Europe
UNODA	United Nations Office for Disarmament Affairs
UNODC	United Nations Office On Drugs and Crime
UNSCR	United Nations Security Council Resolution
WHO	World Health Organization
WPS	Women, Peace and Security

## 2 Reference documents

The present guidelines are based on the following reference documents:

1. United Nations Security Council Resolution 1325, Women and peace and security, (31 October 2000), available from [undocs.org/S/RES/1325](https://undocs.org/S/RES/1325).
2. United Nations Security Council Resolution 1820, Use of sexual violence as a tool of war, (19 June 2008), available from [undocs.org/S/RES/1820](https://undocs.org/S/RES/1820).
3. United Nations Security Council Resolution 1888, Protection of women, girls from sexual violence in armed conflict, (30 September 2009), available from [undocs.org/S/RES/1888](https://undocs.org/S/RES/1888).
4. United Nations Security Council Resolution 1889, Strengthening the participation of women at all stages of peace processes, (5 October 2009), available from [undocs.org/S/RES/1889](https://undocs.org/S/RES/1889).
5. United Nations Security Council Resolution 2220, Small arms and light weapons, (22 May 2015), available from [undocs.org/S/RES/2220](https://undocs.org/S/RES/2220).
6. United Nations Security Council Resolution 2242, Improve Implementation of Landmark Text on Women, Peace, Security Agenda, (13 October 2015), available from [undocs.org/S/RES/2242](https://undocs.org/S/RES/2242).
7. General Assembly Resolution 69/61, Women, disarmament, non-proliferation and arms control, (2 December 2014), available from [undocs.org/A/RES/69/61](https://undocs.org/A/RES/69/61).
8. General Assembly Resolution 71/56, Women, disarmament, non-proliferation and arms control, (5 December 2016) available from [undocs.org/A/RES/71/56](https://undocs.org/A/RES/71/56).
9. UN Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in All Its Aspects, July 2001.
10. UN Integrated Disarmament, Demobilization and Reintegration Standards, Operational Guide, OG 5.10, Women, Gender and DDR, 2014.

11. UN Office for Disarmament Affairs, International Small Arms Control Standards (ISACS), Module 03.40. National coordinating mechanisms on small arms and light weapons control, 17 June 2014.
12. UN Office for Disarmament Affairs, International Small Arms Control Standards (ISACS), Module 05.10. Conducting small arms and light weapons surveys, 27 August 2012.
13. UN Office for Disarmament Affairs, International Small Arms Control Standards (ISACS), Module 06.10. Women, gender and small arms and light weapons (Draft), 2016.
14. UN Office for Disarmament Affairs, International Small Arms Control Standards (ISACS), Module 06.20. Children, youth and small arms and light weapons (Draft), 2016.
15. NATO Women, Peace and Security, Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security, June 2016.

## 3 Introduction

### 3.1 SALW in NATO

Small Arms and Light Weapons (SALW) activities aim at regaining control over the uncontrolled transfers of SALW as a contribution to security, peace and stability. SALW activities are not about the prohibition of arms transfers but about achieving a consistent and adequate balance between human security and national security needs.

SALW activities are key components of a holistic approach to conflict prevention, conflict management and post conflict recovery phases. In order to be effective, they have to be integrated into a comprehensive and multi-dimensional approach to these phases. In that context, they are not exclusively aiming at reducing the number of weapons, but at making sure that weapons contribute to local, national, and regional security and stability. In that respect, SALW activities have to be carefully coordinated inter alia with Security System Reform (SSR) projects, Disarmament, Demobilization and Reintegration (DDR) projects, border management initiatives, stabilization operations, counter-terrorism and -crime strategies, economic and social development, and good governance initiatives.

### 3.2 Purpose of the guidelines

All age groups and genders can be exposed to SALW as victims, witnesses, or perpetrators at all stages of the conflict cycle. NATO aims at improving its ability to work harmoniously in implementing effective policies as well as at providing guidance to nations on preventing the uncontrolled proliferation and misuse of Small Arms and Light Weapons (SALW).

Although the majority of perpetrators and direct victims of armed violence are men, women and children also suffer direct and indirect consequences of armed violence. This is the case in particular in post-conflict contexts, in situations of urban violence and also in terms of domestic and sexual violence. It is important to take into account that women and girls can also participate as combatants, obtain small arms to protect themselves, or otherwise become

involved in violence or misuse of weapons in conflicts. It is also important to understand that differing attitudes towards women, girls, men and boys in conflict regions affects the consequences of armed violence on their lives. It is therefore essential to pay the necessary attention to gender when designing projects or operations.

NATO has acknowledged the importance of mainstreaming gender perspective in its full spectrum of activities, as established in its NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security. In this spirit, NATO strives to provide clear and comprehensive advice and guidance to practitioners, policymakers and other actors on the ground on the integration of gender perspectives when dealing with SALW issues.

The present guidelines follow the recommendations provided by UN resolutions and guidance. They are built on international rules and standards provided by the International Small Arms Control Standards (ISACS) developed by the United Nations.

In this context, and in order to achieve long-lasting effects, gender mainstreaming in SALW contributes to ensuring that the perspectives of women, men, boys, and girls are taken into consideration at all stages of SALW program cycle management (i.e., programming, identification, formulation/appraisal, implementation, monitoring, reporting, and evaluation). Depending on the situation, gender mainstreaming helps to harness the positive roles that men and women can play with regard to SALW, and contributes to generate synergies and improve the overall output of programs.

Gender mainstreaming and provision of equal opportunity in decision-making on issues related to SALW opens the door to innovative and effective solutions to complex problems. In order to be effective in the long run, SALW-related activities must be holistic and address not only legal and technical matters, but also cultural, societal, and functional issues, within a comprehensive and inclusive approach.

As men have been seen as primary weapons-users and thus the targets, women have often not been the focus of SALW programs. However, women, by having more responsibilities in the leadership, the design and the conduct of SALW programs and operations, can contribute to a more comprehensive approach in addressing local communities, including civil society, in order to reduce the impact of the misuse of SALW.



Furthermore, gender mainstreaming is a key factor to achieve a better and more comprehensive understanding of the different factors influencing security, in particular in low intensity conflicts, and thus providing better targeted and more effective response.

### 3.3 Target audience

These guidelines are designed to be used by designers, managers, and practitioners of NATO members and partner countries. They may be used by other national or international actors and stakeholders.

## 4 Scope of the guidelines

SALW-related activities extend over a wide range of actions that may be related to military and security operations in pre-conflict, incipient-conflict, and post-conflict situations. These activities may be performed by uniformed, civilian, and non-governmental actors, including civil society organizations. The current guidelines complement codes of conduct and other existing regulations and guidance on the behavior of individuals in crisis situations and in operational areas.

Gender mainstreaming in SALW-related activities is not a self-serving exercise simply designed at having more women involved in specific projects, but rather aims at improving the overall effectiveness of the activity through the better utilization of the perspectives and input of both women and men.

These guidelines provide guidance on how to take advantage of gender mainstreaming for improving SALW-related activities and the overall impact of security operations. The provisions contained in these guidelines should be integrated in the design and programming of SALW-related projects and operations. They should help to improve the overall impact of security and military operations by better addressing gender-sensitive issues and broadening the perception of problems.

These guidelines are not binding and have only advisory value. They are designed to be compatible with existing international guidance and best practices. Should they conflict with national practices or regulations, nations can decide on which should prevail.

Interaction with non-NATO entities will be in accordance with NATO's Comprehensive Approach Action Plan.<sup>1</sup>

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<sup>1</sup> C-M(2008)0029-COR1, PO(2010)0143 FINAL and PO(2011)0045.

## 5 Guiding principles

The main guiding principles in gender mainstreaming in SALW control should include the following key elements:

- Local ownership of SALW-related activities is crucial for achieving a local 'buy-in,' especially for projects related to collection and destruction of weapons. This can be promoted through the participation of women and other relevant stakeholders during all stages of project cycle management;
- Long-term commitment in promoting women's participation in leadership is needed, but this commitment must include the anticipation of possible societal issues and short term consequences that may arise from such inclusion;
- Proper assessment of any projects' gender sensitivity is a key success factor. Some projects (e.g., ammunition destruction) may be less gender-sensitive than others (e.g., SALW collection and destruction);
- Gathering and using comprehensive, quantitative, and trustworthy sex- and age-disaggregated data and gender analyses is necessary to design, implement, monitor, and evaluate the effectiveness of activities;
- If such data is unobtainable, best practices and lessons learned in similar cultural and societal contexts should be used to avoid basing activities on gender stereotypes and wrong assumptions;
- The creation of conflict situations that could victimize women and children should be avoided ("do-no-harm" principle);
- Women shall not only be seen as victims but also as actors of change. Gender mainstreaming should therefore not only focus on gender-based violence but also on promoting their active involvement in small arms control project and activities as important actors;
- Government officials, service providers, contractors, and other relevant stakeholders should be provided with training on gender equality and gender analysis; and
- Exemplary and unequivocal ethical behavior should be the utmost guiding principle in managing projects.

## 6 SALW activities

### 6.1 General

Including gender perspective into SALW activities, design and programming in specific areas requires some background work:

- ❑ Review all available data on use and misuse of SALW, and on forms of violence linked to be linked to SALW. If necessary, conduct a contextual survey based on sex- and age-disaggregated data on previous gender-based violence in the following areas (if applicable):
  - Gang violence
  - Domestic violence
  - Sexual violence
  - Abduction and forced slavery
  - Forced recruitment into armed groups
  - Trafficking in human beings
  - Secondary violence against survivors of sexual violence
  - Death as a result of complications related to pregnancy and childbirth; and
  - The spread of sexually transmitted diseases through rape
- ❑ Such data might be generated by:
  - Expertise provided by professionals who have previous exposure to gender-related violence issues and who are aware of their specific attributes
  - Female surveyors to interview women and children, with separate focus groups for women, men, girls, and boys
  - Local and international civil society organizations to assist in raising awareness about the survey and facilitate the organization of interviews
  - Records from local and national authorities to obtain information for assessments (e.g., police, prosecutors/judiciary, morgues, health institutions, women's shelters, ministries of health, human- and women's-rights monitors, peacekeeping operations, and relevant NGOs)

- Records of the national health system on the types of violence observed against women and children
  - National statistics on socio-economic aspects that may influence the use and misuse of SALW; and
  - Data provided by relevant studies (e.g., those on human rights, security perceptions, the diverse impacts of conflicts, violence in the family and populations, the social cost of conflict, and violence and insecurity)
- ☐ When conducting surveys, gender-sensitive measures are recommended:
- Men and women should be interviewed separately
  - Interviewers should be of both sexes
  - Attention should be paid to men and women's different societal and cultural role
- ☐ Pay attention to the fact that, by its very nature, gender-based violence, especially sexual violence, poses challenges for collecting information, and that therefore some issues should be considered and addressed tactfully in order not to harm or put at risk those who decide to participate.
- ☐ Identify potential and appropriate local or international organizations or institutions in the area that can support data collection, awareness, advocacy, and training activities
- ☐ Ensure that the opinion of women (including refugees and internally displaced people) is taken into account
- ☐ Identify potential woman leaders who could contribute with designing and leading gender-oriented activities with good access to the population and a solid cultural awareness background
- ☐ Design activities based on the needs assessed through the contextual survey, with clear and achievable objectives, and monitoring mechanisms, as well as assessment tools and methodologies
- ☐ Identify the requirements for "external" experts to complement existing local expertise
- ☐ Define clear terms of reference and scope of work for each actor, in relation to the objectives identified; and
- ☐ Design adequate training programs for individuals involved in data collection, awareness, advocacy, and training activities

## Resource Documents for Designing and Establishing Surveys

1. Small Arms Survey, *Tools for Measuring, Monitoring and Evaluation: In-depth Focus on Surveys*, 2012 (<http://www.smallarmssurvey.org/fileadmin/docs/M-files/CCRVI/CCVRI-Practice-Product-Surveys.pdf>)
2. UNODC-UNECE, *Manual on Victimization Surveys*, 2010 ([https://www.unodc.org/documents/data-and-analysis/Crime-statistics/Manual\\_on\\_Victimization\\_surveys\\_2009\\_web.pdf](https://www.unodc.org/documents/data-and-analysis/Crime-statistics/Manual_on_Victimization_surveys_2009_web.pdf))
3. World Health Organization, *WHO Ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies*, 2007 ([http://www.who.int/gender/documents/OMS\\_Ethics&Safety10Aug07.pdf](http://www.who.int/gender/documents/OMS_Ethics&Safety10Aug07.pdf))
4. Oxford Policy Management, *Using Household Surveys for Gender Analysis in Developing Countries*, 2010 (<http://www.opml.co.uk/sites/default/files/bn201008.pdf>)

## 6.2 Monitoring and reporting

The purpose of monitoring and reporting is to ensure the proper management of projects and the seamless and effective integration of gender perspectives into all operational activities included in the project.

To be effective, monitoring and reporting should provide a neutral and objective picture of the gender-based issues in the project:

- Monitoring teams may include members of the civil society (to perform as independent experts or in public consultations)
- SALW-related monitoring and reporting efforts should cover activities of both genders in all phases of the project (analysis, design, drafting, implementation, monitoring, reporting, and evaluation)
- All participants to the project must be aware of the rationale and objectives for gender mainstreaming, as well as of the importance of monitoring and reporting through specific training and information; and
- In certain projects dealing with local populations (e.g., weapons collection) gender-focused groups, (e.g., women's associations, youth groups, and NGOs), may be invited to participate actively in the assessment, design, and review related to monitoring and reporting.

Key aspects to consider in order to ensure an effective gender-sensitive monitoring and evaluation process for SALW activities include:

- Availability of sufficient organizational, structural, and personnel resources for monitoring and evaluation activities
- Ensure that personnel involved in monitoring and evaluation includes men and women and received proper gender training and is aware of the projects' gender-related objectives
- Availability of disaggregated sex- and age-data relevant to assess that specific gender-related aspects are addressed
- Clearly-defined gender-related objectives, with associated indicators and benchmarks
- Monitoring and evaluation data should contribute to the identification of good practices focusing at improvement and enhancement of future programs

- Ensure communication of the results of the monitoring and evaluation to the members of both gender groups involved in the process and to affected populations, and make sure their feedback can be taken into account; and
- Ensure that the monitoring and evaluation addresses both the activities' substance and process.



## 6.3 Operational activities

Key elements to ensure that SALW control interventions are gender-responsive should include:

- Addressing the specific needs of women and girls as well as of marginalized men and boys
- Identifying activities to increase the participation of women in planned interventions with surveys
- Identifying specific indicators to monitor gender-related objectives and the impact of gender activities
- Encouraging commitment of partners, women's organizations and other organizations dealing with gender issues; and
- Assessing the need for actions to curb domestic violence and to stop gender-based armed violence.

### 6.3.1 Weapons collection

Weapons collection aims at reducing the number of weapons circulating in a given country or area. It may be related to a Disarmament, Demobilization and Reintegration program, to a Defense/Security Sector Reform program, or to security operations. It usually and ideally involves the active participation of the population. Depending on the socio-political context, such project may be jeopardized by a lack of popular support. Therefore, public information and awareness about the project is a key success factor.

#### 6.3.1.1 Objectives of the activity

Objectives for collecting weapons may be:

- To reduce the number of illegal weapons in circulation among the population
- In a post-conflict situation, to disarm factions in order to restore state authority and allow state- and nation-building; and
- To reduce the number of factions that are allowed to keep weapons

### 6.3.1.2 Activity specific considerations for gender mainstreaming

Women can play a significant role in convincing their family members to disarm or surrender excess, licit, or illicit weapons. They can therefore have a crucial role in the implementation process of weapons collection projects and programs. In certain situations, women may be a valuable source of information on the location of weapons and ammunition. Therefore, local women should be consulted when planning for the collection of SALW. Thus:

- Consider that informants can be endangered and/or subject to retaliatory measures if contributing to disarmament projects; it is therefore essential to involve women in the planning phase in order to take necessary precautions, including adequate communication in the population, early enough
- The opinions, roles and needs of local women should be considered when starting designing a weapons collection project or program
- Any strategy for information and awareness-raising campaigns on weapons collection should be established in cooperation with local women and CSOs, to identify the right targets and the modalities of women's participation
- Consider including CSOs and women's groups and organizations for:
  - Running awareness campaigns for voluntary weapons surrender programs, focusing on women, youth and the mobilization of other groups of civil society
  - Participating in weapons collection projects as mediators or facilitators between communities and State security officials
  - Providing public information on weapons amnesties and on incentives for surrendering weapons and for raising awareness to encourage the collection campaign
  - Strengthening confidence in weapons destruction by raising awareness of benefits and by participating in and monitoring public destruction events

### 6.3.1.3 Design and guidance

When designing a weapons collection project/program, it is of utmost importance to take into consideration that guns can be and often are closely tied to a person's identity, societal expectations and a particular culture. Armed violence should be addressed from a perspective that recognizes both women's and men's roles. A key success factor is to have an objective understanding of motivations to own and use firearms in order to overcome gender stereotypes that may associate weapons ownership and use with masculinity.

In certain contexts, it must also be taken into account that women can be involved into armed violence as a way to express their rights, identity, and independence in male-dominated context. When designing a weapons collection program, this aspect must also be taken into consideration, in particular when identifying alternative solutions for affirmation or security of women.

SALW-related projects and programs should encourage gender equality and take into account positive, non-violent forms of male behavior. Such projects and programs should be integrated into any long-term approach. They may include education of children and youth and target groups, and should be supported by policies for employment and economic development.

## Checklist

A certain number of issues need to be taken into account to maximize the impact of the project/program:

- ☐ Assess the risk for the project/program to generate tensions in the local communities (such as rape and sexual violence of individuals) and possible confrontational situation
- ☐ Identify the needs of women and girls in interaction with local organizations and avoid raising too high expectations
- ☐ Do not neglect the role and impact of women in peace-building and violence prevention. However, this role must fit into a “face-saving” approach and avoid unnecessary over-exposure of women
- ☐ Include women in all phases of the conflict cycle to reduce violence and its impact. However, the most effective impact of civil society involvement and gender mainstreaming may be in the pre- and post-conflict phases. A holistic approach to these phases must therefore include women
- ☐ Identify the role of women in peacebuilding or DDR processes
- ☐ Take into consideration the strong influence of women in the family and local community to foster peace and prevent violence. In “peace-time”, women can be instrumental in encouraging safe storage practices and firearms safety within their families and communities
- ☐ Recognize and understand the role of women as peacebuilders and embed them into conflict prevention and peacebuilding strategies
- ☐ Children can also have the capacity to influence their peers and parents and therefore can also become effective agents of change in their societies
- ☐ SALW projects and programs should be integrated into broader peace-building efforts, poverty reduction strategies and human security frameworks; and
- ☐ Ensure the representation of both sexes in the teams responsible for the assessment, drafting, implementation, monitoring and evaluation of SALW control efforts

The design of SALW collection project/program should be based on:

- The prevalence of sexual and gender-based violence in the area
- A gender-based assessment of the impact of SALW on individuals of all age and sex groups
- A clear understanding of actual societal impact of small arms ownership (weapon ownership may have a vital function, e.g., to protect against criminal activity)
- An assessment of the risk of disarming specific groups and the impact on the local balance of power, and possible consequences for civilian populations
- A clear understanding of the patterns of violence based on sex- and age-disaggregated data
- An assessment of the protection needs of the members of the community and of its institutional response
- An identification of the possible roles – and added value – of men and women in the various functions related to arms collection; and
- An assessment of potential roles for local women's organizations in peace-building education and non-violent conflict resolution, as well as in raising awareness for SALW-related issues.

#### 6.3.1.4 Management & Leadership

The management of SALW collection projects and programs does not always aim specifically at reducing violence against women. However, when gender-based violence is a key issue, and determines the objectives of a project or program, it is advisable to have a significant participation of women in its management and leadership. Factors to consider include:

- Guidance on coordinating mechanisms on SALW control should promote women's leadership and include female participants as well as the unit responsible for women's affairs and recruitment
- Perform assessment on the needs for female and male staff in key positions
- Ensure the equal and full participation of women in decision-making, as well as the active involvement of female representatives of civil society
- Engage women in decision-making on budgets and resource mobilization
- Ensure that individuals of both sexes are able to freely express their views and perspectives by using public dialogue, consultations, discussions, polls, and surveys
- Include gender provisions in planning, and give them priority during implementation
- Develop women's capacity-building activities focused on strengthening their ability to engage into SALW-related issues
- Ensure that existing staff has necessary gender perspectives and expertise
- Strengthen human resources, policies, projects, and programs to ensure responsiveness and accountability on gender issues; and
- Interact with the other international organizations and CSOs working on gender issues to identify and exploit synergies, while avoiding duplication of work.

## 6.3.2 Disarmament, Demobilization and Reintegration (DDR)

Effective DDR requires a multidimensional approach that may include not only defense and security sector reform, but also economic and educational structures allowing reintegration of former combatants. In this context, NATO has only limited capabilities to address the full spectrum of DDR and must rely on partnerships with other international organizations or nations. However, understanding the complex interactions between society and security requires a deep understanding of gender issues in this context and how this should be addressed.

DDR programs are usually conducted in post-conflict situations. However, some aspects of DDR programs, such as disarmament of individuals, may be implemented in security of operations. Although they may not have the same social impact, these operations must be designed with a gender perspective in order to maximize sustainability.

### 6.3.2.1 Objectives of the activity

The ultimate goal of DDR is to promote stability and security in post-conflict situations and include the following main enabling objectives:

- To reduce the amount of illegal arms in order to allow all actors to focus on reconstruction activities
- To reduce the number of armed groups in order to return the monopoly of the use of force to the state
- To contribute to right-sizing armed forces in order to provide more resources to state- and nation-building activities.

### 6.3.2.2 Activity specific considerations for gender mainstreaming

As to gender-related issues, modern DDR projects and programs should be able to address three main categories of individuals:

- Female members of armed groups or armed forces who joined freely
- Female members of armed groups or armed forces who were forced to join or were detained or used for logistical purposes. Their role is often difficult to assess, but they should be taken into account when establishing a DDR program; and
- Dependents of members of armed groups or armed forces.

In order to address DDR projects/programs, it is imperative to have a thorough understanding of the societal and social context in which the DDR process unfolds.

Women can support the reintegration phase of DDR and should be included in designing reintegration processes. Their experiences may help local populations with reintegrating former fighters, bring reconciliation, and assist in making communities safer.

An inclusive approach to DDR projects and programs design should include women and relevant groups, experiences of those who assisted in peace-building in the conflict period or who served in an armed group or force, and learning skills that can be transformed into community service in the reconstruction period.



### 6.3.2.3 Design and guidance

The design of DDR projects and programs should take the following aspects into consideration:

- Providing and ensuring equal access to reintegration programs for individuals involved in the conflict (e.g., ex-combatants, women and girls working in support functions for armed groups and forces, wives and dependents of male ex-combatants, and members of the receiving community) to understand, assist, and strengthen the DDR process
- Gender aspects should be considered in the negotiation phase. Mediation and facilitation teams should be advised on specific gender dynamics, relations in and around armed groups and forces, and the impact of any peace agreement. In order to do so, facilitators of meetings and gender advisers should organize gender workshops for women participants before the start of the negotiation
- In the assessment and design phase of any project or program, staff involved in planning should assist in establishing solid understanding of the legal, political, economic, social, and security context of the DDR program and how it affects women, men, girls, and boys in the armed forces or groups, and in the receiving societies. Moreover, planners should understand the different needs of women, men, girls, and boys who participate in DDR processes according to their roles during the conflict (for example, armed ex-combatants, supporters, or dependents)
- Vulnerabilities of the target population must be identified on the base of certain criteria, among which:
  - Number of dependents (including elders)
  - Household's source of income
  - Capital: (land)<sup>2</sup>, livestock, house
  - Ethnicity
  - Disabilities and health condition
- In cooperation with appropriate regional, bilateral, and multilateral organizations, DDR practitioners should encourage gender mainstreaming and compliance with UNSCR 1325 throughout all DDR efforts that they lead or support, encouraging all relevant actors, partners, receiving coun-

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2 Note: In certain countries, land cannot be owned.

tries, donors, and other stakeholders to dedicate human and economic resources towards gender mainstreaming during all phases of the DDR process

- DDR practitioners should ensure that gender advisers are involved in early stages of any project
- Provide transitional support in the form of ensuring equal access to the basic education and training to deal with the needs of women and girls that should start as soon as possible during the disarmament or demobilization phase
- Male and female ex-combatants should have equal access to clear information on their eligibility for participation in DDR programs, as well as the benefits available and how to obtain them. In the meantime, public information and awareness-raising sessions should be offered to the communities that will receive ex-combatants, especially women's groups, to help them understand what DDR is, and what they can and cannot expect to gain from it. It is of utmost importance that information on the DDR process (e.g., eligibility and benefits) reaches women and girls associated with armed groups or forces, as some commanders might try to exclude them
- During the disarmament phase, weapons possession has usually been a condition for eligibility in DDR programs. Previously, commanders removed weapons from the possession of women and girls before assembly, which often lead to the exclusion of women and girls from DDR processes. Therefore, women's equal access to secure disarmament sites is critical to ensure that gender stereotypes of male and female weapons ownership are not perpetuated. Ongoing programs to disarm, through weapons collections, weapons amnesties, new gun control laws supporting the registration of legally owned weapons, programs of action (e.g., weapons in exchange for development), and other initiatives should be put in place to support reintegration and development processes. Men are, by tradition, associated with the use, ownership, and promotion of small arms, and are wounded or killed in direct combat more than women. Nevertheless, the difference between female and male gun ownership does not mean that women have no guns and may not pose threats to security
- In weapons collection sites, attention should be paid to the identification of female ex-combatants who return their weapons and female community members who hand over weapons on behalf of ex-combatants. Female

ex-combatants can assist with information about the number, location, and situation of hidden weapons, provided there are adequate security measures to protect the identity of the person giving the information

- Existing efforts of relevant NGOs and female community leaders to raise awareness of weapons spread and misuse should be identified and recognized when planning long-term disarmament processes
- Women's knowledge of trading routes, weapons reserves and collections, and other SALW-related information should be obtained, where this can be done safely, during the field assessment phase, and this information should be used in disarmament planning
- Surveys should be carried out to determine the attitudes of women and girls (both those who participated in conflicts and community members) to SALW
- Encourage educating and including women in disarmament activities to strengthen women's profile and leadership. Consider linking women's knowledge and awareness of disarmament to the promotion of their broader political participation and involvement in community development
- Collected weapons should be properly guarded with an aim towards final disposition. The involvement of women's groups in monitoring weapons collection and destruction, and as participants in their destruction, can be a way of bringing together community support for and investment in the peace process
- During the resettlement phase, after demobilization, mechanisms should be put in place to allow female ex-combatants and supporters to return to their destination of choice using safe means of transport minimizing exposure to gender-based violence, re-recruitment, and kidnapping or human trafficking. Female ex-combatants and supporters should be fully informed about, and able to access, any reintegration support services (e.g., a local demobilization support office, if one exists). When it comes to social reintegration, as a part of the broad consultation carried out with a wide variety of actors, support the preparation of the community to receive ex-combatants by community awareness-raising meetings; and
- Provide support, where possible, with economic reintegration by ensuring access to the trainings and information sessions.

## Checklist

- ☐ Gender-sensitive assessments for female ex-combatants, supporters and dependents should be carried out independently of a general needs assessment because of the specific needs and concerns of women
- ☐ Example of gender-disaggregated information required to assess the situation for the project design:
  - Status in family (income generation, housewife, etc.)
  - Source of income
  - Military Rank (or equivalent)
  - Years of service
  - Age
  - Gender of dependents in household
  - Ethnicity
  - Health condition (including disabilities)
  - Level of education
  - Professional experience
  - Type of intended activity after demobilization
  - Type of support needed
- ☐ The methodology of data collection should be sensitive to gender-related issues. The assessment group should include representatives from local women's organizations and the local community. This might mean that local female interpreters and translators are needed
- ☐ Assist in developing a framework of capacities and vulnerabilities to plan and measure the outcome of gender-responsive DDR programs. This framework should map the strengths and weaknesses of the target population based on collective interviews and focus groups with women's NGOs, community leaders, female ex-combatants, and supporters
- ☐ Ensure gender-responsive program design. The formulation of any project or program should reflect the results of needs assessments of female ex-combatants and female associated with armed forces and groups

- ❑ Advocate for a gender-responsive budget to ensure that female-specific interventions are sufficiently funded
- ❑ Assist in creating a framework for gender-responsive monitoring and evaluation (M&E) to find out if DDR programs are meeting the needs of women and girls, and to examine the gendered impact of DDR
- ❑ Help in identifying a set of specific indicators that measure the gender dimensions of DDR programs and their impacts with an aim for more comprehensive and practical recommendations for future programs; and
- ❑ Whenever necessary, data should be disaggregated not only by gender (to compare men and women), but also by age, different role(s) during the conflict, location (rural or urban), and ethnic background

#### 6.3.2.4 Management & Leadership

It is important to understand that DDR programs do not affect only men. Women and children may have been involved in combat operations as combatants or in logistical and support functions. Furthermore, women and children may be affected by the disarmament and demobilization process. DDR programs can only be sustainable if designed and managed, taking into account the social and societal environment of the demobilized individuals and their dependents.

## 6.3.3 Destruction of weapons and ammunition

### 6.3.3.1 Objectives of the activity

The destruction of weapons and ammunition serves various objectives:

- The elimination of material that could be misused for criminal or subversive purposes
- The elimination of surplus, excess or obsolete material, whose storage and maintenance would be expensive and dangerous for military and civilian populations
- The implementation of “right-sizing” activities for security and military organizations
- The disbandment of armed groups in a post-conflict situation as part of confidence- and nation-building initiatives.

### 6.3.3.2 Activity specific considerations for gender mainstreaming

The destruction of ammunition and weapons has only limited impact on deeper societal issues, including gender-based violence. However, in certain areas, arms destruction can be an economic activity that can be used to promote women’s societal and social role at local level, including:

- Employment of women in the destruction facility as a source of income for local populations, in particular for women who were left without resources as a consequence of the conflict; and
- Employment of former combatants, including disabled former combatants
- Employment of specifically trained women groups for monitoring destruction activities
- Awareness and transparency activities in areas where weapons and ammunition destruction activities are conducted.

### 6.3.3.3 Design and guidance

Destruction of arms and ammunition follows straight-forward processes that have been established and proven effective over time. However, the involvement of local workers in this process may contribute to achieve a local ownership for disarmament projects and programs, and may have a positive socio-economic impact at local level. For instance, destruction projects may provide an opportunity for new jobs.

Although destruction activities themselves may not be gender-sensitive, monitoring and awareness activities can be effectively performed by women. This implies adequate training for female personnel.

- Consider the job opportunities provided by the project as a mean to support governmental policies on gender mainstreaming and women empowerment, especially when projects involve skills that can be easily reused in the local economy. In this regard, design and guidance should include cooperation with other international organizations and CSOs working on gender and women's concerns.

### 6.3.4 Physical Security and Stockpile Management (PSSM)

Physical Security and Stockpile Management (PSSM) encompasses all provisions for the necessary physical infrastructure and national capacity allowing for securing and accounting for weapons and ammunition under government control. This comprises the construction and rehabilitation of weapons and ammunition storage facilities in line with international standards, the design and implementation of effective management and accountability processes, as well as capability development for efficient and effective management and monitoring.

#### 6.3.4.1 Objectives of the activity

The objectives of PSSM are manifold:

- To keep weapons and ammunition out of reach of unauthorized individuals, and to make them readily available to institutional security and defense organizations
- To ensure a safe and secure storage of ammunition that minimizes the risk of damage and unintended explosion
- To ensure a lifecycle management of ammunition and weapons in order to guarantee their proper functioning and timely availability
- To prevent the risk of ammunition and weapons diversion.

#### 6.3.4.2 Activity specific considerations for gender mainstreaming

The wide range of activities involved in PSSM opens a wide door to employment of both male and female employees, in particular with regard to managerial and warding functions.

Besides its functional and operational aspects, PSSM also contributes to the safety of neighboring populations by minimizing risks for catastrophic explosions. However, in certain situations, where populations live in the close vicinity of storage facilities, cooperation with local authorities and civil society may contribute in raising awareness and in educating the population on safety measures and recommended behavior in case of emergency.



#### 6.3.4.3 Design and guidance

When designing a PSSM project, especially when the storage facility lies in the vicinity of inhabited areas, women can play a role in the establishment of preventive and emergency measures for the population. They provide a valuable interface between authorities, project managers, and the local population in identifying areas of concern and locating vulnerable populations.

##### Checklist

- ☐ Women should be involved in the process of establishing links with the local population and in the risk assessment for neighboring populations
- ☐ Awareness programs should be established to provide children with basic behavioral rules in case of explosion and fire in schools (e.g., meeting points and evacuation plans)
- ☐ Education and physical measures (e.g., signs and posters) must be used to avoid children playing in the direct vicinity of the ammunition storage facility, to minimize the risk of false alarm, and to avoid confusion for the security personnel

#### 6.3.4.4 Management & Leadership

Management of a storage facility:

- Activities related to safe stockpiling of ammunition and weapons should be done in coordination with national authorities, in particular the national commissions, in order to harmonize training and awareness efforts
- The wide range of activities involved in PSSM opens a wide door to employment of both male and female employees. In particular with regard to managerial and warding functions.
- PSSM activities also require raising awareness among neighboring populations that can be performed by female personnel
- Risk management measures should be considered at the early stages of the project and include liaison with other national and local entities.

### 6.3.5 Weapons identification, marking, registering, and tracing

Identification, marking, registering and tracing weapons serve a variety of purposes:

- Management of weapons and ammunition, including inventory rotation and spare parts (re-)supply
- Replacement of obsolete weapons, parts, and ammunition
- Identification of users of arms and ammunition at any given time; and
- Tracking parts or ammunition failures for the purpose of quality control.

#### 6.3.5.1 Objectives of the activity

The objectives of identification, marking, registering, and tracing SALW are:

- To improve safety and security of stockpiles and stored material
- To facilitate life-cycle management of weapons and ammunition
- To identify and document the flow of weapons and ammunition, and
- To locate the potential illicit points of diversion to the arms trade.

#### 6.3.5.2 Activity specific considerations for gender mainstreaming

Weapons identification, marking, registering, and tracing is essentially a technical activity with low gender-sensitivity. However, the conduct of these activities should undergo normal gender mainstreaming procedures and non-discriminatory personnel recruitment and management.

Therefore, women can be involved at each step from the design to the execution of this activity. Experience show that women can provide a level of care, precision, and performance for such an activity, which is higher than with their male counterparts.

Weapons identification can involve local communities and may require awareness raising among local populations.

The various facets of this activity require skills transfers and training, which can be performed by women.

### 6.3.6 Arms flows monitoring, and illicit trade prevention

Arms flows monitoring is tightly related to activities involving identification, marking, registering, and tracing SALW. This set of activities can be of strategic importance when flows of weapons feed insurgency or terrorist situations with national security implications. It can also be considered at tactical level to identify criminals and criminal networks in a law and order context:

- Identify flow of (illegal) weapons and ammunition; and
- Tracking criminal and trafficking networks or individuals, including possible sponsors of violence.

It must be therefore integrated in a wider strategy to address weapons proliferation and illicit activities.

Trafficking in SALW may also be related to other types of trafficking (e.g., drugs and human beings), although in most cases the network patterns and actors are different. It has been observed that such traffickers are also used as SALW smuggling couriers.

The major contribution of women in this context is their influence and impact on the demand side. Through effective work with and among local communities and within family circles, women can have a decisive added value by curbing violence.

Women can also have a decisive role in terms of early-warning when observing trafficking routes and when observing social riots or uprisings in the community which can lead to conflicts. In this context they can have a crucial role in preventing violent rebellions or even armed conflicts.

When addressing gang-type violence, it must be noted that while it involves predominantly men, both as perpetrators and victims, women may also be affected by or involved in gang activities in numerous roles. Women and girls might have logistical or leadership roles, for example, by organizing, planning, and even being engaged in armed violence, but they are certainly also victims.

In this context, gun possession is often associated with male violence. Nevertheless, in some violent contexts, the mere ownership of guns may be associated with transition from boy to a man, and may be understood as a way to gain social status and respect in the community. Failing to get respect in the society

through other means may promote violent behaviors. In certain situations, the cultural perception of masculinity may promote ownership of weapons. Proper education about the perception of male stereotypes may contribute to stop associating masculinity with guns.

#### 6.3.6.1 Objectives of the activity

Objectives aimed by arms flows monitoring and preventive measures are:

- To identify illegal trade networks
- To identify and document the flow of weapons and ammunition, and locate potential and effective points of diversion in the arms trade; and
- To disrupt illegal weapons trade networks and proliferation.

#### 6.3.6.2 Activity-specific considerations for gender mainstreaming

There are a number of gender-based considerations in addressing the illicit trade in SALW. Arms trafficking needs to be addressed holistically by taking both demand and supply aspects into consideration. While the impact of involving women in addressing the supply side of SALW trafficking may not be significantly different than that of involving men, addressing the demand side with female actors may have significant results:

- Women can be instrumental at both family and local community levels in discouraging men to resort to armed violence and in establishing kind of “codes of conduct” in these two contexts; and
- Work on the demand for weapons through women may require the establishment or organization of local structures and training for advocacy and awareness work, especially to address violence that involves or targets children.

### 6.3.6.3 Design and guidance

The monitoring of the flows of weapons and ammunition must be part of a comprehensive approach to address illicit trade and proliferation. In order to be effective, it requires a “whole-of-government” approach and carefully coordinated activities. Institutions related to the Defense should work together with customs and domestic law enforcement entities, in order to maintain a common operational picture. Contacts and information sharing with neighboring countries are decisive success factors.

The same weapons and ammunition can serve terrorist and other type of criminal organization. They may also be connected to other type of trafficking such as drugs and human beings. Therefore monitoring the flow of weapons may serve a variety of objectives ranging from national security to law enforcement.

## Checklist

A strategy that includes women to address the demand for weapons may comprise the following activities:

- ☐ Establish or re-establish institutionalized security mechanisms to prevent individual security initiatives that would lead to an uncontrolled weaponization of civil society
- ☐ Conduct surveys with survivors, victims, perpetrators, and affected communities in order to obtain the necessary information to understand the very nature and purpose of the demand for SALW, as well as the impact of their misuse
- ☐ Work to understand the relationship between arms trafficking and other illegal activities and networks in order to have a coherent approach to the problem
- ☐ Ensure collaboration, consultation, and engagement with the social and economic development sectors and civil society to address the needs of individuals involved in trafficking networks with the aim to establish a strategy
- ☐ Identify activities together with local population in order to establish alternative income generating activities that would prevent arms smuggling
- ☐ In case of situations where arms trafficking is related to human trafficking, use the testimonies of victims and qualitative data to formulate anti-trafficking policies, strategies, and action plans
- ☐ Where relevant, engage young men who might be particularly prone to resort to violence by prioritizing sporting, artistic, educational, and employment opportunities and by promoting non-violent examples of manliness

## 7 Concluding Remarks

NATO's efforts in SALW result from the aspiration to assist partner nations to get rid of and recover from the devastating effects of SALW. In providing the necessary assistance and support to affected populations in conflict or post-conflict areas, emphasis should be placed on the principle of gender equality, regardless of the cultural context. Gender mainstreaming guidelines are designed to ensure that the contributions, concerns, and needs of all age and gender groups are acknowledged and addressed accordingly.

With a view to implementing NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security, NATO's Gender Mainstreaming Guidelines for SALW will be used in NATO projects. The practical application of the guidelines will be assessed through NATO SALW projects and programs assessment procedures with implementing partners over a period of one year to ensure that the goals are met.

NATO would be pleased to receive any comments, suggestions, recommendations or questions you may have with regard to these guidelines.

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## 8 Glossary

**Abandoned explosive ordnance (AXO)** means “explosive ordnance that has not been used during an armed conflict, that has been left behind or dumped by a party to an armed conflict, and which is no longer under control of the party that left it behind or dumped it. Abandoned explosive ordnance may or may not have been primed, fused, armed or otherwise prepared for use.” (Convention on Certain Conventional Weapons, Art. 2)

**Ammunition** include “the complete round or its components, including cartridge cases, primers, propellant powder, bullets or projectiles, that are used in small arms or light weapons.” (UN CASA, ISACS 01.20:2016(E)V1.3)

**Civil society** is defined as the “associations of citizens (outside their families, friends and businesses) entered into voluntarily to advance their interests, ideas and ideologies. This term does not include profit-making activity (the private sector) or governing (the public sector).” (UN CASA, ISACS 01.20:2016(E)V1.3)

**Conflict-related sexual and gender-based violence (CR-SGBV)** is defined as “any sexual and/or gender-based violence against an individual or group of individuals, used or commissioned in relation to a crisis or an armed conflict” (NATO Military Guidelines on the prevention of, and response to CR-SGBV, MCM-009-2015, Paragraph 9)

**Demilitarization** refers to “the complete range of processes that render weapons, ammunition and explosives unfit for their originally intended purpose. Demilitarization not only involves the final destruction process but also includes all of the other transport, storage, accounting and pre-processing operations that are equally as critical to achieving the final result.” (UNODA, IATG 10.10.:2015, pg. 1)

**Destruction** is defined as “rendering permanently inoperable small arms, light weapons, their parts, components or ammunition.” (UNCASA, ISACS 01.20:2016(E)V1.3)

**Explosive remnants of war (ERW)** are “unexploded ordnance and abandoned explosive ordnance.” (Convention on Certain Conventional Weapons, Art. 2)



**Explosive ordnance (EO)** are “all munitions containing explosives, nuclear fission or fusion materials and biological and chemical agents. This includes bombs and warheads; guided and ballistic missiles; artillery, mortar, rocket and small arms ammunition; all mines, torpedoes and depth charges; pyrotechnics; clusters and dispensers; cartridge and propellant actuated devices; electro-explosive devices; clandestine and improvised explosive devices; and all similar or related items or components explosive in nature.” (IMAS, pg. 14)

**Gender** refers to “the social attributes associated with being male and female learned through socialization and determines a person’s position and value in a given context. This means also the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. Notably, gender does not equate to woman.” (NATO, BI-SC Directive 40-1, 2012)

**Gender analysis** is defined as “the systematic gathering and examination of information on gender differences and social relations in order to identify and understand inequities based on gender”. (NATO, BI-SC Directive 40-1, 2012) It could also be understood as “methods used to understand the relationship between men and women in the context of the society. For example, military planning activities should assess the different security concerns of women and men, girls and boys in the area of operation or take account of power relations in the community to ensure women and men have equal access to assistance where the military is engaged in supporting humanitarian assistance. Other examples would include understanding how customary conflict-resolution mechanisms affect women and men differently and how their social status may change as a result of war.” (UN, Addressing Conflict-Related Sexual Violence, 2010, pg. 5)

**Gender balance:** “NATO-led operations can be more effective with enhanced women’s participation at all levels. The experiences and skills of both men and women are essential to the success of NATO operations. Today’s conflicts often require a Comprehensive Approach in terms of more tactful public relations, better and more extensive situational awareness, information operations, information gathering and intelligence production. Women in NATO-led forces can be an asset and an enabler, especially in activities of engagement with the local population. NATO-led operations will deploy the capacity and capability to engage with the entire population, men and women, girls and boys. It is optimal to have both a gender balanced force, and gender balanced teams.

Gender engagement activities include, but are not limited to: CIMIC, HUMINT, information operations, psychological operations, investigations, medical services and public affairs." (NATO, BI-SC Directive 40-1, 2012, Chapter 3.3)

**Gender-based violence (GBV)** is "violence that is directed against individuals or groups of individuals on the basis of their gender or sex. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty. While women, men and boys and girls can be victims of gender-based violence, women, and girls are the main victims." (UN Department of Peacekeeping Operations, Policy for Gender Equality in UN Peacekeeping Operations 2010, pg. 9)

**Gender equality** refers to "the equal rights, responsibilities and opportunities for women and men, and girls and boys. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male." (NATO, BI-SC Directive 40-1, 2012)

**Gender mainstreaming** is defined as a "strategy to achieve gender equality by assessing the implications for women and men of any planned action, including legislation, policies and programs in all areas and at all levels, in order to assure that the concerns and experiences of women and men are taken into account in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres. This will lead to that women and men benefit equally and inequality is not perpetuated. Gender mainstreaming in this context represents the process to recognize and incorporate the role gender plays in relation to NATO's various operational missions. Gender mainstreaming does not focus solely on women, but the benefits of mainstreaming practices recognize their disadvantaged position in various communities." (NATO, BI-SC Directive 40-1, 2012)

**Gender-responsive DDR programs** are programs that "are planned, implemented, monitored and evaluated in a gender-responsive manner to meet the different needs of female and male ex-combatants, supporters and dependents." (UNDDR, Integrated DDR Standards, Level 5.10., pg. 25)

The term '**gender perspective**' is a way of seeing or analyzing which looks at the impact of gender on people's opportunities, social roles and interactions. (UN Women, Gender Equality Glossary)

SALW “are ‘illicit’ if:

- (a) They are considered illicit under the law of the State within whose territorial jurisdiction the SALW is found;
- (b) They are transferred in violation of arms embargoes decided by the Security Council in accordance with the Charter of the UN;
- (c) They are not marked in accordance with the provisions of this instrument;
- (d) They are manufactured or assembled without a license or authorization from the competent authority of the State where the manufacture or assembly takes place; or
- (e) They are transferred without a license or authorization by a competent national authority.” (UNGA, A/60/88, Nr.6)

**Integration of gender perspective** is a “way of assessing gender-based differences of women and men reflected in their social roles and interactions, in the distribution of power and the access to resources. In ACO and ACT activities it is used synonymously with implementing the requests of UNSCR 1325, related resolutions, as well as directives emanating from NATO. The aim of which is to take into consideration the particular situation and needs for men and women, as well as how the activities of NATO have different effects on them. More fundamentally, implementing a gender perspective is done by adapting action following a “gender analysis”.” (NATO, BI-SC Directive 40-1, 2012)

**Light weapons** “are, broadly speaking, weapons designed for use by two or three persons serving as a crew, although some may be carried and used by a single person. They include, inter alia, heavy machine guns, hand-held under-barrel and mounted grenade launchers, portable anti-aircraft guns, portable anti-tank guns, recoilless rifles, portable launchers of anti-tank missile and rocket systems, portable launchers of anti-aircraft missile systems, and mortars of a caliber of less than 100 millimeters.” (Report of the Open-Ended Working Group to negotiate an International Instrument to Enable States to Identify and Trace, in a Timely and Reliable Manner, Illicit Small Arms and Light Weapons, A/60/88, Nr.4(b))

**Small arms** “are, broadly speaking, weapons designed for individual use. They include, inter alia, revolvers and self-loading pistols, rifles and carbines, sub-machine guns, assault rifles and light machine guns” (Report of the Open-Ended Working Group to negotiate an International Instrument to Enable States to Identify and Trace, in a Timely and Reliable Manner, Illicit Small Arms and Light Weapons, A/60/88, Nr.4(b))

**Sex** “refers to the biological and physiological characteristics that define males and females. The terms ‘male’ and ‘female’ are sex categories, while the terms ‘masculine’ and ‘feminine’ are gender categories.” (UNCASA, ISACS 01.20:2016(E)V1.3)

**Sex-disaggregated data** is “data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflect roles, real situations, general conditions of women and men, girls and boys in every aspect of society. For instance, the literacy rate, education levels, business ownership, employment, wage differences, dependents, house and land ownership, loans and credit, debts, etc. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.” (UN Women, Gender equality glossary)

**Sexual violence** is “when the perpetrator commits an act of a sexual nature against one or more persons or cause such person or persons to engage in an act of sexual nature by force, or by threat of force or coercion, such as that caused by fear of violence, duress, detention, psychological oppression or abuse of power, against such person or persons or another person, or by taking advantage of a coercive environment or such person's or persons' incapacity to give genuine consent.” (NATO, BI-SC Directive 40-1, 2012)

**Stockpile** is “a large accumulated stock of small arms and/or light weapons, including their parts, components and ammunition” (UNCASA, ISACS 01.20:2016(E)V1.3)

**Stockpile management** refers to “procedures and activities designed to ensure the safe and secure accounting, storage, transportation and handling of small arms and/or light weapons, including their parts, components and ammunition.” (UNCASA, ISACS 01.20:2016(E)V1.3)

**Surplus** are “functioning small arms and light weapons in a State stockpile that are no longer required by the armed services of the State in order to ensure internal and external security.” (UNCASA, ISACS 01.20:2016(E)V1.3)

**Tracing** is “the systematic tracking of illicit small arms and light weapons or ammunition from the point of their manufacture or import through the lines of supply to the point at which they became illicit.” (UNCASA, ISACS 01.20:2016(E)V1.3)

**Violence against women** is defined by the UN General Assembly in the 1993 Declaration on the Elimination of Violence Against Women as “any act of gender-based violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private. Violence against women shall be understood to encompass, but not be limited to, the following:

- (a) Physical, sexual, and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;
- (b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and forced prostitution; and
- (c) Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs.” (UNGA, A/RES/48/104, Art. 1)

## 9 Additional Reading Material

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