



NATO  
OTAN



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



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# Abbreviations

ACDC	Arms Control, Disarmament and Weapons of Mass Destruction Non-Proliferation Centre (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
M&E	Monitoring and Evaluation
MOSAIC	Modular Small-arms-control Implementation Compendium (MOSAIC)
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

# Reference documents

The present guidelines are based on the following reference documents:

1. NATO, *Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence (CR-SGBV)*, 2015.
2. NATO Women, Peace and Security, *Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security*, June 2018.
3. NATO Supreme Allied Commander, Transformation, *Bi-Strategic Command Directive 040-001 (Public Version) Integrating UNSCR 1325 and Gender Perspective into the NATO Command Structure*, 17 October 2017
4. United Nations Security Council, *Small Arms and Light Weapons report of the Secretary-General*, (6 December 2017), [S/2017/1025](https://undocs.org/S/2017/1025)
5. 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)
6. 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)
7. 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).
8. 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).
9. 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)
10. 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)
11. United Nations Security Council Resolution 2117, *Small Arms and Light Weapons*, (26 September 2013), available from [undocs.org/S/RES/2117](https://undocs.org/S/RES/2117)
12. United Nations Security Council Resolution 2467, *Conflict-Related Sexual Violence*, (29 April 2019), available from [undocs.org/S/RES/2467](https://undocs.org/S/RES/2467)

13. General Assembly Resolution 69/61, Women, disarmament, non-proliferation and arms control, (2 December 2014), available from [undocs.org/A/RES/69/61](http://undocs.org/A/RES/69/61)
14. General Assembly Resolution 71/56, Women, disarmament, non-proliferation and arms control, (5 December 2016) available from [undocs.org/A/RES/71/56](http://undocs.org/A/RES/71/56).
15. *UN Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in All Its Aspects*, July 2001
16. *UN Integrated Disarmament, Demobilization and Reintegration Standards, Operational Guide*, OG 5.10, Women, Gender and DDR, 2014
17. UN Office for Disarmament Affairs, Modular Small-arms-control Implementation Compendium (MOSAIC) Module 06.20. *Children, adolescents, youth and small arms and light weapons*, 25 April 2018
18. UN Office for Disarmament Affairs, Modular Small-arms-control Implementation Compendium (MOSAIC), *Module 05.10. Conducting small arms and light weapons surveys*, 27 August 2012
19. UN Office for Disarmament Affairs, Modular Small-arms-control Implementation Compendium (MOSAIC), *Module 03.40. National coordinating mechanisms on small arms and light weapons control*, 17 June 2014.
20. UN Office for Disarmament Affairs, Modular Small-arms-control Implementation Compendium (MOSAIC), *Module 06.10. Women, gender and small arms and light weapons*, 2017.

# Introduction

## 1 General

People can be exposed to Small Arms and Light Weapons (SALW) at any age as victims, witnesses, or perpetrators at all stages of the conflict cycle. The victims can be both combatants and civilians. Studies have shown that armed conflict has different effects on men and women, as they often have differing roles within societies both during conflict and in a post-conflict environment. The majority of victims of small arms violence, either in conflict, post-conflict or non-conflict environments are young men. Men are also the main perpetrators of gender-based violence, which can be perpetuated with a gun, for example in a domestic context. Countering this requires targeted actions towards both men and women, and calls for women to participate at relevant decision-making tables. However, in the domains of decision-making on international, national or local security, politics, diplomacy, municipal councils, committees of elders and more, male voices have dominated the discussions. Including women at the decision-making- and policy level, SALW regulations become more gender-sensitive and effective.

NATO underlines the importance of mainstreaming gender perspectives in its full spectrum of activities, as established in its 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 integration of gender perspectives when dealing with SALW issues.

The present guidelines follow the recommendations provided by UN resolutions and guidance on Women, Peace and Security. They are built on guidance provided in the Modular Small-arms-control Implementation Compendium (MOSAIC) developed by the United Nations.

## 2 SALW in NATO

Small Arms and Light Weapons (SALW) control measures aim at preventing illicit transfers and use of SALW, as a contribution to security, peace and stability. SALW activities are not about the prohibition of legal arms ownership but about contributing to national security through adequate small-arms regula-



tions in challenging environments. As such, SALW control measures are components of a holistic approach to conflict prevention, conflict management and post conflict recovery.

NATO's initiatives in the area of SALW are an integral part to NATO's capacity building in arms control, disarmament and non-proliferation efforts, and NATO is committed to helping Partners project stability through defense-capacity building. Controlling illicit flows of SALW is an important component of defense-capacity building, where including gender-sensitive policies is crucial for long-term institutional capacity build-up.

In order to be effective, SALW control measures have to be integrated into a comprehensive and multi-dimensional approach. In that respect, such measures have to be carefully coordinated inter alia with Security Sector Reform (SSR) projects, Disarmament, Demobilization and Reintegration (DDR) projects, border management initiatives, stabilization operations, counter-terrorism and –crime-prevention strategies, economic and social development, and good governance initiatives.

NATO also places importance on increasing awareness of the link between gender and SALW control, and is actively encouraging dialogue and cooperation among Allies and Partners to bring about tangible and effective gender-mainstreaming practices within SALW control. To date, NATO has two platforms to support the inclusion of gender considerations within SALW, both on policy level and for practical implementation. These are; the Ad Hoc Working Group on SALW and Mine Action (AHWG SALW/MA), where Allies and Partners gather to bring about efforts that contribute to ongoing international work in reducing the impact of anti-personnel landmines and the threat caused by the illicit flow of SALW; and the NATO Trust Fund mechanism, that assists NATO Partners in meeting the obligations under the Ottawa Convention, provides support for the disposal of conventional ammunition and small arms, defense reform and training, etc. Additionally, NATO supports the inclusion of gender considerations in the framework of international instruments, such as the United Nations Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in SALW in All Its Aspects (PoA).

From a policy-level point of view, addressing the trafficking of SALW must also be incorporated and seen as a part of effective life cycle management in order to strive towards a complete and sustainable project.

### 3 Purpose of the guidelines

In order to achieve long-lasting effects, gender mainstreaming in SALW control must be taken into consideration at all stages of SALW control project management, as it contributes to ensuring that the differing perspectives and experiences of women and men are taken into consideration at all stages of NATO's SALW program management (i.e., programming, identification, formulation/ appraisal, implementation, monitoring, reporting, and evaluation). Gender mainstreaming and equal opportunity for men and women to participate in decision-making on issues related to SALW ensures innovative and effective solutions to complex problems. In order to be sustainable, all work within the field of SALW must be holistic and address not only legal and technical matters, but also cultural, societal, and functional drivers to illicit SALW trade and ownership, within a comprehensive and inclusive approach. Gender-transformative approaches, in which gender is central to promoting gender equality and achieving positive development and security outcomes, can assist in addressing those underlying factors.

Considering both men and women perspectives through gender mainstreaming is key 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 responses.

Therefore, the purpose of these guidelines is to give a better understanding of the implementation and use of gender mainstreaming in all aspects of SALW control, for a more holistic and sustainable approach in NATO operations and projects.

# Target Audience and scope of guidelines

These guidelines are not binding and have only advisory value. They are intended to be used by policy developers, project managers, and practitioners of NATO Allies and Partner countries working in the field of SALW control. They may be used by other national or international actors and stakeholders as well.

These guidelines should assist in how to gender-mainstream in SALW control for more effective SALW policies and activities, and consequently enhanced overall security and security operations. The provisions contained in these guidelines should be integrated in the design and programming of SALW-related projects and operations. In doing so, SALW projects will better address the security needs of men, women, boys and girls.

These guidelines are designed in line with existing international guidance and making use of these guidelines warrants that international best practices find their way into the activity.

# 1 Guiding principles

- **Local ownership** of SALW-related activities is crucial for achieving local 'buy-in,' especially for projects related to collection and destruction of weapons.
- A '**local buy-in**' can be promoted through the involvement of all relevant stakeholders, including women, during all stages of the project cycle management;
- **Commitment** to the full and equal participation of women at all levels, including at leadership level's participation;
- **Conducting gender analysis** for policy development is an important success factor, and should be done before the start of the project. 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** is necessary to design, implement, monitor, and evaluate the effectiveness of SALW control;
- 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;
- **Avoid the creation of onflict situations** that could harm or victimize civilians ("do no harm" principle);
- Government officials, service providers, contractors, and other relevant stakeholders working within SALW control should be provided with **training on gender equality and gender analysis**.
- **Exemplary and unequivocal ethical behavior** should be the utmost guiding principle in managing projects.
- Women shall **not only be seen as victims, they can also be perpetrators, but also actors of change**. Gender mainstreaming should therefore focus on promoting women's active and equal involvement in small arms control.
- Continuously aim to **complement national, regional and international efforts** towards gender mainstreaming in SALW.

## 2 Femininity and Masculinity in SALW

### 2.1 General

Men are the main perpetrators of SALW crimes, and most small arms are in the hands of men. Men also constitute a large majority as victims of the direct harm caused by SALW. Women on the other hand often suffer from the indirect consequences, such as added economic burden, lack of access to health care and infrastructure, and more. This is the case particularly in a post-conflict context, during conflict, in situations of urban violence and in terms of domestic and conflict-related sexual and gender-based violence. However, women also participate in conflict as combatants, obtain small arms to protect themselves, or become involved otherwise or are forced into violence or misuse of weapons during conflict. Moreover, it is important to understand the consequences of armed violence in conflict areas, and how differing attitudes of women, men, boys and girls towards arms affect their lives. Policy developments have often been constructed through male perspectives as men have mainly occupied policy-making positions, and have thus focused on the needs of men, rather than taking into account the needs of everybody, including those of women, boys and girls. It is essential to pay the necessary attention to gender when designing projects or operations. This needs to be addressed in the drafting of policies and initial project planning, to ensure that the needs of all individuals are considered and incorporated.

### 2.2 Social Attributes

Historically, societies have formed certain roles and expectations of men and women in accordance with the socially constructed phenomenon of masculinity and femininity. These ideas are developed in interaction with other sections of society, such as religion, ethnicity and economic status.

These notions have also been articulated in the power dynamics between men and women, and other minority groups. For example, the cultural perception of masculinity may, in certain cultures, promote ownership of weapons. Both men and women can contribute to maintaining these ideologies, such as by encouraging ideas of toxic masculinity, for example, encouraging men to take up arms or shaming them for not participating in conflict.

It is essential to pay close attention to these interplays within socially constructed gender roles to be able to develop adequate projects, as small arms and light weapons can both affect men and women differently, and can also be perceived differently, depending on a person's gender, social grouping, and other factors.

## 2.3 Ownership

Professions and activities in which weapons are used (military, law enforcement, sport shooting and hunting, and more) tend to be dominated by men. Although most SALW are in the hands of men, only a small proportion of men commit the majority of small arms violence. These are generally young (15-29 years of age), marginalized men, and their actions can turn into a vicious cycle as the very act of violence can increase their marginalization. The ownership (and usage) of small arms as weapons, may create a feeling of empowerment (social, economic, or both), which they have otherwise been excluded from. In these instances, SALW can represent a symbol of power for young men, which they perceive as a way to help them gain access to the culturally defined masculine roles in their societies, which they feel entitled to, but have been deprived of due to marginalization.<sup>1</sup>

Men are not the sole combatants in conflict. Women's participation in conflict is becoming more frequent, such as joining non-state actors or armed groups. They sometimes are combatants or can fulfill supporting roles such as spies, paramedics and teachers. It should be clearly distinguished between those women who are voluntarily joining such groups and those who are forcibly recruited by non-state actors or gangs. Forcibly recruited women are particularly vulnerable to conflict-related sexual and gender-based violence.

When designing projects, it is important to actively be aware of socially constructed ideas of gender roles and promote an objective understanding of what it means to be a man or a woman in a specific context. That way, we may be able to counter toxic ideas of masculine and feminine identities, which in return may promote a more successful project.

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<sup>1</sup> See: South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC), Gender and SALW in South East Europe, Main Concerns and Policy Response, 2016, p. 31

## 3 SALW Control

### 3.1 General

Including gender perspectives into SALW control activity planning, policy development, design, and organization in specific areas, requires background research, gender analysis and adequate preparation.

It is important to review all available data on the use and misuse of SALW, and on forms of violence likely to be linked to SALW. It may be helpful to identify potential and appropriate local, regional or international organizations or institutions in the area that can support data collection, awareness, advocacy, and training activities, and to ensure that the inputs and experiences of women (including refugees and internally displaced people) are taken into account.

### 3.2 Monitoring and evaluation (M&E)

The purpose of monitoring and evaluation (M&E) is to ensure the proper management of projects and the seamless and effective integration of gender perspectives into all operational activities in the project. Key aspects to consider in order to ensure effective monitoring and evaluation process in regards to gender sensitive SALW control activities include:

- Availability of sufficient organizational, structural, financial and personnel resources for monitoring and evaluation activities
- Ensure that personnel involved in the monitoring and evaluation process have received proper gender awareness training, are aware of the projects' gender-related objectives, and are comprised of equal gender representation
- Availability of sex- and age- disaggregated data to provide a holistic analysis and approach to the project
- Clearly-defined gender-related objectives, with associated indicators and benchmarks
- Monitoring and evaluation data should contribute to the identification of good practices focusing on improvement and enhancement of future programs and identifying lessons learned

- Ensure communication of the results of the monitoring and evaluation process to all stakeholders involved in the process, and ensure their feedback is taken into account
- Monitoring teams may include members of the civil society (to perform as independent experts or in public consultations) and should be comprised of mixed gender representation
- SALW-related monitoring and evaluation efforts should cover activities of men and women in all phases of the project (analysis, design, drafting, implementation, monitoring, reporting, and evaluation)
- All practitioners working on the project must be aware of the rationale and objectives for gender mainstreaming, as well as of the importance of sex and age disaggregated data, monitoring and evaluation, gained through specialized training
- In projects dealing with local populations (e.g., weapons collection) civil society (e.g., women's associations, youth groups, and NGOs), should be invited to participate actively in the assessment, design, review, and, monitoring and evaluation.

*Example:* Shelter camps for internally displaced persons in Pakistan were constructed without prior community consultations. A gender mixed M&E team from UNICEF noticed that women and girls had restricted access to services in the camps and were confined to their tents, as the majority of people came from Purdah communities where women and men should not mix outside of the family. After consultations with male and female members of the community (separately and together), it was agreed to construct a space for women where they could walk around freely with access to basic services. The fact that the M&E team was gender mixed was crucial for the consultations.



## 3.3 Policy-level and Operational activities

It is important that gender mainstreaming is incorporated in every level of the decision-making process of a project, on both policy- and operational-level. Key elements to ensure that SALW control interventions are gender-sensitive should include:

- Seek to have a mixed team of women and men as experts for all policy decisions and ensure that women's voices are equally reflected in all policy developments
- Encourage gender parity within defense institutions. Advocating for equal gender representation at all levels in such institutions is of essence
- Addressing the different needs of women, men, boys and girls
- Identifying activities to increase the participation of men and women in planned interventions
- Identifying specific indicators to monitor gender-related objectives and their impact on operational activities
- Encouraging commitment to gender equality of partners, women's organizations and other organizations working on the project

### 3.3.1 Weapons collection

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

#### 3.3.1.1 Objectives of the activity

Objectives for collecting weapons may be:

- To reduce the number of illegal weapons in circulation among the population

- To disarm factions in order to restore state authority and allow state- and nation-building in post-conflict society
- To reduce the number of weapons that factions are allowed to keep

### 3.3.1.2 Activity-specific considerations for gender mainstreaming

Civilians should be encouraged to play a significant role in convincing their peers, family members, relatives and others, to disarm or surrender excess or illicit weapons. The burden therefore falls on all stakeholders to play 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 and also as a voice in their own family. Therefore, local women should be included in consultations when planning for the collection of SALW.

- Consider that informants can be endangered and/or subject to retaliatory measures if contributing to disarmament projects. It is therefore essential to include precautionary measures in the planning phases, including adequate communication with the population
- The opinions, roles and needs of all local stakeholders should be considered in the initial planning phases of a weapons collection project, reflecting the principle of 'do no harm'
- Any strategy for information and awareness-raising campaigns on weapons collection should be established in cooperation with local stakeholders and Chief Security Officers (CSOs), to identify the right targets, including society at large
- Consider including CSOs, women's groups and other relevant 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 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

### 3.3.1.3 Design and guidance

When designing a weapons collection project, it is important 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 the role and experiences of both men and women in all stages of life.

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

SALW-related projects should always encourage gender equality and promote positive, non-violent forms of behavior. Such projects should be integrated into comprehensive approaches which may include education of children, youth and other target groups, and should be supported by policies for employment and economic development.

The design of SALW collection projects should be based on:

- The prevalence of conflict-related sexual and gender-based violence in the area
- A gender-analysis on the impact of SALW on individuals of all age and different groups
- A clear understanding of the actual societal attitudes towards small arms ownership (weapon ownership may have a vital function, e.g., to protect against criminal activity or may be used as a tool to exercise power and control in the community, within the family and over women)
- 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
- An assessment of potential roles for local women’s organizations and other relevant organizations, in peace-building education and non-violent conflict resolution, as well as in raising awareness for SALW-related issues

#### 3.3.1.4 Checklist

- Assess the risk for the project to generate tensions in the local communities (such as rape and conflict-related sexual and gender based violence of individuals) and possible confrontational situation
- Identify the different needs of all stakeholders in cooperation with local organizations. Children and youth can also have the capacity to influence their peers and parents and therefore can also become effective agents of change in their societies
- Actively seek to engage with women in peace-building and violence prevention(AU)
- Include all stakeholders in all phases of the conflict management 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
- Identify the role of each stakeholder in peacebuilding, including both men and women. Recognize and understand the role of the stakeholders as peacebuilders and embed them into conflict prevention and peace-building strategies
- Integrate SALW control projects into broader peacebuilding efforts, poverty reduction strategies and human security frameworks
- Ensure a gender balanced representation of all stakeholders in the teams responsible for the assessment, drafting, implementation, monitoring and evaluating of SALW control efforts

### 3.3.1.5 Management & Leadership

The management of SALW collection projects and programs should always include women, their perspectives, and assess the need for diverse staff in key positions. SALW programs do not always aim specifically at reducing violence against women, but when gender-based violence is a key issue, and determines the objectives of a project, 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
- Ensure the equal and meaningful 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
- Encourage that resources and budgets have allocated resources for undertaking gender-specific actions
- Ensure that all individuals are able to freely express their views and perspectives by using public dialogue, consultations, discussions, polls, and surveys
- 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 policies, projects, and programs to ensure responsiveness and accountability on gender issues
- Interact with international and regional organizations and CSOs working on gender issues to identify and exploit synergies, while avoiding duplication of work

*Example:* The NATO-led Stabilization Forces (SFOR), and later EUFOR, started carrying out Harvest Operations in Bosnia Herzegovina in 2000. These operations included weapons collection media campaigns to encourage people to collect and hand in illegal weapons in the area. However, the media campaigns were mostly designed to target men, and many did

not want to hand in their weapons as they commonly viewed weapons as a means of protection for their family. The campaigns were later improved and designed to also target women, informing them about the risks of illegal weapons in the home, particularly towards children. This resulted in much more illegal weapons being collected and destroyed.

### 3.3.2 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 only has 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 gender analysis.

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 operations. Although they may not have the same social impact, these operations must be designed with a gender perspective in order to maximize sustainability.

#### 3.3.2.1 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 weapons in circulation amongst the population in order to allow all actors to focus on reconstruction activities
- To disarm factions in order to restore state authority and allow state- and nation-building in a post-conflict society
- To reduce the number of weapons that factions are allowed to keep
- To contribute to right-sizing armed forces in order to provide more resources to state- and nation-building activities

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

As to gender-related issues, modern DDR projects should be able to address

three main categories of individuals:

- Female and male members of armed groups or armed forces who joined freely
- Female and male 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, it is imperative to have a thorough understanding of the societal and social context in which the DDR process unfolds.

An inclusive approach to DDR projects design should include women and other 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. Their experiences may help local populations with reintegrating former fighters, bring reconciliation, and assist in making communities safer.

### 3.3.2.3 Design and guidance

The design of DDR projects 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 and conduct a gender analysis before the start of the negotiations
- 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 people 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 basis 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 (2000) and its follow-on resolutions, in particular UNSCR 2242 (2025), throughout all DDR efforts that they lead or support, encouraging all relevant actors, partners, receiving countries, 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

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



associated with armed groups or forces, as some commanders might try to exclude them

- In the design of the DDR process there is a need to consider protection of women and children at cantonment sites during the demobilization phase. The needs of women and children as well and the safety of women and children in cantonment sites should be a priority. Working with organizations, such as, UNICEF, to ensure children's needs are prioritized
- 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, and/or women and children have performed no fighting roles, 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 are. 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 equally 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 equal 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 conflict-related sexual and gender-based violence, re-recruitment, and kidnapping or human trafficking. Both male and 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, support the preparation of the community to receive ex-combatants by carrying out broad consultations with a wide variety of actors and community awareness-raising meetings
- Provide support, where possible, with economic reintegration by ensuring access to the trainings and information sessions

#### 3.3.2.4 Checklist

- Carry out gender-sensitive assessments for all stakeholders, including female ex-combatants, supporters and dependents
- Consider the following information required to assess the situation for the project design:
  - Occupation
  - 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
- 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 ex-combatants and those associated with armed forces and groups
  - Advocate for a gender-responsive budget to ensure that female-specific interventions are sufficiently funded
  - Assist in the creation of a framework for gender-responsive monitoring and evaluation (M&E) to find out if DDR programs are meeting the needs of all stakeholders, including women and girls, and to examine the gendered impact of DDR
  - Identify 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
  - Ensure that data is disaggregated not only by sex (to compare men and women), but also by age, different role(s) during the conflict, location (rural or urban), and ethnic background

### 3.3.2.5 Management & Leadership

It is important to understand that DDR programs should not affect men only. Women, elderly 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 community members.

*Example:* Gender stereotypes may promote harmful assumptions that can sabotage the project. In Liberia, 2004-2005, women were not ready to welcome back child soldiers into the community after the war, contrary to what had been assumed. Reintegrating the combatants too early would thus have created a security risk for the children, which shows the importance of proper gender analysis before conducting DDR projects.

## 3.3.3 Destruction of weapons and ammunition

### 3.3.3.1 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

### 3.3.3.2 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
- 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

### 3.3.3.3 Design and guidance

Destruction of arms and ammunition follows 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 may have a positive socio-economic impact at local level. For instance, destruction projects may provide an opportunity for new jobs.

- 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.
- Keep in mind that destruction of weapons and ammunition can lead to a chemical exposure which might have different health impacts on men and women. These health implications can then have different social and economic impacts on men and women in the long-term.

### 3.3.4 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.

### 3.3.4.1 Objectives of the activity

The objectives of PSSM are numerous:

- 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

### 3.3.4.2 Activity-specific considerations for gender mainstreaming

The wide range of activities involved in PSSM opens a wide door to employment for men and women.

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. Gender analysis is needed to assess the different vulnerabilities of women, men, boys and girls in this regard.

### 3.3.4.3 Design and guidance

When designing a PSSM project, especially when the storage facility lies in the vicinity of inhabited areas, civilians 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 for gender analysis and locating vulnerable populations.

#### 3.3.4.4 Checklist

- Keep women and men involved in the process of establishing links with the local population and in the gendered risk assessment for neighboring populations
- Establish awareness programs to provide students with basic behavioral rules in case of explosion and fire in schools (e.g., meeting points and evacuation plans)
- Use education and physical measures (e.g., signs and posters) 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

#### 3.3.4.5 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 for men and women
- PSSM activities also require raising awareness among neighboring populations
- Risk management measures should be considered at the early stages of the project and include liaison with other national and local entities

*Example:* Using gender analysis in the planning of the project is important for choosing appropriate location for the stockpile facility. When choosing a location, the well-being of the whole population and then specific vulnerabilities should be evaluated. It is important to keep in mind the possibility of an explosion, which might have different impacts on men and women. Consider that women might be more vulnerable to such an explosion since they are more frequently present in certain locations than men, such as roads leading to water collection sites or market places.

### 3.3.5 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
- Tracking parts or ammunition failures for the purpose of quality control

#### 3.3.5.1 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
- To locate the potential illicit points of diversion to the arms trade

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

Weapons identification, marking, registering, and tracing is essentially a technical activity and non-discriminatory personnel recruitment and management. Women should be equally involved at each step from the design to the execution of this activity.

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 men and women.

### 3.3.6 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:

- Identifying flow of illegal weapons and ammunition
- Tracking criminal and trafficking networks or individuals, including possible sponsors of violence

It must therefore be integrated in to 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.

When addressing gang-type violence, it must be noted that while it predominantly involves men, both as perpetrators and victims, women may also be affected by or be 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.

### 3.3.6.1 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

### 3.3.6.2 Activity-specific considerations for gender mainstreaming

There are a number of gender-based considerations in addressing the illicit trade in SALW, which needs to be addressed holistically by taking both demand and supply aspects into consideration.

- Reducing the demand for weapons through women or men 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

### 3.3.6.3 Design and guidance

The monitoring of the illicit 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 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 may be connected to other type of trafficking such as trafficking of drugs and human beings. Therefore, monitoring the flow of weapons may serve a variety of objectives, ranging from national security to law enforcement.

### 3.3.6.4 Checklist

A holistic strategy to address the demand for SALW, may comprise the following activities:

- 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
- 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
- Consider the possibility of border management staff abusing their position and the gender considerations to counter such abuse, such as demanding financial bribes or sex for passage.

### 3.3.7 Security Sector Reform (SSR)

- Security Sector Reform (SSR) is an approach to reconstruct the security sector of a state. It aims to strengthen the management of government ministries, parliament and civil society organizations over the security sector, and strives to build human and material capacity within security institutions. It encompasses all state institutions and other entities with a role in ensuring the security of the state and its people, such as the armed forces, intelligence and security services, coast guard, customs authorities, ministries of defense, ministries of foreign affairs, and more.
- SSR presents a prime opportunity to ensure policies and regulations do not exclude but instead try to promote and support the full participation of women in all types of roles, especially in governance of the security sector, and ensure the strengthening of the rule of law and amplify the voices of women CSOs.

#### 3.3.7.1 Objectives of the Activity

The objectives of SSR are as follows, but not limited to;

- Strengthening the civilian and democratic control over the security sector
- Increasing the professionalism of the security forces via training, including training on human rights and gender concerns, and creating professional codes of conduct
- Reducing the availability and misuse of illicit SALW and reintegrating former combatants into the society
- Strengthening national security measures and the rule of law, such as the penal system and building capacity in the judiciary

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

Gender mainstreaming within SSR policies and projects need to be considered at every stage of the planning process, from policy-level, to planning, assessment and monitoring. SSR policies and projects can have different impacts on women, men, boys and girls. Gender mainstreaming within SSR policies and projects acknowledges these differing experiences between men and women, and in return, enables practitioners to tailor projects and policies to fit all stakeholders, thus benefiting women, men, boys and girls.

### 3.3.7.3 Checklist

The following considerations should complement SSR policies and projects;

- Employ a gender expert as part of the personnel working on SSR policies and/or projects
- Encourage cooperation with civil society or women's organizations to improve responses to trafficked girls and women identified at borders
- Integrate gender considerations into the training for security sector personnel, such as within the armed forces, ministries of defense, ministries of foreign affairs
- Review the terms of reference for SSR policies and projects to ensure that they use gender neutral language
- Encourage equal and meaningful participation of both men and women within the security sector, and provide equal opportunities of training for both men and women

## 4 Concluding Remarks

NATO's efforts in SALW control result from the aspiration to assist in eradicating the illicit trade of SALW and recovering from the devastating effects of the illicit use and misuse of SALW. In providing the necessary assistance and support to affected populations in conflict or post-conflict areas, emphasis should be placed on the need for a gender-sensitive approach. These gender mainstreaming guidelines are designed to ensure that the differing contributions, concerns, and needs of all age and gender groups are acknowledged and addressed accordingly.

With a view to implementing 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 done through NATO SALW projects and programs assessment procedures with implementing actors.

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

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# Glossary

**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 a community of citizens linked by common interest and/or collective activity. It includes a wide array of groups including, but not limited to, non-governmental, faith based, women’s social organisations and charities. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General’s Special Representative for Women, Peace and Security, p. 4)

**Conflict-related sexual and gender-based violence (CR-SGBV)** when used or commissioned as a tactic of war in order to deliberately target civilians or as a part of a widespread or systematic attack against civilian populations, can significantly exacerbate situations of armed conflict and may impede the restoration of international peace and security. Under international law there are eight different forms of conflict-related sexual violence; rape; sexual slavery; prostitution; forced pregnancy; forced abortion; enforced sterilization; forced marriage; any other form of sexual violence of comparable gravity. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General’s Special Representative for Women, Peace and Security, p. 5)

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

**Gender** refers to the social attributes associated with being a female or male, which is learned through socialization and how society/culture interprets what is permissible for women and what is permissible for men. Gender determines what is expected, permitted and valued in a woman or in a man in a given context. In most societies there are differences and inequalities between women and men in many areas. Gender does not mean women. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General’s Special Representative for Women, Peace and Security, p. 9)

**Gender analysis** is the systematic gathering and examination of information on gender differences and on social relations between men and women in order to identify and understand inequities based on gender. Gender analysis

involves a critical examination of how differences in gender roles, activities, opportunities and rights affect women and men. It examines the relationships between women and men and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all assessments or situational analyses to ensure that gender-based injustices and inequalities are not perpetuated and/or exacerbated. Gender analysis is the starting point for gender mainstreaming. Before cooperation processes begin, any decisions are made and plans are outlined, the gender equality situation in a given context must be analysed and expected results identified. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General's Special Representative for Women, Peace and Security, p. 11)

**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 equality** refers to the equal rights, responsibilities and opportunities of women and men. 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. Gender equality recognizes the diversity perceptions between women and men, but allows for both women and men to advance equally across all spheres – social, political, economic, and cultural. Notably, gender equality is not solely a 'woman's issue' but is a concern for both men and women. For NATO, gender equality is at the core of the Alliance work. It provides the basis for the NATO/EAPC Policy and Action Plan on Women, Peace and Security. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General's Special Representative for Women, Peace and Security, p. 14)

**Gender mainstreaming** is a strategy used to achieve gender equality by assessing the implications for women and men of any planned action, in all areas and at all levels, in order to assure that the concerns and experiences of both sexes are taken into account. Gender mainstreaming is a process undertaken to achieve greater gender equality. It is not a goal or objective on its own. It is a strategy for implementing greater equality by assessing the implications for men and women of any planned action in order to ensure that the concerns and experiences of both men and women are taken into account. The term 'gender mainstreaming' is often used interchangeably with the term 'gender integration'. Mainstreaming a gender perspective is simply promoting the different perspectives of women and men in every legislation, policy or program, in all areas and at all levels. Commitment to the use of gender inclusive language when drafting these various legislation/policy documents is also an essential part of mainstreaming. Mainstreaming is therefore a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and that inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General's Special Representative for Women, Peace and Security, p. 18)

A '**gender perspective**' 'is a strategy to understand the power relationships between men/boys and women/girls. A gender perspective sheds light on who has access to and control of resources, and who participates fully in decision-making in a society'. In NATO, the NATO Committee on Gender Perspectives (NCGP) refers to gender perspectives as 'the consideration of gender-based differences between women and men as reflected in their social roles and interactions, in the distribution of power and in the access to resources. NATO has directly linked the role of gender perspective and women's equality to more effective and sustainable peace and security efforts. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General's Special Representative for Women, Peace and Security, p. 18)

**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., p. 25)



**Gender-sensitive** programming and policies are programmes and policies that are aware of and address gender differences. (UNICEF, Glossary of Terms and Concepts, November 2017, p. 5)

**Integration of gender perspective** is the second of the three principles of NATO/EAPC Policy on WPS, integration, as regards gender in NATO, is the mainstreaming of a gender perspective into every stage of policy processes – design, implementation, monitoring and evaluation. Often used interchangeably with the term ‘mainstreaming’, integration is the process of guaranteeing that every activity includes a gender perspective. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General’s Special Representative for Women, Peace and Security, p. 23)

**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.” (International Tracing Instrument (ITI))

**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” (International Tracing Instrument (ITI))

**Sex** refers to the biological characteristics of women and men. These characteristics are usually permanent and immutable biological characteristics common to individuals in all societies and cultures. Gender refers to the social attributes associated with being male and female, which are learned through socialization and determine a person’s position and value in any given context. Gender, although it originates in objective biological divergences, goes far beyond the physiological and biological specifics of the two sexes in terms of the roles each is expected to play. Gender differences are social constructs, inculcated on the basis of a specific society’s particular perceptions of the physical differences and the assumed tastes, tendencies and capabilities of men and women. Gender differences, unlike the immutable characteristics of sex, are universally conceded in historical and comparative social analyses to be variants that are transformed over time and from one culture to the next, as societies change

and evolve. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General's Special Representative for Women, Peace and Security, p. 28)

**Sex-disaggregated data** is data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflects roles, real situations, general conditions of women and men, girls and boys in every aspect of a given society. (Women, Peace and Security in NATO, Concepts and Definitions, Office of NATO Secretary General's Special Representative for Women, Peace and Security, p. 28)

**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)

## Additional Reading Material

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