

ANNEX 1: The 1325 Scorecard Template

Latin America and the Caribbean WPS Scorecard					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE

Country: _____ | Date Completed: _____

I. National Importance/Political Will				
<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights.</p> <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) 2493 (2019), and (2020)]—also known as the Women, Peace and Security (WPS) agenda—are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation at all levels of decision-making; ● Protection of women and girls from sexual and gender-based violence; 	<p>I.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>			
	<p>I.2 - Are the principles of WPS mentioned in national security documents?</p>			
	<p>I.3 - Does the national constitution support gender equality?</p>			
	<p>I.4 - Does the country have a WPS National Action Plan (NAP)?</p>			
	<p>I.5 - Does the country have other forms of national gender equality documents or departments?</p>			
	<p>I.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>			
	<p>I.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>			

	<ul style="list-style-type: none"> • Prevention of violence against women through the promotion of women’s rights; • Mainstreaming of gender perspectives in foreign, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	<p>I.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?</p>			
		<p>I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>			
	<p>Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.</p>	<p>I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?</p>			
		<p>I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?</p>			
<p>Section Score: <u> /55 </u></p>					

II. Institutional Policy and Practice

<p>II.A. Gender in the Ranks</p> <p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	<p>II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)</p>			
		Men	Women	
		Percent		
	Army			
	Navy			
	Marines			
	Air Force			
	Coast Guard			
	National Police/National Guard			
<p>II.A.2 - How many women and what percent are currently deployed in military operations abroad?</p>				
<p>II.A.3 - Are all positions in the military open to women, including ground combat positions?</p>				

		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?			
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			
		National Police/National Guard			
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			
		Police/National Guard			

II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?			
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?			
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?			
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?			
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?			
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?			
	Gender Advisors (GENAD) have been identified, assigned and trained to ensure that a gender perspective is an integrated part of exercises, operations and other military and police activities. GENADs are deployed as part of the Command staff at both strategic and operational levels. Gender Focal Points (GFP) have been identified and assigned to work at the operational and tactical	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?			
		II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?			
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?			

	levels to ensure that a gender perspective is fully integrated into the daily activities and operations.	II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?			
		II.B.11 – Have the GENADs received training?			
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?			
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?			
		II.B.14 - Have the GFPs received training?			
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military			
		B) National Police			
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military			
		B) National Police			
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military			

		B) National Police			
		II.C.4 - Are the principles of WPS integrated into any other training of staff?			
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military			
		B) Police			
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;			
		B) information on how to engage with and increase the participation of local women and how to exchange information with women;			
		C) cultural awareness training based on an analysis of gender relations in the area of operations;			
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;			

		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;			
		F) specific gender norms training focused on the operational area.			
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>In addition, there are programs that create a positive climate and environment of trust and respect for all. There is a policy of zero tolerance for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?			
		II.D.2 - Are there childcare or family leave policies for the military?			
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?			
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?			
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?			
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?			
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			

		A) Military			
		B) Police			
		II.D.8 - Are there facilities or infrastructure designed to accommodate women's participation? (ie. billets and bathrooms)			
		A) Military			
		B) Police			
	Section Score: _____				
III. Monitoring/Reporting and Evaluation					
	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?			
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?			
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?			
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?			
		III.5 – Is sex disaggregated data made publicly available?			
	Section Score: <u>/25</u>				

SCORE TOTAL _____