

The1325 Scorecard - Scoring Protocol

The Scorecard has a numerical system. The number system assesses the performance of a country within each category and sub-category. The numerical system is used to establish section averages. The numerical scoring system goes from 0 to 5, with 0 being the lowest value meaning that no action on that indicator has been taken, and 5 the highest value with full action being taken.

For the purpose of evaluation; UNSCR 1325 principles of the WPS agenda include:

- a) being aware of gender imbalances within organizations and during operations,
- b) committing to gender equality through equal participation of men and women,
- c) integrating a gender perspective in internal and external activities,
- d) apply gender analysis techniques to operational activities,
- e) recognizing and committing to eliminating sexual and gender-based violence in all of its forms within organizations and during operations.

Indicator	YES /NO	Value	Indicator Criteria
I. COUNTRY IMPORTANCE/POLITICAL WILL			
I.1 - Are the principles of WPS mentioned in the major foreign policy documents?	YES	5	Explicit reference is made in major (top) foreign policy documents to UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) and 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)] and/or the Women, Peace and Security Agenda (WPS). And, this is translated into specific actions with an aim to promote the WPS agenda.
		4	Reference is made to gender equality and women's rights or women's empowerment as one of the major aims of foreign policy.
		2	Reference is made only to protection and prevention of conflict related (gender-based) sexual violence.
	NO	0	No reference is made to any of the principles of WPS.
I.2 - Are the principles of WPS mentioned in country security documents?	YES	5	Explicit reference is made in major (top) security policy documents to UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) and 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)] and/or the Women, Peace and Security Agenda (WPS). And, this is translated into specific actions with an aim to promote the WPS agenda.
		4	Reference is made to gender equality and women's rights or women's empowerment as one of the major aims of national security policy.
		2	Reference is made only to protection and prevention of conflict related (gender-based) sexual violence in national security documents.
	NO	0	No reference is made to any of the principles of WPS.
I.3 - Does the country constitution support gender equality?	YES	5	Gender equality is enshrined in country laws and they are enforced by the police and the courts.

		4	Gender equality laws exist and are generally enforced by police and courts
		2	Gender equality laws exist but are only occasionally enforced.
		1	Gender equality laws exist but are not enforced by the police or the courts.
	NO	0	Gender equality is not enshrined in constitutional or legal documents.
I.4 - Does the country have a WPS National Action Plan (NAP)?	YES	5	The country has adopted a 1325 National Action Plan (NAP) and is actively implementing their plan.
		4	The country has adopted a 1325 NAP but the security forces are not actively engaged in meeting the plan's objectives.
		3	The country recognizes the importance of a NAP and is actively engaged in developing a NAP.
		1	The country recognizes the importance of a NAP and has made statements in support of the WPS agenda.
	NO	0	The country has no action plan and has not officially recognized the WPS agenda.
1.5 - Does the country have other forms of gender equality documents or departments?	YES	5	The country has a robust system, including an oversight body for monitoring, evaluating and improving gender equality.
		3	The country has some documents, departments or systems in place to promote gender equality.
	NO	0	The country has no departments or documents that support gender equality.
I.6 - Does the NAP mention the Department/Ministry of Defense (D/MoD) as a principal actor?	YES	5	The Department or Ministry of Defense (D/MoD) is mentioned as a principal actor in implementation of the WPS agenda and specific tasks were given to the D/MoD.
		3	The Department or Ministry of Defense (D/MoD) is mentioned as a principal actor in implementation of the WPS agenda but no specific tasks or action points were given to the D/MoD.
	NO	0	The D/MoD is not mentioned.
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?	YES	5	The D/MoD has its own action/implementation plan for NAP implementation or has received specific tasks in the NAP.
		3	The D/MoD has implementation guidelines, that is, suggested rather than required actions.
	NO	0	In all other cases.
I.8 - Does the NAP or other WPS or gender equality documents mention the police as a principal actor?	YES	5	The police are mentioned as principal actors in implementation of the WPS agenda and specific tasks are outlined for the police.
		3	The police are mentioned but not directed to take an active role in the implementation of the NAP or WPS efforts.
	NO	0	There is no mention of a police role in the NAP or other WPS documents
I.9 - Do police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	YES	5	The police have robust plans for meeting NAP/WPS objectives. The plans are monitored and evaluated for progress.

		3	The police have some plans for meeting NAP/WPS objectives but they are unevenly applied, monitored and evaluated.
	NO	0	The police have no plan for meeting NAP or other WPS objectives.
I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD?	YES	5	Specific resources and/or positions have been allocated for NAP/WPS implementation within the D/MOD.
		3	Some resources have been allocated for NAP or WPS implementation.
	NO	0	No resources have been allocated.
I.11 - Have resources and/or positions been allocated in police agencies for NAP/WPS implementation?	YES	5	Specific resources and/or positions have been allocated or created for NAP or WPS implementation by the police.
		3	Some resources have been allocated for NAP or WPS implementation.
	NO	0	No resources have been allocated.
Section Score			
II. INSTITUTIONAL POLICY AND PRACTICE			
II.A - Gender in the Ranks			
II.A.1 - How many women and men serve in the country's military and national police forces? (Provide total number of men and women and women as a percent of each organization.)			Army
			Navy
			Air Force
			Marine
			Coast Guard
			National Police
II.A.2 - How many women (%) are deployed in military operations abroad? This percent is measured against the total number of personnel deployed.	YES	5	15% or greater
		4	8.1% - 14.9%
		3	5.1% - 8.00%
		2	3.0% - 5%
		1	0.10% - 3.00%
	NO	0	Women are not deployed in military operations.
II.A.3 - Are all uniformed positions in the military open to women, including ground combat positions?	YES	5	All positions are open to women.
		4	All support and most combat positions are open to women.
		3	All support and some combat positions, like combat pilots are open to women.
		2	All support positions are open to women but all combat positions are closed to women.
		1	Most positions, support and combat, are closed to women
	NO	0	Some positions are closed to women.
II.A.4 - Are all national police jobs open to women, including law enforcement special operations?	YES	5	All uniformed positions are open to women.
		3	Most uniformed positions are open to women

		1	Most uniformed positions are closed to women.
	NO	0	Women do not serve in uniform in the national police forces.
II.A.5 – What percentage of women are serving at senior ranks (colonels and above)? Provide percentage.	YES	5	The same percentage of women serve at senior ranks as serve across the organization.
		4	Women serve in the senior ranks at a slightly lower percentage than they do across the organization.
		3	Women serve in the senior ranks at a much lower percentage than they do across the organization.
		1	There are almost no women serving in the senior ranks.
	NO	0	There are no women serving in the senior ranks.
II.A.6 What are the target goals to increase the number of women in the ranks?	YES	5	25%
		4	20-24%
		3	15-19%
		2	11-14%
		1	1-10%
	NO	0	A country has no target goals to increase the percentage of women serving in the ranks.
Section Total Score			
II.B - Strategy, Plans and Policy			
II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy, and planning?	YES	5	WPS principles, and gender analyses and gender perspectives are integrated into strategy, plans, and policy and other doctrinal documents at the strategic, operational, and tactical levels. They are also mentioned in field manuals and handbooks.
		4	WPS principles, and gender analyses and gender perspectives are integrated into some strategy, plans, and policy and other doctrinal documents at the strategic, operational, and tactical levels. They are also occasionally mentioned in field manuals and handbooks.
		3	WPS principles, and gender analyses and gender perspectives are occasionally mentioned in some strategy, plans, and policy and other doctrinal documents but it is on an ad hoc basis and they are not universally applied.
		2	The need for a gender perspective is mentioned as it relates to a particular operation but the principles are not universally applied during all operations.
		0	No mention is made of WPS principles, the need for a gender analysis, or a gender perspective in any strategy, policy or planning documents or in any field manuals
II.B.2 - Are the principles of WPS referred to in key documents related to police strategy, policy, and planning?	YES	5	WPS principles, and gender analyses and gender perspectives are integrated into strategy, plans, and policy and other doctrinal documents at the strategic, operational, and tactical levels. They are also mentioned in field manuals and handbooks.
		4	WPS principles, and gender analyses and gender perspectives are integrated into some strategy, plans, and policy and other doctrinal documents at the strategic, operational, and tactical levels. They are also occasionally mentioned in field manuals and handbooks.

		3	WPS principles, and gender analyses and gender perspectives are occasionally mentioned in some strategy, plans, and policy and other doctrinal documents but it is on an ad hoc basis and they are not universally applied.
		2	The need for a gender perspective is mentioned as it relates to a particular operation but the principles are not universally applied during all operations.
	NO	0	No mention is made of WPS principles, the need for a gender analysis or a gender perspective.
II.B.3 - Are the principles of WPS integrated into military operational planning processes?	YES	5	The principles of WPS are consistently integrated into military exercises, operations, or other military activities as evidenced by documents to include exercise directives, operations orders, etc.
	YES	3	The principles of WPS are integrated into military exercises, operations, or other military activities on an ad hoc basis, as evidenced by documents to include exercise directives, operations orders, etc.
	NO	0	
II.B.4 - Are the principles of WPS integrated into police operational planning processes?	YES	5	The principles of WPS are consistently integrated into police exercises, operations, or other police activities as evidenced by documents to include exercise directives, operations orders, etc.
		3	The principles of WPS integrated into police exercises, operations, or other police activities on an ad hoc basis, as evidenced by documents to include exercise directives, operations orders, etc.
	NO	0	No, gender is not integrated into police operational policy planning process.
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?	YES	5	Prevention of sexual violence is called out in strategy, plans and policy documents at the strategic, operational and tactical levels. It is also identified in field manuals and handbooks and is identified as a hazard to operational effectiveness.
		4	Prevention of sexual violence is mentioned in key documents, field manuals, and handbooks.
		3	Prevention of sexual violence is mentioned as an important guideline for operations but is not widely enforced.
		2	Prevention of sexual violence is mentioned in the context of specific operations.
	NO	0	No mention is made of the prevention of sexual violence in any military documents.
II.B.6 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in police strategic documents, field manuals and other similar publications?	YES	5	Prevention of sexual violence is called out in strategy, plans and policy documents at the strategic, operational and tactical levels. It is also identified in field manuals and handbooks and is identified as a hazard to operational effectiveness.
		4	Prevention of sexual violence is mentioned in key documents, field manuals, and handbooks.

		3	Prevention of sexual violence is mentioned as an important guideline for operations but is not widely enforced.
		2	Prevention of sexual violence is mentioned in the context of specific operations.
	NO	0	No mention is made of prevention of sexual violence.
II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military?	YES	5	A full-time Gender advisor (GENAD) has been appointed at the strategic and operational levels.
		4	A full-time GENAD has been appointed at other levels (e.g as part of Human Resources staff).
		3	A part-time GENAD has been appointed at the strategic and operational levels.
		2	GENADs are appointed for specific missions.
	NO	0	No GENAD has been appointed.
II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?	YES	5	A full-time Gender advisor (GENAD) has been appointed at the strategic and operational levels.
		4	A full-time GENAD has been appointed at other levels (e.g as part of Human Resources staff).
		3	A part-time GENAD has been appointed at the strategic and operational levels.
		2	GENADs are appointed for specific missions.
	NO	0	No GENAD has been appointed.
II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	YES	5	The GENAD has been assigned as a member of the senior military commander's staff.
		4	A full-time GENAD has been appointed to Commander's staffs but not at the highest level of the military.
		3	A part-time GENAD has been appointed to assist senior commanders at the strategic and operational levels.
		2	A GENAD is assigned to operational commanders for specific missions like peacekeeping.
	NO	0	There are no GENADs anywhere in the military.
II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	YES	5	The GENAD has been assigned as a member of the senior police commander's staff.
		4	A full-time GENAD has been appointed to commander's staffs but not at the highest level of the military.
		3	A part-time GENAD has been appointed to assist senior commanders at the strategic and operational levels.
		2	A GENAD is assigned to operational commanders for specific missions.
	NO	0	There are no GENADs anywhere in the national police.
II.B.11 - Have the GENADs received training?	YES	5	GENADs have received certified training as part of an established practice.
		4	GENADs received other gender training as part of an established practice.
		3	Police or military GENADs have received training but not both the military and police have trained GENADs.
		2	GENADs have received gender training on an ad hoc basis rather than as an established practice.
	NO	0	GENADs have not received any gender training.

II.B.12 - Are there Gender Focal Points (GFP) assigned throughout the military organization?	YES	5	GFPs have been appointed.
		3	Some GFPs have been appointed.
	NO	0	No GFPs have been appointed.
II.B.13 - Are there Gender Focal Points (GFP) assigned throughout the police organization?	YES	5	GFPs have been appointed.
		3	Some GFPs have been appointed.
	NO	0	No GFPs have been appointed.
II.B.14 - Have the GFPs received training?	YES	5	GFPs have received certified training as part of an established practice.
		4	GFPs have received other gender training as part of an established practice.
		3	The GFPs received gender training on an ad hoc basis rather than an established practice
	NO	0	GFPs have not received training.
Section Score			
II.C Training, Education and Exercises			
II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?	YES	5	WPS principles and gender perspectives are introduced and integrated into the education and training of military personnel at the junior-level as part of an entry level training.
		3	WPS principles and gender perspectives are introduced but not widely trained during entry level training.
	NO	0	Not included.
II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?	YES	5	WPS principles and gender perspectives are introduced and integrated into the education and training of military personnel at the mid-level as part of ongoing training.
		3	WPS principles and gender perspectives are introduced but not widely trained during mid-level training.
	NO	0	Not included.
II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?	YES	5	WPS principles and gender perspectives are introduced and integrated into the education and training of military personnel at the senior-level as part of ongoing training.
		3	WPS principles and gender perspectives are introduced but not widely trained during senior-level training.
	No	0	Not included.
II.C.4 - Are the principles of WPS integrated into any other staff training?	YES	5	Staff consistently receive training on how to include a gender perspective within the organization and during operations.
		3	Staff occasionally receive training on how to include a gender perspective within the organization and during operations.
	NO	0	Not included.
II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?	YES	5	Personnel consistently receive training on the prevention and response to sexual violence and sexual exploitation and abuse. The training is both internally (within the organization) and externally (civilian populations outside the organization) focused.
		3	Personnel receive training only on the prevention and response to sexual violence and sexual exploitation as it relates to civilians in the area of operations.

	NO	0	Personnel do not receive any training on the prevention and response to sexual violence and sexual exploitation and abuse.
II.C.6 - As a minimum, does military pre deployment training include the following areas?			
<ol style="list-style-type: none"> 1. the importance of protection, rights and needs of women, men, girls and boys; 2. information on how to engage with and increase the participation of local women and how to exchange information with women; 3. cultural awareness training based on an analysis of gender relation in the area of operations; 4. how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission; 5. an understanding of measures with respect to intercountry law regarding the rights and protection of women and girls, especially civilians during armed conflict; 6. specific gender training focused on the area of operations. 			
Section Score	YES	6	One point per issue.
II.D. Work Environment			
II.D.1 - Are there human resource policies such as maternity/paternity leave?			
	YES	5	183-365 calendar days of paid maternity/paternity leave are provided.
		4	61-182 calendar days of paid maternity/paternity leave are provided.
		2	1-60 calendar days of paid maternity/paternity leave are provided.
	NO	0	No paid maternity leave policies.
II.D.2 - Is there childcare or family leave policies for the military?			
	YES	5	Childcare and other family leave policies are available to support members of the military and they are widely used.
		3	There is some childcare and family leave available to support members of the military.
	NO	0	There is no childcare or other family leave available to support members of the military.

II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the police?			
	YES	5	183-365 calendar days of paid maternity/paternity leave are provided.
		4	61-182 calendar days of paid maternity/paternity leave are provided.
		2	1-60 calendar days of paid maternity/paternity leave are provided.
	NO	0	No paid maternity or paternity leave is provided.
II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?			
	YES	5	There is a functioning program that is both transparent and effective. The program provides support to victims and prosecutes and punishes perpetrators.
		3	There is a program but it is not transparent. The number of reported cases and the disposition of cases is not made public.
	NO	0	There is no specific program to address sexual harassment or abuse 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?	YES	5	There is a functioning program that is both transparent and effective. The program provides support to victims and prosecutes and punishes perpetrators.
		3	There is a program but it is not transparent. The number of reported cases and the disposition of cases is not made public.
		0	There is no specific program to address sexual harassment or abuse within the ranks.
II.D.6 Institutional Policy & Practice/Work Environment - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel perpetrating violence against other military members or civilians in an area of operations (e.g. one member of the military or police from a nation sexually assaulting military or police personnel from another nation, or a civilian from the host nation)?	YES	5	There is a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel as perpetrators of violence.
	NO	0	There is no prevention program.
II.D.7 - Is there gender-specific individual equipment?	YES	5	There is gender-specific individual equipment including uniforms and personal protective equipment designed for, and issued to all women.

		4	There is gender-specific individual equipment including uniforms and personal protective equipment but it is not always available for all women.
		2	There is some women specific uniforms but not personal protective equipment.
	NO	0	There is no women-specific individual equipment
II.D.8 - Are there facilities or other infrastructure provided to accommodate women's participation?	YES	5	There are facilities including bathrooms and billets available for women in military and police facilities and provided during deployments.
		4	There are facilities including bathrooms and billets available for women in military and police facilities but not during deployment.
		3	Either the police or the military provide infrastructure to support women but not both.
		2	There are some facilities available for women but not in all organizations.
II.D Total Score	NO	0	There is no effort made to accommodate women with billets and bathrooms.
Total Score Category II			
III. Monitoring/Reporting and Evaluation			
III.1 - Are there country monitoring and reporting requirements?			
	YES	5	Specific monitoring and evaluation requirements for the implementation of NAPs and/or other WPS goals is monitored and assessed at least annually. Specific requirements include the collection of sex-disaggregated data with concrete deadlines and monitoring mechanisms.
		3	There are some monitoring and reporting requirements at some agencies but it is not a national level effort.
	NO	0	There are no national or agency level requirements to monitor or report on progress in meeting the WPS agenda.
III.2 - Do civil society organizations participate in NAP and/or WPS reviews?	YES	5	There is formal involvement by multiple civil society organizations and groups in NAP or other WPS reviews.
		3	There is informal involvement of some civil society organizations or groups in NAP review.
		0	There is no involvement of civil society in NAP review.
III.3 - Does the military collect sex-disaggregated data for, and during military operations?	YES	5	Sex-disaggregated data and lessons learned are collected and analyzed within the D/MoD for use in military operations to improve security outcomes for women, men, girls and boys.
		3	Some sex-disaggregated data and lessons learned are collected and analyzed by the military.
	NO	0	Data is not sex disaggregated for analysis.
III.4 - Do the country police collect sex-disaggregated data for, and during police operations?	YES	5	Sex-disaggregated data and lessons learned are collected and analyzed by the police for use in police operations to improve security outcomes for women, men, girls and boys.

		3	Some sex-disaggregated data and lessons learned are collected and analyzed by the police.
	NO	0	Data is not sex disaggregated for analysis.
III.5 – Is sex disaggregated data made publicly available?	YES	5	Sex disaggregated data, on internal and external policy issues, by the police and military is published and made publicly available annually by the military and police.
		3	Only the police or the military make data publicly available.
		0	Neither the police nor the military make sex disaggregated data publicly available.
Maximum possible score			