

ANNEX 3: Definitions & Acronyms

Gender refers to the social attributes associated with being male and female learned through socialization and determines a person's position and value in a given context. This means also the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. Notably, gender does not equate to woman.

Gender Balance is the equal representation of women within the force. Research has shown that more diverse organizations are more effective organizations. Military organizations are no different. Yet, women remain grossly under-represented in security forces around the globe, including in Latin America and the Caribbean. The United Nations has repeatedly lamented the lack of women soldiers and police in its peacekeeping operations.

Gender perspectives is overlaying a lens that reveals gender differences when planning, executing or evaluating security (military and police) activities. The integration of a gender perspective involves the systematic and continuous process of assessing gender-based differences of men and women as reflected in their social roles and interactions. As explained by a commanding officer in the multi-national force deployed in Afghanistan, "a gender perspective is much more than female members in the team. It is about having and using knowledge about the gender roles and situation of both men and women in all activities of the mission." A good gender analysis before activities start will greatly enhance situational awareness that, in turn, will enhance operational effectiveness.

Gender mainstreaming is an integrated strategy by which organizations implement the concepts of gender balancing and gender perspectives across their organizations and operations. NATO, for example, has defined gender mainstreaming as "a strategy to achieve gender equality by assessing the implications for women and men of any planned action, including legislation, policies and programs in all areas and at all levels." In other words "gender mainstreaming is a set of specific, strategic approaches as well as technical and institutional processes adopted to achieve the goal of gender equality."

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

Gender analysis is defined as the systematic gathering and examination of information on gender differences and social relations in order to identify and understand inequities based on gender. It could also be understood as "methods used to understand the relationship between men and women in the context of the society. For example, military planning activities should assess the different security concerns of women and men, girls and boys in the area of operation or take

account of power relations in the community to ensure women and men have equal access to assistance where the military is engaged in supporting humanitarian assistance. Other examples would include understanding how customary conflict-resolution mechanisms affect women and men differently and how their social status may change as a result of war.”

Gender equality refers to the equal rights, responsibilities and opportunities for women and men, and girls and boys. Equality does not mean that women and men will become the same, but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born female or male.

Sexual violence is when the perpetrator commits an act of a sexual nature against one or more persons or cause such person or persons to engage in an act of sexual nature by force, or by threat of force or coercion, such as that caused by fear of violence, duress, detention, psychological oppression or abuse of power, against such person or persons or another person, or by taking advantage of a coercive environment or such person’s or persons’ incapacity to give genuine consent.”

CEDAW - Convention on the Elimination of All Forms of Discrimination against Women

GENAD-Gender Advisor

GFP-Gender Focal Point

NAP-National Action Plan

NATO-North Atlantic Treaty Organization

SGBV-Sexual and Gender-Based Violence

UNSCR-United Nations Security Council Resolution

WPS-Women, Peace, and Security