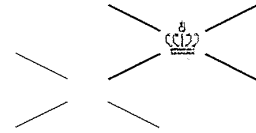


FORSVARSMINISTERIET
DANISH MINISTRY OF DEFENCE



The Director of the Committee
NATO Parliamentary Assembly
Place du Petit sablon 3
1000 Brussels
Belgium

Attn.: Mr. Andrius Avizius

MINISTER OF DEFENCE

1 encl.

- 2 NOV. 2011

DENMARK'S IMPLEMENTATION OF THE UNSCR 1325 AND THE NATO PA RESOLUTION 381

Dear Director,

In a letter of 10 June 2011, the NATO Parliamentary Assembly has requested my predecessor, former Minister of Defence Gitte Lillelund Bech, for information on the implementation of the UNSCR 1325 and the NATO Parliamentary Assembly Resolution 381. I am pleased to provide the requested information attached.

The Ministry of Foreign Affairs and the Danish National Police have contributed to this outline of the progress of the implementation of Security Council Resolution 1325 (2000) on Women, Peace and Security and the NATO PA Resolution 381.

Yours sincerely,



Nick Hækkerup



INFORMATION ON DENMARK'S IMPLEMENTATION OF THE UNSCR 1325 AND THE NATO PA RESOLUTION 381

Denmark remains as committed as ever to the implementation of UNSCR 1325. Denmark was the very first country to adopt an action plan for implementation of Resolution 1325 and is currently in the process of implementing the second National Action Plan (2008-2013). In this plan, an even stronger emphasis is placed on using the untapped potential of women, on involving women actively on an equal basis, in peace-building processes and decision-making at all levels, and with focus on visibility at a national level. The National Action Plan is attached to this letter. A mid-term review of the National Action Plan was undertaken in 2010.

Denmark is committed to work for an increased focus on prevention of and response to gender-based violence in conflict and crisis situations. Gender equality and the empowerment of women is a key element in the efforts to reduce vulnerability of all to the effects of disaster and conflict. Creating safe places for children and adolescents, reducing their vulnerability and enhancing their empowerment through comprehensive child protection activities, is also a priority for Denmark.

To mark the tenth anniversary of Resolution 1325 Denmark and the United States co-hosted an international conference on the "Role of Women in Global Security" in Copenhagen on 29 and 30 October 2010. The conference gathered political, military, business and civil society leaders and experts to share best practices and discuss how to expand and effectuate women's key roles in peacemaking and peacekeeping and in security-related activities. The goal of the conference was to help all walk new avenues to enhance and improve women's vital role in the critical political, military and economic processes leading to sustainable peace and security. The conference built on the concrete know-how from a number of countries that experience or have experienced conflict, including Afghanistan, Liberia and Uganda.

Civil-Military Co-Planning

Continuous lobbying and support to relevant UN organizations and NATO with regard to inclusion of SCR 1325 elements in UN and NATO decisions has been undertaken. Danish contribution is in progress to a substantial input to the new NATO policy: "Mainstreaming of UNSCR 1325 into NATO-led operations and missions".

Danish Humanitarian Assistance

Denmark has concluded strategic Partnership Framework Agreements with UNICEF (2010) and UNPFA (2011), two key organizations working to support women and children in humanitarian crises situations. The agreements are part of the objectives as outlined in the

new 'Strategy for Danish Humanitarian Action 2010-2015 – Addressing vulnerability, climate change and protection challenges.'

The following activities have been undertaken or are in progress:

Iraq: 2010 saw the conclusion of a 2-year programme for Danish development assistance to Iraq. Assistance was channelled to various sectors, among those Human Rights and Rule of Law, Migration, and Development Planning. Under each of these three sectors, gender equality objectives were formulated and met during programme implementation.

Within the Human Rights and Rule of Law sector, equal rights were promoted in various ways: The ministries responsible for the protection of girls are now actively participating, along with other key stakeholders, in the formation of a National Child Protection Policy; a policy that will address the specific vulnerabilities of girls, such as gender based violence.

Within the Migration sector, three out of the six staff members who have been assigned to the Donors Secretariat during project implementation were women, including the Secretariat Head. Furthermore, all training sessions have had equal gender representation.

Within the Development Planning sector, mixed-gender teams were established i.e. the Modelling & Economic Forecasting (M&EF) team within the Ministry of Planning and the teams of trainers, where four out of seven trainers were women university lecturers.

Within the Ministry of Human Rights, a full-time (female) advisor is provided with the aim of promoting women's rights and child protection policy. The advisor is financed by the MFA.

UN: The Danish Ambassador to the AU member of the Steering Committee for the UNSG's UNITE campaign's Africa leg.

ICC: In 2009, Denmark supported the International Criminal Court's Trust Fund for Rehabilitating and Supporting Victims of Sexual Violence in Africa with DKK 3.77 million.

Afghanistan: In the Danish Afghanistan Strategy 2008-2012, women's rights and protection is listed as a cross-cutting issue for Denmark's overall support in the reconstruction and stabilisation of Afghanistan. In close coordination with other donors, Denmark collaborates with Afghan authorities, as well as with civil society and bilateral and multilateral actors in Afghanistan, to ensure implementation of legislation and development plans, to further promote gender equality and women's and girls' rights.

Denmark supports the Afghan Women's Network and The Elimination of Violence against Women Trust Fund and a number of other civil society and human rights network organizations in Afghanistan, focusing on human rights and gender issues in general. The fund supports NGO's (mainly national) in taking national actions towards eliminating violence against women in Afghanistan. The fund contributes to the development of a national and multi-sectorial approach to the elimination of violence against women. Furthermore, it develops, strengthens and builds the capacity of national organizations to eliminate violence against women. Denmark funded this initiative through UNIFEM.

Denmark also supported Afghanistan's report to the Committee for the Convention on the Elimination of Discrimination against Women (CEDAW). The aim is to assist GoA in preparing the initial report to the CEDAW as well as creating sustainable reporting capacities within the government – particularly institutions concerned with reporting to international human rights treatments. Denmark funded this initiative through UNIFEM. In addition, Denmark together with the other Nordic countries are planning to organize an event on the UNSCR 1325 – possibly with a reconciliation/reintegration focus – with civil society and other key partners in 2011.

Nepal: Denmark provided scholarships for 50 per cent of girls and 100 per cent for Dalits at the primary level. Furthermore, scholarships for girls at the Secondary and Higher Secondary level were given, and the Committee of female teachers was established as well as expanded.

The Danida/HUGOU Programme supported initiatives to stop the impunity for perpetrators of violence and human rights atrocities.

SRC 1325 is part of a basic obligatory course before members of the Danish Humanitarian Services (IHB) are sent on international missions. Furthermore, SRC 1325 is an integrated part of UN's, EU's, NATO's og OSCE's mandate for the respective missions. Finally, SRC 1325 is part of the recruitment basis for new IHBs.

Representation, Participation and Recruitment

Fragile states: Denmark has established a new framework for implementing a Whole-of-Government approach to stabilization, security and justice sector development and peace-building in fragile states. The Danish Ministry of Foreign Affairs and the Ministry of Defence have initiated a programming process intended to lead to a coherent regional programme for the period 2011-2014 in - among others - the Wider Horn of Africa and Afghanistan/Pakistan. The programming process is ongoing and has not yet been finalized, but parts of the programme are expected to support the strengthening of regional stabilization and peace-keeping capacity. It is the intention in this context to include support for mainstreaming and enhancing implementation of the obligations as outlined in the United Nations Security Council Resolution 1325 concerning women's participation and protection in peace operations and conflict management and resolution.

Iraq: Denmark has supported the capacity building of the Bagdad Police Force. This has been done through advisory training at Bagdad Police College. Furthermore, Danish police advisors have been responsible for establishing a class of fifty female police officers.

Human Resource Development

The Danish International Humanitarian Services work to enhance staff competence and understanding of UNSCR 1325.

Role of Civil Society

The Danish Ministry of Foreign Affairs and the Danish Civil Society work on bringing attention to gender mainstreaming issues and SCR 1325 in existing forums, notably: Denmark has concluded Strategic Partnership Framework Agreements with UNICEF (2010) and UNFPA (2011), to support women and children in humanitarian crises situation.

African Development Forum: Denmark encouraged and supported the VI African Development Forum in focusing on gender issues – including 1325 relevant issues.

ICG: Denmark supports the International Crisis Group and its strong engagement in promoting the implementation of SCR1325. This is done through ICG's country based, regional and thematic analysis as well as through policy recommendations and dissemination activities. Annually, Denmark's core funding of ICG is DKK 2 million.

West Africa: Denmark supports the International Alert programme which aims to improve peace-building in Liberia, Sierra Leone and Guinea. This is done through integration of gender equality considerations by enhancing the knowledge about the UNSCR 1325 on women, peace and security; by strengthening Mano River Union's civil society organizations' capacity, and by supporting bilateral and multilateral donors in their work to implement UNSCR 1325.

The Danish Ministry of Foreign Affairs works on implementing programmes targeting protection and participation of women in conflict solution, peace-building and reconstruction, notably:

Lebanon: Denmark supports Cross Cultures Project Association (CCPA) which focuses on children's leisure and sports activities transcending ethnic, religious and sectarian boundaries. The project has had a component specifically focusing on football for young girls. Denmark also supported the Search for Common Ground (SFcG), which is aimed at Lebanese school children and teachers. Specifically, it focuses on furthering a culture of dialogue and cooperation transcending traditional ethnic, religious and sectarian boundaries.

Palestine (oPt): Denmark supported MIFTAH, which is a project with the aim to establish a gender-sensitive Palestinian national budget within the Palestinian Authority (PA). The process of engendering the national budget will contribute positively to the Palestinian women's status and rights.

Syria: A project for Iraqi refugee girls supported by Denmark through UNICEF. The name of the project is "Provision of vocational training, life skills and social support for adolescent girls in Syria".

Afghanistan: Denmark has held meetings with various actors in order to discuss future support for girls' education. The aim of the meetings is to change the general perception of girls' education. Among others, meetings have been held with the Department of Women's Affairs, the Department of Hajj and Religious Affairs and with teachers from various schools. Additional meetings will be held with the Governor's Office, the Teacher Training College, the Tortang Girls School and students from the Girls High Schools. Da Qanoon Ghustonky (DQG) is an Afghan NGO directly funded by Denmark. DQG trains defence lawyers across the country to provide free legal representation and advice, primarily for women. It also operates mobile legal clinics so that beneficiaries in remote places within the country can be reached.

Nepal: The Danida/HUGOU Programme supported (initiatives regarding) equal participation of women and men in the promotion of peace and security and implementation of human rights and humanitarian law. Furthermore, it (supported initiatives which tried to) ensured an increased representation of women in decision-making in institutions related to conflict resolution, and supported women peace initiatives and indigenous process for conflict resolution. Finally, it supported initiatives to protect women's rights, especially in judiciary and policing as well as in the constitution and electoral systems.

South-Sudan: Denmark is in the process of preparing a comprehensive programme in South-Sudan focusing on, among others, active participation, prevention and protection of women in the peace process and state building as per UNSCR 1325.

European Measures

SRC 1325 is part of basic obligatory courses before IHBs are sent on international missions. Furthermore, SRC 1325 is an integrated part of UN's, EU's, NATO's and OSCE's mandate for the respective missions.

Bilateral Cooperation

Denmark has released a new policy on fragility and conflict which contains recommendations on how to systematically implement SCR1325. The following is highlighted:

African Union: Denmark supports the African Union in providing regular monitoring and reporting of implementation of UNSCR 1325 & 1820 through the Africa Programme for Peace. In addition, the female ambassadors to the AU undertook a mission to Sudan from 13 - 17 April in solidarity with the women of Sudan. The goals of the mission were three-

fold: a) to deepen their understanding in relation to the progress of peace and stability in Sudan with a particular focus on the interests of women; b) to encourage continued engagement of women in all processes that seek sustainable peace, stability, justice and development, and; c) to stress the importance of ensuring that issues of concern to women are included in policy discussions regarding the Sudan, in the AU as well as its partners. The statement from the visit is attached. As part of a yearly seminar held for grant receivers under the "Women in Africa" pool, a one-day session on 1325 focusing on women's participation in conflict prevention and peace-building will be included in 2011. The meeting is organized in cooperation with the Danish Embassy in Addis Ababa, and female ambassadors to the African Union will be among the participants.

Nepal: The UNSCR 1325 has been integrated in all sector programmes, in particular in the Peace Support Programme as well as in the Human Rights and Good Governance Programme.

In Nepal, Denmark has advocated on UNSCR 1325 through engagement in the Peace Support Working Group (PSWG). The PSWG has developed a guideline with the objective of providing a tool for the integration of UNSCR 1325 in donor supported activities, including pool funding mechanisms that support the peace process in Nepal. In addition, UNSCR 1325 has emerged as a strong instrument for donor coordination and interaction with the government on gender issues. The donors including Denmark have a regular dialogue with the director of the Nepal Peace Trust Fund, who is also the Secretary of the Ministry of Peace and Reconstruction. Through the Government (Donor Advisory Group (DAG) meetings) the donors ensure the integration of issues pertinent to gender equality and UNSCR 1325.

In Nepal, Denmark has supported the integration of gender equality and incorporation of UNSCR 1325 in bilateral projects through the Danish Peace Support Programme (PSP) of the Embassy. The PSP, phase III systematically promotes gender equality in activities and addresses the specific needs of women and men through its work with Nepal Police and two INGOs. There is a clear and measurable gender equality strategy as well as mandatory, specific indicators in each project. Furthermore, Denmark has supported the government's Gender and Social Inclusion Strategy for securing gender sensitivity in programmes funded by multi-donor funds. In addition, support has been given to the Local Governance and Community Development Programme (LGCDP), where 35 per cent of each grant is allocated to targeted programmes which aim to address gender equality and integration of UNSCR 1325 at a local level.

oPt: Denmark has supported the Ministry of Women Affairs (MOWA) in Gaza. MOWA aims to achieve gender equality at all levels of the Palestinian society. The first priority is to put gender sensitive social structures and mechanisms in place. MOWA is committed to ensure that the national policies, legislation, planning, programmes etc. are prepared and finalized with serious consideration to gender issues.

Afghanistan: Denmark supported the National Solidarity Programme (NSP) with particular focus on women. NSP is based on establishing village-level development councils to manage local development activities. In these councils, women are ensured equal right to vote and a fifty per cent representation. In some villages this has resulted in gender-mixed councils, while in others they have chosen to have two separate sub-councils – one for men and one for women. Women are now a part of the decision-making processes in the villages thanks to NSP. NSP is a Ministry of Rural Rehabilitation and Development implemented programme funded by DK.

Disarmament, Demobilization and Reintegration

In order to ensure that peace negotiations, demobilization and reintegration promote gender equality, Denmark has been engaged in the following actions:

Nepal: Denmark is part of the joint donor support to the formulation of the national 1325 Action Plan. The Ministry of Peace and Reconstruction is the Focal Ministry for UNSCR 1325 and 1820 and is involved in the formulation of the NPA for UNSCR 1325.

Furthermore, in Nepal the Danida/HUGOU Programme is undertaking gender sensitive planning for demobilization and reintegration of ex-combatants.

Great Lakes: Support has been given to the gender component of the World Bank's Multi-Country Demobilization and Reintegration Program (MDRP): "The Learning for Equality, Access and Peace Program" (LEAP II). Denmark has funded DKK 12.6 million.

Regional Organizations and Programmes

In order to ensure that SCR 1325 aspects are included in capacity building of regional organizations and programmes Denmark has been engaged in the following actions:

ECOWAS: Denmark has financed a study on gender mainstreaming in ECOWAS and financed the development of conflict prevention framework in ECOWAS. This includes gender aspects when relevant, which has led to the establishment of the Directorate of Women in Peace and Security.

AUC: Denmark has supported gender mainstreaming in the AUC. In addition, Denmark has ensured that gender aspects are included in a review of AUC's liaison offices in African conflict areas. It has also been encouraged that the AUC adopts the UN's zero tolerance on sexual abuse in peace-keeping operations. Denmark has supported that AUs early warning system was geared to pick up gender sensitive information and encouraged as well as supported that the first discussion in the AU: "Peace and Security Council on gender issues" took place. Finally, it has been encouraged that the AU's PSC reflects on issues related to gender based violence, whenever relevant, when discussing concrete conflict situations.

AU/EU: Denmark has encouraged that gender issues are included in the implementation work of the EU/Africa partnership on peace and security.

Liberia: Denmark has co-financed the ECOWAS conference in Liberia "20 Years in Peace and Security" which included segments on women's role and participation.

IGAD: Supported meetings of IGAD's female parliamentarians and brought up gender issues in meetings funded by Denmark for IGAD's Speakers of Parliament.

African Network: Enhanced the link in to the African network of women dealing with peace and security on the continent.

West Africa: Support to International Alert project to support women's priorities for peace-building, end impunity for gender-based violence and improve security for women and girls in the Manu River area of West Africa (Liberia, Sierra Leone and Guinea).

Great Lakes: Support to ADRA, Denmark's project for women in post-conflict situations (Rwanda, Burundi and Eastern DRC). The project aims to supply women with information and knowledge about peace-building and security in order to enhance their capacity for participation in conflict prevention and decision-making processes.

The Role of Danish NGOs

In order to promote SCR 1325 through agenda setting dialogue within existing funding mechanisms for Danish civil society organizations in 2009, Denmark supported projects and programmes in mine action activities, where UNSCR 1325 is an integrated part of the implementation. Thus, the Danish Demining Group was granted DKK 21 mill and DanChurchAid DKK 20 mil. Denmark ensures that mine clearance takes special needs of women and children into account.

United Nations

In 2009, Denmark supported projects and programmes in mine action activities where SCR 1325 is an integrated part of the implementation: i.a. the UNMAS funded DKK 15 million.

In Nepal, Denmark increased its funding to initiatives for gender sensitive training programmes, i.a. UNICIEF and UNHCR.

UNDP: In 2009, Denmark committed to a new contribution of DKK 25 million to the UNDP's Bureau of Crisis Prevention and Recovery – a core activity of which is to empower women in conflict and fragile situations.

Syria: Support to Iraqi refugee girls providing vocational training, life skills and social support for adolescent girls. The support is provided through UNICEF.

Liberia: Support to peace education, human rights and reconciliation and civic engagement for young women and men. The support is provided through UNICEF.

Research

In order to focus on gender dimensions of socio-cultural factors in areas of peace building, Denmark has been engaged in the following:

Afghanistan: Denmark has made a comprehensive report on PRT implementation of UNSCR 1325. This was done by Anna Lennartsdottir, Civil Education Adviser, Helmand PRT.

AU: The ambassador of AU initiated a study on gender in peace and security situations in order to provide an overview of women's involvement and role in peace and security on the continent.

Actions to promote and protect the rights of women and girls in conflict and post-conflict situations

Denmark's policy towards fragile states: In the end of 2010, the Danish government launched Denmark's policy towards fragile states 2010-2015. The policy states a priority to protection of civilians during armed conflicts, and a focus on the protection of children and combating gender-related violence. In post-conflict situations emphasis is placed on women's active participation at all levels of peace processes and reconstruction. Good governance and human rights is a focus area. Special attention will be afforded to women and children, who are particularly affected by violations of human rights, abuse, discrimination and exclusion. Denmark has a whole-of-government approach to fragile states, encompassing a combined Danish political, development, humanitarian, civilian and military effort. This gives a unique possibility to mainstream UN SCR 1325 into all interventions.

Denmark in Afghanistan: In the Danish Afghanistan Strategy 2008-2012, women's rights and protection are listed as cross-cutting issues for Denmark's overall support in the reconstruction and stabilisation of Afghanistan. In close coordination with other donors, Denmark collaborates with Afghan authorities, as well as with civil society and bilateral and multilateral actors in Afghanistan, to ensure implementation of legislation and development plans, to further promote gender equality and women's and girls' rights. Denmark supports the Afghan Women's Network, the Elimination of Violence against Women Trust Fund and a number of other civil society and human rights network organizations in Afghanistan, focusing on human rights and gender issues in general. In addition, Denmark together with the other Nordic countries are planning to organize an event in relation to the UNSCR 1325 – possibly with a reconciliation/reintegration focus – with civil society and other key partners in 2011.

Denmark and the African Union: Denmark supports the African Union in providing regular monitoring and reporting of implementation of UNSCR 1325 and 1820 through the Africa Programme for Peace.

In addition, the female ambassadors to the AU undertook a mission to Sudan from 13 - 17 April 2011 in solidarity with the women of Sudan. The goals of the mission were three-fold: a) to deepen their understanding in relation to the progress of peace and stability in Sudan with a particular focus on the interests of women; b) to encourage continued engagement of women in all processes that seek sustainable peace, stability, justice and development, and; c) to stress the importance of ensuring that issues of concern to women are included in policy discussions regarding the Sudan, in the AU as well as its partners.

The aim of the Danish National Police is to improve international capabilities by achieving greater active participation of women in peace-building/international missions at various levels.

These initiatives are operationalized in the actions listed in the following:

The Danish National Police is dedicated to the continuation of the focus of the previous years on recruitment and participation of female police officers and leaders in peace-building and conflict-prevention operations in conflict and post-conflict areas around the world. For recruitment to international missions, the National Police uses information, seminars and "experience sharing" meetings in female networks and during training sessions within the Danish National Police. Exposure is also enhanced through already deployed female police officers sharing their stories through articles and "storytelling", both inside and outside the police.

Approximately 8 per cent of all deployed Danish police officers are women. The percentage of female applicants has currently increased to abt. 10 per cent of all applicants for deployment to international missions. The Danish National Police maintains a 50 per cent presence of Danish female police officers in the TIPH-mission in Hebron in the occupied territories of Palestine.

The Danish National Police has deployed female police trainers to the Regional Training Center in Lashkar Gah, Helmand, Afghanistan. The aim is not only to participate in the training of male Afghan police officers, but also eventually to establish and carry out training for female Afghan police officers.

The possibility of initiating a pilot project for approximately five to seven female police officers in the City of Gereshk in Helmand is currently being explored.

The Danish Ministry of Defence makes an effort to increase the participation of female military personnel in peace-building and international missions at various levels. These initiatives are operationalized in the actions listed below:

The Danish Ministry of Defence and Defence Command Denmark are engaged in an ongoing development of their personnel policy. This involves a policy on equality and diversity in relation to our employees in accordance with UN Resolution 1325.

The effort of previous years to achieve equal opportunity and diversity has focused on removing the barriers of the corporate culture that make it difficult to 1) recruit and 2) hold on to female employees. The following specific measures in relation to the implementation of the resolution have been taken:

The Danish Ministry of Defence has published a diversity policy (spring 2011) with particular focus on recruitment and keeping of more women to a military career. The diversity policy has a managerial and educational focus on the importance of more women in military positions, also with a view to international missions. It is our experience that female soldiers on patrol in international missions make it easier for us to get in contact with the female population in countries where equality is not on the agenda. We have seen this especially in Afghanistan, where our female soldiers have strengthened the obtaining of intelligence. The defence should be a role model for the local population by showing men and women working side by side on equal terms in the Danish Armed Forces.

Initiatives

The diversity policy comprises the below elements regarding women in military positions:

The diversity policy has a focus on the barriers preventing many women from seeking career paths in the armed forces. Therefore, an initiative will be taken for a study, including interviews with young women in high schools, colleges etc., in order to improve knowledge of the motivating factors for women to seek a military career.

The possibilities of a further differentiated career track and a "voucher model" in relation to international missions will also be studied in order to make it possible for women to envision military career paths, and also in periods to reduce the impact of international missions.

Studies have shown that the main reason for women to leave the military is the physical challenges. It is therefore important to support physical training for women, even before they begin their military career. As a consequence, the Ministry of Defence has taken the initiative to examine the possibility of cooperation with a college of physical education, in order that both men and women may have the opportunity to get in better physical shape before beginning their military career.

Women employed in the Danish Armed Forces often experience a minority problem. Therefore, the possibility of grouping women in military positions will also be studied.

Finally, the Center for Military Studies will analyze the opportunities and challenges for future recruitment and for keeping more female military personnel employed. The experiences of other NATO countries will be included in the analysis.

Along the lines of this work at the Danish Ministry of Defence, the Personnel Staff of Defence Command Denmark is also working with a number of specific policy initiatives, focusing on equal opportunity for women to military and civilian positions in the Danish Armed Forces. Defence Command Denmark has worked out and published an action plan for equality and diversity for the years 2011-2012. The plan focuses on actions that may enhance recruitment and keeping of female military personnel. The overall objective of the plan is to create an organization capable of utilizing male as well as female employees with their various resources and unique qualifications. The plan also helps keeping a focus on gender and the crucial necessity for female soldiers in the Danish Armed Forces.

Regarding women in military positions the action plan (2011-2012) consists of the following initiatives:

Initiatives to enhance a local focus on women in military positions. This includes the establishment of working groups in the authorities of Defence Command Denmark, with the purpose of focusing on specific local challenges in relation to gender issues.

Initiatives to motivate the women to stay in their jobs, and to continue their educations in the Danish Defence. This includes specific career courses for female officers and career networks for women in military positions.

Initiatives to apply external and internal communication in order to enhance the visibility of the Danish Defence as an attractive working place for women. This includes focus on internal and external communication concerning gender in the Danish Defence, as well as the necessity of women in different military positions.

With the action plan, the focus on women in the armed forces will continue in the years to come. The ongoing initiatives for women in general, and for women and leadership in particular, will continue to be a matter of interest and concern. The initiatives of the Danish Armed Forces have contributed to a modest, but consistent improvement over recent years regarding the number of women in military positions and women in international operations. Although there is still a low percentage of women in leading positions in the Danish Armed Forces, the trend has been positive.

The Danish Defence has further made these initiatives, with respect to UN Security Council Resolution 1325:

Elements of SCR 1325 are incorporated into the specific code of conduct of the missions that is also part of the directives to the force commander. There is an ongoing analysis of further management documents where SCR 1325 can be included.

Protection of women is incorporated in various directives regarding use of force and protection against abuse.

Defence Command Denmark has drawn up an internal policy on SCR 1325. It is currently being assessed whether this policy should be expressed more formally. This will be the case if it is perceived to add further value to the military implementation of SCR 1325.

The percentage of female soldiers deployed is equivalent to the percentage of female soldiers in the Danish Defence. The Personnel Service is aware of the benefits of placing female soldiers in units that have a large degree of contact with the civilian population. However, prioritizing women to these units is not always possible, and ongoing analyses will show if or how it is possible to improve the use of a gender perspective in composition of Danish contingents.

The Danish Defence has a continuous focus on recruiting as many women as possible. The women in the armed forces are required to serve in international operations on equal terms with their male colleagues.

The Royal Danish Defence College is the centre of cultural knowledge and responsible for the education of language officers. The training includes, among other things, knowledge of local social structures, economy, religion, history, politics, and geography.

During mission-specific pre-deployment training, soldiers at all levels will receive targeted briefings on the local cultural conditions, including women's role in the specific society.

The specific matter of protecting women during conflict is included in military judicial lectures during pre-deployment training.

Finally, Denmark has established a new framework for implementing a Whole-of-Government approach to stabilization and security, as well as justice sector development and peace-building in fragile states. The Danish Ministry of Foreign Affairs and the Ministry of Defence have initiated a programming process intended to lead to a coherent regional programme for the period 2011-2014 in – among other places - the Wider Horn of Africa. The programming process is ongoing and has not yet been finalized, but parts of the programme are expected to support the strengthening of regional stabilization and peace-keeping capacity. It is the intention in this context to include support for mainstreaming and to enhance the implementation of the obligations as outlined in the United Nations Security Council Resolution 1325 concerning women's participation and protection in peace-keeping operations and conflict management and resolution.