

| CATEGORY | EXPECTED OUTCOME | INDICATORS | YES | NO | SCORE |
|---|---|---|-------------------------------|----|-------|
| I. National Importance/ Political Will | | | | | |
| | <p>There is strong political support at the highest levels to integrate gender perspectives in the nation’s foreign and defense policies.</p> | <p>I.1 - Are the principles of WPS/UNSCR 1325 mentioned in the major foreign policy or national security documents?</p> | <p>YES¹</p> | | |
| | | <p>I.2 - Does the nation have a National Action Plan (NAP) in support of WPS/UNSCR 1325?</p> | <p>YES²</p> | | |
| | <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) and 2022 (2013)]—also known as the Women, Peace and Security (WPS) agenda —are fully integrated and mainstreamed in foreign and national security policies.</p> | <p>I.3 - Does the NAP mention the Department/ Ministry of Defense (D/MoD) as a principal actor?</p> | <p>YES³</p> | | |
| | <p>Foreign and defense officials recognize the importance of:</p> <ul style="list-style-type: none"> • Participation of women at all levels of decision-making; • Protection of women and girls from sexual and gender-based violence; • Prevention of violence against women through the promotion of women’s rights; • Mainstreaming of gender perspectives in foreign and defense policies. <p>The Department/Ministry of Defense (D/MoD) is a principal and integral player in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p> | <p>I.4 - Does the D/MoD have its own action/implementation plan in order to meet its NAP objectives?</p> | <p>YES⁴</p> | | |
| | <p>Specific resources and positions for the implementation of the NAP have been allocated for the D/MoD.</p> | <p>I.5 – Has a budget been allocated for NAP implementation?</p> | <p>YES⁵</p> | | |
| | | <p>I.6 – Has a budget been allocated for the D/MoD NAP implementation?</p> | <p>YES⁶</p> | | |
| II. Institutional Policy and Practice | | | | | |
| II.A. Strategy, Plans and Policy | <p>Gender perspectives have been integrated in the major directives and guidance documents related to doctrine, planning, policy, and operations. A gender perspective is introduced in all phases of military operations and missions, and adapted to specific operational contexts.</p> | <p>II.A.1 - Are the principles of WPS/UNSCR 1325 referred to in key documents related to military strategy, plans, and policy?</p> | <p>YES⁷</p> | | |
| | | <p>II.A.2 - Are the principles of WPS/UNSCR 1325 integrated into exercises, operations, and other military activities?</p> | <p>YES⁸</p> | | |

The 1325 Scorecard

The Netherlands

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| | Moreover relevant documents highlight the importance of recognizing that women, girls and boys are more vulnerable to sexual and gender-based violence and sexual exploitation and abuse during conflict. Attention is given to provide protection and uphold the freedom of movement of women and girls. | II.A.3 - 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? | YES⁹ | | |
| | 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 activities. GENADs are deployed as part of the Commander staff at both a strategic and operational level. | II.A.4 - Has a full time gender advisor (GENAD) been appointed in accordance with NATO Bi-SC Directive 40-1? | YES¹⁰ | | |
| | | II.A.5 - Is the GENAD assigned as a member of the commander's staff? | | NO | |
| | | II.A.6 - Has the GENAD received training? | YES¹¹ | | |
| | Gender Focal Points (GFP) have been identified and assigned to work at the operational and tactical levels to ensure that a gender perspective is fully integrated into the daily activities of the operation. | II.A.7 - Are there Gender Focal Points (GFP) assigned throughout the organization? | YES¹² | | |
| II.B. Training, education and exercises | WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and trainings include: gender and cultural/social awareness; overview of UNSCR 1325; how UNSCR 1325 relates to operational effectiveness; and sexual violence, including sexual exploitation and abuse. (NATO Bi-SC Directive 40-1, paragraph d, page 9). | II.B.1 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the junior-level (NATO military ranks OF 1-2; OR 2-4)? | YES¹⁴ | | |
| | | II.B.2 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the mid-level (NATO military ranks OF 3, OR 5-7)? | YES¹⁵ | | |
| | | II.B.3 - Are the principles of WPS /UNSCR 1325 integrated into the education and training for military personnel at the senior-level (NATO military ranks OF 4+, OR 8+)? | YES¹⁶ | | |
| | | II.B.4 - Are the principles of WPS/UNSCR 1325 integrated into any other training of staff? | | NO | |
| | | II.B.5 - Do military personnel receive special training on the protection of vulnerable persons from sexual violence in conflict? | YES¹⁷ | | |
| | | II.B.6 - Are the principles of WPS /UNSCR 1325 included in pre-deployment training? | YES¹⁸ | | |
| | Prior to new operations and missions, appropriate training in the principles of WPS/UNSCR 1325 and how to apply a gender perspective have been conducted as | II.B.7 - As a minimum, does pre-deployment training include the following areas in accordance with NATO Bi-SCD 40-1: | YES¹⁹ | | |

The 1325 Scorecard

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| | <p>prerequisites to successful mission accomplishment. Pre-deployment training includes, at a minimum, each of the elements mentioned in NATO Bi-SCD 40-1.</p> | <ul style="list-style-type: none"> - the importance of protection, rights and needs of women, men, girls, and boys? - information on how to engage with and increase the participation of local women and how to exchange information with women? - cultural awareness training based on an analysis of gender relation in the area of operations (AO)? - how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission? - an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during armed conflict? - specific gender training focused on the AO? | YES | | |
| | | | YES | | |
| | | | YES | | |
| | | | YES | | |
| | | | YES | | |
| | | | YES | | |
| II.C. Gender in the Ranks | <p>Women's equal participation and integration is actively sought and promoted in the national armed forces. Women serve at all ranks and in all disciplines. Women are also deployed in all ranks and disciplines. Countries with a low percentage of women serving have established targets.</p> | II.C.1 - How many women (%) serve on active duty in the military? | 9%²⁰ | | |
| | | II.C.2 - How many women (%) are deployed in military operations abroad? | 8%²¹ | | |
| | | II.C.3 -Are all positions in the armed forces open to women? | | NO²² | |
| | | II.C.4 - Do women serve as flag officers (NATO OF 6 or above)? | YES²³ | | |
| | | II.C.5 - Are there target numbers (%) to increase the number of women in the military? | YES²⁴ | | |
| II.D. Work Environment | <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave and other related family policies have been put into place to improve the quality of life for military personnel and enhance recruitment. 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 with regard to sexual harassment, and exploitation and abuse (SEA) either within the services, within missions or against civilians in host nations. Both internal and external sexual exploitation and abuse is addressed.</p> | II.D.1 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies? | YES²⁵ | | |
| | | II.D.2 - Is there a sexual harassment and sexual exploitation and abuse (SEA) program for protection of military personnel "within" the nation? | YES²⁶ | | |
| | | II.D.3 - Is there a sexual harassment and sexual exploitation and abuse (SEA) prevention program to address SEA of military personnel of another nation or civilians of the host nation (e.g. one military person from a nation sexually assaulting a military person from another nation, or a civilian from the host nation)? | | NO²⁷ | |
| | | II.D.4 - Is there gender-specific individual equipment? | YES | | |

| The 1325 Scorecard | | | The Netherlands | | |
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| III. Monitoring, Reporting and Evaluation | | | | | |
|---|--|--|-------------------|--|--|
| | Effective monitoring and reporting mechanisms are in place for the nation's implementation efforts of UNSCR 1325 so as to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent and actively involves civil society. | III.1 - Are there national monitoring and reporting requirements? | YES ²⁸ | | |
| | | III.2 - Are there specific reporting requirements for D/MoD? | YES ²⁹ | | |
| | | III.3 - Are sex-disaggregated data and lessons learned collected within the D/MoD context? | YES ³⁰ | | |
| | | III.4 - Is there involvement of civil society in the NAP review? | YES | | |

SCORE TOTAL ____ (Total Possible Points: 171)

¹ Ministry of Defense, *Commandant der Strijdkrachten (CDS) Guideline A-104* (2005); Ministry of Defense, *Diversity Policy* (July 2013); Ministry of Defense, *Netherlands Defense Doctrine* (2010); Ministry of Foreign Affairs, *Human Rights Policy* (June 2013); Ministry of Foreign Affairs, *Trade and Development Cooperation – Minister Ploumen's Policy Brief* (April 2013); Ministry of Defense, *NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security* (June 2014),

² The Dutch first published a National Action Plan in December 2007, mapping out steps for the implementation of UNSCR 1325 between 2008 and 2011. A second iteration of the Dutch National Action Plan was published in November 2011 to reflect a revised implementation strategy between 2012 and 2015.

³ Both Dutch NAPs (2008-2011; 2012-2015) specifically mention the Ministry of Defense as an actor in the NAP's implementation (2008-2011: pp. 47-55; 2012-2015: pp. 28-33, 35).

⁴ Ministry of Defense, *Defense Action Plan on UNSCR 1325* (2012-2015). The purpose of this action plan is to integrate UNSCR 1325 and a gender perspective throughout the MoD. Unfortunately monitoring and reporting are lacking, and it is unclear whether UNSCR 1325 and gender are mainstreamed within the MoD. A Defense Action Plan and Gender Checklist exist, but neither are consistently implemented. A Gender Checklist is used in operational planning at the J3 level (Source: Bjorn de Heer, Gender Advisor, Ministry of Defense on 29 April 2015).

⁵ The 2012-2015 Dutch National Action Plan committed financial resources to its implementation in the amount of €4 million from the Ministry of Foreign Affairs and €60,000 from the Ministry of Defense. According to the Ministry of Foreign Affairs annual 2013 report, the allocated and dispersed funding marked for gender-related projects to CSOs and government totaled €53 million. These funds included: €38 million for the Funding for Leadership Opportunities of Women (FLOW); nearly €5 million for projects associated with the Dutch National Action Plan (2012-2015); €4 million to UN Women; €2 million was designated to the UN Women Trust Fund for combatting violence against women; and €5.8 million for the Women on the Frontline program, an initiative designed to strengthen the position of women in the MENA region. Source: Ministry of Foreign Affairs, *Aan de Voorzitter van de Tweede Kamer der Staten-Generaal* (July 12, 2013) <http://www.rijksoverheid.nl/documenten-en-publicaties/kamerstukken/2013/07/11/kamerbrief-over-verdeling-fondsen-voor-het-genderbeleid.html>.

⁶ Source: Interview with Bjorn de Heer, Gender Advisor, Ministry of Defense, on 29 April 2015. During the interview he confirmed that resources are allocated within the MoD to mainstream gender perspectives. However, the resources allocated within the MoD are not sufficient to carry out the Ministry's objectives and are not publicly available.

⁷ These publications include: Ministry of Defense, *Defense Action Plan on UNSCR 1325* (2012-2015); Ministry of Defense, *Militaire Doctrine voor het Landoptreden* (2014); Ministry of Defense, *Commandant der Strijdkrachten (CDS) Guideline A-104* (2005); Ministry of Defense, *Diversity Policy* (July 2013). The *Militaire Doctrine voor het Landoptreden* (Land Warfare Doctrine), published in 2014, does not contain any reference to UNSCR 1325, gender, or women. The *Netherlands Defense Doctrine* does not specifically mention UNSCR 1325 or its principles, but stipulates the NATO doctrine shall be applied. More specifically, the "[n]ational doctrine is, therefore, no longer developed or published if it can be taken one-for-one from NATO doctrine, as the Netherlands armed forces were involved in its development and have approved it. After this publication, Dutch joint doctrine will only be written and issued for subjects not covered by NATO doctrine or in which specific Dutch aspects need to be emphasized, in cases where the Dutch vision differs from that accepted within NATO or if clarification is needed for the tactical level. NATO doctrine which is adopted one-for-one as national doctrine (possibly with a number of specified exceptions or additions) will be given a title and place within the Netherlands doctrine structure and finalized accordingly by the CHOD" (p. 14).

⁸ The principles of WPS/UNSCR 1325 are integrated into the military operational planning process, but on an ad hoc basis. One example includes the Common Effort exercise of the 1 German Netherlands Corps in which gender was mainstreamed into exercises (the Dutch NGO WO=MEN was also involved in this exercise). During the reconnaissance mission for the Provincial Reconstruction Team (PRT) operation in Afghanistan, gender aspects were included as an item, and a specific briefing on gender was given during the formation and activation orders. In addition, during the UN Mali mission and

American-led mission in Iraq, gender was integrated into operations, but it is unclear whether these are institutional practices. (Source: Ministry of Defense, *Report de Voorzitter van de Tweede Kamer der Staten-Generaal* 2013 (p. 7); interview with Joris Geeven, Gender Advisor, Ministry of Foreign Affairs, on April 29, 2015; interview with Sophie Kesselaar, Dutch Gender Platform, 1 May 2015).

⁹ The development of strategy, plans, and policy on the prevention and protection from sexual and gender-based violence by NATO is closely followed and integrated into Dutch strategies, plans, and policies. Source: Yvette Langenhuizen, Directorate of Operations, Dutch Ministry of Defense, September 11, 2015.

¹⁰ The Ministry of Defense has two part-time gender advisors, one addresses personnel issues and the other operations.

¹¹ Gender advisors receive a three-week training on UNSCR 1325 before being deployed. Gender experts complete a three-week intensive training on UNSCR 1325 prior to being deployed as a gender advisor in peacekeeping missions. The training consists of one-week course on Comprehensive Approach to Gender in Operations, one week in Sweden in the Gender Field advisor course, and one week in Poland in a course on planning and gender. Source: Interview with Bjorn de Heer, Gender Advisor, Ministry of Defense, on April 29, 2015; *2013 Global Civil Society Monitoring Report: the Netherlands* (p. 269).

¹² There are no formal GFPs but a "Focus Gender Group" has been established within the MoD, which includes points of contact from different parts of the MoD (eg Training Section). Source: Yvette Langenhuizen, Directorate of Operations, Dutch Ministry of Defense, September 11, 2015.

¹³ It is not clear whether members of the "Focus Gender Group" received training.

¹⁴ Recruits receive education and training on the principles of WPS/UNSCR 1325 at the Military Academy. Source: Yvette Langenhuizen, Directorate of Operations, Dutch Ministry of Defense, September 11, 2015.

¹⁵ The ministries of Defense and Foreign Affairs of the Netherlands and Spain developed a course entitled, "A Comprehensive Approach to Gender in Operations." The objective of the course is to train mid-level military personnel and diplomats on gender and human rights in an effort to positively impact the effectiveness of peace missions and crisis management. The course runs once every six months and with a maximum of 40 people in each course. The Netherlands sends approximately 10-15 people each year to complete this course. Source: Ministry of Foreign Affairs, *International Peace and Security – Women, Peace and Security – UNSCR 1325* (accessed on April 20, 2015) <http://www.government.nl/issues/international-peace-and-security/women-peace-and-security--un-security-council-resolution-1325>. Also available is the Mid-level Defense Training, which women are allowed to complete on a part-time basis if needed. Source: Parliament, *Kamerbrief: Diversiteit in Defensie* (BS2013020003) Den Haag (5 July 2013)

¹⁶ The principles of WPS/UNSCR 1325 is integrated into the education and training for military personnel at the senior level but on an ad hoc basis.

¹⁷ Sexual violence is part of each training at the School for Peace Missions and is a required component of training, but the extent to which UNSCR 1820 is addressed depends on the relevance to the mission. For Dutch military personnel, the course material for mission-specific training is determined in the A-700 CHOD directive, which contains the subjects related to deployment. A table demonstrating the distribution of lessons in hours per subject can be found on the School for Peace Operations website (<http://www.schoolforpeaceoperations.com/en/sfpo/courses/cds-a-700.html>). Military personnel receive a two-hour lesson on international humanitarian law/rules of engagement and a two-hour lesson on "legal position."

¹⁸ The training at the School for Peace Missions is required for all Dutch personnel before deployment. The training includes 2 hours (of 14 hours of general training total) on UNSCR 1325 and WPS issues at a basic level. Human rights and international humanitarian law are also covered within the 14-hour training. It is unclear whether UNSCR 1820 is specifically addressed. Source: WO=MEN 1325 NGO Working Group, *2013 Global Civil Society Monitoring Report: the Netherlands* (p. 270).

¹⁹ Military training modules and the course material mandated by the CDS A-700 at the School for Peace Operations contain training on cultural awareness and international humanitarian law. The School for Peace Operations is located in Arnhem, The Netherlands. Each week, an average number of between 25 and 40 military personnel undergo their mission-specific training, which lasts between a minimum of one and a maximum of five days. At peak times, the number of personnel undergoing training can reach 80 or 90, particularly if there is a special mission in the offing such as the Police Training Mission in Kunduz, Afghanistan. Gender is not specifically identified as part of the curriculum. Additionally, these principles exist in draft education and training curriculums, but have yet to be approved internally at the Ministry of Defense and are far from being implemented. Sources: School for Peace Operations, "CDS A-700 lessons" (accessed April 20, 2015) <http://www.schoolforpeaceoperations.com/en/sfpo/courses/cds-a-700.html>; expert interview with Bjorn de Heer, Gender Advisor, Ministry of Defense, on April 29, 2015; Ministry of Defense, *Cultuur, cultuurinformatie, en cultuurtraining* (2009); Ministry of Defense, *Bacheloropleiding Krijgswetenschappen* (October 2014); Netherlands Defense Academy (NLDA), *Annual Research Report 2013* (May 2014), p. 36; Ministry of Defense and Foreign Affairs, *Toetsingskader* (2009); Ministry of Defense and Foreign Affairs, *The Dutch Do's on Women, Peace and Security: Diplomacy, Defense and Development in Partnership* (2010).

²⁰ Ministry of Defense, *Report de Voorzitter van de Tweede Kamer der Staten-Generaal* 2013 (p. 5, table 2)

²¹ Ministry of Defense, *Report de Voorzitter van de Tweede Kamer der Staten-Generaal* 2012 (p. 5).

²² With the exception of the Marine Corps and the Submarine Service, all posts are available to women. These two Services have remained closed to women for reasons cited as combat effectiveness and practicality. Source: Ministry of Defense, *Report de Voorzitter van de Tweede Kamer der Staten-Generaal* 2013 (p. 6)

²³ Of the total flag officers within the military, 4% are women. In 2005 the first female general was appointed, and in 2007 the second and in 2012 the third. The MoD is working to recruit and retain a higher percentage of high-ranking women officers. Every year at least two female officers will start with the Higher Defense Career Development Course (HDV); placement and deployment will be more aligned when both partners work for the military; females will be placed in pairs in military units; in 2009 a pilot was started to offer part-time career development courses. In 2010 the first 19 officers graduated from the part-time middle career development course. In 2015, the part-time course was scheduled to run twice a year. Source: Ministry of Defense, *Report de Voorzitter van de Tweede Kamer der Staten-Generaal* 2013 (p. 6).

²⁴ The recruitment target for females is set at 30% for the armed forces in total. Initiatives aimed at increasing the recruitment and retention of women in the armed services are in effect. Such programs include mentorships and providing more female role models in visible and influential positions is a project aimed at improving the retention of women. Ministry of Defense, *Report de Voorzitter van de Tweede Kamer der Staten-Generaal* 2013 (p. 5-6).

²⁵ Military personnel are entitled to 16 weeks of maternity leave at full pay. Source: International Labor Organization and World Bank. Women with children under the age of 5 are not obliged to be deployed, unless there is an operational necessity (for males the age is set for children under the age of 1); financial compensation for nursery or day care is available during deployment; women will be part of all selection and advisory committees. Source: Ministry of Defense, *Report de Voorzitter van de Tweede Kamer der Staten-Generaal* 2013 (p. 6) In addition, women can take six years unpaid

leave. Source: North Atlantic Treaty Organization (NATO), *NATO Committee on Women in NATO Forces, The Netherlands* (March 26, 2002).

²⁶ The numbers of sexual harassment cases are made public, but information is not readily accessible on SGBV programs related to the military. Emelie van Outeren, "Risico op misstanden bij Defensie Academie door cultuurprobleem", *NRC*, February 17, 2014, accessed on October 26, 2015, <http://www.nrc.nl/nieuws/2014/02/17/risico-op-misstanden-bij-defensie-academie-door-cultuurprobleem/>. Claims of sexual violence and/or harassment are filed to battalion and unit representatives. Source: Interview with Bjorn de Heer, Gender Advisor, Ministry of Defense, on April 29, 2015.

²⁷ No information was readily available.

²⁸ In 2009 the NAP signatories jointly carried out a mid-term review of their efforts for the implementation of the first NAP. Apart from providing data about the results achieved, this monitoring exercise also provided insight into which parts of the NAP could be improved. In 2011 a similar exercise was carried out for 2010. As part of a specific objective to promote effective and efficient cooperation between NAP signatories and stakeholders, the 2012-2015 Action Plan defined five different results to which NAP signatories will contribute. One result was the monitoring and evaluation of the implementation of this NAP (an annual self-evaluation and an external evaluation after four years). Dutch NAP partners have developed a two-tier monitoring and evaluation system to evaluate their own performance. The collaborative initiatives of NAP signatories will be monitored annually. The outcomes and impacts of joint activities will be evaluated every two years. Annex 1 of the Dutch National Action Plan (2012-2015) outlines specific results that will be monitored by NAP signatories.

²⁹ The MoD Action Plan states that a report on the implementation of UNSCR 1325 will be issued twice a year to the Plaatsvervangend Chef Defensiestaf (PCDS) (Deputy Chief of Defense Staff). No report was issued in 2015. Source: Yvette Langenhuizen, Directorate of Operations, Dutch Ministry of Defense, September 11, 2015.

³⁰ Sex-disaggregated data is reported on a yearly basis to the NATO Committee on Gender Perspectives. Ministry of Defense, *Report de Voorzitter van de Tweede Kamer der Staten-Generaal* 2013.