

| CATEGORY                                      | EXPECTED OUTCOME   | INDICATORS  | YES                           | NO                           | SCORE |
|---|--|---|-------------------------------|------------------------------|-------|
| <b>I. National Importance/ Political Will</b> |  |   |                               |                              |       |
|   | <p>There is strong political support at the highest levels to integrate gender perspectives in the nation’s foreign and defense policies.</p>  | <p><b>I.1</b> - Are the principles of WPS/UNSCR 1325 mentioned in the major foreign policy or national security documents?</p>            | <p><b>YES</b><sup>1</sup></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><b>I.2</b> - Does the nation have a National Action Plan (NAP) in support of WPS/UNSCR 1325?</p>                                       | <p><b>YES</b></p>             |                              |       |
|   | <p>Foreign and defense officials recognize the importance of:</p> <ul style="list-style-type: none"> <li>• Participation of women at all levels of decision-making;</li> <li>• Protection of women and girls from sexual and gender-based violence;</li> <li>• Prevention of violence against women through the promotion of women’s rights;</li> <li>• Mainstreaming of gender perspectives in foreign and defense policies.</li> </ul> | <p><b>I.3</b> - Does the NAP mention the Department/ Ministry of Defense (D/MoD) as a principle actor?</p>                                | <p><b>YES</b><sup>2</sup></p> |                              |       |
|   | <p>The Department/Ministry of Defense (D/MoD) is a principle and integral player in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>   | <p><b>I.4</b> - Does the D/MoD have its own action/implementation plan in order to meet its NAP objectives?</p>                           |                               | <p><b>NO</b><sup>3</sup></p> |       |
|   | <p>Specific resources and positions for the implementation of the NAP have been allocated for the D/MoD.</p>   | <p><b>I.5</b> – Has a budget been allocated for NAP implementation?</p>   | <p><b>YES</b><sup>4</sup></p> |                              |       |
|   |  | <p><b>I.6</b> – Has a budget been allocated for the D/MoD NAP implementation?</p>   |                               | <p><b>NO</b><sup>5</sup></p> |       |
| <b>II. Institutional Policy and Practice</b>  |  |   |                               |                              |       |
| <b>II.A. Strategy, Plans and Policy</b>       | <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><b>II.A.1</b> - Are the principles of WPS/UNSCR 1325 referred to in key documents related to military strategy, plans, and policy?</p> | <p><b>YES</b><sup>6</sup></p> |                              |       |
|   |  | <p><b>II.A.2</b> - Are the principles of WPS/UNSCR 1325 integrated into exercises, operations, and other military activities?</p>         | <p><b>YES</b><sup>7</sup></p> |                              |       |

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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.  | <b>II.A.3</b> - 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 <sup>8</sup>  |                  |       |
|  | 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.<br><br>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. | <b>II.A.4</b> - Has a full time gender advisor (GENAD) been appointed in accordance with NATO Bi-SC Directive 40-1?  |   | NO <sup>9</sup>  |       |
|  |  | <b>II.A.5</b> - Is the GENAD assigned as a member of the commander's staff?  |   | NO               |       |
|  |  | <b>II.A.6</b> - Has the GENAD received training?   |   | NO               |       |
|  |  | <b>II.A.7</b> - Are there Gender Focal Points (GFP) assigned throughout the organization?  |   | NO <sup>10</sup> |       |
|  |  | <b>II.A.8</b> - Have the GFPs received training?   |   | NO               |       |
| <b>II.B. Training, education and exercises</b> | 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).   | <b>II.B.1</b> - 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)?                                     |   | NO <sup>11</sup> |       |
|  |  | <b>II.B.2</b> - 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)?  |   | NO <sup>10</sup> |       |
|  |  | <b>II.B.3</b> - 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+)?                                      |   | NO <sup>10</sup> |       |
|  |  | <b>II.B.4</b> - Are the principles of WPS/UNSCR 1325 integrated into any other training of staff?  | YES <sup>12</sup>   |                  |       |
|  |  | <b>II.B.5</b> - Do military personnel receive special training on the protection of vulnerable persons from sexual violence in conflict?   | YES <sup>13</sup>   |                  |       |
|  |  | <b>II.B.6</b> - Are the principles of WPS /UNSCR 1325 included in pre-deployment training?   | YES <sup>14</sup>   |                  |       |
|  |  | 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  | <b>II.B.7</b> - As a minimum, does pre-deployment training include the following areas in accordance with NATO Bi-SCD 40-1: |                  |       |

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|                                  | prerequisites to successful mission accomplishment. Pre-deployment training includes, at a minimum, each of the elements mentioned in NATO Bi-SCD 40-1.  | - the importance of protection, rights and needs of women, men, girls, and boys?   | YES <sup>15</sup>     |                  |       |
|                                  |  | - information on how to engage with and increase the participation of local women and how to exchange information with women?  |                       | NO <sup>16</sup> |       |
|                                  |  | - cultural awareness training based on an analysis of gender relation in the area of operations (AO)?  | YES <sup>17</sup>     |                  |       |
|                                  |  | - how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission?   | YES <sup>18</sup>     |                  |       |
|                                  |  | - an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during armed conflict?   | YES <sup>19</sup>     |                  |       |
|                                  |  | - specific gender training focused on the AO?  | YES <sup>17</sup>     |                  |       |
| <b>II.C. Gender in the Ranks</b> | 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.  | <b>II.C.1</b> - How many women (%) serve on active duty in the military?   | 14%                   |                  |       |
|                                  |  | <b>II.C.2</b> - How many women (%) are deployed in military operations abroad?   | No Data <sup>20</sup> |                  |       |
|                                  |  | <b>II.C.3</b> - Are all positions in the armed forces open to women?   | YES                   |                  |       |
|                                  |  | <b>II.C.4</b> - Do women serve as flag officers (NATO OF 6 or above)?  | YES <sup>21</sup>     |                  |       |
|                                  |  | <b>II.C.5</b> - Are there target numbers (%) to increase the number of women in the military?  | YES <sup>22</sup>     |                  |       |
| <b>II.D. Work Environment</b>    | 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. | <b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies?   | YES <sup>23</sup>     |                  |       |
|                                  |  | <b>II.D.2</b> - Is there a sexual harassment and sexual exploitation and abuse (SEA) program for protection of military personnel "within" the nation?   | YES <sup>24</sup>     |                  |       |
|                                  |  | <b>II.D.3</b> - 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)? |                       | NO <sup>25</sup> |       |
|                                  |  | <b>II.D.4</b> - Is there gender-specific individual equipment?   | YES <sup>26</sup>     |                  |       |

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III. Monitoring, Reporting and Evaluation

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|  | 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 <sup>27</sup> |                  |  |
|  |  | III.2 - Are there specific reporting requirements for D/MoD?                               | YES <sup>28</sup> |                  |  |
|  |  | III.3 - Are sex-disaggregated data and lessons learned collected within the D/MoD context? |                   | NO <sup>29</sup> |  |
|  |  | III.4 - Is there involvement of civil society in the NAP review?                           |                   | NO <sup>30</sup> |  |

SCORE TOTAL \_\_\_\_ (Total Possible Points: 171)

<sup>1</sup> The website for Canada’s Ministry of Foreign Affairs, Trade and Development contains a lengthy informational page on international gender equality and women’s rights. International gender equality and women’s rights is one of several categories within Canada’s human rights section, which in turn is one of six major categories constituting Canada’s foreign policy. Government of Canada: Foreign Affairs, Trade, and Development, *Canada’s commitment to gender equality and the advancement of women’s rights internationally*, accessed on October 16, 2015, <http://www.international.gc.ca/rights-droits/women-femmes/equality-egalite.aspx?lang=eng>. Principles of UNSCR 1325 do not appear in other major categories of Canada’s foreign policy, such as international security or stabilization and reconstruction in conflict zones. Neither does the National Security Policy published on Canada’s website contain reference to gender. Government of Canada: Public Safety Canada, *Securing an Open Society: Canada’s National Security Policy*, accessed on October 16, 2015, <http://www.publicsafety.gc.ca/cnt/ntnl-scrnt/scrng-eng.aspx>. A gender perspective is explored in depth only on the gender-specific webpage within Canada’s foreign policy website, including specific instances of gender-based violence responses within particular Canadian humanitarian operations. Government of Canada: Foreign Affairs, Trade and Development, *Response to Humanitarian Crises*, accessed on October 16, 2015, [http://www.international.gc.ca/development-developpement/humanitarian\\_response-situations\\_crisis/index.aspx?lang=eng](http://www.international.gc.ca/development-developpement/humanitarian_response-situations_crisis/index.aspx?lang=eng).

<sup>2</sup> The Department of National Defence (DND) is mentioned in general rather than specific terms in the country’s National Action Plan (NAP), and is often listed as one of the four implementing agencies with respect to the NAP indicators (e.g., most indicators end with the phrase: “Key Departments: CIDA, DFATD, DND, RCMP.” Greater specificity is not provided. Government of Canada: Foreign Affairs, Trade and Development, *Canada’s Action Plan for the Implementation of United Nations Security Council Resolutions on Women, Peace and Security*, accessed on October 19, 2015, [http://www.international.gc.ca/START-GTSR/women\\_canada\\_action\\_plan-plan\\_action\\_femme.aspx?lang=eng](http://www.international.gc.ca/START-GTSR/women_canada_action_plan-plan_action_femme.aspx?lang=eng).

<sup>3</sup> Documents reviewed include: Canada First Defence Strategy, Department of National Defence: Report on Plans and Priorities 2014-15, and Defence and Security S&T Strategy. Government of Canada, *Canada First Defence Strategy (2013)*, accessed on October 16, 2015, [http://www.forces.gc.ca/assets/FORCES\\_Internet/docs/en/about/CFDS-SDCD-eng.pdf](http://www.forces.gc.ca/assets/FORCES_Internet/docs/en/about/CFDS-SDCD-eng.pdf); Government of Canada, *Department of National Defence: Report on Plans and Priorities 2014-15*, accessed on October 16, 2015, [http://www.forces.gc.ca/assets/FORCES\\_Internet/docs/en/DND-RPP-2014-15.pdf](http://www.forces.gc.ca/assets/FORCES_Internet/docs/en/DND-RPP-2014-15.pdf); Government of Canada: Defence Research and Development, *Defence and Security S&T Strategy (2014)*, accessed on October 16, 2015, <http://www.drdc-rddc.gc.ca/en/publications/defence-st-strategy.page>. There is no sex-disaggregated data in the Report on Plans and Priorities 2013-14. In response to the an external review performed by Marie Deschamps on sexual violence and harassment in Canada’s armed forces, the CAF released an Action Plan specifically

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geared towards addressing sexual assault and harassment within the ranks. Government of Canada: National Defense and the Canadian Armed Forces, *External Review into Sexual Misconduct and Sexual Harassment in the Canadian Armed Forces (2015)*, accessed on October 16, 2015, <http://www.forces.gc.ca/en/caf-community-support-services/external-review-sexual-mh-2015/summary.page>; Government of Canada: National Defence and the Canadian Armed Forces, *Canadian Armed Forces Action Plan on Inappropriate Sexual Behaviour*, accessed on October 16, 2015, <http://www.forces.gc.ca/en/caf-community-support-services/external-review-sexual-mh-2015/caf-action-plan-inappropriate-sexual-behaviour.page>. While, this is important contextual information, it does not change the score from NO to YES.

<sup>4</sup> The *2012-2013 Progress Report* indicates resource allocation, with specific currency amounts listed as examples. The Progress Report also lists financial resources allocated to country and regional programs, as well as to agencies within the government. Government of Canada: Foreign Affairs, Trade and Development Canada, *2012-2013 Progress Report Canada's Action Plan for the Implementation of United Nations Security Council Resolutions on Women, Peace & Security*, accessed on October 16, 2015, [http://www.international.gc.ca/START-GTSR/women\\_report\\_2012-2013\\_rapport\\_femmes.aspx?lang=eng](http://www.international.gc.ca/START-GTSR/women_report_2012-2013_rapport_femmes.aspx?lang=eng). For example, Canada pledged \$18.5 million to assist with relief and recovery for women and girls in the Democratic Republic of the Congo. A five-year, \$5 million peacebuilding project in North African countries included relief and recovery efforts for women victims of sexual violence, as well as efforts to increase women's participation in various conflict resolution initiatives. However, reporting of resource allocation is ad hoc, and it is unclear whether resource allocation is systematic. *Ibid.*

<sup>5</sup> Neither the *2012-2013 Progress Report* nor *2011-2012 Progress Report*, nor the *2013 Canadian Forces National Report to the NATO Committee on Gender Perspectives* indicate resources allocated for use by the Canadian Armed Forces (CAF) or the Department of National Defence (DND). *Ibid.*; Government of Canada: Foreign Affairs, Trade and Development Canada, *2011-2012 Progress Report*, accessed on October 16, 2015, [http://www.international.gc.ca/start-gtsr/women\\_report\\_2011-2012\\_rapport\\_femmes.aspx?lang=eng](http://www.international.gc.ca/start-gtsr/women_report_2011-2012_rapport_femmes.aspx?lang=eng); North Atlantic Treaty Organization, *IMS Office of the Gender Advisor (2015)*, accessed on October 16, 2015, [http://www.nato.int/cps/en/natohq/topics\\_101371.htm](http://www.nato.int/cps/en/natohq/topics_101371.htm). The *2012-2013 Progress Report* lists a variety of resources (see Note 4) that have been allocated for NAP implementation, but these resources flowed through the Department of Foreign Affairs and International Trade (DFAIT) and the Canadian International Development Agency (CIDA), both of which are now housed under the Department of Foreign Affairs, Trade, and Development (DFATD). No financial resource allocation is mentioned for the DND. *2012-2013 Progress Report*.

<sup>6</sup> The *2012-2013 Progress Report* cites a "Concept of Operations" document that outlines the scope, history, and context of one particular international peace operation in 2012-2013 (the operation is not specified). This document also contained a section on gender and the protection of women and girls. A "Code of Conduct" for the Canadian Armed Forces (CAF) in all international operations addressed gender and sexual violence, paying particular attention to conduct that is prohibited for Canadian personnel, such as sexual assault, abuse, or exploitation.

<sup>7</sup> The principles of WPS/UNSCR 1325 are integrated into pre-deployment training (see II.B.7), and appear to be accounted for in peace operations. *2012-2013 Progress Report*. Military exercises are not mentioned in the *2012-2013 Progress Report* or other documents reviewed regarding the WPS framework. Where the WPS/UNSCR 1325 principles are integrated, there is a focus on the protection of vulnerable groups from sexual violence, with some attention paid to prevention. Mention of fostering greater participation of local women in peace processes in the host countries of operations is rarely if ever mentioned.

<sup>8</sup> The CAF "Code of Conduct" creates "standards of treatment with respect to local civilian populations," including standards pertaining to sexual assault, abuse, and exploitation. *Ibid.* Sexual violence within Canadian ranks does not appear to be discussed in strategic and operational documents, or field manuals.

<sup>9</sup> There does not appear to be a Gender Advisor for the CAF or for the Department of National Defence (DND) that addresses the WSP framework. The *2012-2013 Progress Report* highlights Canada's advocacy (but *not* implementation) for Gender Advisors on international operations and its support for such advisors in international meetings. *Ibid.* Canadian officials have served as Gender Advisors to NATO (e.g., in 2012 a CAF officer serving as a deputy gender advisor to NATO's Allied Command Transformation presented on gender issues at a meeting. *Ibid.* However, most of Canada's advocacy for gender advisors tends to take place in government agencies outside of the DND or the CAF. For example, the *2012-2013 Progress Report* cites the DFAIT and the CIDA as advocating for the use of gender advisors in NATO missions and peace support operations. CIDA employed a gender advisor in a policy dialogue in Palestine. There is no mention in the *2012-2013 Progress Report* of active gender advisors in the DND or CAF. *Ibid.* Likewise, neither the *2011-2012 Progress Report* nor the *2013 Canadian Forces National Committee on Gender Perspectives* mentions the term "gender advisor." *2011-2012 Progress Report*; *2013 Canadian Forces National Report to NATO*.

<sup>10</sup> Similarly, Gender Focal Points appear absent from the DND or the CAF. The *2012-2013 Progress Report* indicates that each division of Canada's Stabilization and Reconstruction Task Force (START) has Gender Focal Points. *2012-2013 Progress Report*. START is formally housed within the Ministry of Foreign Affairs, Trade & Development, but it collaborates with other Canadian government agencies, including the Department of National Defence. For example, Canadian forces that contribute to peace operations fall under a sub-category of START. *Ibid.* However, GFPs do not appear *throughout* the organization.

<sup>11</sup> CAF personnel at various levels receive "diversity training," which is not the same as training in a gender perspective within the WSP framework. Other than "pre-deployment" training, no document researched for this scorecard mentions training in the WPS principles during general education activities at various levels of seniority. National Defence and the

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Canadian Armed Forces, *Women in the Canadian Armed Forces (2014)*, accessed on October 19, 2015, <http://www.forces.gc.ca/en/news/article.page?doc=women-in-the-canadian-armed-forces/hie8w7rm>.

<sup>12</sup> The Peace Support Training Centre “supports the intellectual development and training of Canadian Forces, members from other government departments, and international audiences.” National Defence and the Canadian Armed Forces, *Peace Support Training Centre*, accessed on October 19, 2015, <http://www.forces.gc.ca/en/training-establishments/peace-support-index.page>. It is not clear if such training is mandatory for CAF personnel, or at which levels such training is provided. The Tactical Operations Staff Course, Junior Command and Staff Course, and Caribbean Junior Command and Staff Course are offered to member countries in the Military Training and Cooperation Program, through which Canada provides military training to allied countries. *2012-2013 Progress Report*; Government of Canada: National Defence and the Canadian Armed Forces, *International Military Training and Policy*, accessed on October 19, 2015, <http://www.forces.gc.ca/en/training-international-policy/index.page>. **Note:** This training is specifically offered to military personnel in allied countries, not to Canadian personnel. However, the training incorporates principles of UNSCR 1325, so presumably the military trainers have received training to some degree in the WSP framework.

<sup>13</sup> According to the *2012-2013 Progress Report*, “CAF personnel who deployed to peace support operations, fragile states or conflict-affected situations received mission-specific pre-deployment training that addressed the protection of vulnerable groups, including women and girls.” *2012-2013 Progress Report*. Additionally, deploying CAF personnel receive training in “codes of conduct and training on Canadian and international law and human rights applicable to the protection and promotion of women’s and girls’ human rights.” *Ibid.*, Indicator 2-2. Documents reviewed do not indicate that Canadian personnel receive training on sexual violence within the Canadian Armed Forces.

<sup>14</sup> According to the *2013 Canadian Forces National Report to the NATO Committee on Gender Perspectives*, all CAF personnel receive pre-deployment training that integrates human rights principles, UNSCR 1325 and 1820, and elements of II.B.6. *2013 Canadian Forces National Report to NATO*. The *2012-2013 Progress Report* states that “[p]re-deployment training for Canadian personnel posted to international missions and peace operations included sessions on ... the protection of vulnerable groups such as women and girls, cultural awareness, and gender perspectives in armed conflict. For example, the CAF’s Peace Support Training Centre provided training for peace support personnel and military observers on the relevance of gender perspectives in armed conflict, including: an introduction to UNSCRs 1325 and 1820 and gender mainstreaming; the differential impact of conflict on women and men; and standards of protection for women.” *2012-2013 Progress Report*. Increasing the participation of local women is not mentioned in the 2012-2013 Progress Report’s section on training or in the *2013 National Report to NATO*.

<sup>15</sup> Multiple sections of the *2012-2013 Progress Report*, especially sec. 3.1, and the *2013 Canadian Forces National Report to the NATO Committee on Gender Perspectives* address this point. *2012-2013 Progress Report*, Sec. 3.1; *2013 Canadian Forces National Report to NATO*, 3.

<sup>16</sup> Section 3.2 of the *2012-2013 Progress Report*, discusses training programs that Canada sponsored and provided to increase female participation in conflict resolution and politics in conflict zones. There is no mention, however, of training programs for Canadian Forces on how to encourage increased participation from women in areas of operations. *2012-2013 Progress Report*.

<sup>17</sup> Section 4 of the *2012-2013 Progress Report* states: “Training is one of the most active areas in which each department contributes in terms of technical knowledge and logistical support. In addition, an important change was made to the current START curriculum in order to make the Gender-Based Analysis course more context-relevant and effective in improving the capacity of Canadian personnel to prevent violence.” *Ibid.* One can infer from the phrase “more context-relevant” that training is designed to account for the assisting officer’s local context.

<sup>18</sup> The *2013 Canadian Forces National Report to the NATO Committee on Gender Perspectives* states that pre-deployment training addresses a variety of issues pertaining to gender and women in armed conflict and explains how these issues “affect forces operationally and from the moral viewpoint of the individual.” *Canadian Forces National Report to NATO*, 4. The phrases “force enabler” and “operational effectiveness” are not used, but the ideas are implicit.

<sup>19</sup> See *2012-2013 Progress Report*, sec. 3.1.2.

<sup>20</sup> The Canadian Armed Forces do not track the sex of deployed personnel.

<sup>21</sup> As of January 2013, women represented 4.3% of all flag officers in the Canadian Armed Forces. *Canadian Forces National Report to NATO*.

<sup>22</sup> The *2013 Canadian Forces National Report to the NATO Committee on Gender Perspectives* states that Canada’s target is for women to comprise 25.1% of the CAF. *Ibid.*

<sup>23</sup> Canada provides for 17 weeks maternity leave and additional 37 weeks for parental leave, which parents may share. See *Canadian Forces National Report to NATO*.

<sup>24</sup> The CAF website provides a variety of resources and support programs for victims of sexual harassment and misconduct, including the Canadian Forces National Investigation Service, the CF Military Police Group’s Victims Assistance Program, and the CAF Strategic Response Team on Sexual Misconduct. Government of Canada, National Defence and the Canadian Armed Forces, *Inappropriate Sexual Behaviour*, accessed on October 19, 2015, <http://www.forces.gc.ca/en/caf-community-support-services/sexual-misconduct.page>. The recent External Review by Marie Deschamps criticizes the sexualized culture in the CAF and recommends allowing victims to circumvent the chain of command when reporting sexual

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misconduct. Marie Deschamps, *External Review into Sexual Misconduct and Sexual Harassment in the Canadian Armed Forces (2015)*, accessed on October 19, 2015, <http://www.forces.gc.ca/en/caf-community-support-services/external-review-sexual-mh-2015/summary.page>. According to the Deschamps External Review, despite the existence of victim support mechanisms, “the reality is an ad hoc approach that fails to meet the needs of many victims in a variety of ways” *Ibid.*, 7.

<sup>25</sup> According to the *2012-2013 Progress Report*, Canadian personnel have reporting requirements if they observe sexual misconduct in the field. All Canadian personnel *deploying* to international peace operations receive training in the protection of vulnerable groups, including women and children. The report states: “Deployed CAF personnel were responsible to report observed incidences of serious violations of women’s and girls’ human rights to competent mission authorities while on international operations, including peace support operations.” *Ibid.* However, there does not appear to be a formal prevention program that addresses violence between service members of Canadian and other armed forces, or of Canadian personnel against civilians of other countries, other than the normal laws of war.

<sup>26</sup> See *Women in the Canadian Armed Forces*.

<sup>27</sup> Canada lays out monitoring and reporting requirements in its National Action Plan. *Canada’s Action Plan*. It has submitted annual reports to NATO and produced two Progress Reports for the general public (2011-2012 and 2012-2013). These Progress Reports are organized by specific indicators and actions. See e.g., *2012-2013 Progress Report*. However, it is unclear whether there are concrete deadlines and monitoring mechanisms. Canada’s NAP calls for annual progress reports for the public, but both Progress Reports cited were released late. *Canada’s Action Plan*; Canadian Centre for Policy Alternatives, *Progress on Women’s Rights: Missing in Action (2014)*, accessed on October 19, 2015, <https://www.policyalternatives.ca/publications/reports/progress-women%E2%80%99s-rights-missing-action>. Much of the information provided on the Canadian government website and in the Progress Reports is general in nature.

<sup>28</sup> According to *Canada’s National Action Plan*: “The actions and indicators included in this document will be used by the relevant organizations (CIDA, DFATD, DND, Public Safety and the RCMP) to collect and analyze qualitative and quantitative information as to their progress and performance in implementing this plan ... DFATD will use the collected data to compile an annual report of Canada’s progress in implementing the UNSC Women, Peace and Security Resolutions, which will be made publicly available.” *Canada’s Action Plan*.

<sup>29</sup> The *2012-2013 Progress Report* lists other data, such as money spent on certain operations and number of women in the armed forces. *2012-2013 Progress Report*. More nuanced and informative data on trends in the implementation of WPS principles are not present in the *2012-2013 Progress Report* or in the *2013 Canadian Forces National Report to the NATO Committee on Gender Perspectives*. The “lessons learned” section in the *2012-2013 Progress Report* is cursory and vague and do analysis of data or lessons learned is provided. *Ibid.*

<sup>30</sup> According to the report, *Progress on Women’s Rights: Missing in Action*, Canada’s National Action Plan “contains no mechanism to involve and consult with Canadian civil society.” *Progress on Woman’s Rights*, p. 62. The Canadian *2012-2013 Progress Report* mentions that it draws its information from departmental reports of DND, CIDA, DFAIT, and the Royal Canadian Mounted Police (RCMP). *2012-2013 Progress Report*.