

The 1325 Scorecard

Poland

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>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>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 principle and integral player in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	I.1 - Are the principles of WPS/UNSCR 1325 mentioned in the major foreign policy or national security documents?		NO ¹	
		I.2 - Does the nation have a National Action Plan (NAP) in support of WPS/UNSCR 1325?		NO ²	
		I.3 - Does the NAP mention the Department/ Ministry of Defense (D/MoD) as a principle actor?		NO ³	
		I.4 - Does the D/MoD have its own action/implementation plan in order to meet its NAP objectives?		NO ⁴	
	Specific resources and positions for the implementation of the NAP have been allocated for the D/MoD.	I.5 – Has a budget been allocated for NAP implementation?		NO ⁵	
		I.6 – Has a budget been allocated for the D/MoD NAP implementation?		NO ⁶	
II. Institutional Policy and Practice					
II.A. Strategy, Plans and Policy	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.	II.A.1 - Are the principles of WPS/UNSCR 1325 referred to in key documents related to military strategy, plans, and policy?		NO ⁷	
		II.A.2 - Are the principles of WPS/UNSCR 1325 integrated into exercises, operations, and other military activities?		NO ⁸	

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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?	YES ⁹		
	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?	YES ¹⁰		
		II.A.5 - Is the GENAD assigned as a member of the commander's staff?		NO ¹¹	
		II.A.6 - Has the GENAD received training?	YES ¹²		
	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?		NO ¹³	
		II.A.8 - Have the GFPs received training?		NO ¹⁴	
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)?	YES ¹⁵		
		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)?	YES ¹⁶		
		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+)?	YES ¹⁷		
		II.B.4 - Are the principles of WPS/UNSCR 1325 integrated into any other training of staff?	YES ¹⁸		
		II.B.5 - Do military personnel receive special training on the protection of vulnerable persons from sexual violence in conflict?	YES ¹⁹		
		II.B.6 - Are the principles of WPS /UNSCR 1325 included in pre-deployment training?	YES ²⁰		
	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:			

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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 ²¹		
		- information on how to engage with and increase the participation of local women and how to exchange information with women?		NO ²²	
		- cultural awareness training based on an analysis of gender relation in the area of operations (AO)?	YES ²³		
		- how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission?		NO ²⁴	
		- an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during armed conflict?	YES ²⁵		
		- specific gender training focused on the AO?	YES ²⁶		
II.C. Gender in the Ranks	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.	II.C.1 - How many women (%) serve on active duty in the military?	2.55% ²⁷		
		II.C.2 - How many women (%) are deployed in military operations abroad?	2.25% ²⁸		
		II.C.3 - Are all positions in the armed forces open to women?	YES ²⁹		
		II.C.4 - Do women serve as flag officers (NATO OF 6 or above)?		NO ³⁰	
		II.C.5 - Are there target numbers (%) to increase the number of women in the military?	YES ³¹		
II.D. Work Environment	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.	II.D.1 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies?	YES ³²		
		II.D.2 - Is there a sexual harassment and sexual exploitation and abuse (SEA) program for protection of military personnel "within" the nation?		NO ³³	
		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)?		NO ³⁴	
		II.D.4 - Is there gender-specific individual equipment?	YES ³⁵		

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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?		NO ³⁶	
		III.2 - Are there specific reporting requirements for D/MoD?		NO ³⁷	
		III.3 - Are sex-disaggregated data and lessons learned collected within the D/MoD context?		NO ³⁸	
		III.4 - Is there involvement of civil society in the NAP review?		NO ³⁹	

SCORE TOTAL ____ (Total Possible Points: 171)

¹ Nothing was mentioned about women in the military, gender, Bi-SC directive 40-1 or UNSCR 1325 on the Ministry of National Defense website, or the Ministry of Foreign Affairs website as of July 1, 2015. Documents examined include: *Polish Foreign Policy Priorities 2012-2016 (2012)*, *Strategy of Development of the National Security System of the Republic of Poland 2022 (2012)*, *Vision of the Polish Armed Forces 2030*, *Defense Strategy of the Republic of Poland (2009)*, *Ministry of Foreign Affairs Mission Statement*, and *White Book on National Security of the Republic of Poland (2013)*.

² No National Action Plan as of July 27, 2015.

³ No National Action Plan as of July 27, 2015.

⁴ No National Action Plan as of July 27, 2015.

⁵ No National Action Plan as of July 27, 2015.

⁶ No, and there was no mention of any UNSCR 1325 principles mentioned in the *Basic Information on the MoND Budget 2015*. Ministry of National Defence, Budgetary Department, *Basic Information on the MoND Budget*, accessed in October 15, 2015, http://en.mon.gov.pl/z/pliki/dokumenty/rozne/2015/04/budzet_2015_ang.pdf.

⁷ No mention of Women, Peace and Security principles, UNSCR 1325 or Bi-Strategic Command Directive 40-1 in the following documents found on the Ministry of Defense website: *Vision of the Polish Armed Forces 2030*, *Defense Strategy of the Republic of Poland 2009*, *Strategy of Development of the National Security System of the Republic of Poland 2022 (2012)*, *Basic Information on the MoND Budget 2015*, and *White Book on National Security of the Republic of Poland (2013)*.

⁸ NATO Committee on Gender Perspectives, *The National Report Poland (2013)*, accessible at http://www.nato.int/cps/en/natohq/topics_101371.htm.

⁹ According to the *The National Report Poland (2013)*, "Professional soldiers and military personnel" - though it is unclear what groups fall under this category - receive training entitled "Issues of gender equality in the army and protecting women's rights and girls in armed conflict in the light of the NATO Strategic Commands Directive (Bi SC 40-1)." *Ibid*.

¹⁰ According to the 2013 National Report, four gender advisors (3 men and 1 woman) have been appointed. *Ibid*.

¹¹ It is unclear whether the GENADs are members of the commander's staff but reform did lead to "the position of Special Representative for Female Military Service, which came about as a consequence of the merging of the function of Chairperson of the Women's Council with the Ministry of National Defence Special Representative for Military Service and placing that

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		<p>post in the Council of Senior Officers as one of the links in the chain of representative bodies.” Polish Armed Forces, <i>Female Military Service (2015)</i>, accessed on October 15, 2015, http://www.wojsko-polskie.pl/en/female-military-service/37573,female-military-service.html.</p> <p>¹² The three male GENADs received training at Netherlands Defence College (“A Comprehensive Approach to Gender in Operations”) and the 1 woman GENAD received a GFA (Gender Field Advisor) certificate from the Swedish Centre for Gender in Military Operations according to the 2013 National Report. <i>The National Report Poland (2013)</i>.</p> <p>¹³ No GFPs have been assigned. However, on “8 March 2006, a Ministry of National Defence Special Representative for Female Military Service was appointed, whose competencies include monitoring female military service as well as suggesting legal and organisational solutions aimed at optimising the service of women in the armed forces.” Polish Armed Forces, <i>Female Military Service (2015)</i>.</p> <p>¹⁴ No GFPs specifically have been assigned or trained according to the 2013 National Report. <i>The National Report Poland (2013)</i>.</p> <p>¹⁵ “Professional soldiers and military personnel” receive trainings related to UNSCR 1325 and Bi-SC 40-1, however it is unclear what specific groups this is referring to. It does not seem, however, that these trainings are compulsory for entire groups, but rather that they are on an ad hoc basis. <i>The National Report Poland (2013)</i>.</p> <p>¹⁶ See note 15.</p> <p>¹⁷ See note 15.</p> <p>¹⁸ According to the 2013 National Report, Poland “conducted more than 20 training courses in the field of improving the competence of gender, which included managerial personnel department of the General Staff and the Ministry, as well as the cadre of military units visited by the Plenipotentiary of the Minister of Defence for the women’s military service.” <i>The National Report Poland (2013)</i>.</p> <p>¹⁹ According to the 2013 National Report, “Issues of gender equality in the army and protect women’s rights and girls in armed conflict in the light of the NATO Strategic Commands Directive (Bi SC 40-1)” is a compulsory training for all soldiers. <i>The National Report Poland (2013)</i>.</p> <p>²⁰ “The Ministry of Defence conducted a campaign of information and training, addressed to the soldiers as participants of the ISAF mission and KFOR before going to the area of the mission. The campaign was carried out by experts from the Foundation for Strategic Studies Institute of the tasks assigned to the department.” Trainings are facilitated by the Training Center for Foreign Missions in Kielce on the topic of UNSCR 1325 and Bi-SC 40-1. <i>The National Report Poland (2013)</i>.</p> <p>²¹ Military personnel received the training “Issues of gender equality in the army and protect women’s rights and girls in armed conflict in the light of the NATO Strategic Commands Directive (Bi SC 40-1)” according to the 2013 National Report. <i>The National Report Poland (2013)</i>.</p> <p>²² No training on this subject was mentioned in the 2013 National Report. <i>The National Report Poland (2013)</i>.</p> <p>²³ Training was provided to female military medical personnel on how to search women in Muslim countries in conformance with cultural norms. Polish Armed Forces, <i>Kwiecień 2012</i>, accessed on October 15, 2015, http://www.wojsko-polskie.pl/pl/sily-zbrojne-rp/wojskowa-sluzba-kobiet/wydarzenia/kalendarium-wojskowej-sluzby-kobiet-2012/19728,kwiecien-2012.html.</p> <p>²⁴ No training on this subject was mentioned in the 2013 National Report. <i>The National Report Poland (2013)</i>.</p> <p>²⁵ Polish Armed Forces, <i>Kwiecień 2012</i>.</p> <p>²⁶ Some gender specific training was provided to military medical personnel on how to search Muslim women in accordance with local culture. Polish Armed Forces, accessed on October 15, 2015, http://www.wojsko-polskie.pl/pl/sily-zbrojne-rp/wojskowa-sluzba-kobiet/wydarzenia/kalendarium-wojskowej-sluzby-kobiet-2012/19728,kwiecien-2012.html.</p> <p>²⁷ As of Dec. 31, 2012 according to the 2013 National Report. <i>The National Report Poland (2013)</i>.</p> <p>²⁸ As of Dec. 31 2012 according to the 2013 National Report. <i>The National Report Poland (2013)</i>.</p> <p>²⁹ NATO Committee on Gender Perspectives, <i>The National Report Poland (2011)</i>, accessible at http://www.nato.int/cps/en/natohq/topics_101371.htm.</p> <p>³⁰ As of Jan 1, 2015, the highest-ranking woman is a Colonel (O-5). Polish Armed Forces, <i>Female military service</i>.</p> <p>³¹ The 2013 National Report states that the target for women in the military is 5%. They have several promotional programs in place to increase female enrollment. <i>The National Report Poland (2013)</i>.</p> <p>³² Servicewomen are given a compulsory 20 weeks of maternity leave, after which they can apply to receive 2 additional weeks. Men are also allowed this leave in certain situations: “Both spouses may use an alternative to parental leave. Parental leave of up to 12 months provides the soldier back to his official position, and leave over 12 months involves the transfer of soldiers to the reserve personnel and lack of guarantee to return to their official position held before the leave. Parental leave is free.” Polish Armed Forces, <i>Female military service</i>.</p> <p>³³ Though military personnel are trained on sexual harassment in the workplace, place of deployment, and prevention according to the 2013 National Report, Polish media notes that between 30-45% of women in the Polish military will experience sexual trauma and only 30% of the survivors will seek medical help. These statistics suggest that there is no sexual</p>			

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harassment prevention or support program beyond the basic compulsory trainings. “Tylko szukają napad opiekę zdrowotną few seksualnie atakujący servicewomen, nauk znaleziiska, News Medical, accessed on October 15, 2015, <http://www.news-medical.net/news/20150429/2073/Polish.aspx>.

³⁴ See note 34.

³⁵ According to the 2013 National Report, the Polish military issues women soldiers equipment and uniforms specifically designed for women. While no details were found about the equipment, the Handbook on Military Uniforms suggests that women are always required to wear a skirt. They are also given different hats with some uniforms. There are women’s uniforms for flag officers in the handbook even though there aren’t any current women flag officers. Dziennik Ustaw, Rzeczypospolitej Polskiej, *Rozporządzenie Ministra Obrony Narodowej*, accessed on October 15, 2015, <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20150000173>.

³⁶ No monitoring or reporting requirements were found in the National Reports or on websites of Ministry of National Defense or Ministry of Foreign Affairs; However, “Plenipotentiary of the Minister for the women’s military service monitors the conditions of service of women in all types of military units of the armed forces, while meeting environmental standards.” *The National Report Poland (2013)*.

³⁷ No specific reporting requirements were mentioned in the 2011 or 2013 National Report, or on the MoD website.

³⁸ No lessons learned collected according to 2013 National Report. *The National Report Poland (2013)*.

³⁹ Currently there is no National Action Plan. However, “the Polish Armed Forces Women’s Council cooperates with government and non-government organizations, associations and foundations acting for gender equality and the promotion of women, and its representatives participate in conferences, training and initiatives regarding the strengthening of policies for the equal treatment of men and women, including those organized as part of EU programmes in Poland.” Polish Armed Forces, *Female military service*.