

The 1325 Scorecard

Sweden

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?	YES ¹		
		I.2 - Does the nation have a National Action Plan (NAP) in support of WPS/UNSCR 1325?	YES ²		
		I.3 - Does the NAP mention the Department/ Ministry of Defense (D/MoD) as a principle actor?	YES ³		
		I.4 - Does the D/MoD have its own action/implementation plan in order to meet its NAP objectives?		NO	
	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 ⁴	
		I.6 – Has a budget been allocated for the D/MoD NAP implementation?		NO	
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?	YES ⁵		
		II.A.2 - Are the principles of WPS/UNSCR 1325 integrated into exercises, operations, and other military activities?	YES ⁶		

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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 ⁷		
	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 ⁸		
		II.A.5 - Is the GENAD assigned as a member of the commander's staff?	YES ⁹		
		II.A.6 - Has the GENAD received training?	YES ¹⁰		
	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?	YES ¹¹		
		II.A.8 - Have the GFPs received training?	YES ¹²		
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 ¹³		
		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 ¹⁴		
		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 ¹⁵		
		II.B.4 - Are the principles of WPS/UNSCR 1325 integrated into any other training of staff?	YES		
		II.B.5 - Do military personnel receive special training on the protection of vulnerable persons from sexual violence in conflict?	YES ¹⁶		
		II.B.6 - Are the principles of WPS /UNSCR 1325 included in pre-deployment training?	YES ¹⁷		
	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:	NOTE ¹⁸		

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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		
		- information on how to engage with and increase the participation of local women and how to exchange information with women?	YES		
		- cultural awareness training based on an analysis of gender relation in the area of operations (AO)?	YES ¹⁹		
		- how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission?	YES		
		- an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during armed conflict?	YES		
		- specific gender training focused on the AO?	YES ²⁰		
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?	16.6% ²¹		
		II.C.2 - How many women (%) are deployed in military operations abroad?	8.3% ²²		
		II.C.3 - Are all positions in the armed forces open to women?	YES ²³		
		II.C.4 - Do women serve as flag officers (NATO OF 6 or above)?	YES ²⁴		
		II.C.5 - Are there target numbers (%) to increase the number of women in the military?	YES ²⁵		
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 ²⁶		
		II.D.2 - Is there a sexual harassment and sexual exploitation and abuse (SEA) program for protection of military personnel "within" the nation?	YES ²⁷		
		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)?	YES ²⁸		
		II.D.4 - Is there gender-specific individual equipment?	YES ²⁹		

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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 ³⁰		
		III.2 - Are there specific reporting requirements for D/MoD?		NO ³¹	
		III.3 - Are sex-disaggregated data and lessons learned collected within the D/MoD context?		NO ³²	
		III.4 - Is there involvement of civil society in the NAP review?	YES ³³		

SCORE TOTAL ____ (Total Possible Points: 171)

¹ In 2014, Swedish Foreign Minister, Margot Wallström, announced a Swedish feminist foreign policy, grounded in UNSCR 1325. The policy’s purpose “is to combat discrimination against women, improve conditions for women and contribute to peace and development”. The *Statement of Foreign Policy 2015* also contains the following comments which are in line with UNSCR 1325: “Women’s participation in decision-making must be strengthened in countries at peace, countries in conflict and countries in which reconstruction is under way [...] We will also continue our efforts to combat impunity for gender-based violence, which is necessary both in times of peace and in connection with armed conflicts”. “Statement of Foreign Policy 2015”, Government Offices of Sweden, Ministry for Foreign Affairs, last modified on March 11, 2015, accessed on August 5, 2015, <http://www.government.se/speeches/2015/02/statement-of-foreign-policy-2015/>. *Sweden’s Defence Policy 2016 to 2020*, proposed by the Swedish Government to the Parliament on April 23, 2015, and adopted by the Parliament on June 16, 2015, references Sweden’s engagement in issues pertaining to UNCSR 1325, UNSCR 1820, and UNSCR 1612. The Bill states that UNCSR 1325, UNSCR 1820, and UNSCR 1612 should be taken into consideration in all work relating to international crisis management operations. Government Offices of Sweden, Ministry of Defence, *Sweden’s Defence Policy 2016 to 2020*, 2015, June 1, 2015, accessed on August 5, 2015, http://www.government.se/globalassets/government/dokument/forsvarsdepartementet/sweden_defence_policy_2016_to_2020.

² Sweden was the second country to adopt a National Action Plan in 2006 for the period 2006-2008. A second NAP was adopted on February 19, 2009 for the period 2009-2012. This NAP was extended without revision until 2015. Sweden is currently drafting a new NAP to take effect in the beginning of 2016. Government Offices of Sweden, Ministry for Foreign Affairs, *Regeringens handlingsplan för perioden 2009-2012 för att genomföra säkerhetsrådets resolution 1325 (2000) om kvinnor, fred och säkerhet*, [The Swedish Government’s action plan for 2009-2012 to implement Security Council Resolution 1325 (2000) on women, peace and security], accessed on August 5, 2015, <http://www.regeringen.se/contentassets/3052c3f9d39a405388607753bf62b7ee/regeringens-handlingsplan-for-2009-2012-for-att-genomfora-sakerhetsradets-resolution-1325-2000-om-kvinnor-fred-och-sakerhet>.

³ The NAP states the following: “At the national level, efforts to implement Resolution 1325 primarily involve the ministries and departments in the Government Offices engaged in peace-support and security-building activities, human rights and/or gender equality issues (Ministry for Foreign Affairs, Ministries of Defence, Justice and Integration and Gender Equality) as well as the agencies that train and deploy personnel to international operations or carry out relevant research activities [...]”. Government Offices of Sweden, Ministry for Foreign Affairs, *The Swedish Government’s action plan for 2009-2012 to implement Security Council Resolution 1325 (2000) on women, peace and security*, p. 11, 2009. However, no specific tasks or action points are given to the Ministry of Defence and “the Ministry for Foreign Affairs and the Ministry of Defence are not instructed to report on its implementation

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efforts". Operation 1325, *Women Count: Civil Society Monitoring Report 2014: Sweden's implementation of UNSCR 1325*, p. 6, 2014, accessed on August 5, 2015, http://operation1325.se/sites/default/files/women_count_2014.pdf.

⁴ There is not an allocated budget for the implementation of the NAP. The NAP states the following: "the implementation of the plan will be financed within the framework of existing appropriations and funds and regular budget and other control processes". Government Offices of Sweden, Ministry for Foreign Affairs, *The Swedish Government's action plan for 2009-2012 to implement Security Council Resolution 1325 (2000) on women, peace and security*, p. 24, 2009. In 2014, only one governmental agency, the Folke Bernadotte Academy, had earmarked funding (through a Government letter of regulation) for the implementation of UNSCR 1325. Operation 1325, *Women Count: Civil Society Monitoring Report 2014: Sweden's implementation of UNSCR 1325*, p. 32, 2014, accessed on August 5, 2015, http://operation1325.se/sites/default/files/women_count_2014.pdf.

⁵ *Militärstrategisk doktrin med doktrinära grunder (MSD 12)* [Swedish Military-Strategic Doctrine (2011)] specifically refers to UNSCR 1325 and UNSCR 1820 as both tools and goals for increased effectiveness. The Swedish Armed Forces, *Militärstrategisk doktrin med doktrinära grunder (MSD 12)*, p. 75; 114, accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/dokumentfiler/doktriner/militarstrategisk-doktrin-2011.pdf>. *Försvarsmaktens Strategiska Inriktning 2015 (FMSI 2015)* [The Swedish Armed Forces' Strategic Plan 2015], makes references to UNSCR 1325 and NATO's implementation of UNSCR 1325, UNSCR 1612, and UNSCR 1820. The strategic plan also states that the Swedish Armed Forces' work on gender is a profile issue for Sweden. The Swedish Armed Forces, *Försvarsmaktens Strategiska Inriktning 2015 (FMSI 2015)*, p. 62, June 26, 2015, accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/vart-uppdrag/fmsi-2015-bilaga-1-huvuddokument.pdf>. In 2013, the Swedish Government tasked the Swedish Armed Forces to develop a plan of action for gender equality integration [jämsällldhetsintegrering]. The plan went into effect 2014 and refers to the principles of UNSCR 1325. The Swedish Armed Forces, *Försvarsmaktens Handlingsplan för Jämställldhetsintegrering 2014 – (2019)* [The Swedish Armed Forces' Plan of Action for gender equality integration 2014 – (2019)], September 13, 2013, accessed on August 5, 2015, <http://www.jamstall.nu/wp-content/uploads/2014/03/Forsvaret.pdf>.

⁶ *Försvarsmaktens årsredovisning 2014* [The Swedish Armed Forces' annual report 2014] states that all international organizational units (regiments) [förbandsinsatser] have either a Gender Focal Point or a Gender Field Advisor appointed in order to support the implementation of UNSCR 1325. Particular focus has been on analyzing the impact that operations have on women, men, girls, and boys and how these actors impact the operation. The Swedish Armed Forces, *Försvarsmaktens årsredovisning 2014*, p. 55, February 16, 2015, accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/dokumentfiler/arsredovisningar/arsredovisning-2014/hkv-2015-02-16-fm-2014-3782-4-forsvarsmaktens-arsredovisning-h-dok.pdf>. *Försvarsmaktens Styrdokument för jämställdhet och jämlikhet 2012-2014* [The Equality and Gender Equality directive 2012-2014] states that national and international operations should be planned, conducted, and followed up in accordance with UNSCR 1325, its related UNSCR resolutions, and the government's NAP. The Swedish Armed Forces, *Försvarsmaktens Styrdokument för jämställdhet och jämlikhet 2012-2014*, p. 8, March 16, 2012, accessed on August 5, 2015, http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/vara-varderingar/hkv-2012-03-16_16-100--54891-styrdokument-for-jamstallldhet-och-jamlikhet.pdf. In military exercises, such as Viking 08, 11, Combined Joint Staff Exercise 08, 09, 10, 11, and 12, and Illuminated Summer 08 and 11, there have been Gender Advisor functions. Egnell, Robert, Petter Hojem, and Hannes Berts, *Implementing a Gender Perspective in Military Organisations and Operations: The Swedish Armed Forces Model*, p. 45, report no. Department of Peace and Conflict Research; 98, Uppsala: Department of Peace and Conflict Resolution, Uppsala University, 2012, accessed on August 10, 2015, <http://jamda.ub.gu.se/handle/1/733>. In Viking 2014, the Swedish Armed Forces participated with three Gender Advisors and contributed with guidance in regards to gender and sexual violence in conflict scenarios in the training. FBA, Försvarsmakten, Kriminalvården, MSB, Polisen, and Sida, *Svenska myndigheters genomförande av FN:s säkerhetsrådsresolution 1325: perioden 1/1 – 31/12 2014*, [Swedish government agencies' implementation of UNSCR 1325: period January 1-December 31, 2014], p. 48, April 15, 2015, accessed on August 5, 2015, https://www.fba.se/PageFiles/28589/Indikatorrapport_2014_final.pdf?epslanguage=sv.

⁷ *Militärstrategisk doktrin med doktrinära grunder (MSD 12)* [Swedish Military-Strategic Doctrine (2011)] states that women and children are disproportionately impacted during many conflicts and it references UNSCR 1325 as well as UNSCR 1820. However, it does not mention sexual and/or gender-based violence directly. The Swedish Armed Forces, *Militärstrategisk doktrin med doktrinära grunder (MSD 12)*, p. 75; 114, 2011, accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/dokumentfiler/doktriner/militarstrategisk-doktrin-2011.pdf>. *Försvarsmaktens Strategiska Inriktning 2015 (FMSI 2015)* [The Swedish Armed Forces' Strategic Plan 2015], makes references to UNSCR 1820. The Swedish Armed Forces, *Försvarsmaktens Strategiska Inriktning 2015 (FMSI 2015)*, p. 58, June 26, 2015, accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/vart-uppdrag/fmsi-2015-bilaga-1-huvuddokument.pdf>. "According to a report from EUFOR RD Congo Gender Advisor, 'Gender Issues were taken into account during the EUFOR planning phase and were incorporated into the Operational Plan (OPLAN). The Operational Commander decided upon a direction and guidance for gender issues with details of the integration of a gender perspective into EUFOR RD Congo'. A soldier's card – a small instructional manual that included a focus on sexual exploitation and abuse – was also composed and distributed". Egnell, Robert, Petter Hojem and Hannes Berts, *Gender, Military Effectiveness, and Organizational Change: The Swedish Model*, (Palgrave Macmillan, 2014), p. 78.

⁸ Since 2007, there has been one full-time appointed Senior Gender Advisor in the Swedish Armed Forces Headquarters. Egnell, Robert, Petter Hojem and Hannes Berts, *Gender, Military Effectiveness, and Organizational Change: The Swedish Model*, (Palgrave Macmillan, 2014), p. 60.

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⁹ “The Senior Gender Advisor serves directly under the Chief of Joint Operations, but also advises staff in other parts of the organization. She is also a point of contact and advisor for Gender Advisors and Gender Field Advisors in operations abroad”. Egnell, Robert, Petter Hojem and Hannes Berts, *Gender, Military Effectiveness, and Organizational Change: The Swedish Model*, (Palgrave Macmillan, 2014), p. 60.

¹⁰ Source: Correspondence with Anna Björsson, Gender Advisor, Joint Forces Command, Swedish Armed Forces HQ, October 28, 2015.

¹¹ *Försvarsmaktens årsredovisning 2014* [The Swedish Armed Forces’ annual report 2014] states that all international organizational units (regiments) [förbandsinsatser] have either a Gender Focal Point or a Gender Field Advisor appointed in order to support the implementation of UNSCR 1325. The Swedish Armed Forces, *Försvarsmaktens årsredovisning 2014*, accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/dokumentfiler/arsredovisningar/arsredovisning-2014/hkv-2015-02-16-fm-2014-3782-4-forsvarsmaktens-arsredovisning-h-dok.pdf>.

¹² In February 2015, the Nordic Centre for Gender in Military Operations held the two-day long national course “Gender Focal Points”. 23 people participated in the course. The next course will be held during Fall 2015. The Swedish Armed Forces aims to have at least one Global Focal Point, allocating 10-20% of his or her working time, at each unit [förband] by 2016 the latest. Johanna Janemon, Ella Hedengrahn, Björn Westerdahl, “Målet – en rådgivare i gender på varje militär enhet i Försvarsmakten”, *The Swedish Armed Forces*, February 11, 2015, accessed on August 5, 2015, <http://www.forsvarsmakten.se/sv/aktuellt/2015/02/malet-en-radgivare-i-gender-pa-varje-militar-enhet-i-forsvarsmakten/>.

¹³ The study plan for the three-year Officer’s Programme [Officersprogrammet] majoring in War Studies at the Swedish Defence University states that the education has an equality and gender equality perspective. Swedish Defence University, *Utbildningsplan* [Study Plan], June 9, 2015, accessed on August 5, 2015, <http://www.fhs.se/Documents/Externwebben/utbildning/Officersprogrammet/Utbildningsplaner/Utbildningsplan%20Officersprogrammet%20Krigsvetenskaplig%20Inriktning%2020150609.pdf>. Further, the “current programme includes two compulsory courses in ‘leadership and training’, in which the implementation of a gender perspective has recently been included, with a particular focus on UNSCR 1325”. Egnell, Robert, Petter Hojem and Hannes Berts, *Gender, Military Effectiveness, and Organizational Change: The Swedish Model*, (Palgrave Macmillan, 2014), p. 113.

¹⁴ Source: Email correspondence with Martina Lindberg, UNSCR 1325 Officer and Lecturer, Swedish Defence University, August 24, 2015. The Swedish Defence University has adopted its own action plan for UNSCR 1325 2013-2015 [*Försvarshögskolans handlingsplan FN resolution 1325, 2013-2015*]. The plan states that the University should strive towards integrating the content of UNSCR 1325 in its education and research (in the parts of the education where it is relevant). The Swedish Defence University, *Försvarshögskolans handlingsplan FN resolution 1325, 2013-2015* [The Swedish Defence University’s action plan for UNSCR 1325 2013-2015], March 12, 2013, accessed on August 5, 2015, [http://www.fhs.se/Documents/Externwebben/om-fhs/ledning-och-styrning/1325/FHS%20handlingsplan%201325%20\(2013-2015\).pdf](http://www.fhs.se/Documents/Externwebben/om-fhs/ledning-och-styrning/1325/FHS%20handlingsplan%201325%20(2013-2015).pdf). The Swedish Defence University’s annual report 2014 states that the University has focused on integrating knowledge on UNSCR 1325 in the education. It does not give concrete examples of which courses this has been applied to. The Swedish Defence University, *Försvarshögskolan Årsredovisning 2014* [The Swedish Defence University’s annual report 2014], accessed on August 5, 2015, <http://www.fhs.se/Documents/Externwebben/om-fhs/Styrdokument/%C3%85rsredovisningar/F%C3%B6rsvarsh%C3%B6gskolans%20%C3%A5rsredovisning%202014.pdf>.

¹⁵ The Swedish Armed Forces International Centre [SWEDINT] offers the course “Commanding Officer Seminar on Gender”, a “three-day seminar that focuses on how Commanding Officers and Chief of Staff’s can integrate gender perspective into military operations on operational and tactical level”. “Key Leader Seminar on Gender”, *The Swedish Armed Forces*, accessed on August 5, 2015, <http://www.forsvarsmakten.se/en/swedint/courses-at-swedint-and-how-to-apply/key-leader-seminar-on-gender/>.

¹⁶ 86% (912 people) of all Swedish deployed personnel in 2014 received UNSCR 1325 related training (minimum 3 hours) in their pre-deployment training. (This number was 94% in 2012 and 100% in 2013). Pre-deployment training consists mainly of three parts: theoretical background, analytical tools, and practical examples. FBA, Försvarsmakten, Kriminalvården, MSB, Polisen, and Sida, *Svenska myndigheters genomförande av FN:s säkerhetsrådsresolution 1325: perioden 1/1 – 31/12 2014*, [Swedish government agencies’ implementation of UNSCR 1325: period January 1-December 31, 2014], p. 46-47, April 15, 2015, accessed on August 5, 2015, https://fba.se/contentassets/d271365b270d462db90ecffcb31f2cd/indikatorrapport_2014_final.pdf. The pre-deployment training includes training on UNSCR 1820 about sexual violence in conflict. “During the pre-mission training for all personnel there is a mandatory (3-4 hrs) training consisting of both tactical and operational implementations of a gender perspective and UNSCR 1325/1820”. The Permanent Delegation of Sweden to the Organization for Security and Co-operation in Europe, [letter] dated April 23, 2015, p. 4, accessed on August 5, 2015, <http://www.osce.org/fsc/153021?download=true>. Permanent Delegation of Sweden to the Organization for Security and Co-operation in Europe: “When it comes to implementation of UNSCR 1820 on sexual violence against civilians in conflict, this is integrated in the conduct of operations in the same way as UNSCR 1325, by training and education of troops and commanders before deployment, by cooperation with local stakeholders as well as women’s organizations, and that the troops at all times are ordered at a minimum to report on this issue in the chain of command”. *Ibid*, p. 3.

¹⁷ 86% (912 people) of all Swedish deployed personnel in 2014 received UNSCR 1325 related training (minimum 3 hours) in their pre-deployment training. (This number was 94% in 2012 and 100% in 2013). Pre-deployment training consists mainly of three parts: theoretical background, analytical tools, and practical examples. FBA, Försvarsmakten, Kriminalvården, MSB,

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Polisen, and Sida, *Svenska myndigheters genomförande av FN:s säkerhetsrådsresolution 1325: perioden 1/1 – 31/12 2014*, [Swedish government agencies' implementation of UNSCR 1325: period January 1-December 31, 2014], p. 46-47, April 15, 2015, accessed on August 5, 2015, https://fba.se/contentassets/d271365b270d462db90ecffcb31f2cd/indikatorerapport_2014_final.pdf. Civil society actors have pointed out the difficulties in analyzing the amount of UNSCR 1325-integration in pre-deployment training. Operation 1325, a Swedish umbrella organization, states that “measuring the extent of integration of UNSCR1325 in pre-deployment training is methodologically challenging due to several factors. The time and quality of trainings vary substantially, especially because pre-deployment trainings take place in small groups led by different instructors”. Kammars Larsson, Disa, Åsa Eldén, and Cecilia Karlberg, *Women Count: Civil Society Monitoring Report 2014: Sweden's implementation of UNSCR 1325*, p. 26, Operation 1325, n.d., accessed on August 5, 2015, http://operation1325.se/sites/default/files/women_count_2014.pdf.

¹⁸ Source: Email correspondence with CDR Jan Dunmurray, Nordic Centre for Gender in Military Operations, on August 6, 2015.

¹⁹ The Swedish Defense Research Agency (FOI) about FS16 in Afghanistan: “The FS16’s pre-deployment training contained cultural components that included issues relating to how to address and interact with men and women in Afghanistan. There were no women involved in this training. In addition to this training, the Gender Field Adviser educated the personnel on gender and Resolution 1325. This training consisted of several components, such as: background and reason for Resolutions 1325 and 1820; Examples of assumed gender neutral situations and how these actually resulted in separate effects for women and men. These examples served to create awareness of the complexity of the issue and how analysis and evaluation of assignments can discover how men and women are affected differently by the same operational decision. In this component, arguments that are usually used against Resolution 1325 or gender are brought up and addresses; Explanations of concepts to allow everyone to understand the issue; Group work based on questions relating to women as victims, women as actors and women as targets in armed conflict”. Andreassen, Birgith, Joseph Hoenen, Synne Holan, Sophie Kesselaar, Björg Skotnes, and Johanna Valenius, *Operational effectiveness and UN resolution 1325: practices and lessons from Afghanistan*, p. 104, edited by Johan Tejpar and Louise Olsson, report no. FOI-R—2760—SE, Stockholm: FOI, Swedish Defense Research Agency, 2009, accessed on August 5, 2015, <http://www.foi.se/report?rNo=FOI-R--2760--SE>.

²⁰ Operation 1325 on basic pre-deployment training: “The training focus on how to incorporate gender perspectives relevant to the specific mission, and understanding the role of the Gender Field Advisors in the mission”. Kammars Larsson, Disa, Åsa Eldén, and Cecilia Karlberg, *Women Count: Civil Society Monitoring Report 2014: Sweden's implementation of UNSCR 1325*, p. 27, Operation 1325, n.d., accessed on August 5, 2015, http://operation1325.se/sites/default/files/women_count_2014.pdf.

²¹ As of December 31, 2014, there are 19 951 people on active duty in the Swedish Armed Forces. 3 321 are women. “Försvarsmakten i siffror”, The Swedish Armed Forces, numbers from December 31, 2014, accessed on August 5, 2015, <http://www.forsvarsmakten.se/sv/information-och-fakta/forsvarsmakten-i-siffror/>.

²² As of September 30, 2015, Sweden has 327 people deployed in international military operations abroad (including UN, EU, NATO, and NNSC). 27 are women, representing approximately 8.3 percent. “Personalsiffror: Pågående Internationella Militära Insatser”, The Swedish Armed Forces, numbers from September 30, 2015, accessed on October 26, 2015, <http://www.forsvarsmakten.se/sv/var-verksamhet/internationella-insatser/personalsiffror-internationella-insatserna/>.

²³ In 1989, Sweden opened up all positions in the military to women. “Historik”, The Swedish Armed Forces, n.d., accessed on August 5, 2015, <http://www.forsvarsmakten.se/sv/om-myndigheten/vara-varderingar/jamstallldhet-och-jamlikhet/historik/>.

²⁴ Lena Hallin became the first Swedish female general [brigadgeneral], OF 6, in 2013. “Ny ledningssystemchef utsedd”, The Swedish Armed Forces, published on May 27, 2013, accessed on August 5, 2015, <http://www.forsvarsmakten.se/sv/aktuellt/2013/05/ny-ledningssystemchef-utsedd/>. As of January 13, 2015, she is the only female flag officer in the Swedish Armed Forces. There are 41 Swedish flag officers in total. “Generaler och amiraler – tjänstgöringsplats”, The Swedish Armed Forces, n.d., accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/5-information-och-fakta/forsvarsmakten-i-siffror/generaler-och-amiraler-150113.pdf>.

²⁵ The Swedish NAP states the following: “The proportion of women in civilian and military crisis management operations must increase, not least in the ESDP, and there must be more women at higher levels”. Government Offices of Sweden, Ministry for Foreign Affairs, *The Swedish Government's action plan for 2009-2012 to implement Security Council Resolution 1325 (2000) on women, peace and security*, p. 7, 2009. The Swedish Armed Forces sets a target quota for women in the military. The quota is set at 20% for soldiers and sailors and at 10% for OF/CF level 5 and higher (higher levels of command). The Swedish Armed Forces, *Försvarsmaktens Styrdokument för jämställdhet och jämlikhet 2012-2014* [The Equality and Gender Equality directive 2012-2014], p. 8, March 16, 2012, accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/vara-varderingar/hkv-2012-03-16-16-100--54891-styrdokument-for-jamstallldhet-och-jamlikhet.pdf>. On July 1, 2010, an all-volunteer policy replaced the previous general conscription for men. The Swedish Government expressed hope that this new policy would lead to a higher number of women in the military. Sven Tolfors, “Mångdubbelt fler kvinnor i försvaret”, *Svenska Dagbladet*, May 18, 2010, accessed on August 10, 2015, <http://www.svd.se/mangdubbelt-fler-kvinnor-i-forsvaret>. Also, “the Swedish Armed Forces have practiced positive discrimination so that all women who have met minimum requirements have also been recruited, thereby raising slightly their overall proportion of all recruits”. Egnell, Robert, Petter Hojem, and Hannes Berts, *Implementing a Gender Perspective in Military Organisations and Operations: The Swedish Armed Forces Model*, p. 36, report no. Department of Peace and Conflict Research; 98, Uppsala: Department of Peace and Conflict Resolution, Uppsala University, 2012, accessed on August 10, 2015, <http://jamda.ub.gu.se/handle/1/733>.

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
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²⁶ Paid parental leave is a benefit of all Swedish federal employees. There is no separate parental leave policy within the Swedish Armed Forces. *Anställd i Försvarsmakten*, Stockholm: The Swedish Armed Forces, 2013, p. 14, accessed on August 5, 2015, http://www.forsvarsmakten.se/siteassets/3-organisation-forband/gota-ingenjorregemente/hrc_anstalld-i-fm.pdf.

²⁷ Guidance on internal work with sexual harassment in the Armed Forces is included in two internal documents, which guides anti-discrimination work. Both documents include subsections that specifically discuss sexual harassment. The Swedish Armed Forces, *Om det händer: stöd vid trakasserier och kränkande behandling*, (produced by Samverkansrådet) 2012, accessed on August 5, 2015, <http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/vara-varderingar/om-det-hander-stod-vid-trakasserier-och-krankande-sarbehandling.pdf>. The Swedish Armed Forces, *Försvarsmaktens Styrdokument för jämställdhet och jämlikhet 2012-2014* [Equality and Gender Equality directive 2012-2014], p. 8, March 16, 2012, accessed on August 5, 2015, http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/dokumentfiler/jamlikhet/hkv-2012-03-16_16-100--54891-styrdokument-for-jamstalldhet-och-jamlikhet.pdf. In 2005, 36% of female officers, 36% of female enlisted [värnpliktiga], and 13% of female civilian employees reported that they had been sexually harassed. Jämställdhetsombudsmannen, *Sexuella trakasserier och trakasserier på grund av kön i arbetslivet: kunskapsöversikt*, p. 15, Stockholm: Jämo, 2006, accessed on August 5, 2015, <http://jamda.ub.gu.se/handle/1/782>. “There are no particular laws, courts, or regulation for the Swedish Armed Forces, and these matters [sexual harassment] are therefore formally dealt with just as in any other government agency or workplace in Sweden [...] The value system of the organization is currently also operationalized in ‘codes of conduct’ that serves as guides for appropriate behaviour, as well as in step-by-step manuals for those reporting or investigating complaints”. Egnell, Robert, Petter Hojem and Hannes Berts, *Gender, Military Effectiveness, and Organizational Change*, (Palgrave Macmillan, 2014), p. 112-113. There have been anonymous surveys on the prevalence of gender discrimination and harassment within the organization and these are made publically available. The last one was conducted in 2014 but the results have not yet been made publically available. The last survey previous to the one conducted in 2014 is from 2010. This survey does not specifically report on the number of cases of sexual harassment, but cases of perceived discrimination based on gender. Source: Email correspondence with Matilda Lidström-Dougnac, Gender Equality and Diversity Strategist, Swedish Armed Forces, on August 7, 2015.

²⁸ Permanent Delegation of Sweden to the Organization for Security and Co-operation in Europe: “When it comes to implementation of UNSCR 1820 on sexual violence against civilians in conflict, this is integrated in the conduct of operations in the same way as UNSCR 1325, by training and education of troops and commanders before deployment, by cooperation with local stakeholders as well as women’s organizations, and that the troops at all times are ordered at a minimum to report on this issue in the chain of command”. The Permanent Delegation of Sweden to the Organization for Security and Co-operation in Europe, [letter] dated April 23, 2015, p. 3, accessed on August 5, 2015, <http://www.osce.org/fsc/153021?download=true>. The unit [förband] is responsible of reporting on sexual violence in conflicts during deployment [insats]. FBA, Försvarsmakten, Kriminalvården, MSB, Polisen, and Sida, *Svenska myndigheters genomförande av FN:s säkerhetsrådsresolution 1325: perioden 1/1 – 31/12 2014*, [Swedish government agencies’ implementation of UNSCR 1325: period January 1-December 31, 2014], p. 45, April 15, 2015, accessed on August 5, 2015, https://fba.se/contentassets/d271365b270d462db90ecffcb31f2cd/indikatorrapport_2014_final.pdf. Every soldier and officer going on an operation signs the Swedish Armed Forces’ Code of Conduct. Breaches of the Code of Conduct are handled by the chain of command. Any person who breaks the regulations will be sent home. Referencing the current Code of Conduct: “We take an active stand against discrimination, harassment and crime such as corruption, sex trafficking and abuse in all forms. We do not abuse our position of power, either in professional roles or in other relationships”. “Our Code of Conduct”, Swedish Armed Forces, n.d., accessed on August 6, 2015, <http://www.forsvarsmakten.se/en/about/mission-statement-and-vision/our-code-of-conduct/>. The Code of Conduct does not mention sexual harassment, exploitation, or abuse specifically, but the reference to “discrimination, harassment” and “abuse in all forms” indicates a stand against sexual harassment, exploitation, and abuse against military personnel and civilians in other nations.

²⁹ The Armed Forces strive towards having individual equipment available for both men and women, and implementing a gender perspective when buying new equipment. The Swedish Armed Forces, *Försvarsmaktens Styrdokument för jämställdhet och jämlikhet 2012-2014* [The Equality and Gender Equality directive 2012-2014], p. 8, March 16, 2012, accessed on August 5, 2015, http://www.forsvarsmakten.se/siteassets/4-om-myndigheten/dokumentfiler/jamlikhet/hkv-2012-03-16_16-100--54891-styrdokument-for-jamstalldhet-och-jamlikhet.pdf. In 2015, the Swedish Armed Forces stated that all new equipment will be gender-specific within the next five years. More women will also be involved in trying out the new equipment. TT, “Försvaret satsar på jämställd design”, *Svenska Dagbladet*, April 4, 2015, accessed on August 5, 2015, <http://www.svd.se/forsvaret-satsar-pa-jamstalld-design>. Currently, the Swedish Armed Forces offers gender-specific clothing, women’s underwear and skirts are available, but women in the Armed Forces have criticized the clothing. Officersförbundet, *Look good – do good: En rapport om Försvarsmaktens oförmåga att tillhandahålla utrustning för kvinnor* [Look good – do good: a report about the Armed Forces’ inability to provide equipment for women], December 2013, accessed on August 10, 2015, <http://www.officersforbundet.se/portal/pls/portal/docs/1/762002.PDF>.

³⁰ The agencies concerned have been tasked in appropriation directions, Government instructions, with reporting annually on the work undertaken to implement Resolution 1325. Since 2012, these agencies have reported on their implementation efforts in an Interagency report. The agencies report progress of their work in line with national indicators that the agencies themselves have drafted. The agencies are tasked to prepare gender-disaggregated statistics for all operations and report annually on these statistics. The reports are made publicly available. Government Offices of Sweden, Ministry for Foreign Affairs, *The Swedish Government’s action plan for 2009-2012 to implement Security Council Resolution 1325 (2000) on women, peace and security*, p. 12, 2009. Egnell, Robert, Petter Hojem and Hannes Berts, *Gender, Military Effectiveness, and Organizational Change*, (Palgrave Macmillan, 2014), p. 52-53.

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
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³¹ The Ministry of Defence was asked to report on the progress of the implementation of UNSCR 1325 in Parliament in 2003. Egnell, Robert, Petter Hojem, and Hannes Berts, *Implementing a Gender Perspective in Military Organisations and Operations: The Swedish Armed Forces Model*, p. 20, report no. Department of Peace and Conflict Research; 98, Uppsala: Department of Peace and Conflict Resolution, Uppsala University, 2012, accessed on August 10, 2015, <http://jamda.uu.se/handle/1/733>. No information has been found to indicate that the Ministry of Defence does this on a recurring basis.

³² The Ministry of Defence is not required to report on its implementation efforts of UNSCR 1325. Therefore, no information has been found to indicate that sex-disaggregated data is collected from the Ministry of Defence.

³³ Referencing the NAP: "A review of the action plan will take place through annual meetings where the Ministry for Foreign Affairs will call those involved in the Government Offices, agencies and NGOs for discussions". Government Offices of Sweden, Ministry for Foreign Affairs, *The Swedish Government's action plan for 2009-2012 to implement Security Council Resolution 1325 (2000) on women, peace and security*, p. 24, 2009.