

The 1325 Scorecard - Sweden Summary (October 10, 2015)

General Assessment:

Overall, Sweden, a NATO partner country, has come far in implementing the principles of UNSCR 1325 and integrating a gender perspective in its Armed Forces, both at a policy and an operational level. Sweden was the second country to adopt a National Action Plan (NAP) and in 2014, Swedish Foreign Minister, Margot Wallström, said that Sweden will pursue a feminist foreign policy, rooted in the UNSCR 1325 framework. Unfortunately, Sweden has of yet not earmarked funding for the implementation of the NAP. In addition, the Ministry for Foreign Affairs, as the lead agency for NAP implementation, should be encouraged to regularly report on implementation efforts.

National Importance:

There is strong support for UNSCR 1325 at the political level. Sweden adopted its first NAP in 2006 and is currently drafting a third NAP to take effect in the beginning of 2016. In 2014, Swedish Foreign Minister, Margot Wallström, announced a Swedish feminist foreign policy, grounded in UNSCR 1325. The principles of UNSCR 1325 are also referenced in key foreign policy and national security documents, such as the Statement of Foreign Policy 2015 and in Sweden's Defense Policy 2016 to 2020.

That said, the Swedish NAP offers few concrete guidelines for implementation. While the Ministry of Defense is mentioned as one of the principal actors in the implementation of the NAP, no clear tasks are identified and the Ministry of Defense does not have its own action plan. Neither is the Ministry of Defense, nor the Ministry for Foreign Affairs, required to report on its implementation efforts. In addition, one of the shortcomings of the Swedish NAP is the lack of an allocated budget for its implementation. Implementation of the plan is instead financed by the regular budget and existing appropriations.

Institutional Policy and Practice:

The Swedish Armed Forces began the process of implementing the principles of UNSCR 1325 before the adoption of the Swedish NAP. Some key events in The Swedish Armed Forces' work on implementing the Resolution include the Genderforce, the Gender Coach Programme and the establishment of the Nordic Centre for Gender in Military Operations (NCGM). Genderforce was a partnership established in 2004, initially financed by the European Social Fund, between the Swedish Rescue Services Agency, the Swedish Women's Voluntary Defense Organization, the Swedish Police, the Swedish Armed Forces, and the Association of Military Officers in Sweden. Following a national conference on UNSCR 1325 in 2002 and a similar conference in the Netherlands, Genderforce was established. The project aimed at increasing the knowledge, and implementation, of UNSCR 1325 within the Swedish Armed Forces, both in its internal organizational structure and in its operations. In 2007, the Gender Coach Programme was conducted. The programme aimed at training key leaders in relevant organizations, including the Swedish Armed Forces, in gender equality and UNSCR 1325. The NCGM was established in 2012. The Centre conducts education and training in women, peace, and security for both national and foreign personnel and gathers best practices and lessons learned.

The principles of UNSCR 1325 and the Women, Peace and Security agenda are referred to in key military documents, such as the Military-Strategic Doctrine (2011) [*Militärstrategisk doktrin med doktrinära grunder (MSD 12)*] and The Swedish Armed Forces' Strategic Plan 2015

[*Försvarsmaktens Strategiska Inriktning 2015 (FMSI 2015)*] . Since 2007, there has been a full-time appointed Senior Gender Advisor in the Swedish Armed Forces Headquarters who serves directly under the Chief of Joint Operations. Global Focal Points (GFP) are assigned throughout the organization. As of 2014, all international organizational units (regiments) [förband] had either a GFP or Gender Field Advisor (GFA) appointed. Further, all pre-deployment training consists of a minimum of 3 hours UNSCR 1325 related training, divided into three parts: theoretical background, analytical tools, and practical examples.

The Swedish Armed Forces have also worked on their recruitment process in order to increase the number of women. As of December 31, 2014, 16.6 percent of people on active duty in the Armed Forces were women. However, the percentage of women in international military missions continues to be low: 8.3 percent as of September 30, 2015. As of January 2015, Sweden has one woman serving as flag officer (NATO OF 6), out of a total of 41 Swedish flag officers.

With regards to sexual harassment, exploitation, and abuse, the Swedish Armed Forces does not have its own courts or laws. These cases are dealt with through civilian courts in the same way as in other workplaces. A study from 2005 concluded that 36% of female officers and 13% of female civilian employees reported that they had been sexually harassed.¹ The Armed Forces' policy on sexual harassment is included in the Equality and Gender Equality directive 2012-2014 [*Försvarsmaktens Styrdokument för jämställdhet och jämlikhet 2012-2014*], which guides anti-discrimination work and is developed in accordance with the Swedish Discrimination Act. The Swedish Armed Forces also has a checklist and a brochure with information on how to handle cases of harassment.

Monitoring, Evaluation, and Reporting:

The Swedish Armed Forces, the National Police Board, the Folke Bernadotte Academy, the Swedish Civil Contingency Agency, the Swedish Prison and Probation Service, and the Swedish International Development Cooperation Agency are required to report annually on their implementation efforts of the NAP in their Interagency Report to the Swedish Foreign Ministry. The Interagency reports are published online. Since 2012, they have reported in accordance with a set of national indicators. These indicators were developed by the agencies themselves and the grading is done internally. The agencies are also tasked with preparing gender-disaggregated statistics for all operations. However, neither the Ministry for Foreign Affairs, nor the Ministry of Defense, are required to report on their implementation effort in the Interagency Report. Civil society actors are consulted annually for review of the NAP.

Recommendations:

The next Swedish NAP should allocate earmarked funding for the implementation of the NAP. All relevant ministries, including the Ministry for Foreign Affairs and the Ministry of Defense, should be required to report annually on their implementation efforts.

Further, the Swedish Armed Forces should continue, and accelerate, its work related to gender-specific equipment and sexual harassment.

¹ Jämställdhetsombudsmannen, "*Sexuella trakasserier och trakasserier på grund av kön i arbetslivet: kunskapsöversikt*" ["Sexual harassment and harassment due to gender in the work place: knowledge overview"], 2006, page 15, accessed on August 5, 2015, <http://jamda.ub.gu.se/handle/1/782>.