

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Argentina | Date Completed: 11/17/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights.</p> <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda—are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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; 	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>	YES		
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>	YES		
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	YES		
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Argentina</u> Date Completed: <u>11/17/2020</u>					
II.	<ul style="list-style-type: none"> ● Mainstreaming of gender perspectives in foreign, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	<p>I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>	YES		
	<p>Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.</p>	<p>I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?</p>	YES		
		<p>I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?</p>	YES		
	<p>Section Score: _____</p>				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Argentina</u> Date Completed: <u>11/17/2020</u>					
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)			
			Men	Women	Percent
		Army	41,263	6,930	14%
		Navy	13,228	3,177	19%
		Marines	NA	NA	NA
		Air Force	9,863	3,400	26%
		Coast Guard	NA		NA
		National Police/National Guard	NA		NA ⁱ
		II.A.2 - How many women and/or what percent are currently deployed in military operations abroad?	YES	5.1-8%	
II.A.3 - Are all positions in the military open to women, including ground combat positions?	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Argentina</u> Date Completed: <u>11/17/2020</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?		NO	
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?	unknownⁱⁱ		
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			
		National Police/National Guard			
		II.A.6 – What are the target goals to increase the number of women in the ranks?	YES		
		Army	25-40%		
		Navy			
		Marines			
		Air Force			
		Coast Guard			

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Argentina</u> Date Completed: <u>11/17/2020</u>					
		Police/National Guard		NO	
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	YES		
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Argentina</u> Date Completed: <u>11/17/2020</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	YES		
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	YES		
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	YES		
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	YES		
		II.B.14 - Have the GFPs received training?	YES		
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	YES		
		B) National Police	unkno wn		unkno wn
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Argentina</u> Date Completed: <u>11/17/2020</u>					
		B) National Police	YES		undetermined
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	YES		
		B) National Police	YES		undetermined
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		undetermined
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		undetermined
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
		B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Argentina</u> Date Completed: <u>11/17/2020</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Argentina</u> Date Completed: <u>11/17/2020</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	YES		
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military	YES		
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE

Country: Argentina | Date Completed: 11/17/2020

III. Monitoring/Reporting and Evaluation					
---	--	--	--	--	--

	Effective monitoring and reporting mechanisms are in place for the country’s implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?		NO	
		III.5 – Is sex disaggregated data made publicly available?	YES		

	Section Score: _____
--	-----------------------------

SCORE TOTAL _____

ⁱ No sex disaggregated data was available for the police.

ⁱⁱ Informed that women serve in the senior ranks at much lower percentages than they do across the organizations. No data provided.

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Brazil | Date Completed: 11/17/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights.</p> <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda—are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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; 	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	NO		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>	YES		
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>	YES		
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	NO		
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Brazil </u> Date Completed: <u> 11/17/2020 </u>					
II.	<ul style="list-style-type: none"> Mainstreaming of gender perspectives in foreign, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	<p>I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>		NO	
	<p>Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.</p>	<p>I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?</p>		NO	
		<p>I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?</p>		NO	
	<p>Section Score: <u> </u></p>				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Brazil </u> Date Completed: <u> 11/17/2020 </u>					
II.A. Gender in the Ranks	<p>Women's equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women's participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)			
			Men	Women	Percent
		Army			32%
		Navy			30%
		Marines			
		Air Force			39%
		Coast Guard			
		National Police/National Guard			
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?		YES less than 3%	
II.A.3 - Are all positions in the military open to women, including ground combat positions?		YES			

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Brazil </u> Date Completed: <u> 11/17/2020 </u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?	YES		
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			
		National Police/National Guard			
		II.A.6 – What are the target goals to increase the number of women in the ranks?		NO	
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Brazil </u> Date Completed: <u> 11/17/2020 </u>					
		Police/National Guard			
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?		NO	
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	YES		
		II.B.4 - Are the principles of WPS integrated into police operational planning processes?		NO	
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Brazil </u> Date Completed: <u> 11/17/2020 </u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8- Has a full-time gender advisor (GENAD) been appointed for the national police?		NO	
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	YES		
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?		NO	
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	YES		
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?		NO	
		II.B.14 - Have the GFPs received training?	YES		
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Brazil </u> Date Completed: <u> 11/17/2020 </u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Brazil </u> Date Completed: <u> 11/17/2020 </u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Brazil </u> Date Completed: <u> 11/17/2020 </u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?			
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?			
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military	YES		
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Brazil | Date Completed: 11/17/2020

III. Monitoring/Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the country’s implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?		NO	
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?	YES		

Section Score: _____

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Chile | Date Completed: 11/25/20

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights.</p> <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda—are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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; 	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>	YES		
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>	YES		
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	YES		
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Chile</u> Date Completed: <u>11/25/20</u>					
<ul style="list-style-type: none"> • Mainstreaming of gender perspectives in foreign, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	<p>Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.</p>	<p>I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>	YES		
		<p>I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?</p>	YES		
		<p>I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?</p>	YES		
	<p>Section Score: _____</p>				
<p>II. Institutional Policy and Practice</p>					

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Chile</u> Date Completed: <u>11/25/20</u>					
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)			
		Army			9.8%
		Navy			8.4%
		Marines	NA		
		Air Force			3.16%
		Coast Guard	NA		
		National Police			34%
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?			10%
		II.A.3 - Are all positions in the military open to women, including ground combat positions?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Chile</u> Date Completed: <u>11/25/20</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army			0%
		Navy			0%
		Marines	NA		
		Air Force			13%
		Coast Guard	NA		
		National Police			15%
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army			
		Navy			
		Marines	NA		
		Air Force			
		Coast Guard	NA		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Chile</u> Date Completed: <u>11/25/20</u>					
		Police	NA		
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?		NO	
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?			NO

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Chile</u> Date Completed: <u>11/25/20</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8- Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?		NO	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	YES		
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?		NO	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	YES		
		II.B.14 - Have the GFPs received training?	YES		
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military		NO	
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Chile</u> Date Completed: <u>11/25/20</u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Chile</u> Date Completed: <u>11/25/20</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Chile</u> Date Completed: <u>11/25/20</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	YES		
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military	YES		
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Chile | Date Completed: 11/25/20

III. Monitoring/Reporting and Evaluation					
	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?		NO	
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?	YES		
	Section Score: _____				

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Colombia | Date Completed: 11/17/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. 	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>		NO	
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	YES		
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Colombia</u> Date Completed: <u>11/17/2020</u>					
	The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	YES		
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?		NO	
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?		NO	
	Section Score: _____				
II. Institutional Policy and Practice					

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE	
Country: <u>Colombia</u> Date Completed: <u>11/17/2020</u>						
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	<p>II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)</p>				
			Men	Women	Percent	
			Army	39,892	1,512	3.7
			Navy	10,351	899	7.9
			Marines	NA	NA	NA
			Air Force	5,604	1,243	18.2
			Coast Guard	NA	NA	NA
			National Police	131,784	13,142	9.1
			II.A.2 - How many women and what percent are currently deployed in military operations abroad?	YES		
II.A.3 - Are all positions in the military open to women, including ground combat positions?	YES					

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Colombia</u> Date Completed: <u>11/17/2020</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army			1.5%
		Navy			1.8%
		Marines	NA	NA	NA
		Air Force			1.7%
		Coast Guard	NA	NA	NA
		National Police			1.9%ⁱ
		II.A.6 – What are the target goals to increase the number of women in the ranks?		NONE	
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Colombia</u> Date Completed: <u>11/17/2020</u>					
		Police			
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	YES		
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Colombia</u> Date Completed: <u>11/17/2020</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?		NO	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?		NO	
		II.B.11 – Have the GENADs received training?		NO	
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?		NO	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?		NO	
		II.B.14 - Have the GFPs received training?		NO	
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Colombia</u> Date Completed: <u>11/17/2020</u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military		NO	
		B) National Police		NO	
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
B) information on how to engage with and increase the participation of local women and how to exchange information with women;		NO			

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Colombia</u> Date Completed: <u>11/17/2020</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;		NO	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;		NO	
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.		NO	
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?		NO	
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Colombia</u> Date Completed: <u>11/17/2020</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?		NO	
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military	YES		
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Colombia | Date Completed: 11/17/2020

III. Monitoring/Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the country’s implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?	YES		
		Section Score: _____			

SCORE TOTAL _____

ⁱ Data provided by Colombian Ministry of Defence. Army: (2 Major Generals, 0 in the other General Ranks and 21 Colonels of 1,512 women) Percent: 1,52%
 Navy: (0 women Admirals, 16 Colonels of 899 women) Percent: 1,77%
 Air Force: (0 women Generals, 21 Colonels of 1,243 women) Percent: 1,68%
 National Police: (0 women Generals, 26 Colonels of 13.142 women) Percent: 0,19%

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Costa Rica | Date Completed: 11/17/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>	NA		
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	NA		
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Costa Rica</u> Date Completed: <u>11/17/2020</u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	YES		
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?	NA		
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?	YES		
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE	
Country: <u>Costa Rica</u> Date Completed: <u>11/17/2020</u>						
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)				
			Men	Women	Percent	
			National Police Academy		39	18.8
			Public Force		2,613	19.3
			Border Police		19	5.5
			Air Surveillance Service		135	21.3
			National Coast Guard		46	8.6
			Drug Control Police		38	21
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?	NA			
II.A.3 - Are all positions in the military open to women, including ground combat positions?	NA					

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Costa Rica</u> Date Completed: <u>11/17/2020</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
			Men	Women	Percent
		National Police Academy		5	55
		Public Force		7	1.5
		Border Police		1	20
		Air Surveillance Service		?	21
		National Coast Guard		7	30
		Drug Control Police		5	?
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army			
		Navy			
		Marines			
		Air Force			

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Costa Rica</u> Date Completed: <u>11/17/2020</u>					
		Coast Guard			
		Police/National Guard	YES		
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	NA		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	NA		
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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?	NA		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Costa Rica</u> Date Completed: <u>11/17/2020</u>					
	<p>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 and police activities.</p> <p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	NA		
		II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	NA		
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	YES		
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	NA		
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	YES		
		II.B.14 - Have the GFPs received training?	YES		
II.C. Training, education and exercises	WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	NA		
		B) National Police	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Costa Rica</u> Date Completed: <u>11/17/2020</u>					
	Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.	II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	NA		
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	NA		
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	NA		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	NA		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Costa Rica</u> Date Completed: <u>11/17/2020</u>					
		B) information on how to engage with and increase the participation of local women and how to exchange information with women;	NA		
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	NA		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	NA		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	NA		
		F) specific gender norms training focused on the operational area.	NA		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	NA		
		II.D.2 - Are there childcare or family leave policies for the military?	NA		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for	NA		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Costa Rica</u> Date Completed: <u>11/17/2020</u>					
	external sexual exploitation and abuse is addressed.	protection of military personnel within the ranks?			
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	YES		
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military	NA		
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	NA		
B) Police	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Costa Rica | Date Completed: 11/17/2020

	Section Score: _____				
--	----------------------	--	--	--	--

III. Monitoring/Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the country’s implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	NA		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?	YES		

	Section Score: _____				
--	----------------------	--	--	--	--

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Dominican Republic | Date Completed: 11/17/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>		NO	
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	YES		
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Dominican Republic</u> Date Completed: <u>11/17/2020</u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	YES		
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?	YES		
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?	YES		
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE	
Country: <u>Dominican Republic</u> Date Completed: <u>11/17/2020</u>						
II.A. Gender in the Ranks	<p>Women's equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women's participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)				
			Men	Women	Percent	
			Army	24,133	4,420	15.48
			Navy	9,465	2,540	21.16%
			Marines	-	-	-
			Air Force	13,277	5,349	28.72%
			Coast Guard	-	-	-
			National Police/National Guard	31,977	6,729	21.04%
			II.A.2 - How many women and what percent are currently deployed in military operations abroad?	YES		
II.A.3 - Are all positions in the military open to women, including ground combat positions?	YES					

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Dominican Republic</u> Date Completed: <u>11/17/2020</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army	4%		
		Navy	2.3%		
		Marines			
		Air Force	4.4%		
		Coast Guard			
		National Police/National Guard	8.6%		
		II.A.6 – What are the target goals to increase the number of women in the ranks?	YES		
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Dominican Republic</u> Date Completed: <u>11/17/2020</u>					
		Police/National Guard			
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	YES		
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Dominican Republic</u> Date Completed: <u>11/17/2020</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	YES		
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	YES		
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	YES		
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	YES		
		II.B.14 - Have the GFPs received training?	YES		
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Dominican Republic</u> Date Completed: <u>11/17/2020</u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	Yes		
		B) National Police	Yes		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
B) information on how to engage with and increase the participation of local women and how to exchange information with women;					

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Dominican Republic</u> Date Completed: <u>11/17/2020</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;			
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;			
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Dominican Republic</u> Date Completed: <u>11/17/2020</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	YES		
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?		NO	
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military		NO	
		B) Police		NO	
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Dominican Republic | Date Completed: 11/17/2020

III. Monitoring/Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?		NO	
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?	YES		

	Section Score: _____				
--	-----------------------------	--	--	--	--

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Ecuador | Date Completed: 11/25/20

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>		NO	
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>		NO	
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Ecuador</u> Date Completed: <u>11/25/20</u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	YES		
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?		NO	
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?	YES		
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Ecuador</u> Date Completed: <u>11/25/20</u>					
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)			
			Men	Women	Percent
		Army	26,283	462	1.73%
		Navy	9,594	429	4.28%
		Marines	NA	NA	NA
		Air Force	6,417	282	4.21%
		Coast Guard	NA	NA	NA
		National Police/National Guard	42,613	7,336	15%
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?			
		II.A.3 - Are all positions in the military open to women, including ground combat positions?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Ecuador</u> Date Completed: <u>11/25/20</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army			0
		Navy			1
		Marines			NA
		Air Force			0
		Coast Guard			NA
		National Police/National Guard			3
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army			0
		Navy			0
		Marines			NA
		Air Force			0
		Coast Guard			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Ecuador</u> Date Completed: <u>11/25/20</u>					
		Police/National Guard	YES		1
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?		NO	
		II.B.4 - Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Ecuador</u> Date Completed: <u>11/25/20</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?		NO	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	YES		
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?		NO	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?		NO	
		II.B.14 - Have the GFPs received training?		NO	
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military		NO	
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Ecuador</u> Date Completed: <u>11/25/20</u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?		NO	
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Ecuador</u> Date Completed: <u>11/25/20</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Ecuador</u> Date Completed: <u>11/25/20</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?		NO	
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military		NO	
		B) Police		NO	
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Ecuador | Date Completed: 11/25/20

III. Monitoring/Reporting and Evaluation					
	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?		NO	
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?		NO	
	Section Score: _____				

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Guatemala | Date Completed: 11/25/20

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>		NO	
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>	YES		
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>		NO	
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>		NO	
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Guatemala</u> Date Completed: <u>11/25/20</u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	YES		
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?		NO	
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?	YES		
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Guatemala | Date Completed: 11/25/20

II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Men</th> <th style="width: 33%;">Women</th> <th style="width: 33%;">Percent</th> </tr> </thead> <tbody> <tr> <td></td> <td style="text-align: center;">1395</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">NA</td> <td style="text-align: center;">NA</td> <td style="text-align: center;">NA</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">NA</td> <td style="text-align: center;">NA</td> <td style="text-align: center;">NA</td> </tr> <tr> <td></td> <td style="text-align: center;">6,671</td> <td style="text-align: center;">16%</td> </tr> </tbody> </table>			Men	Women	Percent		1395					NA	NA	NA				NA	NA	NA		6,671	16%
		Men	Women	Percent																						
			1395																							
		NA	NA	NA																						
		NA	NA	NA																						
			6,671	16%																						
		Army																								
Navy																										
Marines	NA	NA																								
Air Force																										
Coast Guard	NA	NA																								
National Police/National Guard		6,671 16%																								
II.A.2 - How many women and what percent are currently deployed in military operations abroad?																										
II.A.3 - Are all positions in the military open to women, including ground combat positions?	YES																									

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Guatemala</u> Date Completed: <u>11/25/20</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army	YES		1
		Navy	YES		1
		Marines			NA
		Air Force	YES		1
		Coast Guard			NA
		National Police/National Guard	YES		3
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army		NO	0
		Navy		NO	0
		Marines			NA
		Air Force		NO	0
		Coast Guard			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Guatemala</u> Date Completed: <u>11/25/20</u>					
		Police/National Guard		NO	0
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?		NO	
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?		NO	
		II.B.4 - Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Guatemala</u> Date Completed: <u>11/25/20</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?		NO	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?		NO	
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?		NO	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?		NO	
		II.B.14 - Have the GFPs received training?		NO	
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Guatemala</u> Date Completed: <u>11/25/20</u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Guatemala</u> Date Completed: <u>11/25/20</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Guatemala</u> Date Completed: <u>11/25/20</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?		NO	
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military		NO	
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military		NO	
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Guatemala | Date Completed: 11/25/20

III. Monitoring/Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?		NO	
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?		NO	
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?		NO	

	Section Score: _____				
--	-----------------------------	--	--	--	--

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Mexico | Date Completed: 11/25/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>		NO	
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>	YES		
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	YES		
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Mexico</u> Date Completed: <u>11/25/2020</u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?		NO	
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?	YES		
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?		NO	
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Mexico</u> Date Completed: <u>11/25/2020</u>					
II.A. Gender in the Ranks	<p>Women's equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women's participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)			
			Men	Women	Percent
					11.8
					14
			NA		
			NA		
			NA		
					10.7
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?			
		II.A.3 - Are all positions in the military open to women, including ground combat positions?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Mexico</u> Date Completed: <u>11/25/2020</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army/Air Force	3%		
		Navy	1%		
		Marines	NA		
		Air Force	NA		
		Coast Guard	NA		
		National Police/National Guard	19%		
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army/Air Force	30%		
		Navy		NO	
		Marines	NA		
		Air Force	NA		
		Coast Guard	NA		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Mexico</u> Date Completed: <u>11/25/2020</u>					
		Police/National Guard		NO	
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	YES		
		II.B.4 - Are the principles of WPS integrated into police operational planning processes?		NO	
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Mexico</u> Date Completed: <u>11/25/2020</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8- Has a full-time gender advisor (GENAD) been appointed for the national police?		NO	
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	YES		
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?		NO	
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	YES		
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?		NO	
		II.B.14 - Have the GFPs received training?	YES		
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Mexico</u> Date Completed: <u>11/25/2020</u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Mexico</u> Date Completed: <u>11/25/2020</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Mexico</u> Date Completed: <u>11/25/2020</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?		NO	
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military	YES		
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police		NO	
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Mexico | Date Completed: 11/25/2020

III. Monitoring/Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?		NO	
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?		NO	
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?		NO	

	Section Score: _____				
--	----------------------	--	--	--	--

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Panama | Date Completed: 11/17/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>	NA		
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	NA		
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Panama </u> Date Completed: <u> 11/17/2020 </u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	YES		
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?	NA		
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?	YES		
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Panama </u> Date Completed: <u> 11/17/2020 </u>					
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)			
			Men	Women	Percent
		Army			NA
		Navy			NA
		Marines			NA
		Air Force			NA
		Coast Guard			NA
		National Police/National Guard	25117	4855	19.32%
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?			NA
II.A.3 - Are all positions in the military open to women, including ground combat positions?			NA		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Panama </u> Date Completed: <u> 11/17/2020 </u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army			NA
		Navy			NA
		Marines			NA
		Air Force			NA
		Coast Guard			NA
		National Police/National Guard	YES		
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army			NA
		Navy			NA
		Marines			NA
		Air Force			NA
		Coast Guard			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Panama </u> Date Completed: <u> 11/17/2020 </u>					
		Police/National Guard	YES		
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?			NA
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?			NA
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?			
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Panama </u> Date Completed: <u> 11/17/2020 </u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8- Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?			NA
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	YES		
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?			NA
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	YES		
		II.B.14 - Have the GFPs received training?	YES		
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military			NA
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Panama </u> Date Completed: <u> 11/17/2020 </u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military			NA
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military			NA
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;			NA
B) information on how to engage with and increase the participation of local women and how to exchange information with women;			NA		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Panama </u> Date Completed: <u> 11/17/2020 </u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;			NA
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;			NA
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;			NA
		F) specific gender norms training focused on the operational area.			NA
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?			NA
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u> Panama </u> Date Completed: <u> 11/17/2020 </u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?		NO	
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military			NA
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military			NA
B) Police	YES				
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Panama | Date Completed: 11/17/2020

III.	Monitoring/Reporting and Evaluation				
-------------	--	--	--	--	--

	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?			NA
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?		NO	

	Section Score: _____				
--	-----------------------------	--	--	--	--

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Paraguay | Date Completed: 11/25/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>		NO	
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>	YES		
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>	YES		
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>		NO	
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Paraguay</u> Date Completed: <u>11/25/2020</u>					
II.	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?		NO	
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?		NO	
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?		NO	
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Paraguay</u> Date Completed: <u>11/25/2020</u>					
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)			
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			
		National Police			
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?			
		II.A.3 - Are all positions in the military open to women, including ground combat positions?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Paraguay</u> Date Completed: <u>11/25/2020</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army			
		Navy			
		Marines			NA
		Air Force			
		Coast Guard			NA
		National Police			
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army			
		Navy			
		Marines			NA
		Air Force			
		Coast Guard			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Paraguay</u> Date Completed: <u>11/25/2020</u>					
		Police			
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?		NO	
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?		NO	
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Paraguay</u> Date Completed: <u>11/25/2020</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?		NO	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	YES		
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?		NO	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?		NO	
		II.B.14 - Have the GFPs received training?		NO	
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military		NO	
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Paraguay</u> Date Completed: <u>11/25/2020</u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military		NO	
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre-deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
		B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Paraguay</u> Date Completed: <u>11/25/2020</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Paraguay</u> Date Completed: <u>11/25/2020</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?		NO	
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military	YES		
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Paraguay | Date Completed: 11/25/2020

III. Monitoring/Reporting and Evaluation					
	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?		NO	
	Section Score: _____				

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Peru | Date Completed: 11/25/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>		NO	
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>		NO	
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>		NO	
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Peru</u> Date Completed: <u>11/25/2020</u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?		NO	
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?		NO	
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?	YES		
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Peru | Date Completed: 11/25/2020

<p>II.A. Gender in the Ranks</p>	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	<p>II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Men</th> <th style="width: 33%;">Women</th> <th style="width: 33%;">Percent</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;">11%</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;">9.6%</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;">N.A.</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;">9.6%</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;">N.A.</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;">18.0%</td> </tr> </tbody> </table>			Men	Women	Percent			11%			9.6%			N.A.			9.6%			N.A.			18.0%
	Men	Women	Percent																							
			11%																							
			9.6%																							
			N.A.																							
			9.6%																							
			N.A.																							
			18.0%																							
	<p>II.A.2 - How many women and what percent are currently deployed in military operations abroad?</p>																									
<p>II.A.3 - Are all positions in the military open to women, including ground combat positions?</p>	YES																									

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Peru</u> Date Completed: <u>11/25/2020</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army			1
		Navy			1
		Marines			N.A.
		Air Force			1
		Coast Guard			N.A.
		National Police			3
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army			0
		Navy			0
		Marines			NA
		Air Force			0
		Coast Guard			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Peru</u> Date Completed: <u>11/25/2020</u>					
		Police			0
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?		NO	
		II.B.4 - Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Peru</u> Date Completed: <u>11/25/2020</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8- Has a full-time gender advisor (GENAD) been appointed for the national police?	YES		
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?		NO	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?		NO	
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?		NO	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?		NO	
		II.B.14 - Have the GFPs received training?		NO	
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military		NO	
		B) National Police		NO	
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Peru | Date Completed: 11/25/2020

		B) National Police		NO	
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military		NO	
		B) National Police		NO	
		II.C.4 - Are the principles of WPS integrated into any other training of staff?		NO	
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Peru</u> Date Completed: <u>11/25/2020</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;		NO	
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Peru</u> Date Completed: <u>11/25/2020</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?		NO	
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military		NO	
		B) Police		NO	
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Peru | Date Completed: 11/25/2020

III. Monitoring/Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?		NO	
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?		NO	
		Section Score: _____			

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Trinidad & Tobago | Date Completed: 11/17/2020

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>	YES		
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>		NO	
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?		NO	
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?	YES		
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?	YES		
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool							
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE		
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>							
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)					
					Men	Women	Percent
		Military	4,347	726	14.3%		
		National Police	7,323	2,939	29%		
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?	NA		NA		
		II.A.3 - Are all positions in the military open to women, including ground combat positions?	YES				
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES				
II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?							

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>					
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			
		National Police/National Guard			
		II.A.6 – What are the target goals to increase the number of women in the ranks?		NONE	
		Army			
		Navy			
		Marines			
		Air Force			
		Coast Guard			
		Police/National Guard			
		II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words,	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>					
	a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	YES		
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities. GENADs are deployed as part of the Command staff at both strategic and operational levels.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?		NO	
		II.B.8 - Has a full-time gender advisor (GENAD) been appointed for the national police?		NO	
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>					
	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 and operations.	II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?		NO	
		II.B.11 – Have the GENADs received training?	YES		
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?		NO	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	YES		
		II.B.14 - Have the GFPs received training?		NO	
II.C. Training, education and exercises	WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention. Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	YES		
		B) National Police		NO	
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>					
		A) Military	YES		
		B) National Police		NO	
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre deployment training include the following areas? (1 point per area trained)	NA		
		A) the importance of protection, rights and needs of women, men, girls and boys;			
		B) information on how to engage with and increase the participation of local women and how to exchange information with women;			
		C) cultural awareness training based on an analysis of gender relations in the area of operations;			
D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;					

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>					
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;			
		F) specific gender norms training focused on the operational area.			
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	YES		
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?		NO	
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>					
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military	YES		
		B) Police	YES		
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				
III. Monitoring/Reporting and Evaluation					
	Effective monitoring and reporting mechanisms are in place for the country’s implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Trinidad & Tobago</u> Date Completed: <u>11/17/2020</u>					
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?		NO	
	Section Score: _____				

SCORE TOTAL _____

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Uruguay | Date Completed: 11/25/20

I. National Importance/Political Will

<p>There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation’s foreign, defense and police policies. National laws support gender equality and women’s rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) 2022 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)]—also known as the Women, Peace and Security (WPS) agenda —are recognized, integrated and mainstreamed in foreign and security sector policies.</p> <p>In other words; foreign, defense and national police/law enforcement officials recognize the importance of:</p> <ul style="list-style-type: none"> ● Women’s participation 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, defense and national police policies. <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p>1.1 - Are the principles of WPS mentioned in major foreign policy documents?</p>	YES		
	<p>1.2 - Are the principles of WPS mentioned in national security documents?</p>	YES		
	<p>1.3 - Does the national constitution support gender equality?</p>	YES		
	<p>1.4 - Does the country have a WPS National Action Plan (NAP)?</p>		NO	
	<p>1.5 - Does the country have other forms of national gender equality documents or departments?</p>	YES		
	<p>1.6 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principle actor?</p>		NO	
	<p>1.7 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>		NO	
	<p>1.8 - Does the NAP or other WPS or gender equality documents mention the national police as a principle actor?</p>	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Uruguay</u> Date Completed: <u>11/25/20</u>					
	implementation of the UNSCR 1325/WPS National Action Plan (NAP).	I.9 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	YES		
	Specific resources and positions for the implementation of the NAP and/or the principles of WPS have been allocated for the D/MoD and police.	I.10 - Have resources and/or positions been allocated for NAP/WPS implementation at the D/MOD)?	YES		
		I.11 - Have resources and/or positions been allocated in national police agencies for NAP/WPS implementation?	YES		
	Section Score: _____				

II. Institutional Policy and Practice

Latin America and the Caribbean WPS Assessment Tool

Latin America and the Caribbean WPS Assessment Tool					
CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Uruguay</u> Date Completed: <u>11/25/20</u>					
II.A. Gender in the Ranks	<p>Women’s equal participation and integration is actively sought and promoted in the military and police forces. Women serve at all ranks and in all disciplines. Women are also deployed to field operations in all ranks and disciplines. Countries have established recruiting targets to increase women’s participation.</p> <p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been established in order to retain women who chose to have a family.</p>	II.A.1 - How many women and men serve in the national forces of the military and police? (Provide gross numbers of men/women and women as a percent of the force in the YES column or 0 in the NO column if there are no women serving in these organizations.)			
			Men	Women	Percent
		Army	13,516	1432	10%
		Navy	4,161	595	13%
		Marines	NA	NA	NA
		Air Force	2174	438	17%
		Coast Guard	NA	NA	NA
		National Police	4,127	1,302	24%
		II.A.2 - How many women and what percent are currently deployed in military operations abroad?			
II.A.3 - Are all positions in the military open to women, including ground combat positions?	YES				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Uruguay</u> Date Completed: <u>11/25/20</u>					
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units?	YES		
		II.A.5 - What percentage of women are serving at senior ranks (colonels and above)?			
		Army			2%
		Navy			1.2%
		Marines			NA
		Air Force			1.6%
		Coast Guard			NA
		National Police			3%
		II.A.6 – What are the target goals to increase the number of women in the ranks?			
		Army			NA
		Navy			NA
		Marines			NA
		Air Force			NA
		Coast Guard			NA

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Uruguay</u> Date Completed: <u>11/25/20</u>					
		Police			50%
II.B. Strategy, Plans and Policy	WPS principles have been integrated in the major directives and guidance documents related to doctrine, planning, and operations. In other words, a gender perspective is introduced in all phases of military and police operations and missions, and are adapted to specific operational contexts.	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	YES		
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	YES		
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	YES		
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	YES		
	Relevant documents highlight the importance of recognizing that women, girls and boys are particularly vulnerable to sexual and gender-based violence and sexual exploitation and abuse. Attention is given to provide protection and uphold the freedom of movement of women, girls and boys.	II.B.5 - 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		
		II.B.6 – Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic documents, field manuals and other similar publications?	YES		
	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 and police activities.	II.B.7 - Has a full-time gender advisor (GENAD) been appointed for the military (not just for peace operations)?		NO	

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Uruguay</u> Date Completed: <u>11/25/20</u>					
	<p>GENADs are deployed as part of the Command staff at both strategic and operational levels.</p> <p>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 and operations.</p>	II.B.8- Has a full-time gender advisor (GENAD) been appointed for the national police?		NO	
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?		NO	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?		NO	
		II.B.11 – Have the GENADs received training?		NO	
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	YES		
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	YES		
		II.B.14 - Have the GFPs received training?	YES		
II.C. Training, education and exercises	<p>WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and training includes: gender and cultural/social awareness, overview of UNSCR 1325/WPS principles, how gender relates to operational effectiveness, and sexual violence prevention.</p> <p>Prior to new operations and missions, appropriate training in the principles of WPS and how to apply a gender perspective have been conducted as prerequisites to mission accomplishment.</p>	II.C.1 - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Uruguay</u> Date Completed: <u>11/25/20</u>					
		B) National Police	YES		
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	YES		
		B) National Police	YES		
		II.C.4 - Are the principles of WPS integrated into any other training of staff?	YES		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	YES		
		B) Police	YES		
		II.C.6 - As a minimum, does military pre-deployment training include the following areas? (1 point per area trained)			
		A) the importance of protection, rights and needs of women, men, girls and boys;	YES		
		B) information on how to engage with and increase the participation of local women and how to exchange information with women;	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Uruguay</u> Date Completed: <u>11/25/20</u>					
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	YES		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	YES		
		E) an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during unrest and conflict;	YES		
		F) specific gender norms training focused on the operational area.	YES		
II.D. Work Environment	<p>The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave, childcare and other related family policies have been put into place to improve the quality of life for military and police personnel and improve recruitment.</p> <p>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 for sexual exploitation, harassment and assault within the ranks, within missions or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.</p>	II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?	YES		
		II.D.2 - Are there childcare or family leave policies for the military?	YES		
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	YES		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	YES		

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
Country: <u>Uruguay</u> Date Completed: <u>11/25/20</u>					
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	YES		
		II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?	YES		
		II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)			
		A) Military		NO	
		B) Police		NO	
		II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	YES		
		B) Police	YES		
	Section Score: _____				

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
----------	------------------	------------	-----	----	-------

Country: Uruguay | Date Completed: 11/25/20

III. Monitoring/Reporting and Evaluation					
	Effective monitoring and reporting mechanisms are in place for the country's implementation efforts of UNSCR 1325 and/or the principles of WPS to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES		
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	YES		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	YES		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	YES		
		III.5 – Is sex disaggregated data made publicly available?		NO	
	Section Score: _____				

SCORE TOTAL _____